

SCOTLAND'S COUNCILLORS

2003



December 2003

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Acknowledgments

The councillors' survey that formed the basis for this report was initiated by the Scottish Local Government Information Unit (SLGIU) with the support of the Scottish Executive and the Convention of Scottish Local Authorities (COSLA). COSLA took over the project when the staff of the SLGIU joined COSLA in April 2003.

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Summary of Key Findings (1999 figures in brackets)

- Only 21.8% of councillors are female (compared to 22.6% in 1999)
- The average age of councillors is 55 (53)
- Only around 1% of councillors are under 30 years old (2%) whilst just under 50% are aged 45 – 59 and 34% are over 60 years old (30%)
- Just over 1% of councillors are from ethnic minorities (0.5%), compared to 2% of the Scottish population
- Almost 9% of councillors have a disability or long-term illness
- 33% of female councillors have care responsibilities, compared to only 25% of male councillors
- 86% of councillors are home owners (89%) compared to just over 62% of the Scottish population
- Almost nine out of ten councillors own a car
- 36% of councillors have a degree (33%) and 13% have no educational qualifications (11%)
- 45% of female councillors have a degree compared to 33% of male councillors
- Just over a quarter of councilors classify themselves as being full-time councillors (23%)
- The proportion of councillors in employment (full-time, part-time or self-employed) fell from 66% in 1983, to 59% in 1995, 53% in 1999 and to 52% in 2003
- 22.7% of councillors are in full-time employment (25.7%)
- Almost 48% councillors who are in employment work in the private sector, just over 43% in the private sector and 9% in the voluntary sector
- 17% of councillors are allowed paid time off for council duties by their employer – 13% limited paid time and 4% unlimited paid time
- Councillors consider their main roles to be a ward representative and to deal with the concerns of individual constituents
- Councillors claim to have substantial levels of understanding of the roles and functions of councils, their council's organisation and management and decision-making processes but are less certain of issues such as the new ethical framework, staffing and employment matters and local government finance
- The average workload of Scotland's councillors amounts to 34 hours a week (37)
- On average councillors who classify themselves as 'full-time' councillors spend 43 hours a week on council duties compared to 'part-time' councillors (councillors who did not classify themselves as full-time councillors) whose average is 27 hours a week
- Councillors who are in employment spend on average a total of 58 hours a week working in their paid employment and in their council duties
- Councillors believe that the Scottish Executive's priorities for local government should be reform of local government finance and to treat local government fairly and as equal partners
- Councillors believe that COSLA's priorities should be to represent and unite all councils, campaign for better funding for local government and to be a stronger voice for local government
- Service delivery/ improvement/ modernization and education and schools are the top two priorities councillors named for their own councils

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1. INTRODUCTION

1.1 Background and Context

Following the publication of the draft Local Governance (Scotland) Bill on the 4th of February 2003, the Scottish Executive set in train a number of initiatives designed to support and underpin the broad principles contained in the Bill. One key aspect of this was a survey of all candidates standing in the May 1st Local Government elections. As the Scottish Local Government Information Unit (SLGIU) was already committed to carry out a survey of councillors it was agreed that a joint councillors' survey would be undertaken. The Scottish Executive's Local Government Research Branch contributed half of the cost and worked closely with SLGIU in producing the final questionnaire. The staff of the SLGIU joined COSLA in April 2003 and therefore COSLA took over the councillors' survey project. The Executive undertook a separate survey of unsuccessful candidates - *The National Survey of Local Government Candidates, 2003*.

The aim of the candidates and councillors surveys was to assess how representative Local Government candidates are of the wider community and, in turn, whether there are significant differences between councillors and unsuccessful candidates. The data collected from these surveys will be made available to the *Widening Access to Local Government Progress Group*, whose remit is to take forward work on making council membership attractive to a wider cross-section of the community, and the *Councillors' Remuneration Progress Group*, which will consider options for a new system of remuneration for councillors.

In addition the councillors' survey will continue to build up a time sequence of information on Scotland's councillors based on councillors' surveys carried out by SLGIU in 1995 and 1999.

In particular the 2003 councillors' survey will help to provide a better understanding of how representative or unrepresentative councillors are of the Scottish population. The survey set out to answer three key questions:

- How representative or unrepresentative of the community are Scotland's councillors?
- What are their interests and where do their priorities as councillors lie?
- What are their views on what should be the key local government priorities for the Scottish Executive, COSLA and councils?

1.2 Research Methodology

Scotland's Councillors 2003

A questionnaire (Appendices 4 & 5) was sent to all 1,222 councillors elected to Scotland's 32 councils at the council elections that were held on 1 May 2003. The questions were based on the questionnaire used in the councillors' survey conducted by Scottish Local Government Information Unit (SLGIU) following the first elections to the new unitary councils in 1995 and again in 1999. Two slightly different versions of the questionnaire were sent out, one for councillors who were re-elected, the other for new councillors; this version included a question on reasons for standing for election.

The questions were divided into 3 sub-sections:

1. About yourself.
2. About your election and councillor role & about your training and support needs
3. About your views on key local government issues.

The questionnaire was sent to councillors who were asked to return the completed form in a freepost envelope by 25 May 2003.

A follow up reminder was sent out to all councillors that had not returned the questionnaire by the end of June.

1.3 Responses and Representativeness of the Sample

A total of 739 councillors responded to the survey, compared with 691 in 1999, representing a response rate of 60.5%.

The overall response masked substantial differences in response rates between councils – from 89% in Clackmannanshire to only 38% in Falkirk. Generally there was a higher response from rural and predominantly independent councils and a lower response from some central belt councils (Appendix 2). Only 4 councils had a response rate lower than 50% and 5 councils had a response rate of 70% or greater.

Of the 739 councillors that responded to the survey 77.4% were male and 22.6% were female. This is almost representative of the gender profile of all Scotland's councillors, which is – 78.2% male and 21.8% female.

The number of returning councillors (councillors re-elected on 1 May 2003) and new councillors who responded to the survey provides a closely representative sample. Whilst 76.9% of all councillors elected on 1 May 2003 were returning councillors and 23.1% were new councillors, the corresponding percentages for the 739 respondents were 76.5% and 23.6%.

These response rates mean that 60% or over of all councillors, male or female councillors and returning or new councillors responded to the survey.

Response rates	
	Percent
All Councillors	60.5
Male	62.0
Female	60.0
Returning	60.2
New	61.7

With regard to political affiliation, the survey's sample was not significantly different from Scotland's councillors as a whole. The most significant difference was for the SNP who were under-represented by 3.6%, whereas Independents, Liberal Democrats and Labour were slightly over-represented.

Representativeness of sample	Councillors Respondents	
	Percent	
Scottish Labour	41.4	42.7
Independent/ other	19.3	20.1
Scottish National Party	15.2	11.6
Scottish Liberal Democrat	14.3	16.0
Scottish Conservative Party	9.7	9.6

The slightly disproportionate response according to political affiliation may have introduced a small level of bias into some of the overall results of the survey. However, this bias was not significant enough to warrant a re-calculation of the survey results with appropriate weightings. The table below shows the percentage of councillors from each political group that responded to the survey.

Response rate: by political affiliation	
	Percent
Scottish Liberal Democrat	66.9
Independent/ other	66.4
Scottish Labour	61.7
Scottish Conservative Party	58.8
Scottish National Party	45.7

Many of the questions have been analysed according to the gender, previous council experience or political affiliation of councillors, and comparisons within these categories will not be subject to any bias due to the lower level of response from SNP councillors.

