

200394/Law/The National Council for Civil Liberties, London/Englisch/Rademacher/Grießhaber
Deutsche JurastudentInnen im Gespräch mit einem Anwalt

ELr: englischer Anwalt; spricht klar, artikuliert 'st' eher als [ʃ] und nicht als [st] zu sprechen

DSr1: deutscher Student 1

DSf1: deutsche Studentin 1

DSr2: deutscher Student 2

DSr2: deutscher Student 3

DSf2: deutsche Studentin 2

DSf3: deutsche Studentin 3

Beiträge der deutschen Studierenden sind zumeist schlecht oder gar nicht zu verstehen; sie sprechen leise und die Wiedergabe wird durch starkes Rauschen beeinträchtigt.

- 1 ELr The National Council for Civil Liberties, which is now called
- 2 ELr Liberty which ahm, to cut case, is for individuals who • • ahm
- 3 ELr ((2s)), well, were subjects of the excesses of, of the state, but
- 4 ELr principally he was a trade union lawyer ahm ((schnalzt mit der
- 5 ELr Zunge, weniger als 1s)) and after the war he died in
- 6 ELr nineteenfourtyseven, and the firm was carried on by his two
- 7 ELr sons, Robin and Brian. Eventually it split in
- 8 ELr nineteenseventyfour became called [Robin Thompson and
NVK-ELr *[gestikuliert*
- 9 ELr Partners, Brian Thompson and Partners]. And although there
- 10 ELr were [two separate firms of lawyers], [we act very closely
NVK-ELr *[macht eilender Bewegung mit der Hand [führt beide Hände*

- 11 E^Lr together], [and in fact, in this building we both occupy / have
N^VK-E^Lr *zusammen [gestikuliert*
- 12 E^Lr offices in this building]. The firm has grown considerably, and
- 13 E^Lr we now have seventeen offices in England, Scotland and
- 14 E^Lr Wales, öhm with about a thousand people working for us. And
- 15 E^Lr the work [()] we do is exclusively for trade unions, we refuse
[what | that
- 16 E^Lr () on behalf (of) employers • ahm unless it's a trade
- 17 E^Lr union acting as an employer. Now • [the trade unions' role] in
N^VK-E^Lr *[faßt sich an die Nase*
- 18 E^Lr this country, so far as the law is concerned, ahm [might be]
N^VK-E^Lr *[faßt sich vielleicht*
- 19 E^Lr different to Germany - I just don't know -, but they offer their
N^VK-E^Lr *aus Verlegenheit an das Ohr*
- 20 E^Lr members various services, various legal services. And the
- 21 E^Lr principal one is that if they are injured at work then ahm, and
- 22 E^Lr they wish to pursue a claim for compensation, then the union
- 23 E^Lr will underwrite the legal costs in pursuing such a claim. Now
- 24 E^Lr that's quite important over here because if you pursue a claim
- 25 E^Lr and you lose it, [then you have to pay the other side's costs,
N^VK-E^Lr *[gestikuliert*

- 26 E⁻Lr which can be quite considerable. And the other side [()]
[| there are |]
- 27 E⁻Lr invariably's/ ahm backed by an insurer] which obviously has
they are | of
- 28 E⁻Lr tremendous financial strength. So, [an average working person]
NVK-ELr [gestikuliert]
- 29 E⁻Lr (with the support) of a trade union can effectively take on •
- 30 E⁻Lr ahm ((2s)) [a big insurance company]. That is the vast majority
NVK-ELr [hebt die Hand kurz in Tischhöhe]
- 31 E⁻Lr of our work, in fact that () about ninetyfive per [cents] of
[sic!]
- 32 E⁻Lr our work is doing that. The remaining five per cent concerns •
- 33 E⁻Lr • ahm • employment matters. Assisting trade unions assist
- 34 E⁻Lr their member with the ()/ problems that they have at work.
- 35 E⁻Lr Ahm, also included in that is actually advising trade unions as
- 36 E⁻Lr trade unions. Eh, firstly, [how to conduct themselves as
NVK-ELr [gestikuliert]
- 37 E⁻Lr organizations, and also] in relation to • their relationships with
- 38 E⁻Lr employers. Now ahm, in/ since nineteenseventynine • the
- 39 E⁻Lr trade-union landscape/ the trade-union picture has changed
- 40 E⁻Lr considerably. Nineteenseventynine was a big year in • British

