

**[ EXECUTIVE ORDER NO. 180, June 01, 1987 ]**

**PROVIDING GUIDELINES FOR THE EXERCISE OF THE RIGHT TO ORGANIZE OF GOVERNMENT EMPLOYEES, CREATING A PUBLIC SECTOR LABOR-MANAGEMENT COUNCIL, AND FOR OTHER PURPOSES**

In accordance with the provision of the 1987 Constitution, I, CORAZON C. AQUINO, President of the Philippines, do hereby order:

**I. Coverage**

SECTION 1. This Executive Order applies to all employees of all branches, subdivision, instrumentalities, and agencies of the Government, including government-owned or controlled corporations with original charters. For this purpose, employees covered by this Executive Order shall be referred to as "government employees".

SECTION 2. All government employees can form, join or assist employees' organizations of their own choosing for the furtherance and protection of their interests. They can also form, in conjunction with appropriate government authorities, labor-management committees, works councils and other forms of workers' participation schemes to achieve the same objectives.

SECTION 3. High-level employees whose functions are normally considered as policy-making or managerial or whose duties are of a highly confidential nature shall not be eligible to join the organization of rank-and-file government employees.

SECTION 4. The Executive Order shall not apply to the members of the Armed Forces of the Philippines, including police officers, policemen, firemen and jail guards.

**II. Protection of the Right to Organize**

SECTION 5. Government employees shall not be discriminated against in respect of their employment by reason of their membership in employees' organizations or participation in the normal activities of their organization. Their employment shall not be subject to the condition that they shall not join or shall relinquish their membership in the employees' organizations.

SECTION 6. Government authorities shall not interfere in the establishment, functioning or administration of government employees' organizations through acts designated to place such organizations under the control of government authority.

**III. Registration of Employees' Organization**