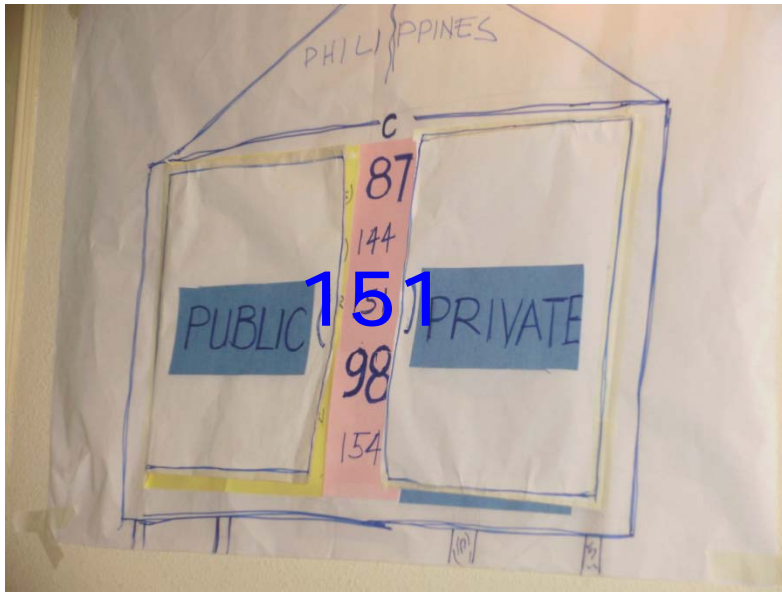




**TRADE UNION RIGHTS PROJECT  
PHILIPPINES  
2013 – 2015**

**“RATIFY ILO CONVENTION 151”**

# RATIFY ILO CONVENTION 151

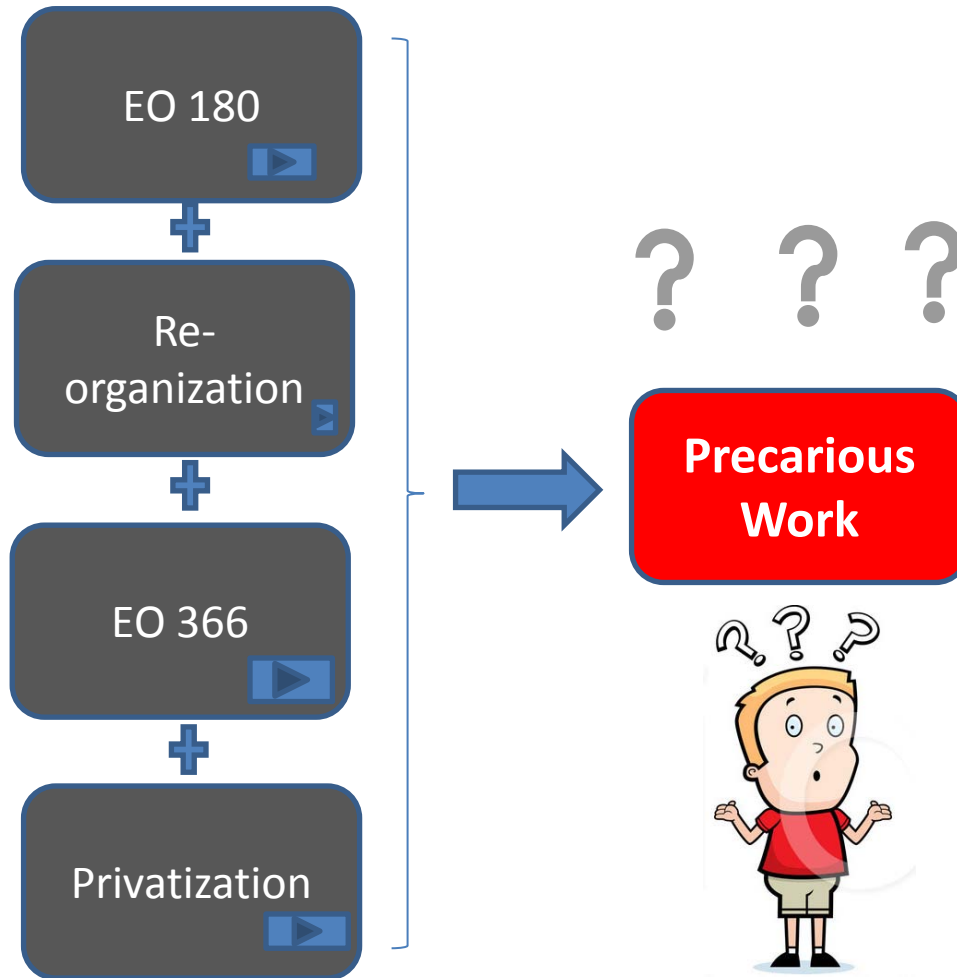


**TUR Project on COLLECTIVE NEGOTIATION AGREEMENT  
2010-2013**

# RATIFY ILO CONVENTION 151

- **Executive Order 180 “The Right to Organized of Government Employees” issued by the President of the Republic on 1987 was considered as “perks only” for trade unionist, the Right to Bargain is Limited, No Genuine Bargaining. No genuine consultation.**
- **Reorganization / Mainstreaming / streamlining in the Government causes reduction of workforce, lay offs. cancellation or abolition of plantilla position.**
- **Executive Order 366 (Rationalization Program)..resulted into Retrenchment, introduction of early retirement, outsourcing or job contract (job orders).**
- **Privatization, Corporatization, Contractualization.**  
**Privatizing Health services, Water, and private acquisition of Power assets)**

## RATIFY ILO CONVENTION 151



**“Maigi nang may trabaho kay sa WALA”**



1. ARTICLE IX, Section 2 (5) "The right to self organization shall not be denied to government employees."
2. ARTICLE III, Section 8. "The right of the people, including those employed in the public and private sectors, to form unions, associations or societies for purposes not contrary to law shall not be abridged."
3. ARTICLE II, Section 18. "The State affirms labor as a primary social & economic force. It shall protect the rights of workers & promote their welfare."