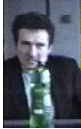
- 41 E L r history because it was the year that Mrs Thatcher came to power.
- 42 E L r And we've had a conservative government ever since then.
- 43 E L r And there has been a whole series of legislation, a whole series
- 44 E L r of laws that have been passed, that have been very regressive
- 45 E L r and very oppressive towards trade unions. And we have now
- 46 E L r ended up with a position where it is very, very difficult for them
- 47 E L r to strike or take industrial action. And the rights of employees
- 48 E L r have been restricted quite considerably. • Last year there was •
- 49 E L r ahm... The last piece of legislation that was passed was
- 50 E L r something called the Trade-Union (Foreman) Employment
- 51 E L r Rights Act. And that again restricted quite considerably the/
- 52 E L r ahm eh trade unions' ability to go on strike or their members to
- 53 E L r take industrial action. And in fact it has now been established
- 54 E L r that [the law is]/ that if the trade union goes on strike it
 NVK-ELr *[gestikuliert]*
- 55 E L r effectively has to tell the employer/ give the employer notice of
- 56 E L r the name of every single one of their members who it is going
- 57 E L r to ballot to [come out on strike]. Ahm, • the other [side of the
 NVK-ELr *[gestikuliert]* *[stellt beide*

- 58 E⁻Lr coin on that legislation], which is the other big development
 NVK-ELr *Hände parallel nebeneinander auf den Tische*
- 59 E⁻Lr that's happened in recent years which will have affected • •
- 60 E⁻Lr [Germany as well] and that's the employers' rights side of it
 NVK-ELr *[macht eine weitausholende Geste mit der hand zu Betonung des Ausmaßes*
- 61 E⁻Lr because the only rights that employers/ employees have is
- 62 E⁻Lr what's been given to them by European law. In this country/
- 63 E⁻Lr it's fascinating to watch what's happening in this country at the
- 64 E⁻Lr moment because [on the one hand] [()] the government
 NVK-ELr *[unterstützt Aussage durch Geste mit der Hand
 [Lärm im Raum*
- 65 E⁻Lr wants to restrict employees' rights, [on the other hand] we
 NVK-ELr *[betont auch mit der Hand [unterstützt Aussage durch Geste*
- 66 E⁻Lr have the c/ a European community which is passing laws that
 NVK-ELr *mit der Hand*
- 67 E⁻Lr actually enhances it. [()] by now the reverse might be
 NVK-ELr *[Geste mit der Hand*
- 68 E⁻Lr the case in Germany, but in England] because the approach/ this
- 69 E⁻Lr government's approach to workers' rights is so restricted is that
- 70 E⁻Lr whatever you feel about the European Union it is actually •
- 71 E⁻Lr positive from the points of view of employees' rights. And time

- 72 ELr after time the European Court of Justice [is telling this
NVK-ELr *[stützt die Finger einer Hand*
- 73 ELr government that they have got it wrong, and (that they have g/
NVK-ELr *gestreckt auf den Tisch*
- 74 ELr they have to) amend the law], and indeed, ahm at the present
- 75 ELr time, they are (I'm thinking) what they are calling fraction
- 76 ELr proceedings being taken by the • European Community
- 77 ELr [(thanks) the UK government] for failing to comply with their
NVK-ELr *[kurze Geste mit der Hand*
- 78 ELr required rights directive the significance of which would be
- 79 ELr fairly far reaching if it goes against ahm the British government.
- 80 ELr So ahm, that is a very / in a snapshot / [gives you], I hope, a
NVK-ELr *[zeigt mit der Hand*
- 81 ELr flavour of the sort of work that we do ahm • • and the role that
NVK-ELr *andeutungsweise auf die Anwesenden*
- 82 ELr we have. And ahm () don't want to hear my voice very
[wird nach und nach sehr leise, ist dann kaum noch zu verstehen
- 83 ELr much longer. (If any of you have got) any questions or



