



Business is booming at Mondelez Pakistan. The company has put in new machines and some 600 people now work at the factory – *but only 49 are directly employed by Mondelez and are members of the Cadbury union.* The rest are employed through



labour contractors on precarious monthly and even *daily* contracts, including 200 machine operators and their assistants – the “core” workforce who make the popular products. While many of these have been on the lines continuously for years, performing the same work as the handful of permanent workers, they have no appointment letters from the labour contractors

or from Mondelez (a legal requirement), they have no job security, are not registered with the government’s mandatory social security and pension schemes, are paid significantly less than the permanent workers, and are denied overtime pay and other benefits.

Since May 2012, the union has been demanding that production workers be made permanent and be given equal treatment with permanent workers – including the right to join the Cadbury union. The company rejects this demand and calls these workers “outsiders”, insisting that neither they nor the union have the right to raise this demand. Union members and officers have been victimized, harassed and abused for demanding equal treatment. For nearly two years, the union has stuck to its demand, held rallies across the country and fought for the rights of the “outsiders”. They are again stepping up their campaign to get Mondelez to recognize their rights and to negotiate. They are fighting for Mondelez workers everywhere.

Mondelēz workers are screaming for justice!

www.SCREAMDELEZ.org