1.4 Structure of the Report

This report provides a full analysis of the findings of the survey, drawing comparisons where possible with previous SLGIU surveys of Scottish councillors – the 1995 and 1999 Scottish councillors' survey and 1996 councillors' workload survey.

The report is in three sections, broadly based on the three core questions, which formed the basis of the survey:

- what are the characteristics of Scotland's councillors;
- what are the interests and priorities of Scotland's councillors; and
- what are their views about the key issues facing local government?

All the statistical information has been presented in basic tables. The total percentages in these tables may not always equal 100% due to rounding.

2. COUNCILLORS' CHARACTERISTICS

2.1 Demographic profile

2.1.1 Gender

Some political parties have made progress toward achieving equal representation for men and women in the Scottish Parliament, with 38% of MSPs being female. However, the position of women in local government has not improved as a result of the 2003 council elections. The number of woman councillors declined from 276 in 1999 to 266 in 2003. This represents a decrease in the proportion of female councillors from 22.6% to 21.8%.

No party or council comes near to having gender balance amongst its councillors. Only two councils – Aberdeen and East Dunbartonshire – have more than 30% female councillors (see Appendix 3).

The Liberal Democrats have the highest proportion of female councillors – 33%. As is shown in the table below, the 2003 council elections resulted in a slight increase in the proportion of Liberal Democrat and SNP councillors that are female but reductions in the proportion of female councillors representing the Labour and Ind/other parties.

Percentage of female councilors elected in council election: 1992 – 2003					
	1992 (1)	1994 (2)	1995	1999	2003
Percent					
Labour	21	16	24	22	19
SNP	29	18	20	24	25
Lib Dem	29	23	29	32	33
Conservative	16	23	27	23	23
Ind/ other	19	16	13	16	15
Total	22	17	22	23	22
1. District Council election					
2. Regional Council election					

Whilst this table shows that there has been no improvement in women's representation since the early 1990's, comparison with the position in 1983 shows that the proportion of female councillors has increased by two-thirds - from 13% to 22%. The increase has been consistent across all four main parties with only Independents failing to significantly increase women's representation.

2.1.2 Age

The youngest councillor to respond to the 2003 survey was 25 years old and the oldest 80. The average age of Scottish councillors is 55, which is 6 years older than the average age of the adult population.

The survey showed that just over 1% of councillors are under 30 years old whilst over 34% are over 60. Just under 50% of councillors are in the middle age bracket (45 – 59 years) compared to just under a fifth of the adult population over 21.

Age of councillors: comparison with adult population		
	Councillors	Population >21
Under 30	1	11
30 - 44	16	23
45 - 59	49	19
Over 60	34	21
Average	55	49

The average age of returning councillors (those re-elected to the council on 1 May 2003) was 56, whilst the average age of the new intake of councillors (those elected for the first time at the 2003 council elections) was 51. New councillors tend to be younger than returning councillors – 29% of new councillors were under 45 compared to only 13% of returning councillors. However, almost a half of new councillors (47%) are in the 45 to 59 age group and a quarter are over 60 years old.

Age of councillors: by type of councillor		
	Returning	New
Under 30	0	4
30 – 44	13	25
45 – 59	50	47
Over 60	37	25
Average	56	51

Comparison of councillors' ages recorded by the 1999 and 2003 surveys shows that the age of the new intake of councillors remains largely unchanged from those first elected in 1999. 29% of new councillors were under 45 years old in both the 1999 and 2003 surveys; and 51% of new councillors in 1999 were aged 45 – 59, compared to 47% in 2003.

The survey shows that Independent councillors are on average older than other councillors while Labour and SNP councillors are the youngest. Comparison of the average age of councillors according to their political affiliation shows that between 1999 and 2003 the

average age of all except Liberal councillors rose; with Labour rising from 51 to 53 whilst the average age of SNP councillors rose from 50 to 53.

Average age of councillors: by political affiliation 1983 – 2003			
	1983	1999	2003
Independent	58	57	58
Conservative	56	55	57
Liberal Democrat	54	51	54
Labour	49	54	53
SNP	42	50	53

Since the 1983 survey (and two previous surveys carried out in 1965 and 1976) collected data about councillors' ages in different age bands than the subsequent SLGIU/ COSLA surveys, it is not possible to provide a direct comparison across all age bands. However, the proportion of councillors under 45 years fell substantially from 28% in 1983 and 30% in 1995 to only 17% in 2003.

2.1.3 Ethnic Minorities

Separate analysis of all 1,222 councillors shows that 14 councillors belong to an ethnic minority. The proportion of councillors from ethnic minority communities has doubled from 0.5% in 1999 to just over 1%. However, ethnic minorities are still under represented as 2% of the Scottish population are from ethnic minority communities.

2.1.4 Disability / long term illness

The question on disability was different from that asked in the 1999 councillors survey so a direct comparison of these results is not possible. In the 1999 survey councillors were asked 'Do you have a disability?' In the 2003 survey they were asked 'Do you have any long-term illness, health problem or disability which limits your daily activities or the kind of work you can do?' Just under 9% of respondents stated that they have some form of disability or long-term illness (the questionnaire did not ask for details). Male councillors are more likely to have a disability, long-term illness or health problem (9.1%), than female councillors (7.3%). There is no significant difference in the proportion of new and returning councillors who have a disability or long-term illness.

Councillors with a disability or long term illness	
	Percent
All councillors	8.7
Male	9.1
Female	7.3
Returning	8.6
New	8.7

The survey revealed quite a wide disparity according to councillors' political affiliation and gender. Whilst 11.5% of Labour and 8.9% of Independent councillors stated that they have some form of long-term illness, health problem or disability, the figure for Liberal Democrat, Conservative and SNP councillors was only 6.8%, 5.7% and 3.5 respectively.

Councillors with a disability or long term illness: by political affiliation	
	Percent
Labour	11.5
Independent	8.9
Liberal Democrat	6.8
Conservative	5.7
SNP	3.5

2.1.5 Special Working Arrangements

Just over 2% of all councillors who responded to the survey stated that they need to make special arrangements to allow them to undertake council duties. This included checking buildings access, use of council transport and taking regular breaks. This question did not reflect the need to make child care arrangements. A slightly higher proportion of female councillors stated that they need to make special working arrangements, compared to male councillors (3.0% and 2.1% respectively). However, there is no difference in the proportion of returning and new councillors who require to make special working arrangements.

Councillors who need to make special working arrangements	
	Percent
All councillors	2.3
Male	2.1
Female	3.0
Returning	2.3
New	2.3

2.1.6 Care Responsibilities

Councillors were asked about responsibilities they may have for children or older people. A total of 26.6% indicated that they are responsible for care. 19.1% have care responsibilities for children, and 4.7% care for elderly people; another 2.7% indicated that they have other care responsibilities.

Councillors with care responsibilities			
	All	Female	Male
	Percent		
Children under 5	3.1	1.8	3.5
Children 5 – 10	4.1	3.6	4.2
Children 11 - 16	11.9	14.5	11.2
Elderly	4.7	9.7	3.3
Other	2.7	3.0	2.6
None	72.4	65.5	74.3

Almost 9% of councilors indicated that they require to make special arrangements to enable them to carry out their council business.