- 84 ELr comments (or something that you'd like say)]. ((sieht grinsend

85 E^{Lr} in die Runde, 8s))



DSr1 Well what exactly did Mrs Thatcher do to eh,

86



DSr1 to eh reduce the power of/ or the powers of the union/ of (a)



87 E^{Lr} ((2s)) Ahm • well... (Mind, you, you begin)... The... ()

DSr1 union? I

88 E^{Lr} (What the)... [The me/
 NVK-ELr [stützt
 DSr1 mean () what's the, what's the main points?

89 E^{Lr} the most effective weapon that the trade unions had is to take

NVK-ELr *nachdenklich oder ein wenig verunsichert das Kinn auf die Hand*

90 E^{Lr} industrial action. And ahm • • what, what she did, she e/ ev/ e

91 E^{Lr} well, what she did, what the governments have done] is that

92 E^{Lr} they've introduced a whole series of legislation whereby the •

93 E^{Lr} ahm ((1s)) the freedom to take that action has been limited.

94 E^{Lr} Ahm, they have • now to go through secret ballots ahm which

- 95 E⁻Lr laid down a certain [way] in which those ballots have to be
 NVK-ELr [kurze zackige Geste mit der Hand]
- 96 E⁻Lr conducted: they have to involve ()
- 97 E⁻Lr scrutineers to come in to supervise those ballots, they have to
- 98 E⁻Lr give employers notice of those ballots, and as I (say), set out
- 99 E⁻Lr exactly who is • going to be ahm balloted. ((1s)) Ah they have to,
- 100 E⁻Lr they... There, there are certain ways. It has to be done by post; it
- 101 E⁻Lr can't be done at the workplace. Ahm and the/ and they (also)/
- 102 E⁻Lr the, the government in order to encourage unions to do/ to
- 103 E⁻Lr carry out ballots they used to fund them, they used to pay,
- 104 E⁻Lr reimburse trade unions for the cost. They are no longer doing
- 105 E⁻Lr that. Ahm another fairly significant thing that's happened last
- 106 E⁻Lr year • ahm in relation to union finances, is that ahm one of the
- 107 E⁻Lr traditional ways the trade unions would collect their members'
- 108 E⁻Lr [subscription], the payments of (the) union dues, was a system
 NVK-ELr [kurze Geste mit der Hand]
- 109 E⁻Lr in [agreement] with employers, whereby the [employer would
 NVK-ELr [kurze Geste mit der Hand] [gestikuliert]
- 110 E⁻Lr de/ deduct from the employees' wages, payment, salaries the

- 111 E⁻Lr amount of the union dues. Well now ahm the trade union has
- 112 E⁻Lr to get every three years] [written authority] [for • ahm/ ((1s))
 NVK-ELr [schreibt mit dem Finger [gestikuliert ein wenig
- 113 E⁻Lr from each individual that they can do that. And if you think
- 114 E⁻Lr about [getting] say] fivehundred thousand people's signatures
 [| get in
- 115 E⁻Lr on a piece of paper that's a massive task. [And it's likely to]
 NVK-ELr [gestikuliert
- 116 E⁻Lr result in a reduction of trade-union membership, I would guess
- 117 E⁻Lr by ten/ twenty per cent, [which in turn] means a reduction of
 NVK-ELr [kurze kreisende Geste mit der Hand
- 118 E⁻Lr income, [which in turn] means a loss of power. Ahm just
 NVK-ELr [kurze kreisende Geste mit der Hand
- 119 E⁻Lr [another thing] to show you • the sort of things that, that have
 NVK-ELr [kurze Geste mit der Hand
- 120 E⁻Lr happened is that ahm • by the law in this country, the... If a
- 121 E⁻Lr trade union wishes to contribute to • a political party then they
- 122 E⁻Lr have to have [a special fund], in which [they set aside money to
 NVK-ELr [zeigt auf den Tisch [malt mit dem Finger auf dem
- 123 E⁻Lr put into that fund]. Now ahm the/ [again] the government said
 NVK-ELr Tisch [kurzes Gestikulieren
- 124 E⁻Lr that there has to be a ballot of the members in order to (settle

