



Toward CEMR-EPSU framework for well-being at work for local and regional governments

Adopted on 5 December 2016

by the Sectoral Social Dialogue Committee on Local and Regional Governments

Local and regional governments play a vital double role in Europe as providers and as suppliers of a variety of services to citizen and businesses and as employers. Local and regional governments are key to a socially and geographically balanced Europe, but are facing huge challenges.

Social dialogue, including tripartite social dialogue and collective bargaining, is the most appropriate leverage to address the challenges, local and regional government face and to preserve and improve the quality of services and jobs.

In many countries, austerity policies have affected local and regional governments more heavily than the public sector as a whole. Budget reductions have led to cuts in the number of jobs as well as increased workloads. At the same time, we are facing demographic challenges. This calls for new forms of service delivery.

Restructuring of local and regional government, new forms of service delivery and organisational changes have implications for the quality and/or the availability of services that citizen and businesses rely on and for the workers' job-security, health and well-being at work. Their impact on the health of workers is underestimated.

It is therefore essential that we anticipate how new forms of service delivery, including digitalisation, changes the relation between public authorities, citizen and businesses and how it affects the job content and the role of public sector workers as well as their working conditions.

Involvement of workers and trade unions in the development of services and in the organisation of their workplaces and work processes will have a positive effect on health and well-being at work. In addition, better working conditions could contribute to increasing the quality of the services.

Local and regional governments are facing demographic challenges due to their ageing workforce. Social partners have a strong role in order to find solutions including age-friendly labour market

policies and collective agreements and migration. Migrants can offer Europe great possibilities if we succeed to include them into the labour market and societies and this is important to address labour shortages and the challenges of the demographic change.

The local level is where inclusion really takes place and local and regional governments play a key role when it comes to successful inclusion. Inclusion in the labour market is a key factor to inclusion in society. Local and regional government are not only service providers, but also relevant employers.

In order to avoid that migration becomes a risk for social cohesion, local and regional government have a strong interest in regulated good working conditions, safe and declared work, combating unsafe and undeclared work, and exploitative salaries.

New forms of public services, for example related to digitalisation of services, demand new skills and competences. In order to adapt to the changes and to preserve and develop the quality of services, it is essential that we continuously develop new skills for new roles and jobs. Greater take-up of training and life-long learning, including both 'on the job' learning as well as education of all workers and managers, must be a common objective.

CEMR and EPSU as social partners at European level therefore will take action and build a social dialogue framework for the well-being of local and regional government

With this framework, we call on national social partners, the partners at workplace level, public authorities and other relevant stakeholders to act together to preserve and develop quality public services and to achieve concrete results and progress in favour of workers' well-being. A multipronged approach is needed with appropriate resources and measures to secure outcomes.

CEMR and EPSU will

- Strengthen the European social dialogue in the local and regional government sector, consistently with the recognition of the general principle of local and regional self-government, by promoting quality local and regional government public services based on the values of social and environmental responsibility
- Exchange information on labour market issues and promote interests and good practice in the local and regional government sector

- Stress the importance of investment in quality public services and stimulation of sustainable and inclusive growth and the job creation in Europe
- Promote the ILO decent work agenda that includes job creation, rights at work, social protection and social dialogue with gender equality as a crosscutting objective¹ (English text is original- check translations against English version)
- Acknowledge that new technology as well as new ways of working and delivering services to meet needs of citizens, including third country nationals, and businesses, have emerged as a result of digitalisation
- Assess how local and regional governments handle the development of new and alternative ways of work i.e. temporary work, fixed-term contracts, bogus self-employment and consider the impact of this on the quality of jobs, work-life balance and public services
- Call for sex-, and age-segregated data
- Assess the demographic profile of the workforce, including in outsourced services, to identify the future implications of changes in composition of different age groups
- Promote the CEMR-EPSU joint guidelines on migration and strengthening anti-discrimination in local and regional governments, adopted at the sectoral social dialogue committee plenary meeting on December 5, 2016
- Promote and share good practices to identify the challenges of wellbeing at work, design solutions and evaluate outcomes
- Promote and share good practices on work-life balance and gender equality measures

CEMR and EPSU call on the social partners at national level to

- Strengthen the social dialogue at national, regional, local and at workplace level including information and consultation of workers
- Carry out health impact assessment before carrying out organisational change and changes in services
- Recognise gender-based different needs in occupational safety and health, and develop strategies on the basis of the recognised differences
- Recognise the importance of developing good social relations at work and support them
- Establish an information and consultation process with relevant stakeholders including workers and citizen, e.g. when introducing new ways of delivering services

¹ <http://www.ilo.org/global/topics/decent-work/lang--en/index.htm>.

- Provide adequate training and education for workers and managers when introducing new forms of service delivery, especially when this leads to a change in roles and/or job-contents and when implementing organisational changes
- Assess the demographic profile of the workforce, including in outsourced services, to identify the future implications of changes in composition of different age groups