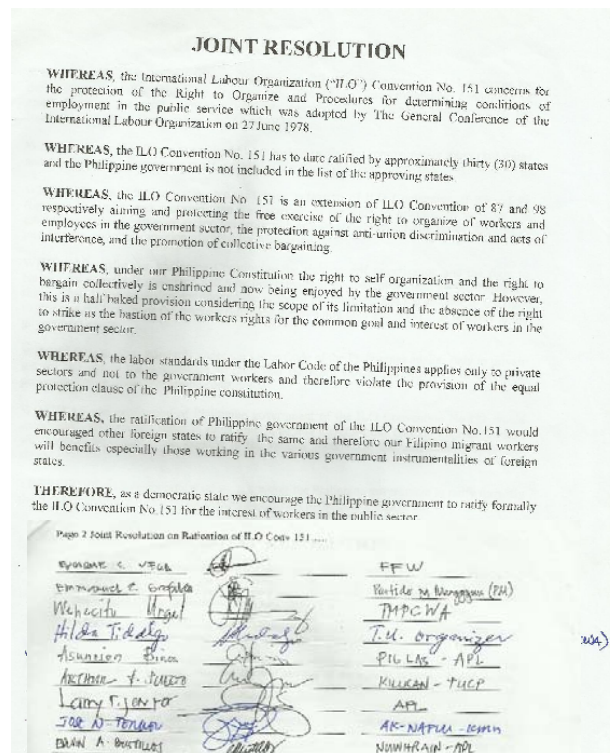
|                         |                                |                 |
|-------------------------|--------------------------------|-----------------|
| GLEN G. PASTRUPPO       | <i>Glen G. Pastruppo</i>       | PGEA            |
| REBECCA F. ARMSTRONG    | <i>Rebecca F. Armstrong</i>    | DOSEN           |
| VINCENT A. RUFIOS       | <i>Vincent A. Rufios</i>       | MUSIS-RO        |
| IGNACIO M. TALPACANO    | <i>Ignacio M. Talpacano</i>    | MUSIS RO TUBING |
| REENA L. BUNYIA         | <i>Reena L. Bunyia</i>         | CIV-LEARN       |
| ANGEL C. PASTRILERO JR. | <i>Angel C. Pastrilero Jr.</i> | PGEA (AFF ROPS) |
| EDMUNDO S. PERALTA-2    | <i>Edmundo S. Peralta-2</i>    | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-1    | <i>Edmundo S. Peralta-1</i>    | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-3    | <i>Edmundo S. Peralta-3</i>    | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-4    | <i>Edmundo S. Peralta-4</i>    | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-5    | <i>Edmundo S. Peralta-5</i>    | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-6    | <i>Edmundo S. Peralta-6</i>    | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-7    | <i>Edmundo S. Peralta-7</i>    | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-8    | <i>Edmundo S. Peralta-8</i>    | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-9    | <i>Edmundo S. Peralta-9</i>    | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-10   | <i>Edmundo S. Peralta-10</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-11   | <i>Edmundo S. Peralta-11</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-12   | <i>Edmundo S. Peralta-12</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-13   | <i>Edmundo S. Peralta-13</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-14   | <i>Edmundo S. Peralta-14</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-15   | <i>Edmundo S. Peralta-15</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-16   | <i>Edmundo S. Peralta-16</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-17   | <i>Edmundo S. Peralta-17</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-18   | <i>Edmundo S. Peralta-18</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-19   | <i>Edmundo S. Peralta-19</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-20   | <i>Edmundo S. Peralta-20</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-21   | <i>Edmundo S. Peralta-21</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-22   | <i>Edmundo S. Peralta-22</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-23   | <i>Edmundo S. Peralta-23</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-24   | <i>Edmundo S. Peralta-24</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-25   | <i>Edmundo S. Peralta-25</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-26   | <i>Edmundo S. Peralta-26</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-27   | <i>Edmundo S. Peralta-27</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-28   | <i>Edmundo S. Peralta-28</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-29   | <i>Edmundo S. Peralta-29</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-30   | <i>Edmundo S. Peralta-30</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-31   | <i>Edmundo S. Peralta-31</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-32   | <i>Edmundo S. Peralta-32</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-33   | <i>Edmundo S. Peralta-33</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-34   | <i>Edmundo S. Peralta-34</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-35   | <i>Edmundo S. Peralta-35</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-36   | <i>Edmundo S. Peralta-36</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-37   | <i>Edmundo S. Peralta-37</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-38   | <i>Edmundo S. Peralta-38</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-39   | <i>Edmundo S. Peralta-39</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-40   | <i>Edmundo S. Peralta-40</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-41   | <i>Edmundo S. Peralta-41</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-42   | <i>Edmundo S. Peralta-42</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-43   | <i>Edmundo S. Peralta-43</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-44   | <i>Edmundo S. Peralta-44</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-45   | <i>Edmundo S. Peralta-45</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-46   | <i>Edmundo S. Peralta-46</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-47   | <i>Edmundo S. Peralta-47</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-48   | <i>Edmundo S. Peralta-48</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-49   | <i>Edmundo S. Peralta-49</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-50   | <i>Edmundo S. Peralta-50</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-51   | <i>Edmundo S. Peralta-51</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-52   | <i>Edmundo S. Peralta-52</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-53   | <i>Edmundo S. Peralta-53</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-54   | <i>Edmundo S. Peralta-54</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-55   | <i>Edmundo S. Peralta-55</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-56   | <i>Edmundo S. Peralta-56</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-57   | <i>Edmundo S. Peralta-57</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-58   | <i>Edmundo S. Peralta-58</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-59   | <i>Edmundo S. Peralta-59</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-60   | <i>Edmundo S. Peralta-60</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-61   | <i>Edmundo S. Peralta-61</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-62   | <i>Edmundo S. Peralta-62</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-63   | <i>Edmundo S. Peralta-63</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-64   | <i>Edmundo S. Peralta-64</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-65   | <i>Edmundo S. Peralta-65</i>   | PGEA CUNG-EN    |
| EDMUNDO S. PERALTA-66   | <i>Edmundo S. Peralta-66</i>   | PGEA CUNG-      |

## TUR RESOLUTION ON ILO C.151



# RATIFY ILO CONVENTION 151

During the ILO/ACTRAV Trade Union Seminar on Freedom of Association "Reviewing the Progress of the ILO High Level Mission" on 7-9 March 2011 in Tagaytay City, the PSI Affiliates took the opportunity to solicit signatures and support of labor leaders and activists (TUCP, FFW, APL, BMP and other independent unions and organizations including KMU leader Rogelio Saluta). The TUR continued on conducting forum on CNA and orientation of ILO C. 151 with its signature campaign in support to its ratification.



