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for Business
Innovation & Skills



TRADE UNION MEMBERSHIP 2014

Statistical Bulletin

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Introduction

The [Department for Business, Innovation & Skills](#) is responsible for publishing the National Statistics on [trade union membership](#). An annual question on trade union membership was introduced into the [Labour Force Survey](#) (LFS) in 1989 and it has been asked in the fourth quarter (Q4) every year since 1992. Questions on trade union presence and recognition were added in 1993, and the question on collective agreements was introduced in 1996. The LFS trade union questions have United Kingdom coverage from 1995 onwards.

Trade Union Membership statistics has been produced as an annual [National Statistic](#) bulletin since 2004. This bulletin succeeded the annual article in the [Office for National Statistics](#) journal Labour Market Trends. It contains annual estimates of trade union membership from the Labour Force Survey up to the fourth quarter of 2014 (October to December 2014).

Official government statistics on trade union membership have been collected on a regular basis since 1892 from administrative records. These statistics are presented in [Table 1.1](#) and have a greater coverage than the population of employees reported elsewhere in the report, with statistics since 1974 provided by the Certification Officer (see [technical note](#)).

This bulletin presents estimates on the proportion (density) of employees who are trade union members, and the proportion whose pay and conditions are affected by collective agreements as reported by employees. These estimates are also presented by age, gender, ethnicity, income, major occupation, industry, full and part-time employment, sector, nation and region. Industrial sectors are presented based on Standard Industrial Classification 2007. The occupations figures between 2011 and 2013 are based on the new Standard Occupational Classification 2010 (SOC2010), which has replaced the previous version, SOC2000, in LFS datasets from 2011. Some estimates for those in employment, which includes the self employed, are provided in Chapter 1.

The data behind this bulletin are available in the accompanying Excel spreadsheet.

About Labour Market Analysis

Labour Market Analysis is a multi-disciplinary team of economists, social researchers and statisticians based in the Labour Market Directorate of the Department for Business, Innovation and Skills. Members of the team are responsible for producing this bulletin.

Statistical contacts

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Code of Practice for Official Statistics

National Statistics are produced to high professional standards set out in the [Code of Practice for Official Statistics](#). They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from any political interference.

The UK Statistics Authority has designated these statistics as National Statistics, in accordance with the [Statistics and Registration Service Act 2007](#) and signifying compliance with the Code of Practice for Official Statistics.

Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods, and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.

Conventions

The statistics presented in this bulletin are based on fourth quarter estimates (October to December) from the Labour Force Survey unless otherwise specified. Members of the armed forces are excluded from analysis. All tables and charts relate to employees (population aged 16 or over in paid employment) in the United Kingdom with the exception of those specified in Chapter 1 (Long Term Trends).

Estimates are presented for those in employment. This is defined as the population aged 16 or over in paid employment (employees) in addition to those in self-employment or Government employment & training programmes. Unpaid family workers are excluded from the population in employment in this bulletin.

More detailed information on the concepts, methods, and quality of data used in this bulletin is available in the [technical note](#).

Symbols

The following symbols are used:

* sample size too small for a reliable estimate

- data not available.

Revisions

Estimates derived from the Labour Force Survey are usually revised once a year. The ONS undertook a reweighting exercise on Labour Force Survey data in 2014. This ensures estimates accurately reflect the population. This is the first release of this bulletin to account for this revision.

Key findings

1. Trade Union Membership: Long term and recent trends

Around 6.4 million employees in the UK were trade union members in 2014. The level of overall union members was broadly unchanged from 2013, with a non-statistically significant reduction of only 40,000 over the year (a 0.6% decline). Current membership levels are well below the peak of over 13 million in 1979.

The numbers of UK employees increased between 2013 and 2014. As a result, the proportion of employees who were trade union members fell slightly to 25.0% in 2014, from 25.6% in 2013. This is the lowest rate of trade union membership recorded between 1995 and 2014. Over this period, the proportion of employees who were trade union members in the UK has decreased 7.4 percentage points, from 32.4% in 1995.

Female employees are more likely to be a trade union member. The proportion of female employees who were in a trade union was around 28% in 2014, compared with 22% for male employees.

A higher proportion of UK born employees were in a trade union compared with non-UK born employees. About 26% of UK born employees were in a trade union in 2014, compared with 18% for non-UK born employees.

2. Trade union membership: Public and private sectors

Union membership levels in the private sector fell from 3.4 million in 1995 to 2.5 million in 2010. 2014 data continued to show a reversal of this trend, with union membership levels in the private sector rising for the fourth consecutive year, a non-statistically significant increase of 38,000 in 2013 to 2.7 million.

Trade union membership among private sector employees stood at 14.2% in 2014, 0.2 percentage points lower than in 2013, as union memberships increased more slowly than the rise in the number of private sector employees. The yearly change was not statistically significant.

In the public sector, union membership levels fell by 79,000 year-on-year to 3.76 million in 2014, while non-union employee levels rose by a similar amount. Trade union density in the public sector therefore decreased from 55.5% to 54.3%. The level change was not statistically significant, however the change in proportion was.

3. Trade union membership: Personal and job characteristics

Older workers account for a larger proportion of union members than younger workers. About 38% of trade union member employees were aged over 50 in 2014, but 28% of employees are in this age group. The proportion of trade union members aged below 50 has fallen since 1995, whilst the proportion aged above 50 has increased.

Employees in professional occupations were more likely to be trade union members than other employees. Employees in the professional occupations account for 36% of union members, but only 20% of employees in the UK worked in these occupations.

1. Long Term and Recent Trends

Trade union membership levels reached their peak in 1979 and declined sharply through the 1980s and early 1990s before stabilising from the mid-1990s to the mid-2000s. Despite the broad stability in membership levels between 1995 and 2007, the proportion of UK employees who were in the trade union declined because union membership levels did not keep pace with the increase in the total number of UK employees.

