

Means and facilities afforded to trade unions in the public service –

(EPSU.org online meeting 10-11 May 2022)

VS raised the issue of the **double channel** system in staff representation, which applies in European institutions. In the Court of Justice, it is the Staff Committee which enjoys *all* the means and facilities, to the detriment of EPSU-CJ, which is the representative trade union.

Under the point ‘Labour rights in public services and ILO Convention 151’, *Carlos Carrion-Crespo*, an ILO expert from the workers’ side, pointed out that

R159 - Labour Relations (Public Service) Recommendation, 1978, ⇔linked with⇔ **C151 - Labour Relations (Public Service) Convention, 1978**,

is referring to ⇔

R143 - Workers' Representatives Recommendation, 1971, which again is ⇔linked with⇔ **C135 - Workers' Representatives Convention, 1971**.

Therefore, trade unions in public service must enjoy the same rights as trade unions in undertakings.

C151 - Labour Relations (Public Service) Convention, 1978 (No. 151) ⇔	R159 - Labour Relations (Public Service) Recommendation, 1978 (No. 159)
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<p>Preamble</p> <p>The General Conference of the International Labour Organisation,</p> <p>Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-fourth Session on 7 June 1978, and</p> <p>Noting the terms of the Freedom of Association and Protection of the Right to Organise Convention, 1948, the Right to Organise and Collective Bargaining Convention, 1949, and the Workers' Representatives Convention and Recommendation, 1971, and</p> <p>Recalling that the Right to Organise and Collective Bargaining Convention, 1949, does not cover certain categories of public employees and that the Workers' Representatives Convention and Recommendation, 1971, apply to workers' representatives in the undertaking, and</p> <p>Noting the considerable expansion of public-service activities in many countries and the need for sound labour relations between public authorities and public employees' organisations, and</p> <p>Having regard to the great diversity of political, social and economic systems among member States and the differences in practice among them (e.g. as to the respective functions of central and local government, of federal, state and provincial authorities, and of state-owned undertakings and various types of autonomous or semi-</p>	<p>Preamble</p> <p>The General Conference of the International Labour Organisation,</p> <p>Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-fourth Session on 7 June 1978, and</p> <p>Having decided upon the adoption of certain proposals with regard to freedom of association and procedures for determining conditions of employment in the public service, which is the fifth item on the agenda of the session, and</p> <p>Having determined that these proposals shall take the form of a Recommendation supplementing the Labour Relations (Public Service) Convention, 1978,</p> <p>adopts this twenty-seventh day of June of the year one thousand nine hundred and seventy-eight, the following Recommendation, which may be cited as the Labour Relations (Public Service) Recommendation, 1978:</p>
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autonomous public bodies, as well as to the nature of employment relationships), and

Taking into account the particular problems arising as to the scope of, and definitions for the purpose of, any international instrument, owing to the differences in many countries between private and public employment, as well as the difficulties of interpretation which have arisen in respect of the application of relevant provisions of the Right to Organise and Collective Bargaining Convention, 1949, to public servants, and the observations of the supervisory bodies of the ILO on a number of occasions that some governments have applied these provisions in a manner which excludes large groups of public employees from coverage by that Convention, and

Having decided upon the adoption of certain proposals with regard to freedom of association and procedures for determining conditions of employment in the public service, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this twenty-seventh day of June of the year one thousand nine hundred and seventy-eight the following Convention, which may be cited as the Labour Relations (Public Service) Convention, 1978:

<p>PART I. SCOPE AND DEFINITIONS</p> <p>Article 1</p> <ol style="list-style-type: none"> 1. This Convention applies to all persons employed by public authorities, to the extent that more favourable provisions in other international labour Conventions are not applicable to them. 2. The extent to which the guarantees provided for in this Convention shall apply to high-level employees whose functions are normally considered as policy-making or managerial, or to employees whose duties are of a highly confidential nature, shall be determined by national laws or regulations. 3. The extent to which the guarantees provided for in this Convention shall apply to the armed forces and the police shall be determined by national laws or regulations. <p>Article 2</p> <p>For the purpose of this Convention, the term public employee means any person covered by the Convention in accordance with Article 1 thereof.</p> <p>Article 3</p> <p>For the purpose of this Convention, the term public employees' organisation means any organisation, however composed, the purpose of which is to further and defend the interests of public employees.</p>	
<p>PART II. PROTECTION OF THE RIGHT TO ORGANISE</p>	

