



Geneva and Brussels, 29 April 2022

Mr Willi Liebherr  
Chairman  
Liebherr-International AG  
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## **Calling on Liebherr-International AG to respect fundamental workers' rights in Bulgaria**

Dear Mr Willi Liebherr,

We are writing this letter to you on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Union](#), both representing workers in mining, energy and manufacturing industries throughout the world.

We call on Liebherr-International AG to intervene immediately at its subsidiary Liebherr-Hausgeräte Marica EOOD in Plovdiv, Bulgaria, to ensure the full respect of fundamental labour rights at its operation. Please note that the National Federation of Metal workers and Machine-Builders (SFMM) is affiliated to both of our organisations.

We are shocked to learn that your local management is acting in violation of national labour law and international core labour standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

The management of Liebherr-Hausgeräte Marica EOOD is not recognizing the union structure and it has never replied to the union's request to engage in collective negotiations.

Furthermore, the company has banned the leader of the SFMM access to his workplace, and trade union members were forced to agree on "voluntary" termination of their labour contract under direct threat of sanctions with disciplinary dismissal.

Therefore, IndustriALL Global Union and industriAll European Trade Union urge Liebherr-International AG to act at its subsidiary Liebherr-Hausgeräte Marica EOOD in Plovdiv to guarantee the prompt beginning of collective bargaining negotiations, put an end to the persecution and harassment of the trade union members, and establish a solid social dialogue that should result in decent and fair working conditions for the workers at Liebherr-Hausgeräte Marica EOOD.

We hope that you will address the situation with the utmost urgency and look forward to hearing back from you in due course.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Luc Triangle', with a large, stylized flourish at the end.

**Luc Triangle**  
General Secretary  
IndustriAll European Trade Union

A handwritten signature in black ink, appearing to read 'Atle Høie', with a long, sweeping horizontal line extending to the right.

**Atle Høie**  
General Secretary  
IndustriALL Global Trade Union