



## **EPSU survey on union membership, collective bargaining and social dialogue in local and regional government**

EPSU would like to get a better picture of developments in the areas of union membership, collective bargaining and social dialogue in local and regional government, so that we can be more effective and provide a better service to our members. We have therefore commissioned the Labour Research Department, a trade union research body based in London, to undertake a study on the present situation.

This will use existing material, including the joint CEMR-EPSU survey in 2005 on the 12 states that joined the EU in 2004 and 2007, as well as Turkey. But to get a fully up-to-date and detailed picture, we need you to provide some additional information.

A short questionnaire is attached, which we would like you to return **as soon as possible**. If you cannot answer all the questions, please answer those you can and return it. But it would be a great help if you could provide the NAME, TELEPHONE NUMBER AND E-MAIL ADDRESS OF A CONTACT who can answer follow-up questions.

If necessary, please use additional sheets to complete your answers.

### **For the purposes of the questionnaire we use the following terms:**

*Collective bargaining* – this term is used to refer to the negotiation of pay and terms and conditions of employment. Collective bargaining can take place at the national, regional or local/enterprise level. It can be cross-sectoral, sectoral or cover a single organisation and can be bipartite (involving only representatives of labour and management) or tripartite (involving government representatives). In circumstances where employees of regional and local government are civil servants, such negotiations involving representatives of State authorities are characterised as bi-partite rather than tripartite bargaining, as the State fulfils a dual function in such cases.

*Social dialogue* – the term social dialogue is used to cover a wide range of bi-partite and tripartite information, consultation and negotiating arrangements. Collective bargaining (see below) is one specific form of social dialogue. Here the term “social dialogue” is used to deliberately distinguish between negotiations on wages and terms and conditions of employment (referred to as collective bargaining) and other information and consultation arrangements between social partners on issues affecting their sector (referred to as social dialogue). It may be that while there is no collective bargaining at sectoral or local and regional level, there may be a social dialogue between trade unions and representatives of municipalities.

Country: .....

Name of organisation: .....

*Scope and representativity*

1. How many members are there in your union?

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2. How many members in your union are in local and regional authorities?

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3. If possible please also give the number of your members in each of the following categories:

- \_\_\_\_\_ Housing
- \_\_\_\_\_ Firefighters
- \_\_\_\_\_ Libraries, museums and other cultural services
- \_\_\_\_\_ Road maintenance
- \_\_\_\_\_ Police
- \_\_\_\_\_ Cemeteries, parks and gardens
- \_\_\_\_\_ Environmental health
- \_\_\_\_\_ Planning
- \_\_\_\_\_ Finance and administrative staff
- \_\_\_\_\_ Energy supply and distribution
- \_\_\_\_\_ Water
- \_\_\_\_\_ Waste collection and disposal
- \_\_\_\_\_ Local transport
- \_\_\_\_\_ Healthcare
- \_\_\_\_\_ Social care (including child care and elder care)
- \_\_\_\_\_ Education (other than teachers)<sup>1</sup>
- \_\_\_\_\_ Others (please specify) \_\_\_\_\_

4. What are the main trends in membership, for example, where is membership decreasing or increasing?

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<sup>1</sup> Teaching is covered by another industry federation

5. Are there other organisations/unions which also represent workers in local and regional authorities? If yes, please list the most important.

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**Collective bargaining**

6. Is your organisation involved in collective bargaining for workers in local and regional authorities? Yes  No

7. If you are involved in collective bargaining, please state if this is at sectoral level, regional level or local level (or a combination of these). Please give as much detail as you can.

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8. If you are involved in collective bargaining, who are the main employers and/or employers associations you negotiate with?

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9. Are there any other organisations, representing employees, involved in these negotiations? If yes, please list them.

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10. Are specific collective agreements negotiated for certain sub-sectors or categories of workers within local and regional government? If yes please tick the relevant box(es).

- Housing
- Firefighters
- Libraries, museums and other cultural services
- Road maintenance
- Police
- Cemeteries, parks and gardens
- Environmental health
- Planning
- Finance and administrative staff

- Energy supply and distribution
- Water
- Waste collection and disposal
- Local transport
- Healthcare
- Social care (including child care and elder care)
- Education (other than teaching)
- Others (please specify): .....

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11. What role does central government play in determining employment conditions in local and regional public government?

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12. What are the main issues that the employers are pushing for?

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13. What are the main demands you are making?

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**Social dialogue**

14. Does a social dialogue take place with representatives of local and regional government (occasional meetings, joint activities, etc)?

- Formal social dialogue       Informal social dialogue       No social dialogue

15. What are the three main issues being discussed in the social dialogue?

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**Contact details**

Name of contact: .....

Telephone number: .....

e-mail address: .....

Organisation: .....

Postal address: .....

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We would be very grateful if you could return this questionnaire **as soon as possible** to:

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UK

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**THANK YOU FOR YOUR COOPERATION!**