- 125 E⁻Lr) [that they approve] setting up of this fund. Ahm and, of course,
 NVK-ELr [kurzes Betonen durch die Hand]
- 126 E⁻Lr the [money] that they get in this fund will inevitably go to the
 NVK-ELr [Betonung durch Geste mit der Hand]
- 127 E⁻Lr [Labour Party rather than the Conservative Party] And no
 NVK-ELr [Betonung durch Geste mit der Hand]
- 128 E⁻Lr equivalent provision has been introduced for, say, companies
- 129 E⁻Lr who might wish to make (political) do/ donations to political
- 130 E⁻Lr parties. Ahm [(example]) ((zeigt
 NVK-ELr [hebt kurz die Hand hoch]
- 131 E⁻Lr auf die nächste Fragestellerin, 1s))
 DSf1 I've got a question of
- 132 DSf1 understanding. Eh do you work for • the employees and that
- 133 E⁻Lr [What
 NVK-ELr [unterstreicht
 DSf1 oder/ o/ or do you work for ehm the trade unions?
- 134 E⁻Lr happens is, is that the trade, trade unions will say that ahm/ t/
 NVK-ELr seine Antwort zum Teil stark zum Teil weniger stark durch Geste mit der Hand
- 135 E⁻Lr that the employees can ahm ((1s)) have the benefit of free legal
- 136 E⁻Lr assistance, but the trade union will choose which lawyers they
- 137 E⁻Lr go to. So, the individuals go to the trade union/ their trade
- 138 E⁻Lr union, and say "I would like legal assistance to support my

- 139 E^{Lr} claim for compensation". The trade union will say "Fine, but
- 140 E^{Lr} you go to this lawyer". And they refer to us. And then we act for
- 141 E^{Lr} the individual. But the trade union will pay, if, (if they have to
- 142 E^{Lr} pay the costs)].
- DSr2 (((1s)) So then, do these new • eh laws ehm •
[spricht stockend, unsicher, mit Akzent, sehr leise,
- 143 DSr2 directly ehm • • influence (you)? Because I think in Germany •
beeinträchtigt durch Rauschen in der Aufnahme
- 144 DSr2 trade unions (there is quite similar problems) (
- 145 DSr2). (They use powers) and eh • interestingly the biggest
- 146 DSr2 trade union had to sack the () because they had problems
- 147 DSr2 with their finance. And so ehm can they afford to pay that
- 148 DSr2 much, any more than they pay ((1s)) let s say ten, fifteen years
- 149 E^{Lr} Well, firstly, ahm • • the answer to the question is no.
DSr2 ago]?
- 150 E^{Lr} Ahm the/ and the legal bills of the trade unions are increasing
- 151 E^{Lr} because at one time they never went to lawyers about
- 152 E^{Lr} anything. They just went on strike, and that seemed to solve the
- 153 E^{Lr} problems. But now [the first port of call] is ahm to the lawyer:
NVK-ELr [kurze Geste mit der Hand

