



Public Sector Labor-Management Council

Civil Service Commission Central Office Building
Batasang Pambansa Complex, Constitution Hills, Diliman, 1126 Quezon City
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RESOLUTION ON THE QUALIFICATION OF CIVILIAN AND NON-UNIFORMED PERSONNEL IN THE AFP AND PNP, RESPECTIVELY TO FORM, JOIN AND ASSIST EMPLOYEES' ORGANIZATIONS IN THE PUBLIC SECTOR

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Number : 4,52021

Promulgated: 29 OCT 2021

PSLMC RESOLUTION

WHEREAS, Section 8, Article III of the Philippine Constitution provides that 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;

WHEREAS, Section 15 of Executive Order (E. O.) No. 180 constituted the Public Sector Labor-Management Council (PSLMC) to implement the policy of the State on the exercise of the right of government employees to self-organization, primarily through the promulgation of the necessary rules and regulations;

WHEREAS, Rule II, Sections (b) and (c) of the Amended Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize provides that members of the Armed Forces of the Philippines (AFP) and Philippine National Police (PNP) shall not be eligible to form, join or assist any employees' organization for purposes of collective negotiations;

WHEREAS, in the AFP and the PNP, there are two (2) types of employees, the military and the civilian, and the uniformed and non-uniformed personnel, respectively;

WHEREAS, the Amended Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize did not make any distinction as regards to the type of employees in the AFP and PNP that are ineligible to form, join or assist the employees' organization;

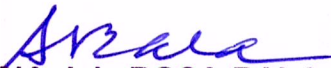
WHEREAS, Article 1, Section 3 of Convention 151 provides that the extent of applicability for the Convention to the armed forces and the police shall be determined by national laws and regulations;

WHEREAS, in the registry of registered employees associations in government there are existing registered civilian and non-uniformed employees' associations in the AFP and PNP, respectively;

WHEREAS, to provide clarity to their existence, a clear policy that allows self-organization and collective negotiation of the civilian and non-uniformed employees in these institutions must be adopted;

WHEREFORE, the Council **RESOLVES** as it hereby **RESOLVED** to clarify that the civilian and non-uniformed employees in the Armed Forces of the Philippines and the Philippine National Police, respectively are accorded the right to self-organization and shall, upon accreditation, can collectively negotiate terms and conditions of employment and improvement thereof not fixed by law.

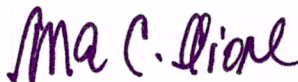
Quezon City.



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Chairperson, Civil Service Commission

CHAIRPERSON



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Undersecretary

FOR

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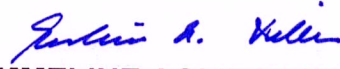
Secretary, Department of Labor and Employment

VICE-CHAIRPERSON

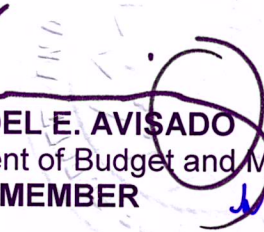




GIL S. BELTRAN
Undersecretary
FOR
CARLOS G. DOMINGUEZ
Secretary, Department of Finance
MEMBER

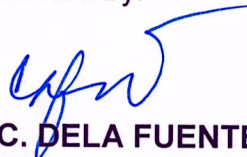


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Attested by:



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