

## H&M GBC Logistics wants women to keep quiet!

It can be very costly to denounce the sexist abuse which several female employees of *H&M GCB Logistics*, the company in charge of transporting goods between warehouses and H&M stores, face in the workplace. This is the lesson the elected representative from trade-union *SUD-Solidaires* is painfully learning. Over the past three years, the union rep has been fighting time and again to put an end to the sexism taking place in the company.

### Frequent and sustained abuse

In 2018, the local *SUD-Solidaires* branch publicized some of the abuse some female employees had been facing. Here are just a few examples:

**Insults**, uttered in public, targeted at employees, sometimes with bosses within hearing distance:

Whore!

Karba!

**Disparaging comments** on women's physical appearance, on their attire – in one instance the HR manager was in attendance:

"This place looks like a brothel"

"A woman isn't as good as a man. With your tits, who do you think you are?"

"When are we getting some fresh meat, we're fed up with old hags."

**Sexual gestures**, such as miming masturbation in front of a colleague (recorded by CCTV).

### Senior management prompt to protect abusers and to silence victims

The company isn't just turning a blind eye to what has been going on: senior management has attempted to fire the union rep. The move was opposed both by labour law enforcement bodies and by the Department for Work after they carried out inquiries. Since union reps enjoy some legal protection in France, the company attacked her on that front, negating her right to be a representative. The local courthouse has, again, rejected the employer's claim: she is entitled to be a union rep.

Two years of legal persecution against our sister and comrade were apparently not enough for the company. She is now summoned for a new disciplinary interview, which in French law is mandatory before any sanction is taken. Just when the Labour Law Enforcement Body is carrying out yet another inquiry about sexism in the company.

## What do we want? An end to sexism!

This union rep is a whistle blower. She is the first woman who has openly denounced the sexism at play in *H&M GBC Logistics*. We now know that several other women have been subjected to the same abuse and have reported it.

*Solidaires 93*, the regional branch the union rep belongs to, is now publicizing this very serious case because she has not be listened to when she spoke out. Not only that: senior management has tried to punish her for doing so. As a result, sexism has been encouraged, leading to a situation which can be likened to harassment.

We will never let any woman face such repression alone. Such practices can be no more.



Cartoon reads: Title: "Winter collection 2020 – just for female employees!" On tops: "Sexist abuse / Obscene gesture / Sexual offer / Humiliation"

Please support out sister & comrade by writing to [contact@solidaires93.org](mailto:contact@solidaires93.org)  
Women's rights shall be respected and solidarity is how we'll get there.