- 154 E⁻Lr ["Is there a legal solution to the problem"? And there rarely is.
NVK-ELr *[betont mehr oder weniger stark mit der Hand*
- 155 E⁻Lr But • the/ in terms of running the legal schemes, it hasn't
- 156 E⁻Lr actually made that much difference to them because in the
- 157 E⁻Lr compensation claims, if you succeed, then the insurance
- 158 E⁻Lr company, (the) employer has to pay the lawyer/ all the lawyer's
- 159 E⁻Lr costs. And indeed as trade unions] • ahm ((2s)) [their role has
NVK-ELr *[dreht die Hände*
- 160 E⁻Lr changed, and their powers have been reduced] [in order to try
NVK-ELr *[unterstützt seine*
- 161 E⁻Lr and attract members, they expand the range of other services. I
NVK-ELr *Rede mehr oder weniger stark mit den Händen*
- 162 E⁻Lr mean: So, the legal services that we offer trade unions now are
- 163 E⁻Lr much wider than they used to be. For instance we offer trade-
- 164 E⁻Lr union members cheap ahm ((schnalzt mit der Zunge, weniger
- 165 E⁻Lr als 1s)) ((2s)) house buying, free initial legal advice on any
- 166 E⁻Lr subject. Ahm and they, in turn/ trade unions will offer cheap
- 167 E⁻Lr holidays, or • ahm cheap loans, you know. The rate of interest
- 168 E⁻Lr is lower. And also that, that/ the, the, the sort of role that they
- 169 E⁻Lr are playing is more like what - ahm I don't know if you have/

- 170 E⁻Lr you know what I mean -/ a friendly society, which is something
- 171 E⁻Lr that you pay some money and in return (they/ you) get a lot of
- 172 E⁻Lr different services. That's what trade unions are now becoming,
- 173 E⁻Lr (and) the traditional role of representing individuals at the
- 174 E⁻Lr work-place • ahm • is losing importance because they have less
- 175 E⁻Lr influence] [at the work-place]. ((zeigt auf den nächsten
[spricht sehr leise
- 176 E⁻Lr Fragesteller, 1s))
DSr3 Ehm can you describe the link between the
- 177 DSr3 Labour Party and the ()?)
- 178 E⁻Lr Well () that s a question. They... No, I
DSr3 ()?)
- 179 E⁻Lr don't think they will. [They, they/ the, the Labour, the, th/ the
NVK-ELr [gestikuliert fortwährend stark oder weniger stark
- 180 E⁻Lr Labour Party was born out of the trade-union movement over
- 181 E⁻Lr here. Ahm but in recent years because the trade/ because trade
- 182 E⁻Lr unions have become • a bit of a dirty word, have ahm become
- 183 E⁻Lr v/ very unpop/ might be/ say unpopular. (There's all reasons
- 184 E⁻Lr for that). But the Labour Party have tried to distance themselves
- 185 E⁻Lr from ahm • ((schnalzt mit der Zunge, weniger als 1s)) from the

- 186 [ELr trade unions. And if they get back into power (), I think,
- 187 [ELr trade unions would have a say, they won't have the influence
- 188 [ELr on, on a Labour government (as) the extent that they have had
- 189 [ELr in the past. ((1s)) That's... But they still • provide La/ the Labour
DSf2 Party with virtually all its money].
((3s)) (Do members of the
- 191 [DSf2 unions have difficulties finding a job/ a new job? • Or (
- 192 [DSf2) (accepted)? Or ehm is the employer forced (
- 193 [ELr No. Well, in theory they/ if they, if they don't take
DSf2)?
- 194 [ELr them because they are a member of the trade union, then • ahm
- 195 [ELr • they would/ then the employer would have to pay/ could be
- 196 [ELr taken to an [industrial (trial)] and have to pay a lot of
NVK-ELr [kurze Geste mit der Hand
- 197 [ELr compensation. But ahm the reality of it is that that rarely
- 198 [ELr happens. It's rather like ahm... [You know], you ha/ we have
NVK-ELr [kurze Geste mit der Hand
- 199 [ELr ahm race laws that you are not allowed to discriminate against
- 200 [ELr somebody because of their colour. And ahm I'm sure that it