Trade union membership levels decreased slightly between 2013 and 2014

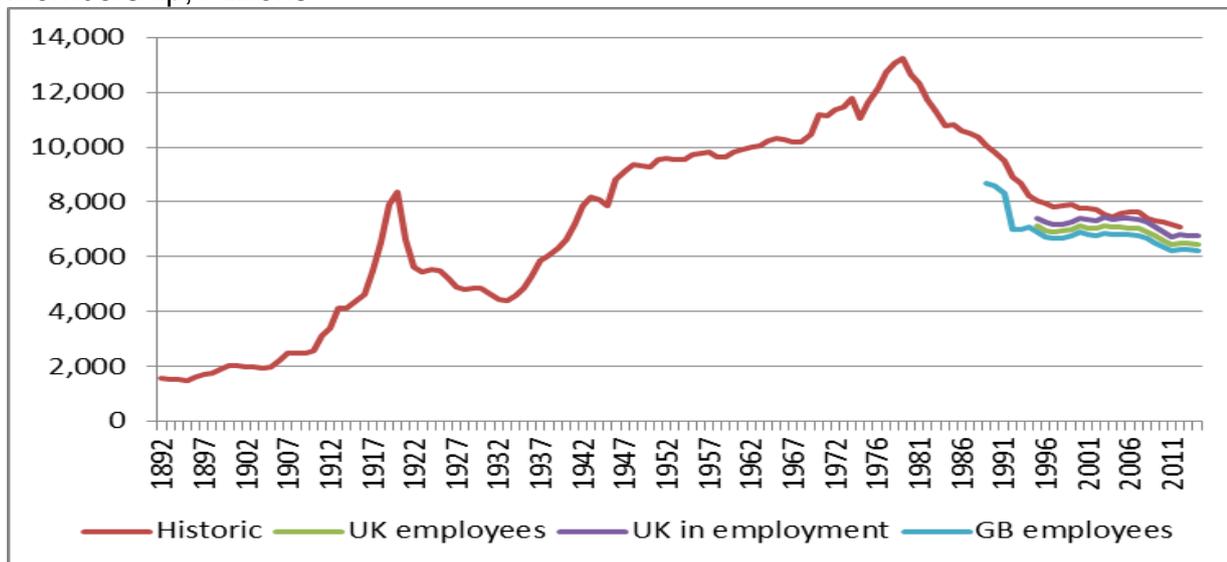
The number of employees who were trade union members was around 6.4 million, 40 thousand fewer than in 2013 (a 0.6% fall). The number of employees has grown, meaning that the proportion of employees who are trade union members has fallen to 25.0% in 2014 (25.6% in 2013).

Lower level of public sector memberships partially offsets increase in private sector

Private sector memberships increased for a fourth successive year, while the falling trend in trade union numbers in the public sector started in 2010 continued. It remains true that the overall proportion of employees who are trade union members is much lower in the private sector (14.2%) than the public sector (54.3%).

Chart 1.1: Trade union membership levels in UK from 1892 to 2014

Membership, Millions



Source: Labour Force Survey, Office for National Statistics; Department for Employment (1892-1973); Certification Office (1974-2012).

The long-term trend of reducing rates of male trade union membership continued

At 22.3%, the proportion of male employees who were in a trade union was the lowest in the data series that started in 1995. Male members accounted for the majority of the modest fall in trade union membership levels (down 36,000) in 2014, but membership remained around 2.9m for the fourth successive year. The number of female trade union members remained stable, though membership fell as a proportion of female employees to

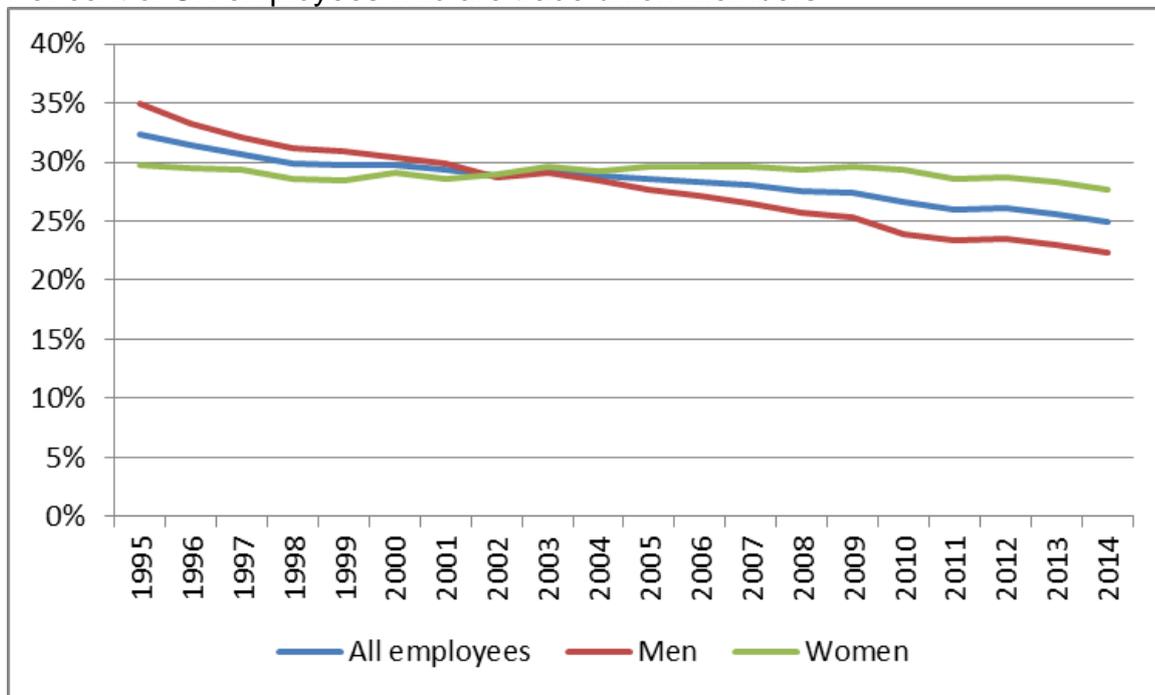
27.7%. The relative declines in the proportion of employees who are in a trade union since 1995 has been much weaker for women.

In 1995, the proportion of male employees who belonged to a trade union was around 35%, compared with around 30% for female employees. High falls in union membership among males steadily narrowed the gap between male and females. In 2002, the proportion of employees who belonged to a trade union was around 29% for both genders.

The trend continued between 2002 and 2014, with union membership among male employees falling by 6 percentage points from 29% in 2002 to 22% in 2014. This compares with relative stability in the rate for females, where trade union membership as a proportion of female employees remained stable until 2010 before decreasing only very slightly in subsequent years (Table 1.2b).

Chart 1.2: Employee trade union density by gender, 1995 to 2014

Per cent of UK employees who are trade union-members



Source: Labour Force Survey, Office for National Statistics

UK born and Black ethnic group employees are more likely to be union members

A higher proportion of UK born employees are in a trade union compared with non-UK born employees. About 26% of UK born employees were in a trade union in 2014, compared with 18% for non-UK born employees (Table 1.5).