**On June 2011, a letter of support was received by TUR from Atty. Carlos Carrion-Crespo Project Specialist ILO C. 151, Geneva, Switzerland**

View contact details  
"David Lao" <davelao2008@yahoo.com>  
"Hilda Tidalgo" <hidalgo@ilo.org>

To:  
Cc:

Thanks, David. Indeed, I will be working with the ILO's Manila Office to promote the ratification of C151 during the next biennium, which we hope will lead to legislative action. As we discussed during the TOT in June, the activities will begin with the publication of a Manual, and we would propose to form a bipartite team that will draw up a strategy.

I would like to coordinate our activities with yours, and I am copying this email to Hilda Tidalgo for her information and advice. As you are certainly aware, any support for activities designed exclusively for workers will be coordinated with our Bureau for Workers Activities. I look forward to this coordination.

Please keep me and Hilda posted on the activities that you will develop.

Best regards,

Carlos

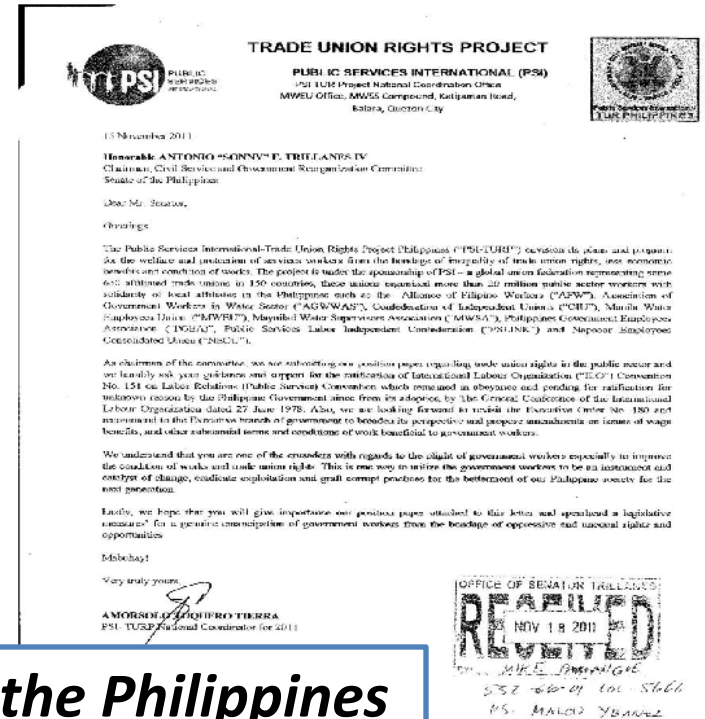
VICTOR G. GILONG  
PABLO V. BACAFORO  
EDRO N. NAVAS  
ALDO T. HERRERA  
Calderon, Wito  
AGUAS  
DRES RO - TUBIG  
MAM - PIENSO  
AFW



# RATIFY ILO CONVENTION 151



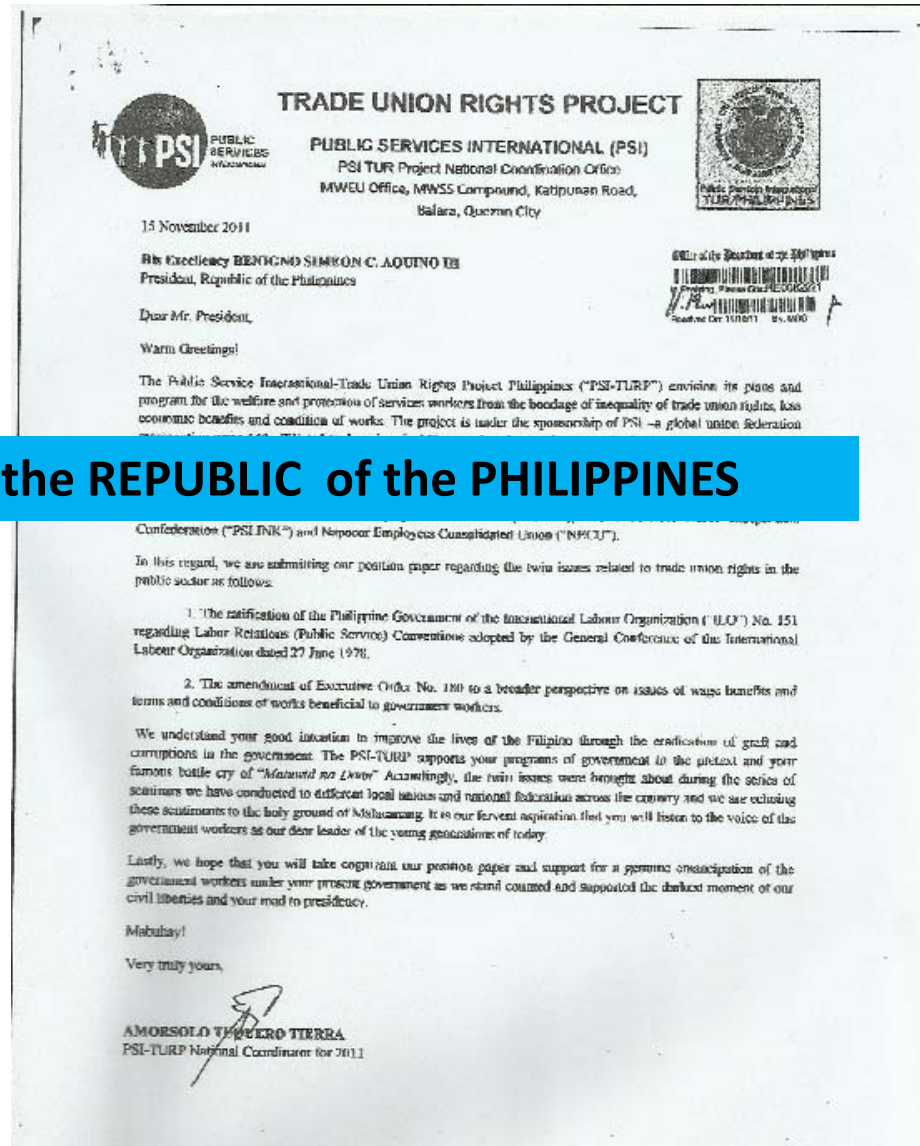
## ***TUR Appeal Letter to the Senate of the Philippines***



