



TOGETHER FOR A FAIR DEAL FOR WORKERS

EL//LR/gv
Brussels, 28 April 2026

To: Government of Montenegro
Mr Miloško Spajić, Prime Minister

[Letter sent by e-mail]

Letter from the European Trade Union Confederation

Dear Prime Minister Spajić,

I am contacting you to express the strong concerns of the European Trade Union Confederation with regard to the situation on the General Collective Bargain Agreement and the risk of its expiration.

The European Trade Union Confederation (ETUC) speaks with a single voice on behalf of European workers to have a stronger say in EU decision-making. The ETUC was set up in 1973. It represents more than 45 million workers in Europe, and comprises 94 national trade union confederations from 42 countries, as well as 10 European trade union federations.

Appreciating the efforts that Montenegro is making on its European path and in anticipation of the closing of the very important Negotiation Chapters, especially 2 and 19, on behalf of the ETUC I want to congratulate you as the head of the Government on the results achieved and for your advancement towards accession.

However, the process of EU integration in itself cannot be reduced to a inter-governmental process, nor be based only on the mere transposition of Directives or harmonization with the Acquis – despite these being essential elements. It must constitute a real integration of the entire society in the European social model, which means that it is not only important that Montenegro has laws in line with EU standards, but how they function in practice.

European values imply genuine and effective social dialogue, and no country can successfully complete the process of joining the European Union by marginalizing social dialogue, which must be reinforced and not undermined.

We know how much the General Collective Bargain Agreement means for workers in Montenegro, especially in the context of the absence of collective agreements in a significant part of the economy, which is mainly made up of SMEs.

Trade unions from Montenegro have reported that if the General C.B.A. were to expire, around one hundred thousand employees, who are not protected by branch collective agreements, would lose the most significant part of their labour rights.

What the trade unions from Montenegro are asking for is an increase in the calculation value of the coefficients, which was established 13 years ago. Since then, inflation has contributed to a significant increase in the cost of living.

The trade unions from Montenegro have the full support of the ETUC. The ETUC supports their initiatives and actions, including the protest tomorrow, and their demands.

The marginalization of trade unions and the politicisation of wage negotiations send a message that is contrary to the EU accession path.

That is why we invite the Government of Montenegro to sit down at the negotiating table with the social partners and conclude the OKU, and thus show that there is no gap between the stated objective of EU accession and the real support for the European value and practice of social dialogue.

Sincerely yours,

Esther Lynch
General Secretary of the European Trade Union Confederation