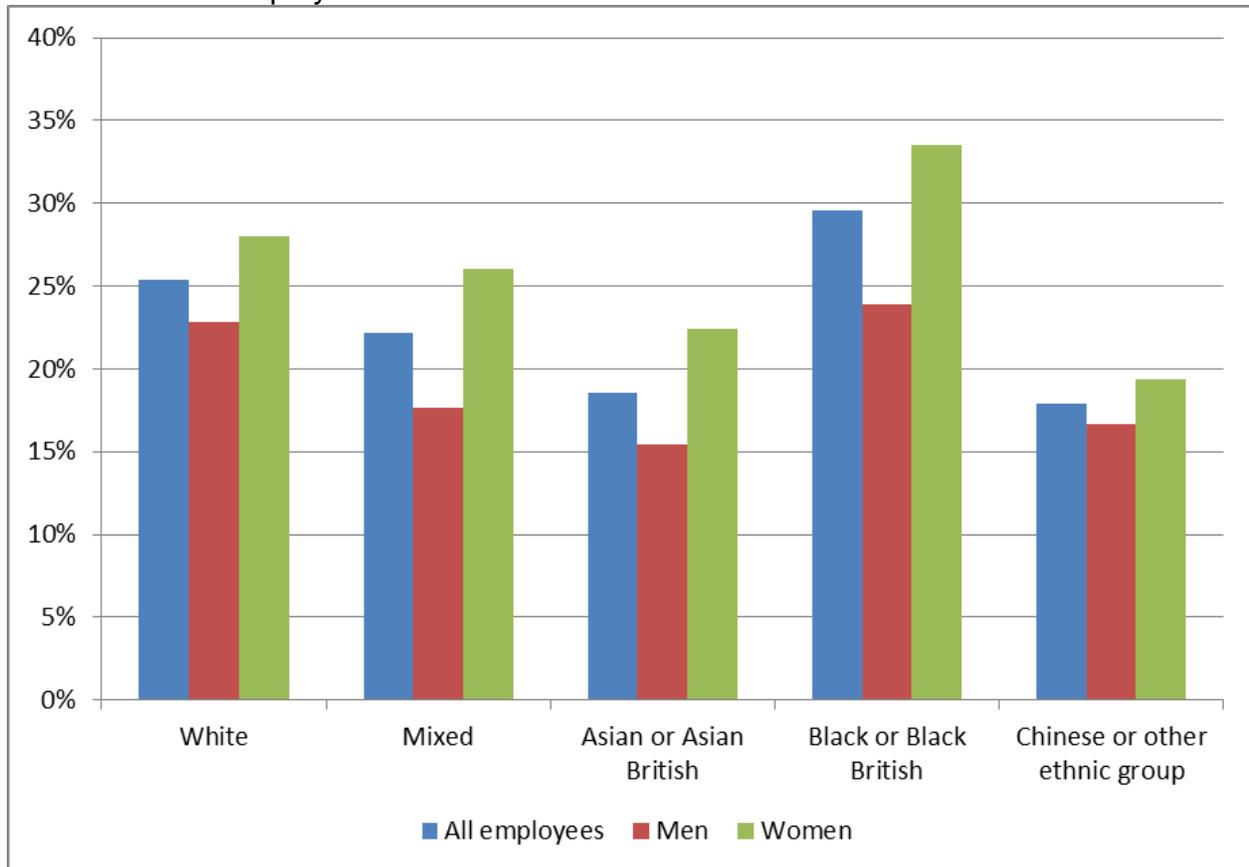
The proportion of employees who were trade union members was highest in Black or Black British ethnic group at around 30% in 2014. The proportion of trade union members amongst employees in Asian, Asian British, Chinese, Mixed and other ethnic groups was below the average for all employees of 25%.

Higher proportions of female employees belonged to a trade union than males for all ethnic groups. The largest difference was within the Black or Black British group in 2014,

where the proportion of female employees who belonged to a trade union was around 34%, compared with around 24% for male employees (Table 1.5).

Chart 1.3: Trade union density by gender and ethnicity, 2014

Per cent of UK employees who are trade union-members



Source: Labour Force Survey, Office for National Statistics

Highly educated employees are more likely to be union members

The proportion of employees who were trade union members was greater for people with a higher qualification, such as a degree, compared with those with lower level qualifications, or no qualifications.

About 31% of employees with a degree or equivalent, and 34% with some other Higher Education qualification were in a trade union, compared with less than 20% of employees without formal qualifications (Table 1.5).

Larger workplaces are more likely to negotiate pay through collective bargaining

Employees who worked in larger workplaces (with 50 or more staff) were more likely to be in a trade union and were more likely to have a trade union present in the workplace. Employees in larger workplaces were also more likely to have their pay affected by a collective agreement (Table 1.10).

The proportion of employees who belonged to a trade union in larger workplaces was 33% in 2014, compared with 16% in the workplaces with less than 50 employees. About 60% of

employees in larger workplaces reported that a trade union was present, compared with 25% in smaller workplaces.

The proportion of employees who had their pay affected by a collective agreement was around 39% in larger workplaces, compared with 15% in workplaces with less than 50 employees (Table 1.10).

Employees are more likely to have their pay affected by collective agreements if they work in 'public administration and defence' compared with the other sectors, in Northern Ireland compared to the other nations, and in the North East compared to the other regions (Table 1.10).

Employees are more likely to be trade union members in permanent jobs and full-time jobs

Permanent employees were more likely than those in temporary jobs to be union members in all occupations. The proportion of permanent employees who were trade union members was 26% in 2014, compared with 15% for temporary employees (Table 1.4).

Full-time employees were also more likely than those in part-time work to be union members, the only exceptions for full-time employees were amongst professional occupations, and the financial and insurance industries, where part-time employees were more likely to be union members (Table 1.4).

About 78% of union member employees worked full-time, compared with 74% of all employees. (Table 3.1).

Middle-income earners are more likely to be trade union members

Middle-income earners were more likely to be trade union members than either high or low paid employees. About 37% of employees who earned between £500 and £999 per week were members of a trade union, compared with 22% of employees earning £1,000 or more per week. The proportion of employees earning less than £250 per week who were trade union members was 13% (Table 1.5).

Employees in professional occupations are more likely to be trade union members

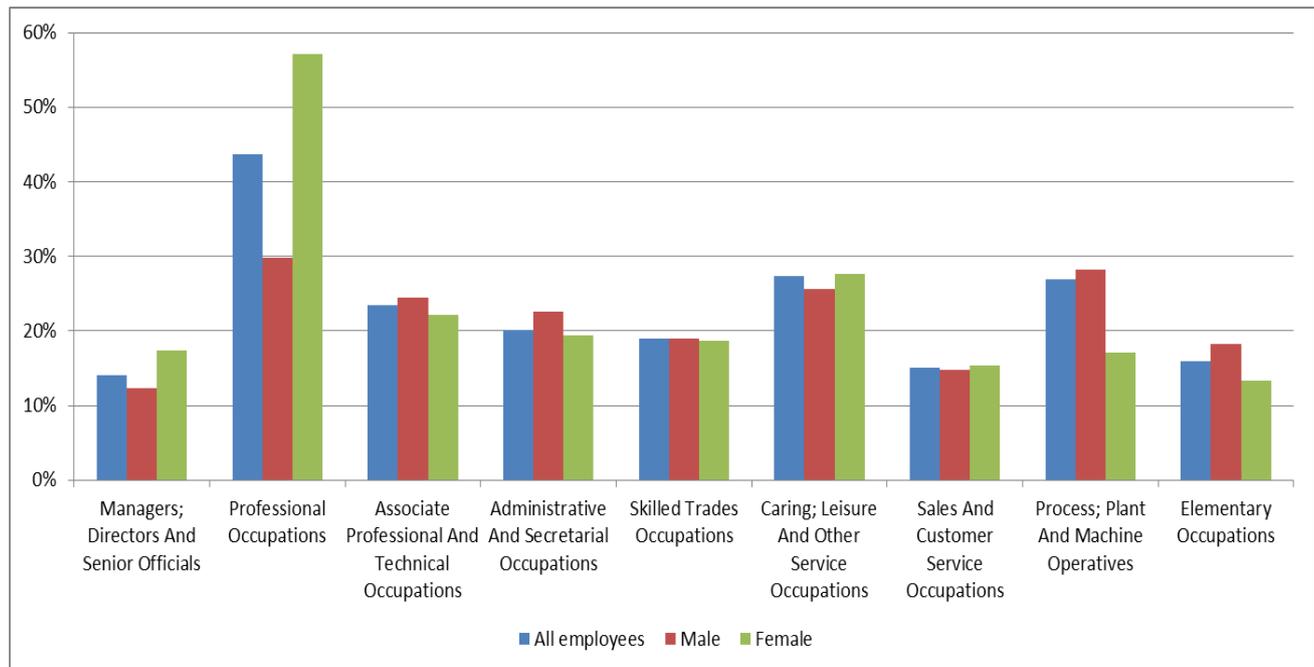
Employees in professional occupations were more likely to be trade union members than employees in other occupations. Employees in the professional occupations account for 36% of all union members, but only 20% of all employees in the UK worked in this sector (Table 1.7b).

