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**INDUSTRIAL & COMMERCIAL**



**WORKERS UNION (I.C.U.)**

**TELEPHONE**

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Accra Regional Sect. 021-235586  
Kumasi 051-25048  
Takoradi 031-22265  
Koforidua 081-23612  
Tamale 071-22819  
Sunyani 061-23358  
Ho 091-26503  
Tema 022-202908

**TELEPHONE**

Cape Coast 042-34297  
Bolgatanga 072-23476  
Wa 0766-22193

**GHANA**

ALL COMMUNICATIONS  
SHOULD BE ADDRESSED TO THE  
GENERAL SECRETARY

CENTRAL SECRETARIAT  
P.O. BOX 2358  
ACCRA

Ref: DM/IMF/14/V.8/2/06

5<sup>th</sup> September, 2006

**H. E. Masamichi Ishikawa,**  
Japanese Ambassador to Ghana,  
Japanese Embassy,  
Accra.

Dear His Excellency,

MM	BF	JR	HK	AM	RS	JH	RB
R							RS X
No. 7697		SM	CC	MS	IA		

**PROTEST AGAINST MANAGEMENT OF TOYOTA PHILIPPINES FOR  
HUMAN RIGHTS ABUSES AGAINST THE WORKERS**

The Leadership, National Executive Council (NEC) and the entire membership of Industrial and Commercial Workers' Union (ICU), the largest registered Trade Union Organization in Ghana representing over 75,000 workers, have learnt with grave concern and dismay the unlawful termination of appointment of over 300 workers of Toyota Philippines since 16<sup>th</sup> March, 2001.

It will be recalled that the employees of the Toyota Motor Philippines were issued with a bargaining certificate which enjoined them to enter into a Collective Bargaining Negotiation with their Management/Employers.

Management refused to recognise the certificate and subsequently dismissed 227 union executives and 64 workers when they forcefully demanded un-alloyed recognition of their right to collective bargaining.

In September, 2003 both the Supreme Court of Philippine and ILO ordered the management of Toyota Philippine to re-instate the affected workers and bargain in good faith with the Employees' Union, Toyota Motor Philippine Corporation Workers Association. Management refused to comply with the directives of these august international bodies. Their disregard for international standards and conventions regulating management/Labour relations globally smack of arrogance, disrespect for international standards and has brought the image of your country into bad light in the international Labour market.

*Organizers of Workers Engaged In: Banks, Insurance and Financial Institutions, Hotel Catering & Allied Undertakings, Retail & Commercial Undertakings, Paper & Printing Industries, Public Boards & Corporation, General Industries, Textile Garment, Leather & Fur, Metal & Automobile, Professional & Managerial Staff, Informal Sectors and Tourism.*

As a major player in the Labour Movement globally, we cannot gloss over these abuses and union-busting tactics. We are urging you to impress upon Toyota Company to impress upon their Philippine counterparts to obey international rules and to fall in line with the directives of the Supreme Court of Philippine and International Labour Organization to avert any confrontation with the International Labour Movement.

In summary, we are demanding:

- The unconditional re-Instatement of the 136 dismissed workers
- Recognition of the Employees Union –Toyota Motor Philippine Corporation Workers' Association as the sole bargaining agent
- Negotiate a Collective Bargaining Agreement for the workers in good faith devoid of any intimidation and witch-hunting of Union Executives.

We would like to urge you to act expeditiously on these demands.

Thank you.

Your faithfully,



**(NAPOLEON D.K. KPOH)  
GENERAL SECRETARY**

cc: General Secretary, ✓  
IMF,  
54 Bis, Route Des Acacias,  
Case Postale 1516,  
CH-1227 Geneva,  
Switzerland.

" The Chairman/Secretary,  
Local Union,  
Toyota Ghana Limited – Accra.