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Jindal Workers Allege Illegal Discounts and Intimidation by Politicians

- On November 26, 2024, in Tete Province, workers at the Jindal Mozambique Group staged a protest in response to allegations of irregular payments and intimidation. The workers claim their wages are not being paid as agreed and accuse the company of using politicians to coerce them to continue working despite adverse conditions.





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The protest by Jindal workers is a call for justice and respect for labor rights. The situation requires an immediate response from both the company and the competent authorities, to ensure that the principles of dignity, equality and protection are effectively complied with. Furthermore, it reinforces the need for a more robust inspection system, which guarantees compliance with the laws and preserves the integrity of workers.

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The protests occur in the context of growing dissatisfaction among workers, marked by reports of excessive working hours that make adequate rest impossible. The Indian giant, which explores mineral coal in Mozambique, has already been the target of several complaints related to non-payment of wages and other practices that violate labor rights. Despite this, to date, there is no record of effective intervention by the provincial or central government, including the Ministry of Labor.

Trade unions have denounced numerous violations of labor rights by national and multinational companies, including the prohibition of freedom of association, lack of social dialogue to improve working conditions, wage inequality, exclusion of national workers from leadership positions, lack of vocational training opportunities, violence and harassment, neglect of workplace safety, and refusal to engage in voluntary conciliation and arbitration to resolve labor disputes. In addition, there is a limitation of the powers of labor inspectors and the refusal to withhold contributions from unionized workers at source.

Mozambican legislation establishes the rights of workers and the State's responsibility to protect them. The State is a signatory to the United Nations Guiding Principles on Business and Human Rights, which impose on States the duty to protect human rights against abuses committed by companies. The Labor Law also guarantees fundamental rights to workers, such as job security and fair remuneration based on the quantity and quality of work performed.

According to § 4 of Article 54 of the Labor Law, it is the State's responsibility to ensure the effectiveness of preventive and coercive means that prevent and penalize civilly and criminally any violation of workers' rights. § 5, paragraphs a), b) and d) of the aforementioned article recognize and guarantee the worker (i) the job; (ii) the stability of the job and (iii) the remuneration depending on the quantity and quality of the work provided. In the case of remuneration, article 108, § 3 of the Labor Law, states that "every worker, national and

foreign, without distinction of sex, sexual orientation, race, color, religion, political or ideological conviction, ancestry or ethnic origin, has the right to receive a salary and enjoy equal benefits for equal work." To implement the provisions of the Labor Law, other relevant measures were taken to prevent and combat discrimination in matters of employment and occupation, with emphasis on Resolution No. 29/2016, of October 31, of the Council of Ministers, which approves the Employment Policy.

At the institutional level, under the terms established in Article 259 of the Labor Law, the Labor Inspection is responsible for controlling labor legality and is responsible for monitoring compliance with the duties of employers and workers. Under Article 260, § 1, of the Labor Law, the Labor Inspection is responsible for monitoring and ensuring compliance with the law and other provisions that regulate aspects of working life, and reporting to the competent state bodies violations relating to rules whose exercise is not they are responsible for monitoring.

Firstly, it is the company's fundamental responsibility to respect the rights of its workers. At the same time, the State has the duty to ensure that human rights are effectively respected by all companies operating in its territory. Failure to pay wages owed to workers constitutes a serious violation of their rights, compromising not only individual dignity but also the well-being of their families and communities. This situation requires immediate corrective actions, both by the company and the State, to guarantee justice and compliance with human and labor rights standards.

The protest by Jindal workers is a call for justice and respect for labor rights. The situation requires an immediate response from both the company and the competent authorities, to ensure that the principles of dignity, equality and protection are effectively complied with. Furthermore, it reinforces the need for a more robust inspection system, which guarantees compliance with the laws and preserves the integrity of workers.



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