

**OLLANTA MOISES HUMALA TASSO**

President of Peru

City

**Re: Bipartite dialogue on labour reforms in the public sector.**

Dear President,

On behalf of the [*Name of the organization*] ....., I am writing to you on the following matter.

The Civil Service Act 30057, promulgated on 4 July in a context of profound social conflict, is a serious threat to the human rights, including labour and trade union rights, of more than half a million Peruvians who provide public services to the people of Peru.

We recognise the political goodwill shown by your government with the establishment of a round-table dialogue with representatives of the public service workers' trade union centrals and the CGTP. We would like to ask you, Mr President, to consider the following measures during this dialogue:

- Repeal the articles that restrict public sector workers' rights regarding administrative career paths, job security, freedom of association and collective bargaining and bring them into line with international labour standards as set out in International Labour Organisation (ILO) Conventions 87, 98, 151 and 154.
- Include workers covered by the Administrative Career Act 276 and the CAS Act directly into the new Civil Service Act, acknowledging and including their years of service in calculations for all later legal purposes, to avoid workers who have given long service losing their job with the introduction of the new legislation.
- Institutionalise the bipartite dialogue between public sector organisations and the state institutions responsible for labour relations in the public sector, that is, the Presidency of the Council of Ministers and the National Civil Service Authority, to create a channel through which disputes that may arise between the state and public sector workers can be dealt with and resolved appropriately and to discuss policy proposals to promote quality public services and the public administration.

We believe it is indispensable to formulate regulations able to change the critical situation in public employment. International labour law must be one of the parameters for developing public sector labour reform and dialogue will provide opportunities to reach consensual

solutions that will strengthen public sector employment and respond to the community's right to be provided with quality public services.

We await your response.

Respectfully,

*[Name]*

*[Position]*

*[Trade union]*