<p>Article 4</p> <ol style="list-style-type: none"> 1. Public employees shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment. 2. Such protection shall apply more particularly in respect of acts calculated to-- <ol style="list-style-type: none"> (a) make the employment of public employees subject to the condition that they shall not join or shall relinquish membership of a public employees' organisation; (b) cause the dismissal of or otherwise prejudice a public employee by reason of membership of a public employees' organisation or because of participation in the normal activities of such an organisation. <p>Article 5</p> <ol style="list-style-type: none"> 1. Public employees' organisations shall enjoy complete independence from public authorities. 2. Public employees' organisations shall enjoy adequate protection against any acts of interference by a public authority in their establishment, functioning or administration. 3. In particular, acts which are designed to promote the establishment of public employees' organisations under the domination of a public authority, or to support public employees' organisations by financial or other means, with the object of placing such organisations under the control of a public authority, shall be deemed to constitute acts of interference within the meaning of this Article. 	
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<p>PART III. FACILITIES TO BE AFFORDED TO PUBLIC EMPLOYEES' ORGANISATIONS</p> <p>Article 6</p> <ol style="list-style-type: none"> 1. Such facilities shall be afforded to the representatives of recognised public employees' organisations as may be appropriate in order to enable them to carry out their functions promptly and efficiently, both during and outside their hours of work. 2. The granting of such facilities shall not impair the efficient operation of the administration or service concerned. 3. The nature and scope of these facilities shall be determined in accordance with the methods referred to in Article 7 of this Convention, or by other appropriate means. ⇔ 	<p>(1) In countries in which procedures for recognition of public employees' organisations apply with a view to determining the organisations to be granted, on a preferential or exclusive basis, the rights provided for under Parts III, IV or V of the Labour Relations (Public Service) Convention, 1978, such determination should be based on objective and pre-established criteria with regard to the organisations' representative character.</p> <p>(2) The procedures referred to in subparagraph (1) of this Paragraph should be such as not to encourage the proliferation of organisations covering the same categories of employees.</p> <p>4. In determining the nature and scope of the facilities which should be afforded to representatives of public employees' organisations in accordance with Article 6, paragraph 3, of the Labour Relations (Public Service) Convention, 1978, regard should be had to the Workers' Representatives Recommendation, 1971.</p>
<p>PART IV. PROCEDURES FOR DETERMINING TERMS AND CONDITIONS OF EMPLOYMENT</p> <p>Article 7</p> <p>Measures appropriate to national conditions shall be taken, where necessary, to encourage and promote the full development and utilisation of machinery for negotiation of terms and conditions of employment between the public authorities concerned and public employees' organisations, or of such other methods as will allow</p>	<p>2.</p> <p>(1) In the case of negotiation of terms and conditions of employment in accordance with Part IV of the Labour Relations (Public Service) Convention, 1978, the persons or bodies competent to negotiate on behalf of the public authority concerned and the procedure for giving effect to the agreed terms and conditions of employment should be determined by national laws or regulations or other appropriate means.</p> <p>(2) Where methods other than negotiation are followed to allow representatives of public employees to participate in the</p>

<p>representatives of public employees to participate in the determination of these matters.</p>	<p>determination of terms and conditions of employment, the procedure for such participation and for final determination of these matters should be determined by national laws or regulations or other appropriate means.</p> <p>3. Where an agreement is concluded between a public authority and a public employees' organisation in pursuance of Paragraph 2, subparagraph (1), of this Recommendation, the period during which it is to operate and/or the procedure whereby it may be terminated, renewed or revised should normally be specified.</p>
<p>PART VI. CIVIL AND POLITICAL RIGHTS Article 9 Public employees shall have, as other workers, the civil and political rights which are essential for the normal exercise of freedom of association, subject only to the obligations arising from their status and the nature of their functions.</p>	
<p>PART VII. FINAL PROVISIONS Article 10 The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.</p>	

Article 11

1. 1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. 2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. 3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 12

1. 1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
2. 2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 13

1. 1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
2. 2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 14

