

# International Labour Convention no.151 - Concerning the protection of the right to organise and procedures for determining conditions of employment in the public service

## H.M.S.O. - Convention C151

NUMBER	NAME
No. 29	Forced Labor Convention (1930)
No. 87	Freedom of Association and Protection of the Right to Organize (1948)
No. 98	Right to Organize and Collective Bargaining Convention (1949)
No. 100	Equal Remuneration Convention (1951)
No. 105	Abolition of Forced Labor Convention (1957)
No. 111	Discrimination (Employment and Occupation) Convention (1958)
No. 122	Employment Policy Convention (1964)
No. 135	Workers' Representatives Convention (1971)
No. 141	Rural Workers' Organizations Convention (1978)
No. 144	Tripartite Consultation (International Labor Standards) Convention (1976)
No. 151	Labor Relations (Public Service) (1978)
No. 155	Occupational Safety and Health Convention (1981)
No. 169	Indigenous and Tribal Peoples Convention (1989)
No. 174	Prevention of Major Industrial Accidents Convention (1993)
No. 182	Worst Forms of Child Labor Convention (1999)

Description: -

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## Convention (No.151) concerning Protection of the Right to Organise and Procedures for Determining Conditions of Employment in the Public Service

Other conventions, on more specialized aspects of the question also exist: the 1921 Convention concerning the Rights of Association and Combination of Agricultural Workers 2 , the 1947 Convention concerning the Right of Association and the Settlement of Labour Disputes in Non-Metropolitan Territories 3 , the 1949 Convention concerning the Application of the Principles of the Right to Organise and to Bargain Collectively 4 , the 1971 Convention concerning Protection and Facilities to be Afforded to Workers' Representatives in the Undertaking 5 , the 1975 Convention concerning Organisations of Rural Workers and their Role in Economic and Social Development 6 , the 1978 Convention concerning Protection of the Right to Organise and Procedures for Determining Conditions of Employment in the Public Service 7. Council of the European Communities. Ratification of Convention 151 does not automatically guarantee the full trade union rights of public sector employees.

### Legal aspects of the registration of public sector staff associations as trade unions.

Equally interesting would be an association of voluntary community development workers. Part VI - Civil and political rights Article 11 1. Bruxelles, Fédération des Associations Internationales Etablies en Belgique, 1987 see also Ministère des Finances, Secteur TVA, Circulaire 12, 29 décembre 1986.

### Convention No. 151

However, the Court rejected this argument on the grounds that section 61 does not absolutely forbid employees who are page number of print edition: 46 members of management to belong to a union. Public employees shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment. Settlement of Disputes Article 8 The settlement of disputes arising in connection with the

determination of terms and conditions of employment shall be sought, as may be appropriate to national conditions, through negotiation between the parties or through independent and impartial machinery, such as mediation, conciliation and arbitration, established in such a manner as to ensure the confidence of the parties involved.

### **Legal aspects of the registration of public sector staff associations as trade unions.**

Part III - Facilities to be afforded to public employees' organisations Article 6 1. There must be an enabling law to be passed by Congress to amend Executive Order 180 and a legislation that subscribes to the principles of the Convention, which is the next campaign struggle and undertaking of the trade union movement! Only those international NGOs which can in no way be considered as associations of workers or employers would then be excluded. On the basis of this argument, the Corporation claimed that the holders of some 68 job positions falling within grades 8 to 17 are not entitled to be members of the Union.

### **Convention C151**

Public employees' organisations shall enjoy complete independence from public authorities. This concern is often perceived as being primarily focussed on the right of workers to form trade unions. Convention 151 allows the exclusion of high-level employees whose functions are normally considered as policy-making or managerial, or of employees whose duties are of a highly confidential nature.

### **International Associations Statutes Series**

Public employees shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment. In exercising the rights provided for in this Convention workers and employers and their respective organisations, like other persons or organised collectivities, shall respect the law of the land. Convention currently open for denunciation: 25 Feb 2021 - 25 Feb 2022.

### **Convention (No.151) concerning Protection of the Right to Organise and Procedures for Determining Conditions of Employment in the Public Service**

The Convention also deals with appropriate facilities, which should be afforded to the representatives of recognized public employees' organizations to enable them to carry out their functions promptly and efficiently, both during and outside working hours.

### **Legal aspects of the registration of public sector staff associations as trade unions.**

Public employees' organizations shall enjoy complete independence from public authorities. Ratifications as of May 2016 Number of ratifications: 53 Albania, Antigua and Barbuda, Argentina, Armenia, Azerbaijan, Belarus, Belgium, Belize, Bosnia and Herzegovina, Botswana, Brazil, Chad, Chile, Colombia, Cuba, Cyprus, Denmark, El Salvador, Finland, Gabon, Georgia, Ghana, Greece, Guinea, Guyana, Hungary, Italy, Latvia, Luxembourg, Macedonia, Mali, Moldova, Morocco, Netherlands, Norway, Peru, Poland, Portugal, Russia, San Marino, Sao Tome and Principe, Seychelles, Slovakia, Slovenia, Spain, Suriname, Sweden, Switzerland, Tunisia, Turkey, United Kingdom, Uruguay, Zambia.

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