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INTERNATIONAL METALWORKERS' FEDERATION  
INTERNATIONALER METALLGEWERKSCHAFTSBUND  
FEDERATION INTERNATIONALE DES ORGANISATIONS DE TRAVAILLEURS DE LA METALLURGIE  
INTERNATIONELLA METALLFEDERATIONEN  
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*Sent by fax and e-mail*

Mr. Seyed Mohammad Khatami  
President  
The Presidency  
Palestine Avenue, Azerbaijan Intersection  
Tehran  
Islamic Republic of Iran

MM/rb

May 11, 2005

Dear President Khatami:

On behalf of millions of our members worldwide, the International Metalworkers' Federation calls on your government to immediately release Mr. Parviz Salarvand from Evin Prison in Tehran, and demands that the management at Iran Khodro halts all intimidation and harassment of the company's employees.

Mr. Parviz Salarvand has been unjustly arrested and detained for exercising the freedom of speech in support of internationally recognized worker and trade union rights. Your government along with company management has responded to his denunciation of the unequal and unfair treatment of employees with repressive measures including his arrest on April 12, 2005. These measures are in gross violation of fundamental human and worker rights.

Workers at Iran Khodro have long endured hazardous and dangerous working conditions that have resulted in many workplace injuries and deaths in recent years. Many workers are denied equitable payment of benefits and face continued insecurity associated with temporary and contract terms of employment.

It has been against these conditions, among other work-related issues, that Iran Khodro employees have been protesting since last year. Mr. Salarvand's arrest and jailing for speaking in support of fairness for these workers is a grave injustice.

The government of Iran and company management are jointly responsible for a range of violations. Management has denied workers their rights to form free and independent labour organizations while your government, which owns a controlling interest in Iran Khodro, has failed to ensure full respect for ILO Conventions no. 87 and 98. The pattern of actions and behavior against Iran Khodro employees and Mr. Salarvand are in clear violation of the OCED Guidelines for Multinational Enterprises.

Furthermore, Iran Khodro is a partner in Renault Pars, a joint venture in which Renault holds a majority 51 percent ownership share. Iran Khodro through this joint

venture partnership began production of X90 vehicle last year. Your government and Iran Khodro are in clear violation of an international framework agreement that Renault has signed with the Renault World Employee Committee and the International Metalworkers' Federation.

We again call on you to take immediate action to release Mr. Parviz Salarvand from detention and to guarantee that Iran Khodro workers can freely and fully exercise their fundamental rights.

Yours sincerely,

  
Marcello Malentacchi  
General Secretary

cc: Louis Schweitzer  
Carlos Ghosn  
Daniel Sanchez  
Marcel Grignard  
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