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 15

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

<p>Article 16</p> <ol style="list-style-type: none"> 1. 1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides: <ol style="list-style-type: none"> (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 12 above, if and when the new revising Convention shall have come into force; (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members. 2. 2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention. <p>Article 17</p> <p>The English and French versions of the text of this Convention are equally authoritative.</p>	
<p>See related</p> <p style="text-align: center;">Key Information</p> <p>Convention concerning Protection of the Right to Organise and Procedures for Determining Conditions of Employment in the Public Service (Entry into force: 25 Feb 1981)</p>	<p>See related</p> <p style="text-align: center;">Key Information</p> <p>Recommendation concerning Procedures for Determining Conditions of Employment in the Public Service</p>

<p>Adoption: Geneva, 64th ILC session (27 Jun 1978) Status: Up-to-date instrument (Technical Convention). Convention may be denounced: 25 Feb 2031 - 25 Feb 2032</p> <p>See also</p> <p>Ratifications by country Submissions to competent authorities by country</p>	<p>Adoption: Geneva, 64th ILC session (27 Jun 1978) Status: Up-to-date instrument.</p> <p>See also</p> <p>Submissions to competent authorities by country</p>
* Ratified by 16 Member States of the EU	



<p>C135 - Workers' Representatives Convention, 1971 (No. 135) ⇔</p> <p>Display in: French - Spanish - Arabic - German - Portuguese - Russian - Chinese</p> <p>Go to article : 1 2 3 4 5 6 7 8 9 10 11 12 13 14</p>	<p>R143 - Workers' Representatives Recommendation, 1971 (No. 143)</p> <p>Display in: French - Spanish - Arabic - German - Russian</p>
<p>Preamble</p> <p>The General Conference of the International Labour Organisation,</p> <p>Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fifty-sixth Session on 2 June 1971, and</p>	<p>Preamble</p> <p>The General Conference of the International Labour Organisation,</p> <p>Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fifty-sixth Session on 2 June 1971, and,</p> <p>Having adopted the Workers' Representatives Convention, 1971, and</p>

<p>Noting the terms of the Right to Organise and Collective Bargaining Convention, 1949, which provides for protection of workers against acts of anti-union discrimination in respect of their employment, and</p> <p>Considering that it is desirable to supplement these terms with respect to workers' representatives, and</p> <p>Having decided upon the adoption of certain proposals with regard to protection and facilities afforded to workers' representatives in the undertaking, which is the fifth item on the agenda of the session, and</p> <p>Having determined that these proposals shall take the form of an international Convention,</p> <p>adopts this twenty-third day of June of the year one thousand nine hundred and seventy-one the following Convention, which may be cited as the Workers' Representatives Convention, 1971:</p>	<p>Having decided upon the adoption of certain proposals with regard to protection and facilities afforded to workers' representatives in the undertaking, which is the fifth item on the agenda of the session, and</p> <p>Having determined that these proposals shall take the form of a Recommendation,</p> <p>adopts this twenty-third day of June of the year one thousand nine hundred and seventy-one, the following Recommendation, which may be cited as the Workers' Representatives Recommendation, 1971:</p>
<p>Article 1</p> <p>Workers' representatives in the undertaking shall enjoy effective protection against any act prejudicial to them, including dismissal, based on their status or activities as a workers' representative or on union membership or participation in union activities, in so far as they act in conformity with existing laws or collective agreements or other jointly agreed arrangements.</p>	<p>I. Methods of Implementation</p> <p>1. Effect may be given to this Recommendation through national laws or regulations or collective agreements, or in any other manner consistent with national practice.</p>

<p>Article 2</p> <ol style="list-style-type: none"> 1. Such facilities in the undertaking shall be afforded to workers' representatives as may be appropriate in order to enable them to carry out their functions promptly and efficiently. 2. In this connection account shall be taken of the characteristics of the industrial relations system of the country and the needs, size and capabilities of the undertaking concerned. 3. The granting of such facilities shall not impair the efficient operation of the undertaking concerned. 	
<p>Article 3</p> <p>For the purpose of this Convention the term <i>workers' representatives</i> means persons who are recognised as such under national law or practice, whether they are--</p> <p>(a) trade union representatives, namely, representatives designated or elected by trade unions or by members of such unions; or</p> <p>(b) elected representatives, namely, representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned.</p>	<p>II. General Provisions</p> <p>2. For the purpose of this Recommendation the term <i>workers' representatives</i> means persons who are recognised as such under national law or practice, whether they are--</p> <p>(a) trade union representatives, namely representatives designated or elected by trade unions or by the members of such unions; or</p> <p>(b) elected representatives, namely representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned.</p>

