

Nyon, 05 June 2018

**To: The government of the Republic of Macedonia and the Ministry of Labour and Social Policy**

**Support of the Macedonian Trade Union of Postal Workers**

Ladies and Gentlemen,

UNI Global Union received information from the Macedonian Trade Union of Postal Workers of violations of trade union rights by Macedonian Post management.

The management threatened trade union members in the company trying to force them to change their internal leadership. Organized pressure and blackmail of workers to force them to sign a petition for the dismissal of a trade union leader, is an unacceptable threat to the freedom of association and in contradiction of the respect of free, independent and democratic trade unions.

It is unacceptable that the management of a company, in this case the Macedonian Post with a public mandate to provide the public service obligation under state control, apply pressure on trade union members to influence the composition of the leadership.

We believe that the Macedonian Government is familiar with the above-mentioned problem in Macedonian Post and we ask for urgent action. As a member state of the ILO, we call upon you to ensure the following ILO Conventions are respected:

*ILO Convention 087 - Freedom of Association and Protection of the Right to Organise Convention,*

*Article 3:*

- 1. Workers' and employers' organisations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organise their administration and activities and to formulate their programmes.*

*ILO Convention 098 - Right to Organise and Collective Bargaining Convention*

*Article 1:*

- 1. Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment.*



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*Article 2:*

- 1. Workers' and employers' organisations shall enjoy adequate protection against any acts of interference by each other or each other's agents or members in their establishment, functioning or administration.*
- 2. In particular, acts which are designed to promote the establishment of workers' organisations under the domination of employers or employers' organisations, or to support workers' organisations by financial or other means, with the object of placing such organisations under the control of employers or employers' organisations, shall be deemed to constitute acts of interference within the meaning of this Article.*

We would like to emphasise that we support the democratically elected president of the Macedonian Trade Union of Postal Workers: Marjan Veta.

We call on you to start action to respect and guarantee an independent democratic and free trade union movement in your country and to follow the obligation pointed out in the ILO guidelines.

In the light of mutual respect and cooperation, we hope, this incident can be solved by the Macedonian government as fast as possible in an open social dialogue and labour relation can continue in the advantage of workers and the future of post.

Yours sincerely,



Cornelia Broos  
Head of UNI Post & Logistics Global Union