The proportion of employees who were trade union members was 44% within the professional occupations sector, compared with 14% in the 'managers, directors and senior officials' occupation. The proportion of trade union members in professional occupations is similar to recent years despite the change in Standard Occupational Classification in 2011. The new classification, among other changes, moved nurses and midwives, and therapy professionals, both relatively highly unionised occupations, into the professional group, from 'associate professional and technical'. This partly accounts for the 17 percentage point decrease in associate professional and technical occupations, from about 40% in 2010 to 23% in 2014 (Tables 1.7a and 1.7b).

Despite generally being more likely to be a union member than male employees, females were only represented in higher proportions in four of the nine occupation groups: 'Professional Occupations', 'Sales and Customer Service Occupations', 'Caring, Leisure and Other Service Occupations' and 'Managers, Directors and Senior Officials' (Table 1.4).

Chart 1.4: Trade union density by gender and occupation, 2014

Per cent of UK employees who are trade union-members



Source: Labour Force Survey, Office for National Statistics

Employees in public sector and utility industries more likely to be in a trade union

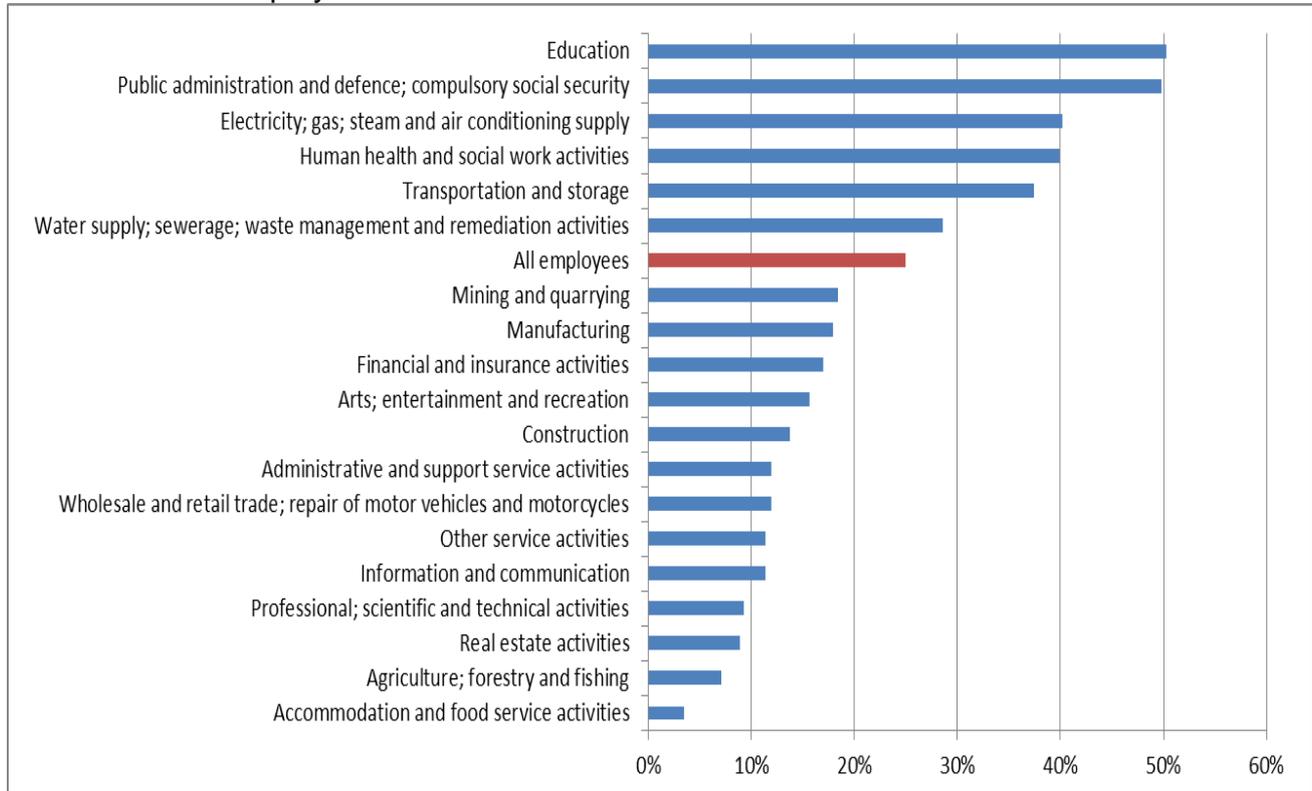
The likelihood of belonging to a trade union varies substantially by sector. Employees in industries with higher proportions of public sector workers are more likely to belong to trade unions, including the 'public administration and defence' and 'education' industries.

The rate of union membership in manufacturing, which has traditionally been seen as a high union membership industry, has fallen substantially in recent years and now has a below average proportion of trade union members. Density has fallen by 15 percentage points, from about 33% in 1995 to 18% in 2014.

As in previous years, 'public administration and defence' and 'education' were the sectors with the highest proportions of trade union members, where 50% of employees are union members in both sectors. Accommodation and food services had the lowest at 4% (Table 1.8).