Councillors who require to make special care arrangements in order to undertake council duties	
	Percent
Yes	8.8
No	18.0
No response	73.2

If this figure is added to the percentage who require some form of special arrangements in order to carry out their council duties (2.3%) we have a total of 11% of councillors who need to make arrangements of some kind to allow them to carry out their council duties.

2.1.7 Home Ownership/ Tenure

Councillors are far more likely to own their home than the average Scottish person. Whereas 62.6% of the Scottish population live in their own home, 89% of councillors who responded to the 2003 survey are homeowners. This compares with 86% from the 1999 survey and 81% from 1995. Only around one in fifteen councillors lives in a council house compared to around 21.6% of Scottish households.

Tenure profile of councillors' homes		
	2003	1999
	Percent	
Home owner	45	n/a
Mortgaged	43.7	n/a
Home owner/ mortgage	n/a	85.8
Council rented	6.5	9.6
Private rented	1.8	1.5
Housing Association	1.7	2.7
Relative's home	1.4	0.4

There are some significant differences in the housing tenure of councillors from different political parties. These may partly be explained by factors such as age and differences between rural and urban areas as well as socio-economic factors.

Tenure profile of councillors' homes: by political affiliation					
	Independent	Conservative	Labour	Lib Dem	SNP
	Percent				
Home owner	59.6	60.0	35.4	52.6	33.3
Mortgaged	31.5	37.1	49.8	41.2	51.2
Council rented	3.4	n/a	10	2.6	9.5
Private rented	3.4	2.9	1.3	0.9	1.2
Housing Association	0.7	n/a	2.6	n/a	2.4
Relative's home	1.4	n/a	1.0	2.6	2.4

2.1.8 Car Ownership

Almost nine out of ten Scottish councillors own a car. This suggests that councillors are less dependent on public transport than the general population since two thirds of Scottish households have access to a car. There is little difference in the car ownership levels among male and female councillors.

Comparison of the figures by political affiliation shows that Labour councillors are less likely to own a car than councillors from other parties.

Car ownership: by political affiliation	
	Percent
SNP	94.1
Conservative	92.9
Independent	92.5
Liberal Democrat	88.0
Labour	83.3

2.1.9 Educational Qualifications

The survey shows that Scotland's councillors are relatively well educated. Only 13% of the councillors who responded to the survey have no educational qualification, whilst over a third have a University Degree, and a further 13% have a professional qualification. Councillors on average have a higher educational qualification than the general population. The findings of the 2003 survey are broadly in line with the 1999 survey.

Highest educational qualification: comparison with adult population		
	Councillors	Population >21
	Percent	
Degree	36	n/a
HE below Degree	13	7
Degree / professional	n/a	21
Professional/ vocational	13	n/a
Highers/ 'A' levels	9	11
O' grades	10	23
Other	6	n/a
None	13	35

New councillors have higher educational attainment than returning councillors. This is partly explained by generational differences, since a higher proportion of returning councillors are over 60, the age group most likely to have left school with no educational qualification. Female councillors have higher qualifications than male councillors.

Highest educational qualification: by type and gender of councillor				
	Returning	New	Male	Female
	Percent			
Degree	34	41	33	45
HE below Degree	13	12	12	14
Professional/ vocational	13	14	14	12
Highers/ 'A' levels	8	12	8	13
O' grades	11	8	11	7
Other	6	5	6	4
None	14	7	14	5

There are also wide disparities in educational attainment between councillors from the different political parties. Liberal Democrats are most likely to have had a University education, whilst a greater proportion of Independents left school with no qualifications.

Highest educational qualification: by political affiliation					
	Independent	Conservative	Labour	Lib Dem	SNP
	Percent				
Degree	30	29	32	54	39
HE below Degree	13	13	12	12	13
Professional/ vocational	8	23	14	11	14
Highers/ 'A' levels	10	13	9	10	7
O' grades	13	10	10	6	16
Other	6	3	9	3	5
None	20	10	15	3	6

2.2 Employment

2.2.1 Employment Status

Just over 50% of councillors who responded to the survey were in some form of employment (full-time or part-time job or self-employed), whilst about a quarter were either retired, unemployed, or not working for some other reason. The remaining 26% of councillors classified themselves as full-time councillors; an increase of 3% on the figure for 1999.

Employment status of Scotland's councillors		
	2003	1999
	Percent	
Full-time	22.7	25.7
Part-time	10.0	10.1
Self Employed	19.4	17.5
Full-time councillor	26.0	23.1
Retired	18.7	18.6
Full-time education	0.8	n/a
Carer	0.7	n/a
Permanently sick/ disabled	0.5	n/a
Seeking work	1.1	n/a
Other	n/a	4.9

There are some significant differences between new and returning councillors. Almost 70% of new councillors who responded to the survey were in paid employment compared to 47% of returning councillors. Just over 9% of new councillors stated they were full-time councillors compared to 31% of returning councillors.

Employment status of Scotland's councillors:

by type of councillor	Returning	New
	Percent	
Full-time	20.0	31.2
Part-time	9.7	11.0
Self Employed	17.1	26.6
Full-time councillor	31.2	9.2
Retired	18.9	17.9
Full-time education	0.7	1.2
Carer	0.5	1.2
Permanently sick/ disabled	0.5	0.6
Seeking work	1.3	0.6

Comparison with the results of the 1983 and 1995 survey shows that there has been a significant decrease in the number of councillors in full-time employment and an increase in the number of councillors in part-time employment. The proportion of councillors in some form of employment fell from 65% in 1983, to 58% in 1995, 53% in 1999 and 52% in 2003.

Employment status of Scotland's councillors: 1983-2003				
	1983	1995	1999	2003
	Percent			
Full-time	41.4	33.8	25.7	22.7
Part-time	3.2	8.2	10.1	10.0
Self Employed	20.7	16.4	17.5	19.4
Full-time councillor (1)	n/a	n/a	23.1	26.0
Not in paid employment/ unemployed	13.3	20.8	4.9	4.9
Retired	21.4	20.8	18.6	18.7

1. Neither the 1983 or 1995 surveys recorded the numbers of 'full-time' councillors

Male councillors who responded to the survey were more likely to be in full-time employment or be self-employed than female councillors. Female councillors were more likely to be in part-time employment and were more likely to classify themselves as full-time councillors.

Employment status of Scotland's councillors: by gender		
	Female	Male
	Percent	
Full-time	19.0	23.8
Part-time	16.6	8.2
Self Employed	16.0	20.4
Full-time councillor	28.8	25.0
Retired	14.7	19.9
Full-time education	2.5	0.4
Carer	1.8	0.4
Permanently sick/ disabled	0.6	0.5
Seeking work	n/a	1.4

There were significant differences between councillors according to political affiliation. Fewer Labour councillors were in employment and a significantly higher proportion than the other

parties' councillors were full-time councillors. Whereas more than a third of Conservative councillors and Independents, and about a quarter of Liberal Democrats who responded to the survey were self-employed, only 16.9% of SNP and 6.8% of Labour councillors fell into this category. There were significant differences in the proportion of retired councillors from each of the parties. Significantly, Labour and SNP councillors were most likely to be full-time councillors with more than a third of Labour and more than a quarter of SNP respondents stating that they were full-time councillors compared with only between 14% and 17% of Liberal Democrat and Independent councillors.

2.2.2 Occupational Profile of Councillors in Employment

Of those councillors who are in paid employment, over 60% are in professional or managerial jobs, 11.4% are in jobs in education, and only 12.8% are in a manual job. Female councillors are more than twice as likely to be in an administrative job and only a quarter as likely to be in manual occupations than male councillors.

