



Geneva and Brussels, 1<sup>st</sup> December 2015

M. Dacian Cioloş  
Prime Minister of Romania  
Victoria Palace  
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Romania

Sent by email to the Romanian Mission to the United Nations in Geneva:  
[mission.romania@romaniaunog.org](mailto:mission.romania@romaniaunog.org) and fax: 41 22 752 29 76

### **IndustriALL Global and European Trade Unions urge the new Romanian government to restore fundamental workers' rights and trade union rights**

Dear Prime Minister,

We are writing this letter to you on behalf of IndustriALL Global and European Trade Unions representing millions of workers in mining, energy and manufacturing industries in Europe and more than 140 countries worldwide, including Romania, to express our grave concern about the growing attacks against workers' rights and trade union rights in your country.

Since the introduction of the new Labour Code and the new Social Dialogue Law in 2011, the system of industrial relations in Romania has been altered dramatically. The new law has restricted considerably the functioning of trade unions and the possibility of developing genuine social dialogue at all levels. Collective bargaining at national level has been abolished and bargaining at sectoral level has become virtually impossible. As recent data show, the number of plant-level agreements signed by representative trade unions has declined significantly, and working conditions have deteriorated.

The new law has limited the right to strike, which has been recognised internationally as a fundamental right of workers, and as an intrinsic corollary to the right to organise. The protection of elected trade union leaders against dismissal during their mandate period is also under attack.

In addition, the law has made it easier for employers to use fixed-term employment contracts and agency work. Temporary employment is developing fast and becoming a common feature of the domestic labour market. This non-standard form of work drives more and more people into insecurity and poverty, all in the name of increased competitiveness. Over half of the population in Romania today earns less than the legal minimum wage.

Discussions over the revision of the labour law and the social dialogue legislation under the previous government have not resulted in any meaningful improvement of the situation for workers.

IndustriALL Global Union and IndustriAll European Trade Union strongly condemn the repeated attacks against workers' rights and their representatives, and express their complete support to their Romanian affiliates in their demand to reverse the legal changes made in 2011

through emergency ordinances. These attacks against the labour movement must stop. Dismantling collective bargaining and all-out flexibilisation of the labour market are not the way forward.

Romania has ratified the core ILO conventions, and it is also committed to implementing the Charter of Fundamental Rights of the European Union. Therefore, we urge you and the new Romanian government to initiate procedures to amend the current Labour Code and the Law on Social Dialogue and bring them into compliance with international labour standards.

Fundamental rights at work, in particular regarding representativeness and collective bargaining, must be fully restored, so that trade unions can play their role in fostering social and economic progress and workers enjoy decent wages and working conditions.

We appreciate your government's full attention to this important matter.

Yours sincerely,

A handwritten signature in blue ink, consisting of a vertical line on the left, a horizontal line across the middle, and a diagonal line on the right that ends in a small loop.

Jyrki Raina  
General Secretary  
IndustriALL Global Union

A handwritten signature in blue ink, featuring a series of connected, wavy loops that form a cursive style.

Ulrich Eckelmann  
General Secretary  
IndustriAll European Trade Union