Chart 1.5: Trade union density by industry, 2014

Per cent of UK employees who are trade union-members



Source: Labour Force Survey, Office for National Statistics

‘Electricity, gas, steam and air conditioning supply’ industry records greatest decline in membership rates since 1995

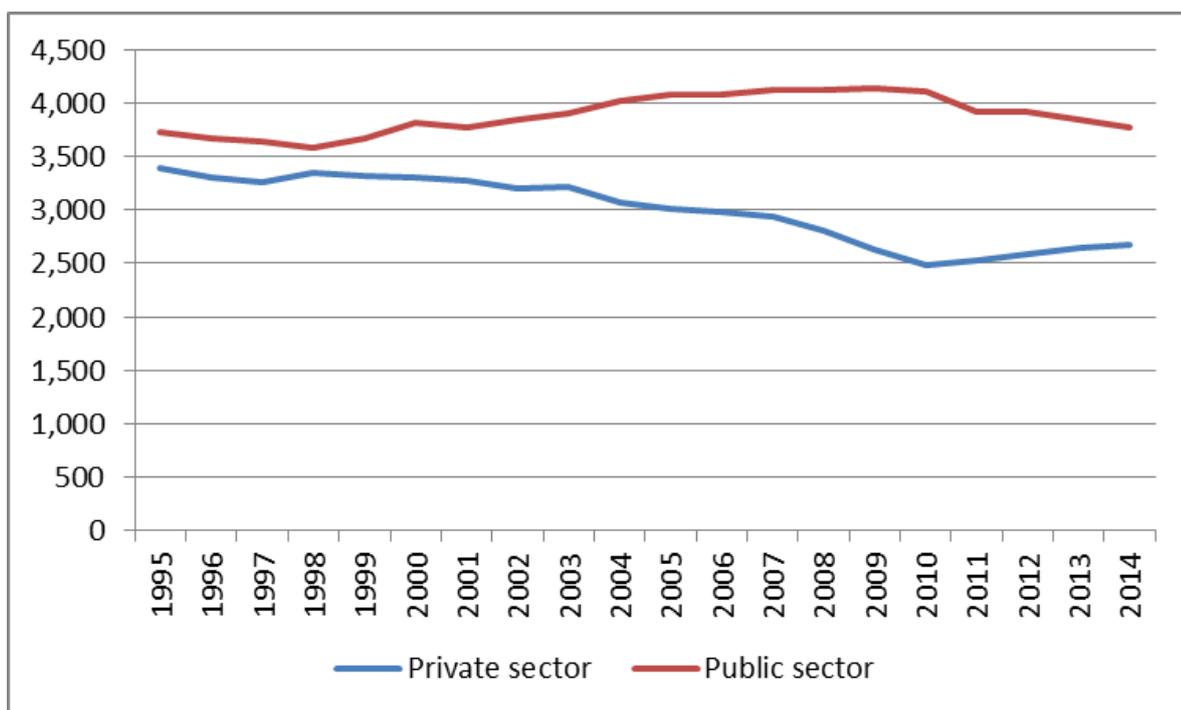
Between 1995 and 2014, the likelihood of employees being a trade union member has decreased or stagnated across all sectors, with the exception of the ‘wholesale, retail trade and motor repair’ sector, which rose 1 percentage point between 1995 and 2014 to 12%. Since 1995, the sharpest fall in the rate of trade union membership has been in ‘electricity, gas, steam and air conditioning supply’, down 32 percentage points from 72% in 1995 to 40% in 2014 (Table 1.8).

2. Private and Public Sectors

Public sector union members accounted for an increasing proportion of overall union membership in the period up to 2010. This was driven by a steady rise in the public sector membership in the 2000s up to 2005 and stability until 2010; the overall public sector membership level grew between 1995 and 2010 by 381,000. The private sector membership level declined by 905,000 over the same period. In the subsequent two years, the sectors experienced different labour market conditions due to the effects of the recession and fiscal consolidation. The previous trend reversed, public sector membership declined sharply between 2010 and 2011, levelled off between 2011 and 2012, and began to fall again in 2013. There was a 339,000 fall in the public sector membership level between 2010 and 2014. The private sector union membership level increased by 195,000 from 2010 to 2014 (Table 2.1a).

Chart 2.1: Trade union membership levels by sector, 1995 to 2014

Membership, Thousands



Source: Labour Force Survey, Office for National Statistics.

Employee numbers increase, while trade union membership rates fall

In 2014, 3.76 million public sector employees belonged to a union in the UK, 79,000 fewer than in 2013. The rate of trade union membership in the public sector fell from 55.5% in 2013 to 54.3% in 2014. In the private sector, there were 2.7 million members, an increase of 38,000 since 2013. Despite an increase in numbers, the proportion of trade union members amongst private sector employees fell slightly from 14.4% to 14.2%, reflecting employment growth outpacing the growth in union membership (Tables 2.1a, 2.1b and 2.2).

Chart 2.2: Employee composition by trade union membership and sector, 1995, 2010 and 2014