Occupational profile of Scotland's councillors			
	All	Female	Male
		Percent	
Managerial/ executive	30.2	27.4	31.1
Professional/ technical	30.8	28.6	31.4
Manual/ craft	12.8	3.6	15.5
Education	11.4	15.5	10.2
Admin/ clerical	9.8	20.2	6.7
Other	4.9	4.8	4.9

The survey showed some differences in the occupational profile of new and returning councillors. Returning councillors are more likely to be in managerial jobs with 31.3% in managerial jobs compared with 27.9% for new councillors and 32.8% in professional jobs compared with 26.1% for new councillors. New councillors are almost twice as likely to have an education related job.

Occupational profile of Scotland's councillors: by type of councillor		
	Returning	New
	Percent	
Managerial/ executive	31.3	27.9
Professional/ technical	32.8	26.1
Manual/ craft	12.9	12.6
Education	9.0	17.1
Admin/ clerical	8.2	13.5
Other	5.9	2.7

There are also some significant differences between councillors according to political affiliation. Independent and Liberal Democrat councillors are more likely to be in a professional occupation; Conservatives and Liberals are more likely to hold managerial posts; SNP, Labour and Liberal Democrat councillors are more likely to work in education; SNP and Independent councillors are more likely to be in manual/ craft occupations; Labour and SNP councillors are more likely to be in administrative jobs.

Occupational profile of Scotland's councillors: by political affiliation					
	Independent	Conservative	Labour	Lib Dem	SNP
	Percent				
Managerial/ executive	25.7	41.7	29.2	37.3	22
Professional/ technical	35.1	30.6	26.3	33.3	29.3
Manual/ craft	20.3	11.1	13.1	4.0	17.1
Education	5.4	5.6	14.6	13.3	14.6
Admin/ clerical	5.4	5.6	11.7	10.7	12.2
Other	8.1	5.6	5.1	1.3	4.9

2.2.3 Time Off for Council Duties

The survey asked councillors who are working whether their employer allows them time off to perform council duties. Almost 34% of all councilors stated that they are given time off. This includes councillors who are self-employed as well as councillors who are in either part-time or full-time employment.

Councillors were also asked about the arrangements they have with their employers to allow them to take off in order to perform council duties. The greatest proportion, 12.9% are granted 'Limited paid time off'. Other arrangements included use of flexible working arrangements, arranging cover and making the time up later, were allowed for 6.8% of councillors.

Arrangements for time off allowed for council duties	
	Percent
Limited paid time off	12.9
Unlimited unpaid time off	6.1
Limited unpaid time off	4.7
Unlimited paid time off	4.1
Other arrangements	6.8

2.2.4 Employment Sector of Councillors in Employment

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The survey indicated that 47.8% of the councillors who are in employment work in the private sector, whilst 43.3% work in the public sector (11.6% in local government, 7.4% in education and 24.3% in other areas of the public sector including central government and the NHS). 9% of councillors in employment work in the voluntary sector. Comparisons with the 1999 survey shows there has been a slight increase in the proportion of councillors working in the private sector (from 45% to 47.8%).

Employment sector profile of Scotland's councillors			
	All	Female Percent	Male
Private Sector	47.8	35.6	51.4
Local Government	11.6	11.6	11.6
Education	7.4	11.5	6.2
Central Government	8.2	5.7	8.9
NHS	5.3	5.7	5.1
Other public sector	10.8	12.6	10.3
Voluntary Sector	9.0	17.2	6.5

Female councillors are more likely to work in the public sector generally, and in the NHS in particular and in the voluntary sector, than male councillors.

The survey showed some variations between new and returning councillors. New councillors are much less likely to work in local government or the voluntary sector than returning councillors but are more likely to work in education and the private sector.

Employment sector profile of Scotland's councillors: by type of councillor		
	Returning	New
	Percent	
Private Sector	46.8	50.0
Local Government	13.3	7.8
Education	5.7	11.2
Central Government	8.7	6.9
NHS	5.3	5.2
Other public sector	9.9	12.9
Voluntary Sector	10.3	6.0

Labour and SNP councillors are most likely to be employed in local government, while Conservative councillors are least likely to work in that sector. Labour has the highest proportion of public sector employees, and the lowest proportion of private sector employees. A majority of Conservative and Independent councillors in employment work in the private sector.

Employment sector profile of Scotland's councillors: by political affiliation

	Independent	Conservative	Labour	Lib Dem	SNP
	Percent				
Private Sector	66.3	71.1	41.3	42.9	47.6
Local Government	7.5	5.3	10.7	9.5	11.4
Education	1.3	n/a	12.0	7.1	7.4
Central Government	3.8	5.3	8.0	11.9	8.2
NHS	3.8	n/a	10.7	7.1	5.3
Other public sector	11.3	5.3	9.3	19.0	10.9
Voluntary Sector	6.3	13.2	8.0	2.4	9.0

2.2.5 Annual Income

More than a quarter of the councillors that responded to the survey stated that they have a gross annual income of less than £10,000, not inclusive of the income they receive from councillors' allowances and Special Responsibility Allowances. Slightly more than 60% receive less than £20,000.

There are significant variations in the income from earnings or benefits of male and female councillors. 74% of female councillors have an annual income of less than £20,000, compared to 56.8% of male councillors. At the other end of the income spectrum, 17.5% of male councillors earn over £30,000 compared to only 8.9% of female councillors.

Annual income of Scotland's councillors (% in bands)			
	All	Female	Male
<£10k	26.1	37.7	22.9
£10k - £20k	34.4	36.3	33.9
£20k - £30k	23.9	17.1	25.8
£30k - £40k	9.7	7.5	10.3
>£40k	5.9	1.4	7.2

The survey found that Conservative and Liberal Democrat councillors tend to have higher incomes than councillors from the other parties or Independents.

Annual income of Scotland's councillors (% in bands): by political affiliation					
	Independent	Conservative	Labour	Lib Dem	SNP
<£10k	30.8	17.2	26.7	25	27.3
£10k - £20k	33.8	37.5	34.4	27.8	40.3
£20k - £30k	21.1	18.8	27.1	23.1	22.1
£30k - £40k	7.5	14.1	7.7	17.6	5.2
>£40k	6.8	12.5	4.0	6.5	5.2

3. COUNCILLORS' EXPERIENCE & KNOWLEDGE

3.1 Experience

Less than one quarter of councillors stood down voluntarily, were de-selected by their parties or were defeated at the 2003 council elections.

Status of councillors elected in May 2003	
	Percent
Re-elected	76.5
Newly elected	23.5

Based on the survey sample, about 15% of the councillors who were elected to their councils for the first time in May 2003 had previous experience of being a councillor (i.e. had been councillors prior to the 1999 election.)

3.2 Reasons for Standing

The majority of new councillors identified an interest in the community (45%) or a sense of duty or belief in public service (10%) as their main motivation for becoming a councillor. Improving public services was also the main reason offered for standing by 10% of councillors. Significantly, although the majority of councillors were elected on a party ticket, only 8% of new councillors acknowledged that their main reason for standing was to promote their party's objectives. Only 9% of councillors wanted to become councillors to further their career/ personal development.