# RATIFY ILO CONVENTION 151



## OFFICE of the PRESIDENT of the REPUBLIC of the PHILIPPINES

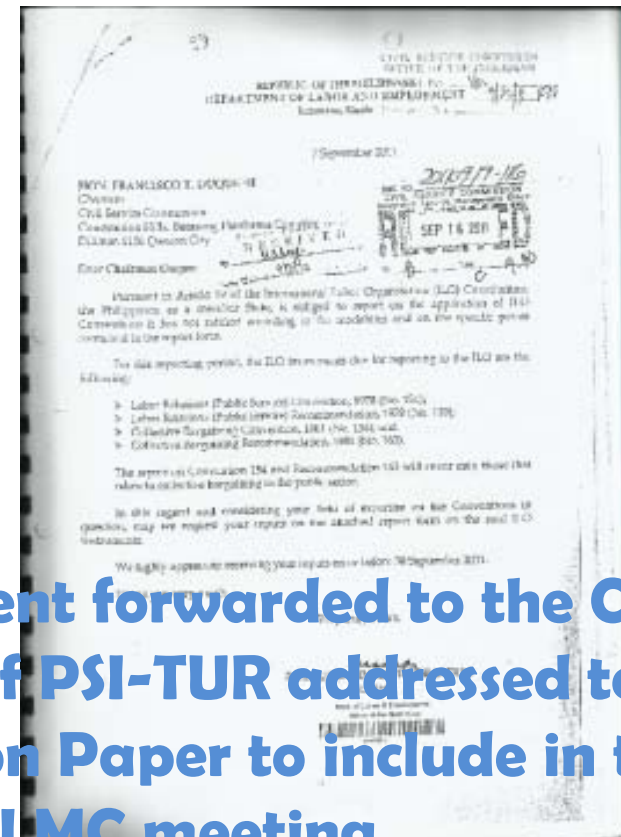
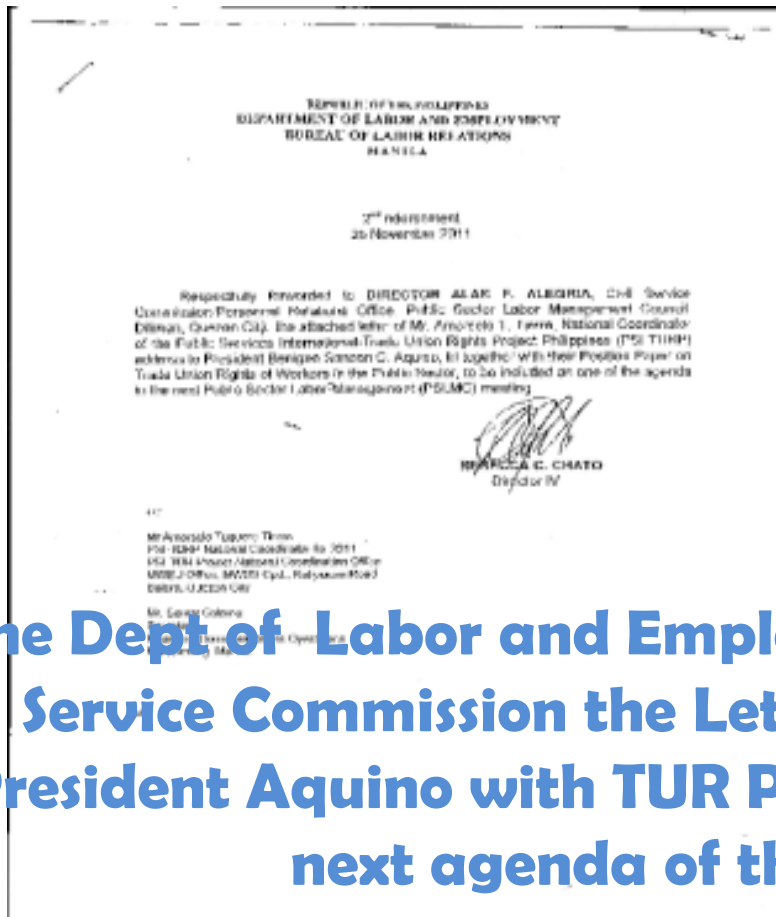






# RATIFY ILO CONVENTION 151

**THE OFFICE OF THE PRESIDENT ENDORSED THE PSI-TUR APPEAL LETTER TO THE DEPARTMENT OF LABOR AND EMPLOYMENT**




**The Dept of Labor and Employment forwarded to the Civil Service Commission the Letter of PSI-TUR addressed to President Aquino with TUR Position Paper to include in the next agenda of the PSLMC meeting**

# RATIFY ILO CONVENTION 151



# RATIFY ILO CONVENTION 151



**NATIONAL WORKERS CONGRESS**

Manila Hotel, August 31, 2012

*Nov. 28, 2012*

**RESOLUTION ON THE RATIFICATION OF ILO CONVENTION 151 (LABOR RELATION PUBLIC SERVICE CONVENTION)**

**WHEREAS**, the International Labour Organization ("ILO") Convention No. 151 concerns for the protection of the Right to Organize and Procedures for determining conditions of employment in the public service which was adopted by The General Conference of the International Labour Organization on 27 June 1978;

**WHEREAS**, the ILO Convention No. 151 is an extension of ILO Convention of 87 and 98 respectively aiming and protecting the free exercise of the right to organize of workers and employees in the government sector, the protection against anti-union discrimination and acts of interference, and the promotion of collective bargaining;

**WHEREAS**, Philippines is one of the signatories of ILO Convention No. 151;

**WHEREAS**, the ILO Convention No. 151 has to date been ratified by approximately forty-eight (48) states and the Philippine government is not included in the list of the approving states;

**WHEREAS**, under our Philippine Constitution the right to self organization and the right to bargain collectively is enshrined and now being enjoyed by the government sector. However, this is a half-baked provision considering the scope of its limitation and the absence of the right to strike as the bastion of the worker's rights for the common goal and interest of workers in the government sector.


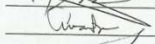




**WHEREAS**, the labor standards under the Labor Code of the Philippines applies only to private sectors and not to the government workers and therefore violate the provision of the equal protection clause of the Philippine constitution.

