

STRONG PUBLIC LABOUR RELATIONS TOWARDS QUALITY PUBLIC SERVICE

RATIFY ILO
CONVENTION NO. 151



The Philippine government needs to ratify the ILO Convention No. 151 now. A lot of work still needs to be done to push for the ratification of ILO Convention No. 151, and YOU can do something to help in expediting the ratification process.

If you are a worker:



- ▲ Educate your colleagues and agency heads on provisions of ILO Convention No.151. You may get in touch with PSI Philippine Affiliates/ILO.
- ▲ Get your local union to adopt a local union resolution supporting the ratification of ILO Convention No.151.
- ▲ Advocate for your agency head to send an endorsement to the Office of the President for the ratification of ILO Convention No.151.
- ▲ Share information about the campaign to unions in nearby agencies.

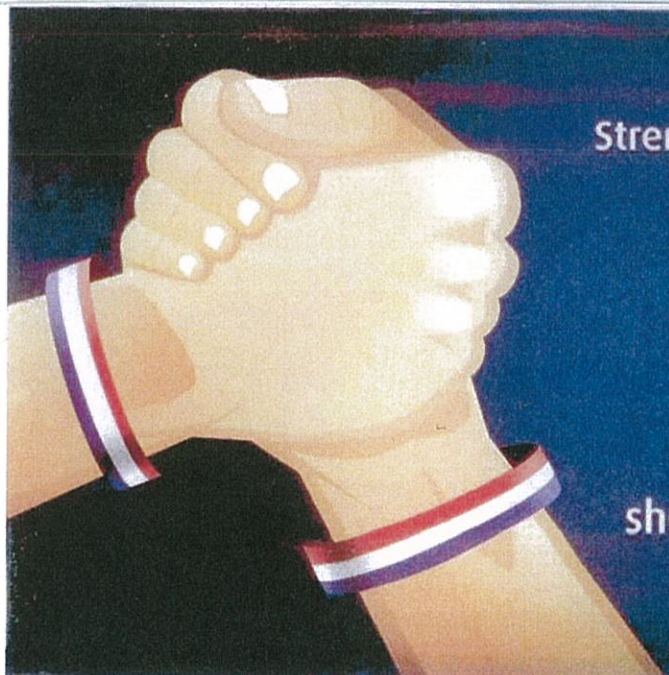
If you are an employer or with management



- ▲ Coordinate with the CSC or DOLE for further information.
- ▲ Educate your colleagues and agency heads on provisions of ILO Convention No.151.
- ▲ Initiate workplace-based orientations on ILO Convention No.151.
- ▲ Advocate for your agency head to send a letter of support for the ratification of ILO Convention No.151 addressed to the Office of the President and the Senate, copy furnishing the CSC and DOLE.
- ▲ Share information about the campaign to fellow managers in nearby agencies.



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Strengthened Public Labour Relations
= Quality Public Service

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should form part of the equation



What is ILO Convention No.151?

ILO Convention No. 151 on Labour Relations in the Public Service (ILO Convention No.151) is an international labour standard adopted by representatives of government, employers and workers from the International Labour Organization's (ILO) member countries - the Philippines included - forming part of international law and jurisprudence and reflecting what ILO member countries see as a framework for determining working conditions of all civil servants across the world.

What does it hope to achieve?

To encourage governments to extend to as many civil servants as possible the right to freedom of association or the right to organize and the right to engage in all other forms of social dialogue, including collective bargaining.

Who is covered by ILO Convention No.151?

Article 1 provisions cover "all persons employed by public authorities". The extent to which the provisions apply to the armed forces and the police, as well as those "whose functions are normally considered as policy-making or managerial, or whose duties are of a highly confidential nature", is determined by the government and workers' groups in ratifying countries, through national laws and regulations (Articles 1, 2 and 3).

What are the Benefits of Ratifying ILO Convention No.151?



Good Governance

Transparency and accountability towards quality public services.

Improve the Quality of Life of Civil Servants

Right to dialogue and bargain with management for fair wage increase, benefits and improvements in working conditions.

Fight Against Graft and Corruption

Collective bargaining and effective consultations provide space to design incentives to combat corruption and to create an ethical work culture.

Mechanism to Resolve Workplace Issues

Collective bargaining and social dialogue framework in the public sector can provide a uniform and objective mechanism to resolve workplace issues.

ILO Technical Assistance

Technical assistance in the form of research, consultations, and workshops, trainings or development materials and other forms of assistance that may be provided by ILO and other UN bodies, which can be valuable in aligning national law and practice

What are the Main Guarantees Provided by ILO Convention No.151?

Protection of the right to organize

Facilities to be granted by government to public employees' organizations

Procedures for determining terms & conditions of employment

Settlement of disputes arising in connection with the determination of and conditions of employment

Civil and political rights of civil servants



Does the Philippine Government Really have to Ratify ILO C.151?



Yes! For three reasons - first, while the Philippines is a signatory to ILO Convention No.87 on Freedom of Association and ILO Convention No.98 on Collective Bargaining, several ILO observations have repeatedly noted that these rights are still very limited in the public sector.

Second, ratifying Convention No.151 will help ensure fulfillment of a commitment made to 1.5 million civil servants by the government as articulated in the Philippine Labor and Employment Plan for 2011-2016.

Third, there is **no better time than NOW** to push for the ratification of the Convention to capitalize on the commitment made by the Executive under the PLEP to align national laws with international standards. Ratifying the Convention also aligns with the current government's focus on institutional reforms for good governance.

ILO Convention No.151 can pave the way for laying down a framework for developing proposed legislations that are inclusive, pro-active and that respect fundamental rights and principles at work.