



**Akiko Gono**

President  
Présidente  
Präsidentin  
Presidenta

**Mr. Ljubisav Orbović**

**President, Confederation of Autonomous Trade Unions of Serbia (CATUS)**  
**Serbia, Belgrade, Trg Nikole Pašića 5**

**Luc Triangle**

General Secretary  
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**GS/JB/cg**

**04 October 2024**

Dear Brother Orbović,

We received your letter dated 1 October 2024, and share your outrage over the verbal and physical attacks on workers perpetrated by the management of the Company Yura in Serbia. It is not the first time that Serbian unions have protested against workers' rights violations by this company, which is well known for breaching human, labour and trade union rights, and for fostering an anti-worker culture and climate of abuse by management.

On September 27, three female workers were physically assaulted by the manager, Mr Kang, and had to seek medical assistance because of their injuries. Furthermore, the victims were threatened with dismissal and faced verbal abuse. The attack occurred in the presence of other workers.

The Autonomous Metal Workers' Trade Union of Serbia took immediate action by initiating a police investigation, demanding further legal and managerial measures against the individual perpetrator, and protesting the company's abusive anti-union practices by the company. The union is also pursuing additional steps to ensure the company respects the dignity and rights of workers, including in Germany, as Yura is a part of the supply chains of German manufacturers.

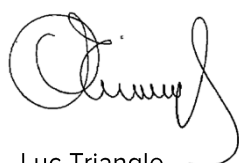
By adopting ILO Convention No. 190 (Violence and Harassment) in June 2019, the international community firmly rejected any form of physical or verbal assault at the workplace. There can be no tolerance for such behaviour anywhere in the world. While the Republic of Serbia has yet to ratify the Convention, it already has a national legal framework in place, such as the Law on the Prevention of Abuse at Work, which was blatantly violated by the company.

On behalf of the International Trade Union Confederation and its more than 200 million members, we express our full support to CATUS and its affiliate in their efforts to ensure that Company Yura respects trade union rights, as well as the dignity and integrity of its workers, and to put an end to any form of violence, abuse and harassment at work.

We call on the Government of the Republic of Serbia to ensure that the assault is properly investigated, that the aggressor is brought to justice, and that the anti-worker and anti-union climate and practices at company are no longer tolerated. The government must also ensure that trade union rights are respected and that the company engages in collective bargaining with the union to resolve numerous outstanding issues related to working conditions, wages and health and safety.

We further urge the government to take immediate steps to ratify ILO Convention No. 190 without any further delay.

In solidarity,

A handwritten signature in black ink, appearing to read 'Luc Triangle', enclosed in a thin black rectangular border.

Luc Triangle  
General Secretary