Top five reasons for standing for election	
	Percent
Interest in community	45
Duty/ public service	10
Improve services	10
Career/ personal development	9
Promote party objectives	8
Other	18

There is little difference between male and female councillors, although a slightly higher proportion of women stated they were motivated by career / personal development rather than a strong belief in public life or promoting party objectives.

There were major differences in the factors that motivated councillors from the different political parties to stand for the council. Independents, Liberal Democrats and SNP councillors were more likely than Labour or Conservative councillors to have been motivated

by an interest in the community. No Liberal Democrat councillors and under 10% of Conservatives stood for election to promote their party's objectives, compared to 21% of SNP and over 23% of Labour councillors.

3.3 Duties and Roles

The survey provided a useful insight into councillors' views about the diverse roles of councillors. Dealing with individuals' concerns and representing the community were considered by 61% and 69% to be among their highest priority roles. 25% of respondents placed the setting of strategic policy objectives as a highest priority, while implementing the party manifesto, monitoring service provision and overseeing the management of the council were considered by 19%, 15%, 14% as being their top priorities.

Importance of councillors' duties					
	1 = Most important; 5 = Least important				
	1	2	3	4	5
	Percent				
Representing Community	69	19	4	2	6
Dealing with individuals' concerns	61	20	8	4	6
Strategic policy	26	24	25	15	11
Party manifesto	19	19	21	11	30
Monitoring services	15	36	31	13	6
Council management	14	26	30	19	12

3.4 Understanding of Key Issues

The survey asked councilors to assess their own understanding of key issues. Generally the councillors who responded to the survey were satisfied that they had adequate information about the key issues affecting local government.

A large majority of councillors suggested that they have a substantial understanding of their councils' 'roles & functions' (85%), 'organisation & management' (78%) and 'decision-making process' (77%). The ethical standards framework is one of the issues about which councillors are perhaps less confident with 48% indicating a substantial understanding but 23% of councillors stating they have little or no understanding. Other issues about which councillors are less confident are equality issues, community planning and staffing & employment.

Understanding of key issues	Substantial understanding	Some Understanding	Little or no Understanding
	Percent		
Roles and functions	85	7	7
Organisation and management	78	14	8
Decision-making process	77	14	9
Social inclusion	55	26	19
Best Value	53	31	17
Equality issues	50	29	21
Community Planning	49	30	21
Local government finance	48	36	15
Ethical standards framework	48	29	23
Staffing and employment	44	38	17

The responses to the survey indicate that female councillors are generally more confident than male councillors about social inclusion, equality issues and community planning.

As might be expected, new councillors are less confident about their level of understanding of the key issues than more experienced councillors, particularly in regard to finance, community planning and ethical standards.

3.5 Member Development/ Support Needs

When asked to identify the member development/support they thought would help them to be an effective councillor, councillors that responded to the survey identified finance and community planning as areas for which support would be most welcome.

Top five development/ support needs of Scottish councillors	
	Percent
Finance	27.2
Community Planning	20.2
Best Value	16.9
Information Technology	10.8
Social Inclusion	10.0

There were similarities in the support needs identified by new and returning councillors, with Finance, Best Value and Community Planning being the top three priorities for both groups of councillors. Significantly, information technology was identified by returning councillors as being among the top five development needs while social inclusion was identified by new councillors. There was little difference in the member support services priorities identified by male and female councillors.

3.6 Workload

A 1983 councillors' survey found that the average councillor in Scotland spent 31 hours a week on council work. The average for Regional councillors was 35 hours a week. The 1996 SLGIU/ COSLA councillors' workload survey revealed that the average Scottish councillor's workload had increased to between 40 - 46 hours a week. The 1999 councillors' survey suggested a reduction in the average workload of councillors since the earliest days of the new unitary authorities. The average workload estimated by returning councillors, based on their recent experience, was 37 hours a week. In the 2003 survey returning councillors estimated that they spend around 34 hours a week on council duties.

The survey shows that newly elected councillors have under-estimated the workload commitment required of councillors. New councillors estimated that their weekly workload will be around 23 hours; compared to the returning councillors' estimate of a weekly workload of just under 34 hours.

Estimated weekly council workload: by type of councillor		
	Returning	New
	Percent	
> 21 hours	21.9	47.1
21 - 30 hours	31.0	35.5
31 - 40 hours	21.5	14.8
> 40 hours	25.6	2.6
Average (hours)	33.9	23.4

The average figure of 34 hours per week hides some significant differences between the experiences of councillors holding different levels of responsibility on councils. Councillors occupying leadership positions (conveners, leaders and committee chairs), expected to spend significantly greater hours per week on council duties than backbench councillors.

Estimated weekly council workload: by position of councillor		
	Backbenchers	Leaders etc
	Percent	
> 21 hours	30.8	17.8
21 - 30 hours	33.1	30.2
31 - 40 hours	16.5	23.2
> 40 hours	19.5	28.8
Average (hours)	31	35.2

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Those councillors who stated that they are full-time councillors on average spend 42.9 hours a week on council duties compared with all other councillors ('part-time' councillors) whose average is 27.2 hours in addition to the time they may spend in paid employment or other activities.

Estimated weekly council workload: by employment status of councillors		
	Full-time	Part-time
	Percent	
> 21 hours	6.5	35.6
21 - 30 hours	15.9	37.9
31 - 40 hours	28.8	17.0
> 40 hours	48.8	9.5
Average (hours)	42.9	27.2

In addition to time spent on council duties, just over 50% of councillors have some form of paid employment. On average these councillors indicated that they spend 58.7 hours each week working on their council duties and for their employers. More than 1 in 3 of these councillors are working more than 60 hours per week.

Total hours worked by councillors who have paid employment	
	Percent
> 21 hours	0.3
21 - 30 hours	2.0
31 - 40 hours	7.4
> 40 hours	90.2
Average (hours)	58.7

4. COUNCILLORS' VIEWS ON LOCAL GOVERNMENT ISSUES

The survey asked about the priorities they believed the Scottish Executive, COSLA and their own councils should have during the next four years. The questionnaire provided free text fields for responses under each of these headings. The responses were numerous and wide-ranging. The main themes have been identified and the top responses (those with 2% or more) have been listed in the following sections.

4.1 Priorities for the Scottish Executive

Councillors were asked 'What should be the Scottish Executive's priorities for local government over the next four years'? Responses from the survey indicated that councillors have two clear priorities for the Scottish Executive - 'Financial reform / Adequate, better funding / No ring fencing' (25% of councillors) and 'Less interference / fairness / parity of esteem / subsidiarity' (15% of councillors). Support for proportional representation appeared as the top priority of 7% of councillors but there were also just over 3.1% of councillors who stated that opposition to PR is their top priority.

<i>What should be the Scottish Executive's priorities for local government over the next four years?</i>	
	Percent
Finance reform/ adequate, better funding/ no ring fencing	25.3
Less interference/ fairness/ parity of esteem/ subsidiarity	15.0
Support PR	6.9
Education	4.1
Youth crime/ anti-social behaviour	3.5
Oppose PR	3.1
Transport/ roads	2.7
Councillors' pay etc.	2.4

Male and female councillors have the same top priorities for the Scottish Executive. However, below these top two priorities there are some variations between male and female councillors. Fewer female councillors listed 'Oppose PR' among their priorities for the Executive with less than 1% while it is listed among 3.8% of male councillors responses. 'Youth crime / anti social behaviour' is listed in 4.2% of male councillors priorities compared with only 1.2% for female councillors.