- 201 E⁻Lr happens all the time, but you [just] never find out about it. And
 NVK-ELr *[kurze Geste mit beiden Händen]*
- 202 E⁻Lr it's probably the same with trade unions. And ahm... [But one of
 NVK-ELr *[betont seine]*
- 203 E⁻Lr the things in this country that (are) quite important which I
 NVK-ELr *Rede mehr oder weniger stark mit den Händen*
- 204 E⁻Lr don't know if it's the same in Germany but an employer isn't
- 205 E⁻Lr forced to recognize a trade union. So i/ i/ an employer can say]:
- 206 E⁻Lr "[I don't want to have anything to do with you], • • [trade
 NVK-ELr *[macht wegwerfende Geste mit der Hand]* *[macht*
- 207 E⁻Lr union]". And there is nothing] the trade union can do about it.
 NVK-ELr *wegwerfende Geste mit der Hand*
- 208 E⁻Lr Legal (that is).
 DSf2 ((10s)) (You can imagine that ehm working) (
- 209 DSf2) trade unions • ehm () that much money is
- 210 DSf2 involved like • ehm • the solicitor firms or law firms that we,
- 211 E⁻Lr () chance.
 DSf2 we visited ()? () chance. [(
[allgemeine
- 212 DSf2)]. Ehm I, I also think that you are probably ehm as
Unruhe, Flüstern und Lachen im Raum
- 213 DSf2 intelligent, or () (even) more intelligent than they (

- 214 DSf2) that much money (), (is
- 215 E⁻Lr Well [actually I continue on a practical level
 NVK-ELr [gestikuliert
 DSf2 it • ideologic)? Or...
- 216 E⁻Lr (leaving aside)) [me] [is that we can't recruit ahm
 NVK-ELr [zeigt auf sich [gestikuliert
- 217 E⁻Lr secretaries or ahm typists of the same calibre as (
- 218 E⁻Lr) (used to be) () because they, they have got
- 219 E⁻Lr more money [()] they pay more. Ahm • and it/ we have a
 [till | until | so
- 220 E⁻Lr problem from that point of view. Ahm but generally speaking]
- 221 E⁻Lr [is that ahm] the people who come and work here ahm - [you
 NVK-ELr [faßt sich verlegen an die Nase
 [kaum
- 222 E⁻Lr know] - do it because the/ they are interested in doing this work.
 hörbar
- 223 E⁻Lr [But • the (Clifford) • chances in • this country are/ don't/
 NVK-ELr [gestikuliert
- 224 E⁻Lr aren't representative of the typical lawyer]. [We are not
 NVK-ELr [zeigt auf sich
- 225 E⁻Lr representative of a typical lawyer]. And I don't know if you
- 226 E⁻Lr have been to ah one of these firms. But the, the [typical lawyer
 NVK-ELr [gestikuliert mehr

- 227 E⁻Lr in • Britain is the one on the (High Street). () (did) you
 NVK-ELr oder weniger stark
- 228 E⁻Lr understand what I mean? And who may be just • ten or twenty
- 229 E⁻Lr people in the practice who would do any type of case that comes
- 230 E⁻Lr in, whether it's a divorce case, an accident claim, ahm
- 231 E⁻Lr transferring a house. All of, all of that. And they/ their level of
- 232 E⁻Lr income is not particularly (great). Ahm certainly not like ehm] •
- 233 E⁻Lr () (- you know - they are) what we call the
- 234 E⁻Lr fat cats. Ahm ((3s)) Most people aspire to (). (They
- 235 E⁻Lr want a bit) ().
 DSf1 ((3s)) I would like to know if you also (take)
- 236 DS⁻f1 cases öhm which concern with differences between employee
- 237 DS⁻f1 and employer? Eh because [I know] in Great Britain the (closed)
 NVK-DSf1 [kurze Geste mit der Hand]
- 238 E⁻Lr ((2s)) No. No,
 DSf1 shop system is still allowed, isn't it? No? It s not?
- 239 E⁻Lr that's gone. Yeah, yea. They (do wai)... They got rid of
 DSf1 Oh, it's gone. Oh, I thought (), I thought (
- 240 E⁻Lr that. No, they got rid of that quite ...
 DSf1) in the U S A.