**WHEREAS**, it is an official obligation on the part of the Philippine Government to ratify the ILO Convention No. 151, being a signatory thereof to officially recognize its international commitment;

**WHEREAS**, the ratification of Philippine government of the ILO Convention No.151 would encouraged other foreign states to ratify the same and therefore our Filipino migrant workers will benefits especially those working in the various government instrumentalities of foreign states.

**NOW THEREFORE**, let it be resolved as it is hereby **RESOLVED** that the Philippine government be **URGED** to ratify formally the ILO Convention No.151 for the interest of workers in the public sector.

Adopted this 31st day of August 2012 at the National Workers Congress in Manila Hotel, City of Manila, Philippines.

| NAME               | AGENCY    | SIGNATURE   |
|--------------------|-----------|---|
| AROL Ace. CELORA   | PCGG - EA |  |
| FRANCOY SOSA       | PCGG - EA |  |
| TERESITA I. ANANTE | PCGG - EA |  |
| SAMUEL MALIGUILLO  | PCGG - EA |  |
| CHARITY D. CATRANS | PCGG - EA |  |
| WICKY S. SANCHEZ   | PCGG - EA |  |





# RATIFY ILO CONVENTION 151

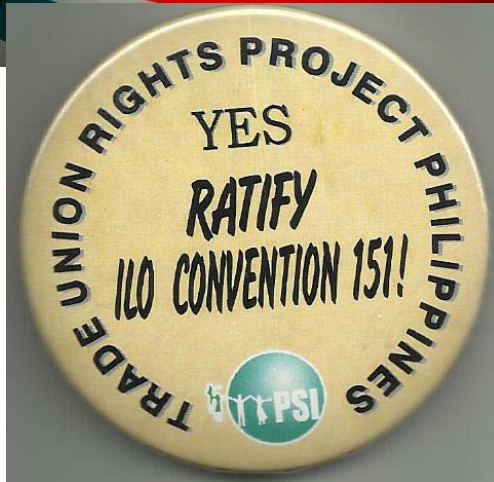


11.28.2012 12:34

11.28.2012 16:07



# RATIFY ILO CONVENTION 151







# RATIFY ILO CONVENTION 151

**“NAGKAISA”**

**LO/ FTF**

**ILO**

**NAPC**

**TIPC**

**APL, TUCP PARTYLIST**

**CSC**

**DOLE**

**O.P.**

**DFA, DoJ, DoF**

**SENATE**

**CONGRESS**

# RATIFY ILO CONVENTION 151



**PSU CONFEDERATIONS**

**"ILO Convention 151 Orientation"**

**CSC FUNCTION ROOM**  
2<sup>ND</sup> FLOOR CIVIL SERVICE COMMISSION BLDG, DILIMAN,  
QUEZON CITY

**JULY 25, 2012**  
10:00 A.M.







# RATIFY ILO CONVENTION 151



Announcement No. \_\_\_\_\_

## ANNOUNCEMENT

TO : ALL HEADS OF CONSTITUTIONAL BODIES, DEPT. BUREAUS AND NATIONAL GOVERNMENT AGENCIES (NGAs); LOCAL GOVERNMENT UNITS (LGUs); GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS WITH ORIGINAL CHARTERS (GOCCs); AND STATE UNIVERSITIES AND COLLEGES (SUCs)

SUBJECT: Awareness Building Forum on ILO Convention 151

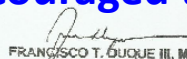
The Public Services International Trade Union Rights (PSI TUR) Project Philippines through its members, Philippine Government Employees (PGEA), Confederation of Independent Unions in the Public Sector (CIU), Services Labor Independent Confederation (PSLINK), Alliance of Filipino Water Employees Union (MWEU), Maynilad Water Supervisors Association (MWSA), Association of Government Workers in Water Sector (AGWWAS), and Napocor Employees Consolidated Union (NECU) will have its "Awareness Building Forum on ILO Convention 151" on August 29, 2013 Country Hotel, Tagaytay City.

The forum aims to give opportunity to government employees to have a better understanding, broadened perspectives, and clearer information relating to employee rights and welfare.

All concerned government employees are encouraged to participate in the event. It is discretionary on the part of the agency heads to allow their employees to attend the subject gathering on official/business time, as provided for in Memorandum Circular No. 43, s. 1993.

No registration fee is required.

For more information, contact Mr. Francisco T. Duque III, National Coordinator, PSI TUR Project Philippines and National Secretary, PGEA at mobile no. +639196220677 or email: [francisco\\_tduque@yahoo.com](mailto:francisco_tduque@yahoo.com).

  
FRANCISCO T. DUQUE III, MD, MSc  
Chairman

AUG 22 2013

*In a Place to Serve: Responsive, Accessible, Courteous and Effective Public Service*

CSO Building, TRP Road, Constitution Hills, 1126 Quezon City • Tel: 77374341 • Fax: 77374342 • Email: [info@psc.gov.ph](mailto:info@psc.gov.ph)



## Public Services International Trade Union Rights Project Philippines

### Awareness Building Forum: ILO Convention 151 "Labor Relations (Public Service) Convention"

August 29, 2013  
Tagaytay Country Hotel, Tagaytay City



Announcement No. 51 s. 2013

## ANNOUNCEMENT

ALL HEADS OF CONSTITUTIONAL BODIES, DEPARTMENTS, BUREAUS AND NATIONAL GOVERNMENT AGENCIES (NGAs); LOCAL GOVERNMENT UNITS (LGUs); GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS WITH ORIGINAL CHARTERS (GOCCs); AND STATE UNIVERSITIES AND COLLEGES (SUCs)

Awareness Building Forum on ILO Convention 151

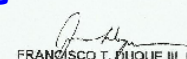
Public Services International Trade Union Rights (PSI TUR) Project through its following members: Philippine Government Employees (PGEA), Confederation of Independent Unions in the Public Sector (CIU), Services Labor Independent Confederation (PSLINK), Alliance of Filipino Water Employees Union (MWEU), Maynilad Water Supervisors Association (MWSA), Association of Government Workers in Water Sector (AGWWAS), and Napocor Employees Consolidated Union (NECU) will have its one (1) day "Building Forum on ILO Convention 151" on September 21, 2013 at Country Hotel and Convention Center, Iloilo City.

The forum aims to give opportunity to government employees and unions to have a better understanding, broadened perspectives, and clearer information relating to employee rights and welfare.

All concerned government employees are encouraged to participate in the event. It is discretionary on the part of the agency heads to allow their employees to attend the subject gathering on official/business time, as provided for in Memorandum Circular No. 43, s. 1993.

