



To: **Mr Milojko Spajić**
Prime Minister of Montenegro
kabinet@gov.me

Ref: JWG/mv/hn

Brussels, 5 June 2026

Dear Prime Minister,

The European Federation of Public Service Unions (EPSU) wishes to express its serious concern regarding recent developments in social dialogue and collective bargaining in Montenegro.

According to information provided by the representative social partners in Montenegro, the Government declined to accept the jointly agreed proposal of trade unions and employers concerning the renewal of the General Collective Agreement. As a consequence, the General Collective Agreement expired on 30 April 2026, leaving more than 100,000 workers without the protections and guarantees previously secured through collective bargaining.

We are particularly concerned by reports that repeated requests from the representative trade unions to continue negotiations and social dialogue have not received a response. Effective social dialogue requires meaningful engagement between governments, employers and trade unions, especially on matters directly affecting workers' wages, working conditions and trade union rights.

Collective bargaining and social dialogue are fundamental elements of the European social model and are recognised by international labour standards. Montenegro, as a candidate country for membership of the European Union, has repeatedly committed itself to strengthening social dialogue and aligning with European social standards. Recent developments raise concerns regarding progress towards these objectives and the effective implementation of commitments linked to Chapter 19 on Social

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Policy and Employment.

The European Union has repeatedly highlighted the importance of collective bargaining, social partner involvement and strong social dialogue in promoting fair wages, quality employment and social cohesion. These principles are not merely formal requirements of accession but core European values that should be reflected in practice.

As EPSU General Secretary, I participated in the discussions with the European Commission and the European social partners that culminated in the Val Duchesse Declaration and the Pact for European Social Dialogue. These initiatives reaffirmed a common European commitment to strengthening collective bargaining and social dialogue. It would therefore be a matter of serious concern to the European trade union movement if Montenegro, at this important stage of its accession process, were perceived as weakening rather than strengthening these fundamental pillars of the European social model.

EPSU therefore calls on the Government of Montenegro to urgently resume dialogue with the representative trade unions and employers' organisations, engage in good-faith negotiations and work towards the conclusion of a new General Collective Agreement that guarantees adequate protection for workers across the country. At a time when Montenegro is advancing on its European path, respect for social dialogue and collective bargaining is essential to demonstrating a genuine commitment to European social values and democratic governance.

We remain available for constructive dialogue and hope that a solution can be found through negotiations and mutual respect.

Yours sincerely,



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EPSU General Secretary

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