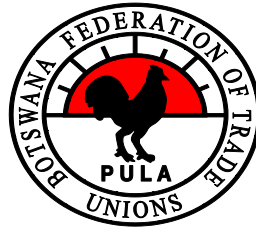


# **BOTSWANA FEDERATION OF TRADE UNIONS**

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## **ALL CORRESPONDENCE TO BE ADDRESSED TO THE SECRETARY GENERAL**

BFTU/SG/10-2023

06 October 2023

The Director General  
International Labour Organization  
4 route des Morillons  
CH-1211, Geneva,  
Switzerland

Dear Mr Hougbo,

### **RE: SUPPORT FOR THE WORKER'S GROUP PROPOSAL ON THE RIGHT TO STRIKE**

We thank you for your letter to all ILO Member States dated 31 August that was brought to our attention. In this letter you confirmed that you have received the request from the ILO Workers' group of 12 July 2023 for the urgent referral of the dispute over the interpretation of the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No 87) (C.87) in relation to the right to strike to the International Court of Justice (ICJ) for decision, in accordance with article 37(1) of the ILO Constitution. The Workers' group also requested this matter to be put urgently on the agenda of the Governing Body for decision. This request has in the meantime received support from 36 Governments from different regions, recognizing the importance of legal certainty on this issue for all constituents.

We also express our appreciation for the background report that was prepared by your Office to inform the decision during the Special Meeting of the Governing Body on 10 November 2023 and welcome your invitation to all Governments and employers' and workers' organizations concerned to send in comments.

Indeed, the right to strike is of the utmost importance for workers in Botswana, and the inability of the ILO to supervise this right, as a consequence of the dispute, in our national context has the potential to seriously affect the labour relations in our country.

In Botswana, the right to strike holds a central place in our labour landscape. Practically, the right to strike has been a powerful instrument in addressing labour disputes and ensuring that workers' grievances are heard and addressed. It has played a pivotal role in improving working conditions, wage negotiations, and resolving conflicts between employers and employees. The right to strike has been exercised responsibly and effectively by trade unions in Botswana, leading to positive outcomes for both workers and employers through constructive dialogue and negotiations.

We, therefore, wholeheartedly support the request for a referral from our Workers' representatives in the Governing Body and call for an urgent decision by the Governing Body to ensure an immediate referral of the dispute to the ICJ. In addition, since we firmly believe that the right to strike is an essential part of freedom of association and already elaborated by the ILO supervisory bodies, there will be no added value in a protocol complementing the convention to qualify the right to strike. On the contrary, any such attempt would generate a conflict with C.87 already guaranteeing the right to strike as a fundamental principle and right at work. This would further exacerbate the dispute rather than solve it. We are convinced that legal certainty through an advisory opinion of the ICJ that is binding on the ILO is urgently required.

Yours sincerely



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Thusang Butale (Mr)  
**SECRETARY GENERAL**