- 241 E^lr [Wha/ wha/ the/ from our point of view] the, the most
 NVK-ELr *[gestikuliert]*
- 242 E^lr interesting work, where we are actually making some progress,
- 243 E^lr is with/ to do with European law. Ahm I don't know • ahm
- 244 E^lr [the extents to which you may have studied this, but it must
 NVK-ELr *[gestikuliert]*
- 245 E^lr apply in Germany the same way it applies (). For
- 246 E^lr example, at the beginning of ninetythree we had to introduce a
- 247 E^lr whole series of new health- and safety-legislation, ahm • •
- 248 E^lr which you () in Germany because you had to do it by
- 249 E^lr the beginning of January ninetythree as well. And the other
- 250 E^lr area that has been] ahm whou/ whou/ involved a lot of work,
- 251 E^lr concerns ahm something called the Acquired Rights Directive,
- 252 E^lr [which is where • an employee (moves) to another employer.
 NVK-ELr *[gestikuliert, tippt auf den Tisch]*
- 253 E^lr And they take the same • • terms that they had with the first
- 254 E^lr one. I don't know if you followed that. And that's become
 DSf1 Hm.
- 255 E^lr very, very ahm ((schnalzt mit der Zunge, weniger als 1s))
- 256 E^lr controversial in this country because the government had (

- 257 [ELr) (gone) to this • ahm... ((schnalzt mit der Zunge, weniger als
- 258 [ELr 1s)) They have this programme of privatisation and - what they
- 259 [ELr call contracts in () - where a (), for example, in a
- 260 [ELr government department you might have ahm a (canteen) and
- 261 [ELr ahm/ or cleaning service. And the idea is they • sell it off to
- 262 [ELr ahm just a little cleaning company. And ahm the question is
- 263 [ELr (it's whether or not) they take the/ ahm if any cleaners with the
- 264 [ELr government department move over to the new • employer
- 265 [ELr whether they take all their rights with them (} and ()
- 266 [ELr (their level of pie). And whether that is protected by European
- 267 [ELr law. I don't know if you followed all that, there is one about ()
- 268 [ELr booklet] () which you are all (get) copies of, which talks
- 269 [ELr about that in some detail. But ahm/ and th/ the thing is (this)
- 270 [ELr that the UK government have a history of not complying with
- 271 [ELr European law and ahm (in) many, many/ in many several
- 272 [ELr aspects, I don't know if it's the same in Germany, but it's/ ah
- 273 [ELr it's the case (like) here, particularly with ahm ((schnalzt mit der
- 274 [ELr Zunge, weniger als 1s)) employment law. Ahm, and the same

- 275 [ELr applies with (equal)) and sex discrimination]. [(
[spricht sehr
- 276 [ELr) (UK government don't have very good) ahm
leise
- 277 [ELr record complying with their requirements and community law
- 278 [ELr as well, which has (resulted) in many cases (
- 279 [ELr)].
DSf3 ((2s)) Which people are mostly
- 280 [DSf3 members of trade unions? Is it the (classical) worker or (are)
- 281 [ELr Well, they (are
DSf3 trade unions represent all (classes)/ all workers?
- 282 [ELr represented in all parts), but then/ they/ there is a real decline
- 283 [ELr in the numbers of trade unions and there is no (area) of growth.
- 284 [ELr But ahm • [in engineering, manufacturing, where it (
NVK-ELr [gestikuliert zumTeil
- 285 [ELr) a trade union's stronghold, that is very much on the decline.
- 286 [ELr Ahm but what there/ where there is still a lot/ a high trade
- 287 [ELr union element is in ahm the public sector like in ahm
- 288 [ELr government departments, ahm local authorities, ahm • health
- 289 [ELr authorities, you know () the hospitals], [schools].
[gedehnt gesprochen

290 E^lr [In all ah/ all of those places their is still quite a high level of
 NVK-ELr *[gestikuliert*

291 E^lr trade-union representations] but, but [outside in the private
 NVK-ELr *[deutet mit der Hand einen*

292 E^lr sector] it's gradually declining or [seriously] declining ().
 NVK-ELr *Halbkreis auf dem Tisch an*
[gedehnt gesprochen

293 E^lr (The) [level of trade-union membership has • gone down very,
 NVK-ELr *[gestikuliert*

294 E^lr very significantly].