The top two priorities for returning and new councillors are the same as for all councillors. The main differences are that fewer, less than 1%, new councillors list 'Oppose PR' as a priority

compared with 3.9% of returning councillors. Also, while 3% of returning councillors responses list 'Councillors pay etc' as a priority, less than 1% of new councillors list it.

4.2 Priorities for COSLA

Councillors were asked 'What should be COSLA's priorities over the next four years'? The responses indicated that the top two priorities for COSLA should be: 'Represent and unite all rural, urban, islands and smaller councils regardless of political control' (13.4% of responses) and 'Adequate / better funding / no ring fencing / fair distribution' (13.3% of responses). 8.7% of responses indicated that 'Stronger voice for local government / campaign for less interference' was among the top priorities. 'Councillors pay & conditions, training and inclusion' was also indicated as a priority by 5.4% of responses.

<i>What should be COSLA's priorities for local government over the next four years?</i>	
	Percent
Represent and unite all rural, urban, islands and smaller councils regardless of political control	13.4
Adequate, better funding/ no ring fencing/ fair distribution	13.3
Stronger voice for local government/ campaign for less interference	8.7
Councillors' pay & conditions/ training	5.4
Oppose PR	4.9
Better partnerships with the Executive and Parliament	3.8
Support PR	3.2

Among male councillors 'Represent and unite all rural, urban, islands and smaller councils regardless of political control' appeared as the top priority with 14.7% of responses compared with 9.1% of female councillors. 6.7% of female councillors and 2.8% of male councillors indicated 'Don't know' as their response to this question.

Again, with new and returning councillors, the top priorities are 'Represent and unite all rural, urban, islands and smaller councils regardless of political control' 14.7% of returning councillors and 9.2% of new councillors. 'Adequate / better funding / no ring fencing / fair distribution' with 14.2% of returning and 10.3% new councillors responses. A greater proportion of new councillors admitted that they 'Don't know' what COSLA's priorities should be 8.6% compared with 2.1% of returning councillors.

4.3 Priorities for the Council

The third element in this section asked councillors 'What should be your Council's priorities over the next four years'? 'Service delivery / improvement / modernisation' and 'Education & Schools' are the two top priorities identified by Scottish councillors for their councils with 9.7% and 8.7% respectively. 'Best value / value for money / efficiency' also appears in 7.3% of responses.

There was little difference in the priorities identified by all, male, female, new or returning councillors. All groups of councillors identified the same top 8 areas of work and the top two priorities were 'Service delivery / improvement / modernisation' and 'Education & Schools'.

<i>What should be your council's priorities over the next four years?</i>	
	Percent
Service delivery/ improvement/ modernisation	9.7
Education and schools	8.7
Best Value/ value for money/ efficiency	7.3
Roads & transport	4.2
Housing	4.1
Community Planning	3.5
Economic Development & regeneration	3.4
Social Inclusion	2.6

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APPENDIX 2: Survey Response Rate by Councils

Survey Response Rate			
	Responses	Councillors	Percent
Aberdeen	25	43	58.1
Aberdeenshire	44	68	64.7
Angus	23	29	79.3
Argyl & Bute	24	36	66.7
Clackmannanshire	16	18	88.9
Dumfries & Galloway	23	47	48.9
Dundee	18	29	62.1
East Ayrshire	16	32	50.0
East Dunbartonshire	15	24	62.5
East Lothian	15	23	65.2
East Renfrewshire	12	20	60.0
Edinburgh	37	58	63.8
Eilean Siar	18	31	58.1
Falkirk	12	32	37.5
Fife	47	78	60.3
Glasgow	47	79	59.5
Highland	47	80	58.8
Inverclyde	13	20	65.0
Midlothian	12	18	66.7
Moray	19	26	73.1
North Ayrshire	21	30	70.0
North Lanarkshire	36	70	51.4
Orkney	16	21	76.2
Perth & Kinross	24	41	58.5
Renfrewshire	18	40	45.0
Scottish Borders	22	34	64.7
Shetland Islands	10	22	45.5
South Ayrshire	20	30	66.7
South Lanarkshire	38	67	56.7
Stirling	12	22	54.5
West Dunbartonshire	13	22	59.1
West Lothian	18	32	56.3
Unidentified	8		
Total	739	1222	60.5

APPENDIX 3: Gender Profile of Scotland's Councillors

Gender profile of Scotland's councillors			
	Percent		Total No
	Male	Female	
Aberdeen	67	33	43
Aberdeenshire	74	26	68
Angus	76	24	29
Argyll and Bute	86	14	36
Clackmannanshire	89	11	18
Dumfries and Galloway	79	21	47
Dundee	76	24	29
East Ayrshire	81	19	32
East Dunbartonshire	67	33	24
East Lothian	83	17	23
East Renfrewshire	85	15	20
Edinburgh	81	19	58
Eilean Siar	90	10	31
Falkirk	84	16	32
Fife	73	27	78
Glasgow	71	29	79
Highland	74	26	80
Inverclyde	95	5	20
Midlothian	83	17	18
Moray	85	15	26
North Ayrshire	70	30	30
North Lanarkshire	87	13	70
Orkney Islands	90	10	21
Perth and Kinross	76	24	41
Renfrewshire	75	25	40
Scottish Borders	74	26	34
Shetland Islands	86	14	22
South Ayrshire	80	20	30
South Lanarkshire	78	22	67
Stirling	82	18	22
West Dunbartonshire	73	27	22
West Lothian	84	16	32
		Total	1222

APPENDIX 4: New Councillors' Questionnaire

NATIONAL SURVEY OF SCOTLAND'S COUNCILLORS 2003

Please tick one box only in response to questions unless otherwise stated.

SECTION 1: ABOUT YOURSELF

1. Are you: Male Female
 2. What age were you on your last birthday? _____
 3. What is your current situation?

Full-time employee	<input type="checkbox"/>	In full-time education	<input type="checkbox"/>
Part-time employee	<input type="checkbox"/>	Permanently sick or disabled	<input type="checkbox"/>
Self employed	<input type="checkbox"/>	Looking after the home or family	<input type="checkbox"/>
Unemployed and seeking work	<input type="checkbox"/>	Full time councillor (<i>i.e. not in other paid employment</i>)	<input type="checkbox"/>
Permanently retired from work	<input type="checkbox"/>	Not working for another reason	<input type="checkbox"/>
 4. What is your occupation? (*If out of work, retired or a full-time councillor please indicate previous occupation*) _____

- If not full-time, part-time or self-employed, please proceed to question 9***
5. What category best describes your employment?

Managerial/ executive	<input type="checkbox"/>	Manual/ craft	<input type="checkbox"/>
Professional/ technical	<input type="checkbox"/>	Admin/ clerical/ secretarial	<input type="checkbox"/>
Lecturer/ teacher/ researcher	<input type="checkbox"/>	Other (<i>please specify</i>) _____	
 6. Which category best describes your employment sector?