<p>Article 4</p> <p>National laws or regulations, collective agreements, arbitration awards or court decisions may determine the type or types of workers' representatives which shall be entitled to the protection and facilities provided for in this Convention.</p>	<p>3. National laws or regulations, collective agreements, arbitration awards or court decisions may determine the type or types of workers' representatives which should be entitled to the protection and facilities provided for in this Recommendation.</p>
<p>Article 5</p> <p>Where there exist in the same undertaking both trade union representatives and elected representatives, appropriate measures shall be taken, wherever necessary, to ensure that the existence of elected representatives is not used to undermine the position of the trade unions concerned or their representatives and to encourage co-operation on all relevant matters between the elected representatives and the trade unions concerned and their representatives.</p>	<p>4. Where there exist in the same undertaking both trade union representatives and elected representatives, appropriate measures should be taken, wherever necessary, to ensure that the existence of elected representatives is not used to undermine the position of the trade unions concerned or their representatives and to encourage co-operation on all relevant matters between the elected representatives and the trade unions concerned and their representatives.</p>
<p>Article 6</p> <p>Effect may be given to this Convention through national laws or regulations or collective agreements, or in any other manner consistent with national practice.</p>	
<p>Article 7</p> <p>The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.</p>	

<p>Article 8</p> <ol style="list-style-type: none"> 1. 1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General. 2. 2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General. 3. 3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered. 	
<p>Article 9</p> <ol style="list-style-type: none"> 1. 1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered. 2. 2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article. 	

<p>Article 10</p> <ol style="list-style-type: none"> 1. 1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation. 2. 2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force. 	
<p>Article 11</p> <p>The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.</p> <p>Article 12</p> <p>At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.</p>	

<p>Article 13</p> <ol style="list-style-type: none"> 1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides: <ol style="list-style-type: none"> (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force; (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members. 2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention. 	
<p>Article 14</p> <p>The English and French versions of the text of this Convention are equally authoritative.</p>	
<p>See related</p> <p style="text-align: center;">Key Information</p> <p>Convention concerning Protection and Facilities to be Afforded to Workers' Representatives in the Undertaking (Entry into force: 30 Jun 1973)</p>	<p>See related</p> <p style="text-align: center;">Key Information</p> <p>Recommendation concerning Protection and Facilities to be Afforded to Workers' Representatives in the Undertaking</p>

<p>Adoption: Geneva, 56th ILC session (23 Jun 1971) Status: Up-to-date instrument (Technical Convention). Convention may be denounced: 30 Jun 2023 - 30 Jun 2024</p> <p style="text-align: center;">See also</p> <p>Ratifications by country Submissions to competent authorities by country</p> <ul style="list-style-type: none"> • Ratified by 24 Members States of the EU (except Belgium, Bulgaria, Ireland) 	<p>Adoption: Geneva, 56th ILC session (23 Jun 1971) Status: Up-to-date instrument.</p> <p style="text-align: center;">See also</p> <p>Submissions to competent authorities by country</p>
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R143 - Workers' Representatives Recommendation, 1971 (No. 143) *(continued)*

III. Protection of Workers' Representatives

5. Workers' representatives in the undertaking should enjoy effective protection against any act prejudicial to them, including dismissal, based on their status or activities as a workers' representative or on union membership or participation in union activities, in so far as they act in conformity with existing laws or collective agreements or other jointly agreed arrangements.

6.

(1) Where there are not sufficient relevant protective measures applicable to workers in general, specific measures should be taken to ensure effective protection of workers' representatives.

(2) These might include such measures as the following:

(a) detailed and precise definition of the reasons justifying termination of employment of workers' representatives:

(b) a requirement of consultation with, an advisory opinion from, or agreement of an independent body, public or private, or a joint body, before the dismissal of a workers' representative becomes final;

(c) a special recourse procedure open to workers' representatives who consider that their employment has been unjustifiably terminated, or that they have been subjected to an unfavourable change in their conditions of employment or to unfair treatment;

(d) in respect of the unjustified termination of employment of workers' representatives, provision for an effective remedy which, unless this is contrary to basic principles of the law of the country concerned, should include the reinstatement of such representatives in their job, with payment of unpaid wages and with maintenance of their acquired rights;

(e) provision for laying upon the employer, in the case of any alleged discriminatory dismissal or unfavourable change in the conditions of employment of a workers' representative, the burden of proving that such action was justified;

(f) recognition of a priority to be given to workers' representatives with regard to their retention in employment in case of reduction of the workforce.