No registration fee is required.

For more information, contact Mr. Francisco T. Duque III, National Coordinator, PSI TUR Project Philippines and National Secretary, PGEA at mobile no. +639196220677 or email: [francisco\\_tduque@yahoo.com](mailto:francisco_tduque@yahoo.com).

  
FRANCISCO T. DUQUE III, MD, MSc  
Chairman

SEP 15 2013

**CSC ANNOUNCEMENT : Heads of Offices with government employees are encouraged to participate in PSI TUR Forum on "Official Time"**



# RATIFY ILO CONVENTION 151

Republic of the Philippines  
Senate of the Philippines  
Quezon City, Metro Manila

SIXTEENTH CONGRESS  
First Regular Session

Senate Resolution No. \_\_\_\_

---

Introduced by Hon. Grace Poe

---

## **RESOLUTION URGING THE PHILIPPINE GOVERNMENT AND THE SENATE OF THE REPUBLIC OF THE PHILIPPINES TO RATIFY AND ADHERE TO THE INTERNATIONAL LABOUR ORGANIZATION CONVENTION 151 (LABOR RELATION PUBLIC SERVICE CONVENTION)**

**WHEREAS**, the International Labour Organization ("ILO") Convention No. 151 concerns for the protection of the Right to Organize and Procedures for determining conditions of employment in the public service which was adopted by The General Conference of the International Labour Organization on 27 June 1978.

**WHEREAS**, the ILO Convention No. 151 complements previous ILO Conventions that the Philippines has already ratified such as ILO Convention 87 (Freedom of Association), ILO Convention 98 (The Right to Organize and Collectively Bargain) and ILO Convention 144 (Tripartite Consultation) respectively aiming and protecting the free exercise of the right to organize of workers and employees in the government sector, the protection against anti-union discrimination and acts of interference, and the promotion of collective bargaining.

**WHEREAS**, as of April 2012, ILO Convention No. 151 has been ratified by only forty-eight (48) countries. But the Philippine government remains adamant and therefore not included in the list of the approving states.

**WHEREAS**, Section 21 of Article VII of the 1987 Philippine Constitution provides that no treaty or international agreement shall be valid and effective unless concurred in by at least two thirds of all the Members of the Senate. Also under Section 4 of Article XVIII provides that all existing treaties or international agreements which have not been ratified shall not be renewed or extended without the concurrence of at least two thirds of all the Members of the Senate.

**WHEREAS**, under Section 3 paragraph 2 of Article XIII of the 1987 Philippine Constitution it guarantee the right of all workers to self-organization, collective bargaining and negotiations and peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work, and a living wage and to participate in policy and decision making processes affecting their rights and benefits as may be provided by law.

**WHEREAS**, by virtue of Executive Order No. 180 dated June 1, 1987, the right to self organization and the right to bargain collectively are enshrined in this mandate and now being enjoyed by the workers in the government sector. It specifically provides guidelines for the creation of public sector labor-management council spearheaded by the Civil Service Commission.

**WHEREAS**, the Civil Service laws and rules governing concerted activities in the government service shall be observed, subject to any legislation that may be enacted by Congress.. However, this is limited in scope because of the absence of law governing concerted activities to enable the government workers to pursue and protect, within the democratic framework, their legitimate and collective interest and aspirations through peaceful and lawful means.

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila

SIXTEENTH CONGRESS  
First Regular Session

House Resolution No. \_\_\_\_

---

Introduced by Hon. Raymond Democrito C. Mendoza

---

## **RESOLUTION URGING THE PHILIPPINE GOVERNMENT AND THE SENATE OF THE REPUBLIC OF THE PHILIPPINES TO RATIFY AND ADHERE TO THE INTERNATIONAL LABOUR ORGANIZATION CONVENTION 151 (LABOR RELATION PUBLIC SERVICE CONVENTION)**

**WHEREAS**, the International Labour Organization ("ILO") Convention No. 151 concerns for the protection of the Right to Organize and Procedures for determining conditions of employment in the public service which was adopted by The General Conference of the International Labour Organization on 27 June 1978.

**WHEREAS**, the ILO Convention No. 151 complements previous ILO Conventions that the Philippines has already ratified such as ILO Convention 87 (Freedom of Association), ILO Convention 98 (The Right to Organize and Collectively Bargain) and ILO Convention 144 (Tripartite Consultation) respectively aiming and protecting the free exercise of the right to organize of workers and employees in the government sector, the protection against anti-union discrimination and acts of interference, and the promotion of collective bargaining.

**WHEREAS**, as of April 2012, ILO Convention No. 151 has been ratified by only forty-eight (48) countries. But the Philippine government remains adamant and therefore not included in the list of the approving states.

**WHEREAS**, Section 21 of Article VII of the 1987 Philippine Constitution provides that no treaty or international agreement shall be valid and effective unless concurred in by at least two thirds of all the Members of the Senate. Also under Section 4 of Article XVIII provides that all existing treaties or international agreements which have not been ratified shall not be renewed or extended without the concurrence of at least two thirds of all the Members of the Senate.

**WHEREAS**, under Section 3 paragraph 2 of Article XIII of the 1987 Philippine Constitution it guarantee the right of all workers to self-organization, collective bargaining and negotiations and peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work, and a living wage and to participate in policy and decision making processes affecting their rights and benefits as may be provided by law.

**WHEREAS**, by virtue of Executive Order No. 180 dated June 1, 1987, the right to self organization and the right to bargain collectively are enshrined in this mandate and now being enjoyed by the workers in the government sector. It specifically provides guidelines for the creation of public sector labor-management council spearheaded by the Civil Service Commission.

**WHEREAS**, the Civil Service laws and rules governing concerted activities in the government service shall be observed, subject to any legislation that may be enacted by Congress.. However, this is limited in scope because of the absence of law governing concerted activities to enable the government workers to pursue and protect, within the democratic framework, their legitimate and collective interest and aspirations through peaceful and lawful means.