Local government	<input type="checkbox"/>	Other public sector	<input type="checkbox"/>
Central government	<input type="checkbox"/>	Private sector	<input type="checkbox"/>
NHS	<input type="checkbox"/>	Voluntary sector	<input type="checkbox"/>
Education	<input type="checkbox"/>		
 7. Please specify how many hours a week you work on average: _____
 - 8a. Does your employer allow time off for council duties? Yes No
 - 8b. If yes, please indicate which of the following best describes this arrangement:

Unlimited paid time off	<input type="checkbox"/>	Limited unpaid time off	<input type="checkbox"/>
Limited paid time off	<input type="checkbox"/>	Other arrangements (<i>please specify</i>) _____	
Unlimited unpaid time off	<input type="checkbox"/>		
 9. What is your annual gross income? (*Gross income = income from all sources before tax/NI deductions but not including councillors' basic and Special Responsibility Allowances*)

Under £10,000	<input type="checkbox"/>	£30,000 - £39,999	<input type="checkbox"/>
£10,000 - £19,999	<input type="checkbox"/>	Over £40,000	<input type="checkbox"/>
£20,000 - £29,999	<input type="checkbox"/>		
 10. Do you own a car? Yes No

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11. Do you:

- | | | | |
|-------------------------------|--------------------------|---------------------------------|--------------------------|
| Own your home outright | <input type="checkbox"/> | Rent from a Housing Association | <input type="checkbox"/> |
| Own your home with a mortgage | <input type="checkbox"/> | Rent from a private landlord | <input type="checkbox"/> |
| Rent from a local authority | <input type="checkbox"/> | Live with relatives | <input type="checkbox"/> |

12. What is your **highest** education qualification?

- | | | | |
|-------------------------------|--------------------------|----------------------------------|--------------------------|
| 'O' Grades/levels | <input type="checkbox"/> | University or Polytechnic degree | <input type="checkbox"/> |
| Highers/'A' levels | <input type="checkbox"/> | Other | <input type="checkbox"/> |
| Professional/Vocational | <input type="checkbox"/> | None | <input type="checkbox"/> |
| Higher education below degree | <input type="checkbox"/> | | |

13. What is your marital status?

- | | | | |
|----------|--------------------------|---------------------|--------------------------|
| Married | <input type="checkbox"/> | Separated | <input type="checkbox"/> |
| Widowed | <input type="checkbox"/> | Living with partner | <input type="checkbox"/> |
| Divorced | <input type="checkbox"/> | Single | <input type="checkbox"/> |

14a. Do you have any long-term illness, health problem or disability which limits your daily activities or the kind of work you can do? Yes No

14b. If yes, will you have to make any special arrangements in order to carry out your council business? Yes No

14c. If yes, please provide details: _____

15a. Do you have any care responsibilities? (Please tick all boxes that apply)

- | | | | |
|----------------------------|--------------------------|--------------|--------------------------|
| Yes, Children aged 11-16 | <input type="checkbox"/> | Yes, Elderly | <input type="checkbox"/> |
| Yes, Children aged 5-10 | <input type="checkbox"/> | Yes, Other | <input type="checkbox"/> |
| Yes, Children aged under 5 | <input type="checkbox"/> | No | <input type="checkbox"/> |

15b. If yes, will you have to make any special care arrangements in order to carry out your council business? Yes No

15c. If yes, please provide details: _____

16. Please state your ethnic origin:

- | | | | |
|-----------------|--------------------------|------------------------------|--------------------------|
| White | <input type="checkbox"/> | Pakistani | <input type="checkbox"/> |
| Black African | <input type="checkbox"/> | Bangladeshi | <input type="checkbox"/> |
| Black Caribbean | <input type="checkbox"/> | Chinese | <input type="checkbox"/> |
| Black Other | <input type="checkbox"/> | Other Asian | <input type="checkbox"/> |
| Indian | <input type="checkbox"/> | Other (please specify) _____ | |

SECTION 2: ABOUT YOUR ELECTION AND COUNCILLOR ROLE

17. In the election, which type of candidate did you stand as?

- | | | | |
|--|--------------------------|------------------------------|--------------------------|
| Independent | <input type="checkbox"/> | Scottish National Party | <input type="checkbox"/> |
| Scottish Conservative and Unionist Party | <input type="checkbox"/> | Scottish Socialist Party | <input type="checkbox"/> |
| Scottish Labour Party | <input type="checkbox"/> | Other (please specify) _____ | |
| Scottish Liberal Democrat Party | <input type="checkbox"/> | | |

18. If you have previously served as a councillor, please detail the council(s) and term(s) of office:

Council	Term of Office	
	From	To

19. What was the main reason prompting you to stand for election to the council?

20. Please estimate how many hours you anticipate spending in an average week on council business: _____

21. Of the many duties that you will carry out as a councillor, please rank the following from 1, the most important role through to 5, the least important role:

Dealing with the concerns of individuals	1	2	3	4	5
Representing the interests of your ward/community	1	2	3	4	5
Monitoring service provision	1	2	3	4	5
Overseeing the management of the council	1	2	3	4	5
Setting strategic policy objectives for the council	1	2	3	4	5
Implementing a party/election manifesto	1	2	3	4	5

22. Please indicate in the grid below, your level of understanding of each of the following topics or issues, from 1, "fully understand" to 5, "zero understanding":

Roles and functions of the Council in general	1	2	3	4	5
How the Council is organised and managed	1	2	3	4	5
The Council decision-making processes	1	2	3	4	5
Local government finance	1	2	3	4	5
Local government staffing and employment	1	2	3	4	5
Best Value	1	2	3	4	5
Community Planning	1	2	3	4	5
Equality issues	1	2	3	4	5
Social Inclusion/ Exclusion	1	2	3	4	5
The Ethical Standards framework	1	2	3	4	5

23. Please indicate the three subjects/ issues about which you most welcome member development support (you do not need to confine your answer to the topics listed above):

- 1.
- 2.
- 3.

SECTION 3: YOUR VIEWS ON KEY LOCAL GOVERNMENT ISSUES

24. What should be the Scottish Executive's priorities for local government over the next four years?

25. What should be COSLA's priorities over the next four years?

26. What should be your Council's priorities over the next four years?

Thank you very much for taking the time to complete this questionnaire.

APPENDIX 5: Returning Councillors' Questionnaire

Please tick one box only in response to questions unless otherwise stated.

SECTION 1: ABOUT YOURSELF

1. Are you: Male Female
2. What age were you on your last birthday? _____
3. What is your current situation?
- | | | | |
|-------------------------------|--------------------------|--|--------------------------|
| Full-time employee | <input type="checkbox"/> | In full-time education | <input type="checkbox"/> |
| Part-time employee | <input type="checkbox"/> | Permanently sick or disabled | <input type="checkbox"/> |
| Self employed | <input type="checkbox"/> | Looking after the home or family | <input type="checkbox"/> |
| Unemployed and seeking work | <input type="checkbox"/> | Full time councillor (i.e. not in other paid employment) | <input type="checkbox"/> |
| Permanently retired from work | <input type="checkbox"/> | Not working for another reason | <input type="checkbox"/> |
4. What is your occupation? (If out of work, retired or a full-time councillor please indicate previous occupation) _____