7.

(1) Protection afforded under Paragraph 5 of this Recommendation should also apply to workers who are candidates, or have been nominated as candidates through such appropriate procedures as may exist, for election or appointment as workers' representatives.

(2) The same protection might also be afforded to workers who have ceased to be workers' representatives.

(3) The period during which such protection is enjoyed by the persons referred to in this Paragraph may be determined by the methods of implementation referred to in Paragraph 1 of this Recommendation.

8.

(1) Persons who, upon termination of their mandate as workers' representatives in the undertaking in which they have been employed, resume work in that undertaking should retain, or have restored, all their rights, including those related to the nature of their job, to wages and to seniority. (2) The questions whether, and to what extent, the provisions of subparagraph (1) of this

Paragraph should apply to workers' representatives who have exercised their functions mainly outside the undertaking concerned should be left to national laws or regulations, collective agreements, arbitration awards or court decisions.

IV. Facilities to be Afforded to Workers' Representatives

9.

(1) Such facilities in the undertaking should be afforded to workers' representatives as may be appropriate **in order to enable them to carry out their functions promptly and efficiently.**

(2) In this connection account should be taken of the characteristics of the industrial relations system of the country and the needs, size and capabilities of the undertaking concerned.

(3) The granting of such facilities should not impair the efficient operation of the undertaking concerned.

10.

(1) Workers' representatives in the undertaking should be afforded the necessary **time off from work**, without loss of pay or social and fringe benefits, for carrying out their representation functions in the undertaking.

(2) In the absence of appropriate provisions, a workers' representative may be required to obtain permission from his immediate supervisor or another appropriate representative of management designated for this purpose before he takes time off from work, such permission not to be unreasonably withheld.

(3) Reasonable limits may be set on the amount of time off which is granted to workers' representatives under subparagraph (1) of this Paragraph.

11.

(1) In order to enable them to carry out their functions effectively, workers' representatives should be afforded the necessary time off for attending trade union meetings, training courses, seminars, congresses and conferences.

(2) Time off afforded under subparagraph (1) of this Paragraph should be afforded without loss of pay or social and fringe benefits, it being understood that the question of who should bear the resulting costs may be determined by the methods of implementation referred to in Paragraph 1 of this Recommendation.

12. Workers' representatives in the undertaking should be granted access to all workplaces in the undertaking, where such access is necessary to enable them to carry out their representation functions.

13. Workers' representatives should be granted without undue delay access to the management of the undertaking and to management representatives empowered to take decisions, as may be necessary for the proper exercise of their functions.

14. In the absence of other arrangements for the collection of trade union dues, workers' representatives authorised to do so by the trade union should be permitted to collect such dues regularly on the premises of the undertaking.

15.

(1) Workers' representatives acting on behalf of a trade union should be authorised to post trade union notices on the premises of the undertaking in a place or places agreed on with the management and to which the workers have easy access.

(2) The management should permit workers' representatives acting on behalf of a trade union to distribute news sheets, pamphlets, publications and other documents of the union among the workers of the undertaking.

(3) The union notices and documents referred to in this Paragraph should relate to normal trade union activities and their posting and distribution should not prejudice the orderly operation and tidiness of the undertaking.

(4) Workers' representatives who are elected representatives in the meaning of clause (b) of Paragraph 2 of this Recommendation should be given similar facilities consistent with their functions.

16. The management should make available to workers' representatives, under the conditions and to the extent which may be determined by the methods of implementation referred to in Paragraph 1 of this Recommendation, such material facilities and information as may be necessary for the exercise of their functions.

17.

(1) Trade union representatives who are not employed in the undertaking but whose trade union has members employed therein should be granted access to the undertaking.

(2) The determination of the conditions for such access should be left to the methods of implementation referred to in Paragraphs 1 and 3 of this Recommendation.
