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His Excellency
Joseph Nyuma Boakai, Sr.
The President of the Republic
of Liberia
Monrovia, Liberia

13th April 2026

O/R.: 380/2026/GS/AK

Your Excellency,

Ensuring Freedom of Association Rights to Public Sector and Maritime Workers in Liberia, as consistent with the Nation's Constitution and International Labour Standards

The African Regional Organisation of the International Trade Union Confederation (ITUC-Africa)¹, representing over 18 million workers across the continent, including Liberia, conveys its highest regards to Your Excellency and commends your leadership in the steady advancement of democratic governance and inclusive development in Liberia.

Liberia's distinguished history as one of the longest-standing members of the International Labour Organisation (ILO) reflects a proud legacy of commitment to multilateral cooperation and readiness to advance human dignity. It is in recognition of this legacy, and with veneration, that ITUC-Africa wishes to draw Your Excellency's attention to an important matter concerning the full realisation of freedom of association for certain categories of Liberian workers.

We note that public-sector workers and maritime workers in Liberia continue to face restrictions on exercising their right to organise and join trade unions. Though the said workers are organised, they lack formal recognition by the government as the industrial relations regulator. This situation remains inconsistent with Liberia's obligations under relevant ILO Conventions, especially Convention 87 (the Freedom of Association and Protection of the Right to Organise) and Convention 98 (The Right to Organise and Collective Bargaining). These inconsistencies have been raised on several occasions by the International Labour Conference (ILC) via the Conference's Committee on the Application of Standards (CAS). Discussing a straightforward matter such as this in international fora puts Liberia in an avoidable image-and-reputation crisis, which ITUC-Africa is also eager to avoid.

Over time, ITUC-Africa has engaged constructively with successive Liberian ministers responsible for labour and public service. While these engagements have been encouraging in tone, they have yet to yield the substantive reforms required to align national legislation and practice with international commitments. We are concerned that successive ministers have busied themselves politicising a hitherto simple industrial relations issue. Your Excellency,

¹ www.ituc-africa.org

given your promising and progressive stance on governance, we are persuaded to reach out to you in ways that align with your pro-people's stance, so that this simple issue can be successfully resolved.

Further, Your Excellency, addressing this matter presents an important opportunity to further consolidate Liberia's standing as a champion of democratic values, rule of law, and social justice. Enabling public sector and maritime workers to organise freely will strengthen social dialogue, enhance public sector performance, and contribute to national stability and inclusive governance. Also, we can assure His Excellency that Africa's history and experience have shown that trade unionism across the public, private, and informal economies has supported the national development agenda in collaboration with progressive governments.

Your Excellency, our organisation holds your administration in high regard and is confident in its resolve to advance progressive reforms. We urge Your Excellency's leadership in guiding the necessary legislative and policy measures to ensure full compliance with international labour standards and respect for these workers, without distinction or discrimination, consistent with the Liberian constitution and international norms.

In this endeavour, ITUC-Africa and its Global Trade Union Federation allies, such as Public Service International (PSI), Education International, and the International Transport Federation (ITF), stand ready to provide technical support, including legal expertise and facilitation of inclusive social dialogue processes, to resolve this issue successfully and promptly.

As we are confident that Mr President will use the goodwill of his office to bring about a swift and positive end to this matter, we ask that Your Excellency accept the assurances of our highest consideration.

Yours faithfully,



Akhator Joel Odigie
General Secretary,
ITUC-Africa