Record Nr. UNINA9910807322803321 **Titolo** Public service employment relations in Europe: transformation, modernization or inertia? / / edited by Stephen Bach ... [et al.] Pubbl/distr/stampa London;; New York,: Routledge, 1999 **ISBN** 1-134-63003-4 1-134-63004-2 1-280-17300-9 0-203-98041-7 9786610173006 Edizione [1st ed.] Descrizione fisica 1 online resource (214 p.) Collana Routledge studies in employment relations Altri autori (Persone) BachStephen <1963-> Disciplina 331/.0413514 Soggetti Employee-management relations in government - European Union countries Collective bargaining - Government employees - European Union countries Government employee unions - European Union countries Civil service - European Union countries Government efficiency - European Union countries Decentralization in government - European Union countries Industrial relations - European Union countries Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Description based upon print version of record. Nota di bibliografia Includes bibliographical references and index. ""Book Cover""; ""Half-Title""; ""Title""; ""Copyright""; ""Contents""; Nota di contenuto ""Tables""; ""Contributors""; ""Preface""; ""1 Europe""; ""The characteristics of public service employment relations""; ""Challenges to the public sector""; ""The framework""; ""State policies""; ""Employers policies""; ""Trade unions""; ""Collective bargaining""; ""Transformation, modernization or inertia?""; ""References""; ""2 Britain""; ""Definitions of public service sectors""; ""Organizational structure, employment and salaries""; ""The composition of employment""; ""Labour markets and salaries"" ""Employers and employers associations""""State policies""; ""The characteristics of public service employers"; ""The civil service""; ""The

National Health Service""; ""Local authorities""; ""The status and role of managers""; ""Employers associations""; ""Trade unions""; ""The legal framework""; ""Trade union structure and organization""; ""Trade union membership""; ""Workplace organization and representation""; ""Public sector labour relations""; ""Historical overview""; ""The forms and principles of pay determination""; ""Levels of collective bargaining""; ""The civil service""

""The health service"""Local authorities""; ""Pay outcomes and trends""; ""Industrial conflict""; ""Conclusions""; ""References""; ""3 Germany""; ""The focus of the analysis""; ""Organizational structure, employment and wages""; ""Organizational structure of the main sectors""; ""The composition of employment""; ""Public sector labour markets""; ""Wages and salaries""; ""Employers and employers associations""; ""State policies and public sector regulation""; ""Status and role of public managers""; ""Employers associations""; ""Trade unions""; ""Trade union structure and organization""

""Union confederations""""Workplace representation""; ""Public sector labour relations""; ""Overview""; ""Collective bargaining structure""; ""Industrial disputes""; ""The settlement of disputes""; ""Relations between the parties""; ""Conclusion""; ""Coping with unification""; ""Future challenges""; ""References""; ""4 Italy""; ""Definition of the public service sector""; ""Organizational structure, employment and wages""; ""Organization of the main sectors""; ""Composition of employment""; ""The public sector labour market""; ""Wages and salaries""

""Employers and employers associations""""State policies""; ""The characteristics of public service employers""; ""The health services""; ""The school sector""; ""The local authorities""; ""The status and role of managers""; ""Employers associations""; ""The trade unions""; ""Legal framework""; ""Trade union membership""; ""Trade union structure and fragmentation""; ""The problem of trade union representativeness""; ""Representation at workplace level""; ""Public sector labour relations""; ""The structure of collective bargaining""; ""Collective bargaining trends and outcomes""

""Relations outside collective bargaining""

Sommario/riassunto

The book provides an up-to-date analysis of the restructuring of public service employment relations in six European countries: Germany, France, Italy, Spain, Denmark and the UK. Each of the chapters on national systems is organized around a set of themes and policy issues including:* the impact of fiscal crises, and increasing macro-economic integration within the European Union, on the scope and organization of public services* changes in the patterns and status of public service employment* the shift from centralized administration to new models of devolved management* changes in the