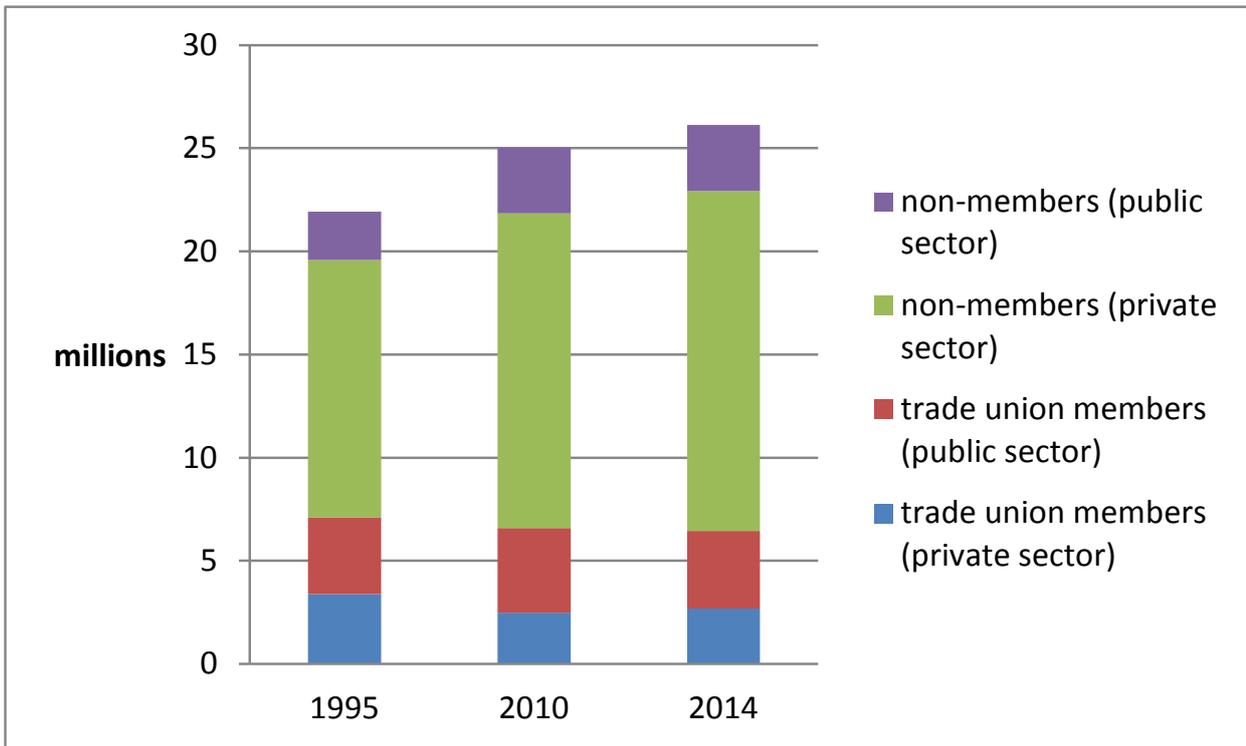
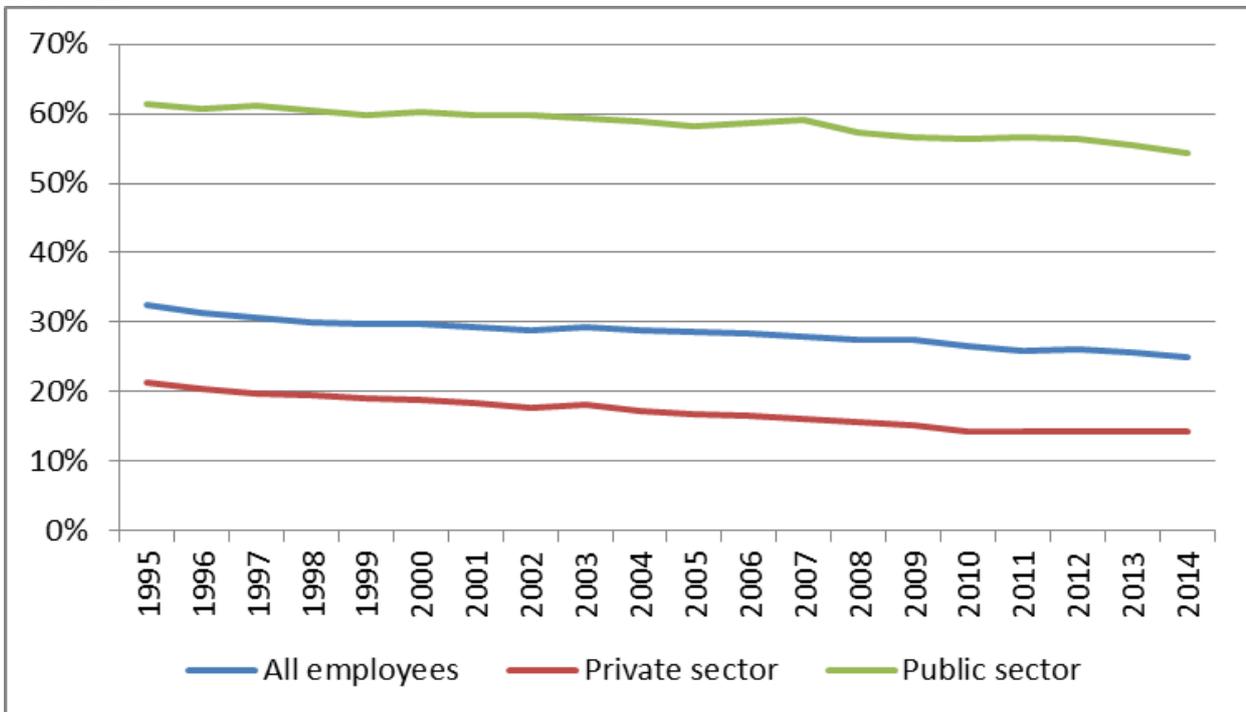


Chart 2.3: Trends in trade union densities by sector, 1995-2014

Per cent



Source: Labour Force Survey, Office for National Statistics

The trade union wage gap increased in both the private and public sectors

The trade union wage gap, defined as the percentage difference in average gross hourly earnings of union members compared with non-members, is 21.6% in the public sector and 8.1% in the private sector. This is an increase of 1.7 and 0.9 percentage points respectively when compared with 2013. A number of factors influence this figure, and the size of the premium is likely to be strongly influenced by other differences in the characteristics of unionised and non-unionised employees. It should also be noted that where pay is determined by collective agreements, these apply to both unionised and non-unionised employees in the workplace (Table 2.3).

3. Personal and job characteristics

Female employees are more likely to be a trade union member

55% of union members were female in 2014, up from 45% in 1995. For the thirteenth consecutive year, women were more likely than men to be a trade union member. The proportion of female employees who were in a trade union was around 28% in 2014, compared with 22% for male employees (Table 1.2b).

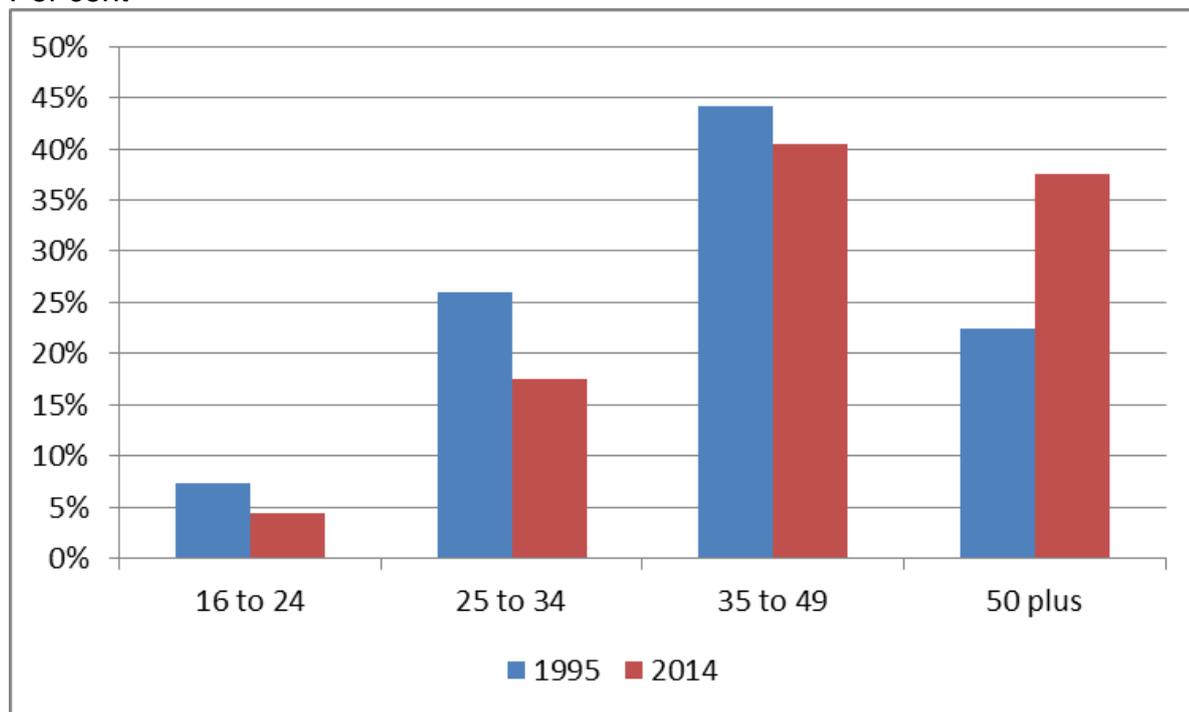
Trade union members are increasingly older employees

Older workers account for a larger proportion of union members than younger workers. About 38% of trade union member employees were aged over 50 in 2014, but 28% of employees are in this age group (Table 3.1). The proportion of trade union members aged below 50 has fallen since 1995, whilst the proportion aged above 50 has increased.