If not full-time, part-time or self-employed, please proceed to question 9

5. What category best describes your employment?
- | | | | |
|-------------------------------|--------------------------|------------------------------|--------------------------|
| Managerial/ executive | <input type="checkbox"/> | Manual/ craft | <input type="checkbox"/> |
| Professional/ technical | <input type="checkbox"/> | Admin/ clerical/ secretarial | <input type="checkbox"/> |
| Lecturer/ teacher/ researcher | <input type="checkbox"/> | Other (please specify) _____ | |
6. Which category best describes your employment sector?
- | | | | |
|--------------------|--------------------------|---------------------|--------------------------|
| Local government | <input type="checkbox"/> | Other public sector | <input type="checkbox"/> |
| Central government | <input type="checkbox"/> | Private sector | <input type="checkbox"/> |
| NHS | <input type="checkbox"/> | Voluntary sector | <input type="checkbox"/> |
| Education | <input type="checkbox"/> | | |
7. Please specify how many hours a week you work on average: _____
- 8a. Does your employer allow time off for council duties? Yes No
- 8b. If yes, please indicate which of the following best describes this arrangement:
- | | | | |
|---------------------------|--------------------------|---|--------------------------|
| Unlimited paid time off | <input type="checkbox"/> | Limited unpaid time off | <input type="checkbox"/> |
| Limited paid time off | <input type="checkbox"/> | Other arrangements (please specify) _____ | |
| Unlimited unpaid time off | <input type="checkbox"/> | | |
9. What is your annual gross income? (Gross income = income from all sources before tax/NI deductions but not including councillors' basic and Special Responsibility Allowances)
- | | | | |
|-------------------|--------------------------|-------------------|--------------------------|
| Under £10,000 | <input type="checkbox"/> | £30,000 - £39,999 | <input type="checkbox"/> |
| £10,000 - £19,999 | <input type="checkbox"/> | Over £40,000 | <input type="checkbox"/> |
| £20,000 - £29,999 | <input type="checkbox"/> | | |
10. Do you own a car? Yes No
12. Do you:
- | | | | |
|-------------------------------|--------------------------|---------------------------------|--------------------------|
| Own your home outright | <input type="checkbox"/> | Rent from a Housing Association | <input type="checkbox"/> |
| Own your home with a mortgage | <input type="checkbox"/> | Rent from a private landlord | <input type="checkbox"/> |
| Rent from a local authority | <input type="checkbox"/> | Live with relatives | <input type="checkbox"/> |

12. What is your **highest** education qualification?

- | | | | |
|-------------------------------|--------------------------|----------------------------------|--------------------------|
| 'O' Grades/levels | <input type="checkbox"/> | University or Polytechnic degree | <input type="checkbox"/> |
| Highers/'A' levels | <input type="checkbox"/> | Other | <input type="checkbox"/> |
| Professional/Vocational | <input type="checkbox"/> | None | <input type="checkbox"/> |
| Higher education below degree | <input type="checkbox"/> | | |

13. What is your marital status?

- | | | | |
|----------|--------------------------|---------------------|--------------------------|
| Married | <input type="checkbox"/> | Separated | <input type="checkbox"/> |
| Widowed | <input type="checkbox"/> | Living with partner | <input type="checkbox"/> |
| Divorced | <input type="checkbox"/> | Single | <input type="checkbox"/> |

14a. Do you have any long-term illness, health problem or disability which limits your daily activities or the kind of work you can do? Yes No

14b. If yes, do you need to make any special arrangements in order to carry out your council business?

- Yes No

14c. If yes, please provide details: _____

15a. Do you have any care responsibilities? (please tick all boxes that apply)

- | | | | |
|----------------------------|--------------------------|--------------|--------------------------|
| Yes, Children aged 11-16 | <input type="checkbox"/> | Yes, Elderly | <input type="checkbox"/> |
| Yes, Children aged 5-10 | <input type="checkbox"/> | Yes, Other | <input type="checkbox"/> |
| Yes, Children aged under 5 | <input type="checkbox"/> | No | <input type="checkbox"/> |

15b. If yes, do you have to make any special care arrangements in order to carry out your council business? Yes No

15c. If yes, please provide details: _____

16. Please state your ethnic origin:

- | | | | |
|-----------------|--------------------------|------------------------------|--------------------------|
| White | <input type="checkbox"/> | Pakistani | <input type="checkbox"/> |
| Black African | <input type="checkbox"/> | Bangladeshi | <input type="checkbox"/> |
| Black Caribbean | <input type="checkbox"/> | Chinese | <input type="checkbox"/> |
| Black Other | <input type="checkbox"/> | Other Asian | <input type="checkbox"/> |
| Indian | <input type="checkbox"/> | Other (please specify) _____ | |

SECTION 2: ABOUT YOUR ELECTION AND COUNCILLOR ROLE

17. In the election, which type of candidate did you stand as?

- | | | | |
|--|--------------------------|------------------------------|--------------------------|
| Independent | <input type="checkbox"/> | Scottish National Party | <input type="checkbox"/> |
| Scottish Conservative and Unionist Party | <input type="checkbox"/> | Scottish Socialist Party | <input type="checkbox"/> |
| Scottish Labour Party | <input type="checkbox"/> | Other (please specify) _____ | |
| Scottish Liberal Democrat Party | <input type="checkbox"/> | | |

18. If you have previously served as a councillor, please detail the council(s) and term(s) of office:

Council	Term of Office	
	From	To

Scotland's Councillors 2003

19. In the year preceding the election were you (please tick all that apply):

- | | | | | |
|--|--------------------------|----------------------------------|--------------------------|--------------------------|
| Leader/ Convenor of the Council | <input type="checkbox"/> | Executive Member | <input type="checkbox"/> | |
| Depute Leader/ Convenor | <input type="checkbox"/> | Committee Chair/Convenor | <input type="checkbox"/> | <input type="checkbox"/> |
| Lord Provost/ Provost | <input type="checkbox"/> | Scrutiny Panel/ Committee Chair | <input type="checkbox"/> | <input type="checkbox"/> |
| Depute Lord Provost/ Provost | <input type="checkbox"/> | Scrutiny Panel/ Committee Member | <input type="checkbox"/> | <input type="checkbox"/> |
| Opposition Leader/ Official Spokesperson | <input type="checkbox"/> | None of the above | <input type="checkbox"/> | <input type="checkbox"/> |

20. Please state your top three areas of interest in local government policy-making:

- 1.
- 2.
- 3.

21. Please indicate how many hours on average you spend per week on council work/duties: _____

22. Of the many duties that you carry out as a councillor, please rank the following from 1, the most important role through to 5, the least important role:

Dealing with the concerns of individuals	1	2	3	4	5
Representing the interests of your ward/community	1	2	3	4	5
Monitoring service provision	1	2	3	4	5
Overseeing the management of the council	1	2	3	4	5
Setting strategic policy objectives for the council	1	2	3	4	5
Implementing a party/election manifesto	1	2	3	4	5

23. Please indicate in the grid below, your level of understanding of each of the following topics or issues, from 1, "fully understand" to 5, "zero understanding":

Roles and functions of the Council in general	1	2	3	4	5
How the Council is organised and managed	1	2	3	4	5
The Council decision-making processes	1	2	3	4	5
Local government finance	1	2	3	4	5
Local government staffing and employment	1	2	3	4	5
Best Value	1	2	3	4	5
Community Planning	1	2	3	4	5
Equality issues	1	2	3	4	5
Social Inclusion/ Exclusion	1	2	3	4	5
The Ethical Standards framework	1	2	3	4	5

24. Please indicate the three subjects/ issues about which you most welcome member development support (you do not need to confine your answer to the topics listed above):

- 1.
- 2.
- 3.

SECTION 3: YOUR VIEWS ON KEY LOCAL GOVERNMENT ISSUES

25. What should be the Scottish Executive's priorities for local government over the next four years?

26. *What should be COSLA's priorities over the next four years?*
27. *What should be your Council's priorities over the next four years?*

Thank you very much for taking the time to complete this questionnaire.