

RESOLUTION #2: THE KOREAN GOVERNMENT MUST GUARANTEE COLLECTIVE BARGAINING RIGHTS IN THE PUBLIC SECTOR

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RECOGNISES that public sector workers in Korea have long been denied the trade union rights despite the South Korean Constitution and international labour standards protecting the fundamental labour rights of all workers,

CONDEMNS the fact that the Korean government continues to violate the trade union rights of around 400,000 public sector workers by using unfair and unilateral guidelines, despite having ratified ILO fundamental Conventions Nos. 87 and 98 in 2021,

EXPRESS deep concern that restrictions on the right to strike due to the 'essential services' clause in the labour law, alongside the severe impact on the right to collective bargaining, which is essential for improving wages and conditions, are having a detrimental effect,

DEPLORES for evaluating public institutions based solely on their compliance with unilateral government guidelines and for invalidating collective bargaining agreements (CBAs) between public sector unions and management for non-compliance with these guidelines, which undermines the autonomy of labour-management negotiations, in spite of ILO Convention No. 98, Article 4,

RECALLS that, in June 2022, the PSI filed a complaint against the Korean government together with the KPTU regarding the following issues: the unilateral determination of wage increases rates through budget guidelines, the forced introduction of a job performance-based wage system and a wage peak system; and the nullification of wage increase agreements between employers and trade unions,

also RECALLS the ILO's recommendation to the Korean government in June 2023 to establish a regular consultation mechanism between the government and public sector unions, with the aim of preventing government interference in collective bargaining at public institutions.

strongly CONDEMNS the Korean government for failing to establish this consultation framework and engage in dialogue with public sector unions,

CALLS UPON the Korean government to legislate for regular consultations between public sector unions and the government, and to improve relevant guidelines and practices with immediate effect, in order to guarantee the collective bargaining rights of public sector workers, in accordance with ILO recommendations and fundamental conventions.

Submitted by the Korean Public Service and Transport Workers' Union (KPTU)