## RATIFY ILO CONVENTION 151

- **NETWORK** meetings with other gov't. authorities, House of Senate and Congress
- **TUR Survey** at the Senate: “Level of Awareness of Lawmakers on ILO C. 151”
- Participating in **drafting the proposed Civil Service Code of the Philippines**
- Participating in **drafting the Executive Order on Social Dialogue**





# RATIFY ILO CONVENTION 151



## Public Sector Labor-Management Council

Civil Service Commission Central Office Building,  
Treasury Department Complex, Corner 4th Street, 15th Avenue,  
Manila, Luzon 1011, Telephone No. (31) 4143

AMENDMENT OF SECTION 1, RULE V OF  
THE AMENDED RULES AND REGULATIONS  
GOVERNING THE EXERCISE OF THE RIGHT  
OF GOVERNMENT EMPLOYEES TO ORGANIZE  
Re: Reverting the Percentage of Membership  
Requirement for Purposes of Registration of  
Employees' Organization from 30% to 10%

PSLMC Resolution No. 4, s. 2010

WHEREAS, Section 1, Rule V of the Amended Rules and Regulations  
Governing the Exercise of the Right of Government Employees to Organize  
require that the application for registration must be signed by at least thirty  
percent (30%) of the rank and file employees in the organizational unit where the  
applicant employees' organization seeks to operate;

WHEREAS, PSLMC Resolution No. 1 s. 1989 dated May 24, 1989  
required, for purposes of registration, the signature of at least ten percent (10%)  
of the members of the organizational unit;

WHEREAS, the increase, from ten percent (10%) to the present at least  
thirty percent (30%) membership requirement for registration was due to the  
observed fragmentation of employees in most organizational units wherein such  
friction has an employees' organization of their own, creating divisions and  
practically diminishing their collective strength;

WHEREAS, concerned individuals, groups and other stakeholders  
clamored for the elimination or reduction of the membership requirement for  
purposes of registration of new employees' organizations to strengthen the right  
of employees in the public sector to self-organize;

WHEREAS, as a signatory to International Labor Organization (ILO)  
Convention No. 87 entitled, "Freedom of Association and Protection of the Right  
to Organize", the Philippines is progressively aligning its laws with its provision;

WHEREFORE, The Council resolves, as it is hereby resolved, to amend  
Section 1, Rule V of the Amended Rules and Regulations Governing the  
Exercise of the Right of Government Employees to Organize to read:

Section 1. Requirements for Registration of Employees'  
Organization.— The application for registration shall be accompanied by the  
original copy and three (3) duplicate original copies of the following documents: 4.

## TRADE UNION RIGHTS PHILIPPINES

INTERNATIONAL LABOUR ORGANIZATION CONVENTION 151



sask

Trade Union Solidarity Centre of Finland

## YES TO RATIFY ILO CONVENTION 151

Labour Relations (Public Services) Convention, 1978 (No. 151)  
An International Framework for Public Service Labour Relations

www.ilo.org



## Public Services International Trade Union Rights Project (PSI TUR- Philippines)

### Findings on the Status of Implementation of the Amended EO 180 on Public Sector Unions and Their Right to Organize Freely, Full Collective Bargaining Rights and Right to Strike



Alliance of Filipino Workers (AFW); Association of Government Workers in Water Sector  
(AGWWSA); Confederation of Independent Union (CIU); Manila Water Employees Union  
(MWEU); Maynilad Water Supervisor's Association (MWSA); Napocor Employees  
Consolidated Union (NECU); Philippine Government Employees Association (PGEA); Public  
Services Labor Independent Confederation (PSLIC); October 2008

### INTERNATIONAL LABOUR ORGANIZATION Labour Relations (Public Service) Convention, 1978 (No. 151): An International Framework for Public Service Labour Relations

#### What are the five (5) types of GUARANTEES of C151?

1. Protection of the right to organize;
2. Facilities to be afforded to public employees' organizations;
3. Procedures for determining terms and conditions of employment;
4. Settlement of disputes arising in connection with the determination of terms and conditions of employment;
5. Civil and political rights.

#### INTRODUCTION

- As with many ILO instruments, C151 is accompanied by a non-binding, but highly useful Recommendation.
- Recommendation No. 159 provides guidance about recognition of public employees' organizations for bargaining purposes.
- If a preferential or exclusive agent system is preferred, objective and pre-established criteria as to representative character.

#### C151

- Adopted on 27 June 1978
- Entered into force on 23 February 1981
- Currently ratified by 48 countries.

#### PURPOSE

- Expansion of public service activities
- Need for sound labour relations between public authorities and public employees' organizations
- To complement Convention No. 98

#### Right to Organize and Collective Bargaining Convention, No. 98 (1949)

- Art. 3: Art. 98 allows governments to determine the extent to which the guarantees provided shall apply to the armed forces and the police.
- Art. 6 excludes from its application the position of public servants engaged in the administration of the State.
- This shall not be construed as prejudicing their rights or status in any way.

#### Implementation

- Requires the Government's action to ensure the guarantees stipulated in Articles 4 and 6 of the Convention.
- Enables a commitment to legislate to provide the guarantees directly...
- The legislation must create a firm legal framework to be followed by the social partners themselves.
- The legislation should contain specific provisions...
- That clearly and explicitly recognize the right to organize of public employees and officials.

#### Article 1: Scope, Exclusions and Exemptions

- Applies to all persons employed in the public service.
- Art. 1(2) it is possible to exclude "high-level employees whose functions are normally considered as policy-making or managerial" or "employees whose duties are of a highly confidential nature".
- The ILO supervisory bodies have restricted which officials may be excluded.
- No distinction between permanent and temporary or contract staff.

#### Non-excludable workers

- Section and local government offices (prefectures)
- Inspectors and guards in juvenile detention centers and customs
- Permanent representatives and deputy perm. reps. of Directorate-General for Migration
- Customs administrators
- Assistant customs administrators and their secretaries
- Public servants occupying the positions of directors
- Deputy directors and director's secretaries
- Managers
- Heads of department and section collectors
- Collectors
- Treasurers
- Cashiers
- Administrators
- Warehouse security staff
- Warehouse personnel and auditors in any public institution department
- Those who manage public or municipal lands or other assets held in custody of the State or deposited with the State
- Those obliged to give an account to the treasury as part of duties
- Those responsible for the processing of payment orders
- Prison supervisory and security staff