Those employees with ten or more years of service make up about 52% of all union members but only 31% of all employees (Table 3.1).

Chart 3.2: Age of trade union members, 1995 and 2014

Per cent



Source: Labour Force Survey, Office for National Statistics

Disabled employees are more likely to be union members

The proportion of employees who were trade union members was higher for those classified as being disabled than non-disabled (Table 1.5).

Employees who were disabled make up about 14% of all trade union members in 2014, slightly higher than the 12% of all employees in the UK who were disabled (Table 3.1).

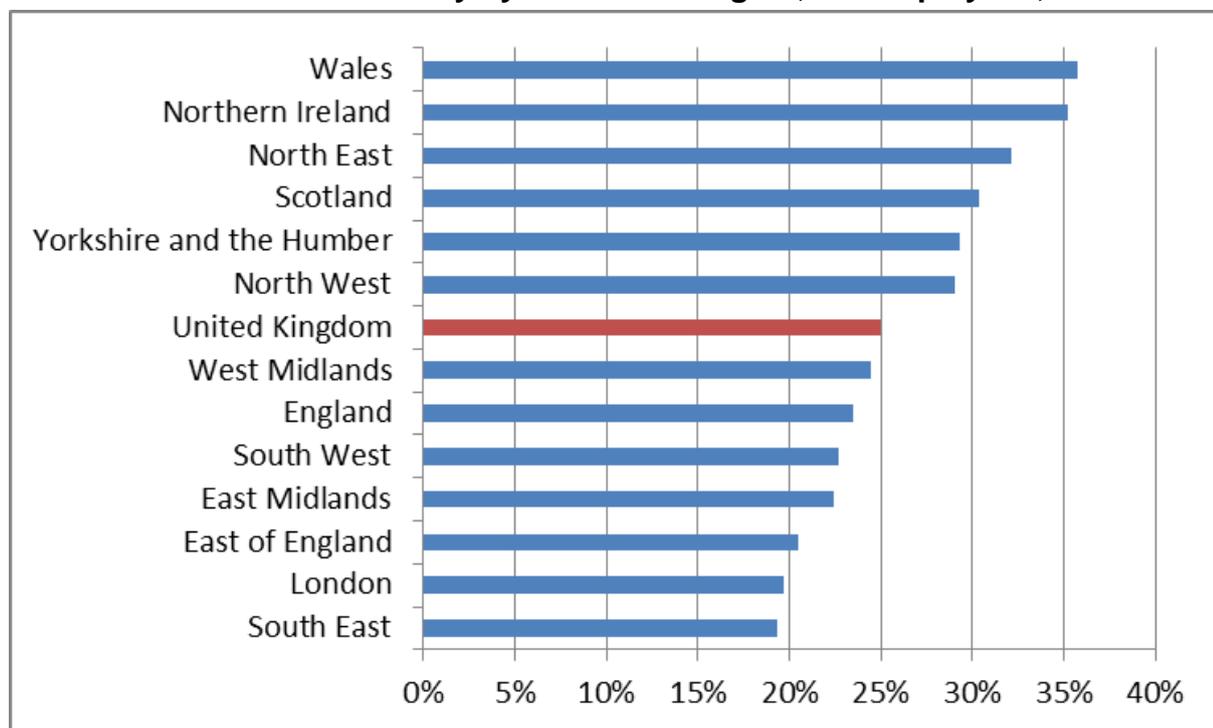
4. Country and Regional Trends

Employees in the devolved countries and the northern regions of England more likely to be trade union members

Employees in Northern Ireland, Scotland and Wales are more likely to be trade union members than the UK as a whole, and employees in England are less likely. In four English regions the proportions of employees who were members of a trade union was higher than the average in England. These regions were the North East, North West, Yorkshire and the Humber and the West Midlands.

The proportion of employees who were trade union members was 36% in Wales, compared with around 19% in the South East and London (Table 4.1).

Chart 4.1: Trade union density by nation and region, UK employees, 2014



Source: Labour Force Survey, Office for National Statistics

Membership levels down since 1995 in England, Scotland and Wales, but up in Northern Ireland

Trade union membership levels in England decreased by around 587,000 between 1995 and 2014, compared with a 79,000 decrease in Scotland and a 24,000 reduction in Wales. In Northern Ireland, trade union membership levels increased 23,000 between 1995 and 2014, but the levels are still 18,000 below the 2007 peak in membership (Table 4.2).

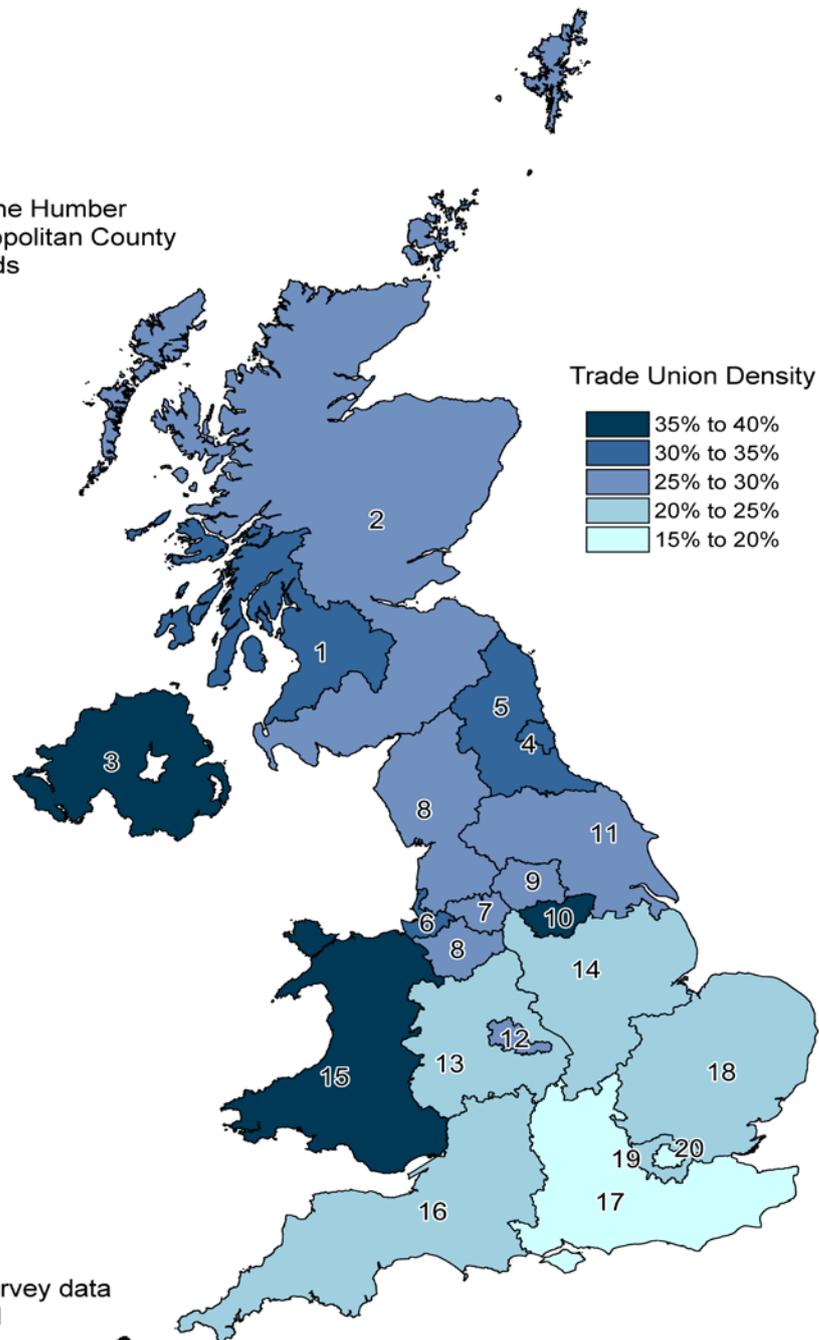
Between 1995 and 2014, the proportion of employees who were in a trade union has decreased by 7 percentage points in England and Northern Ireland. In Wales and Scotland, there was a 9 percentage point reduction. Between 2013 and 2014, the