#### Articles 4 and 5: Protection of the Right to Organize

##### Guarantees provided to public employees and their organizations:

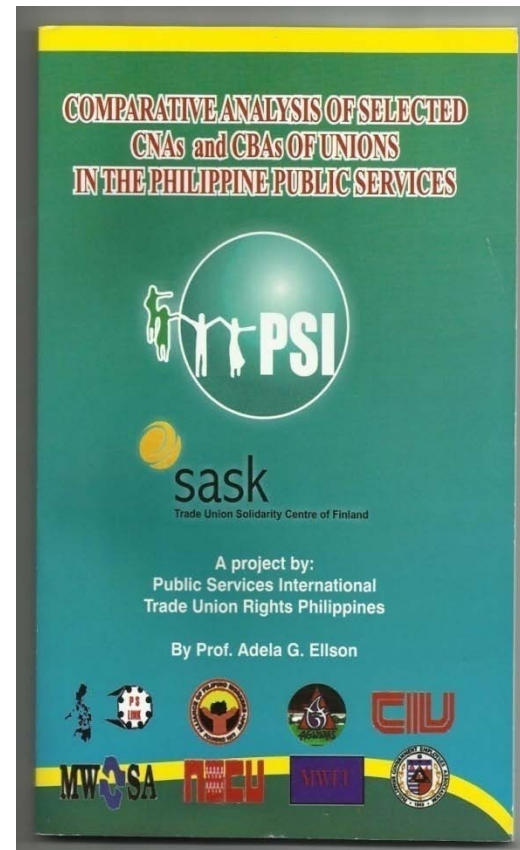
- Adequate protection against acts of anti-union discrimination in respect of public employees' employment (Article 4(1) and
- Adequate protection against any acts of interference by a public authority in their establishment, functioning or administration (Article 5 (2)).
- Protection of the Right to Organize

##### These are null and void:

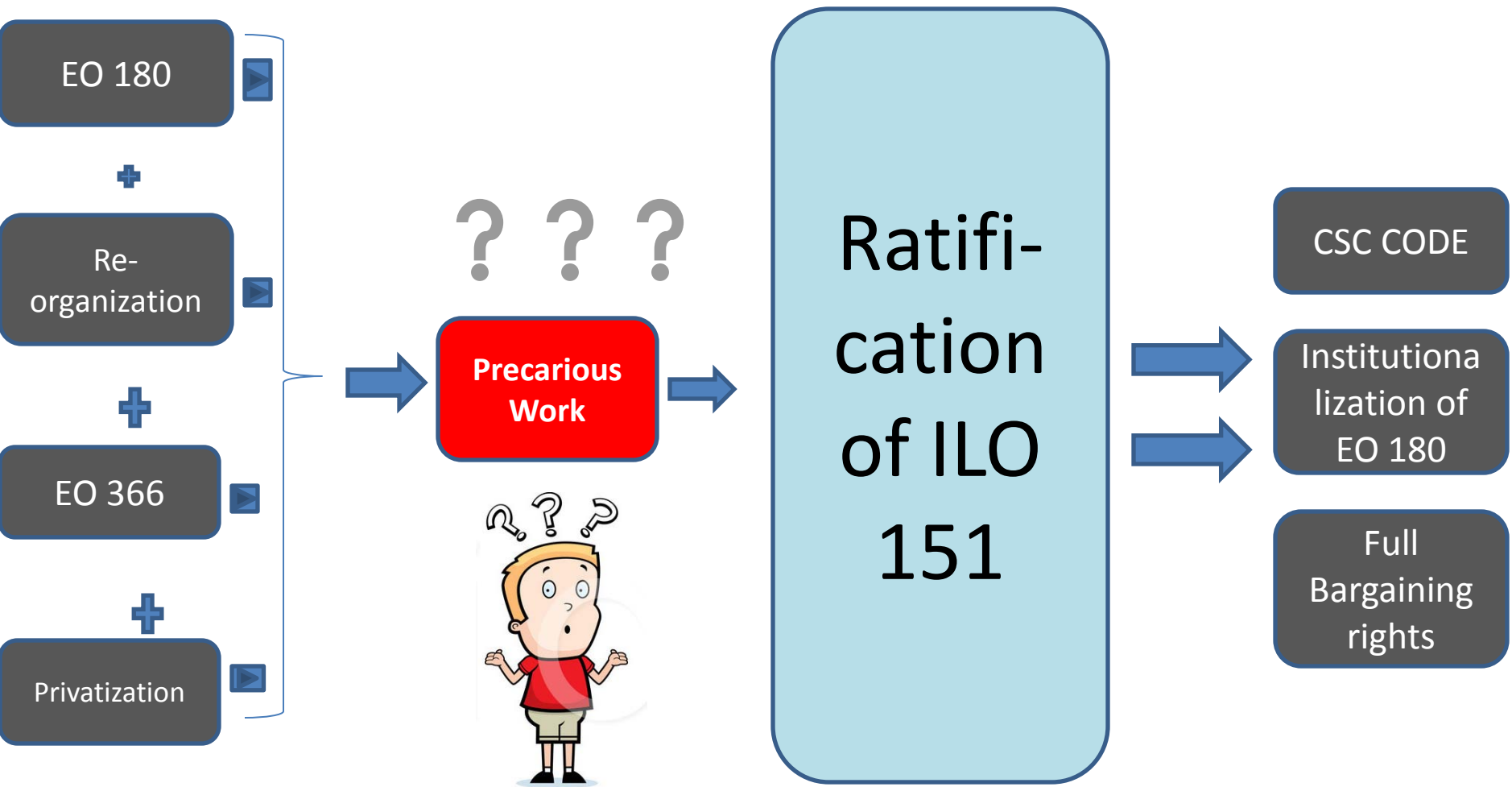
- Agreements, provisions or acts that subject employment or conditions of work to being or becoming a member of a trade union or to renouncing membership, even during recruitment.
- Requirement of prior governmental authorization to affiliate to organizations outside the country.
- Protection of the Right to Organize
- Laws or regulations should provide rapid and effective remedies and sufficiently dissuasive sanctions, which include concrete penal provisions for cases of interference

#### Article 6: Facilities to be Afforded to Public Employees' Organizations

- Working states should afford the representatives of recognized public employees' organizations facilities to enable them to carry out their functions promptly and efficiently, both during and outside their hours of work.
- Based on R 159, regard should be had to the Workers' Representatives Recommendation, 1971 (No. 135) for guidance on the nature and scope of the facilities.
- Protection of the Right to Organize



# RATIFY ILO CONVENTION 151



**“Maigi nang may trabaho kay sa WALA”**

**TRADE UNION RIGHTS,  
UPHOLD WORKERS RIGHTS !**



# MABUHAY !!