proportion of employees who were union members remained fairly stable across all nations.

Chart 4.2 shows the proportion of employees who were in a trade union across 20 geographical regions of the UK in 2014. The highest rate was 36% in Wales, whilst the lowest was 17% in Inner London (Table 4.3).

Chart 4.2: Trade union membership as a proportion of employees, by region, UK employees, 2014

1. Strathclyde
2. Rest of Scotland
3. Northern Ireland
4. Tyne & Wear
5. Rest of North East
6. Merseyside
7. Greater Manchester
8. Rest of North West
9. West Yorkshire
10. South Yorkshire
11. Rest of Yorkshire & the Humber
12. West Midlands Metropolitan County
13. Rest of West Midlands
14. East Midlands
15. Wales
16. South West
17. South East
18. East of England
19. Outer London
20. Inner London



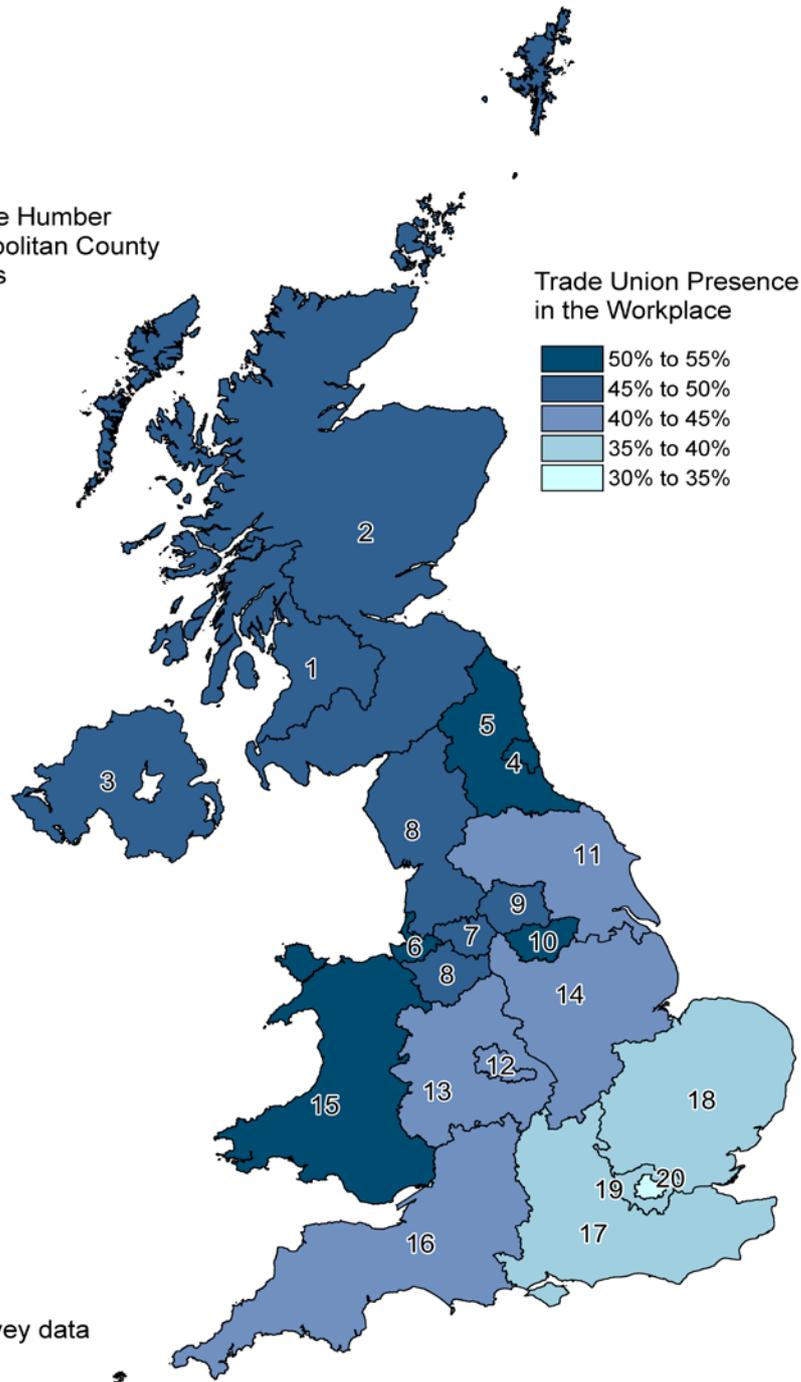
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Source: Labour Force Survey, Office for National Statistics

Chart 4.3 shows trade union presence in the workplace for UK employees in 2014. In Wales, 55% of employees had a trade union presence in the workplace, which was the highest rate within the UK. Of the English regions, the highest rate was seen in Tyne and Wear at 52%. The lowest rate observed was in Inner London, where 31% of employees had a trade union present at their workplace (Table 4.3).

Chart 4.3: Trade union presence in the workplace by region, 2014

1. Strathclyde
2. Rest of Scotland
3. Northern Ireland
4. Tyne & Wear
5. Rest of North East
6. Merseyside
7. Greater Manchester
8. Rest of North West
9. West Yorkshire
10. South Yorkshire
11. Rest of Yorkshire & the Humber
12. West Midlands Metropolitan County
13. Rest of West Midlands
14. East Midlands
15. Wales
16. South West
17. South East
18. East of England
19. Outer London
20. Inner London

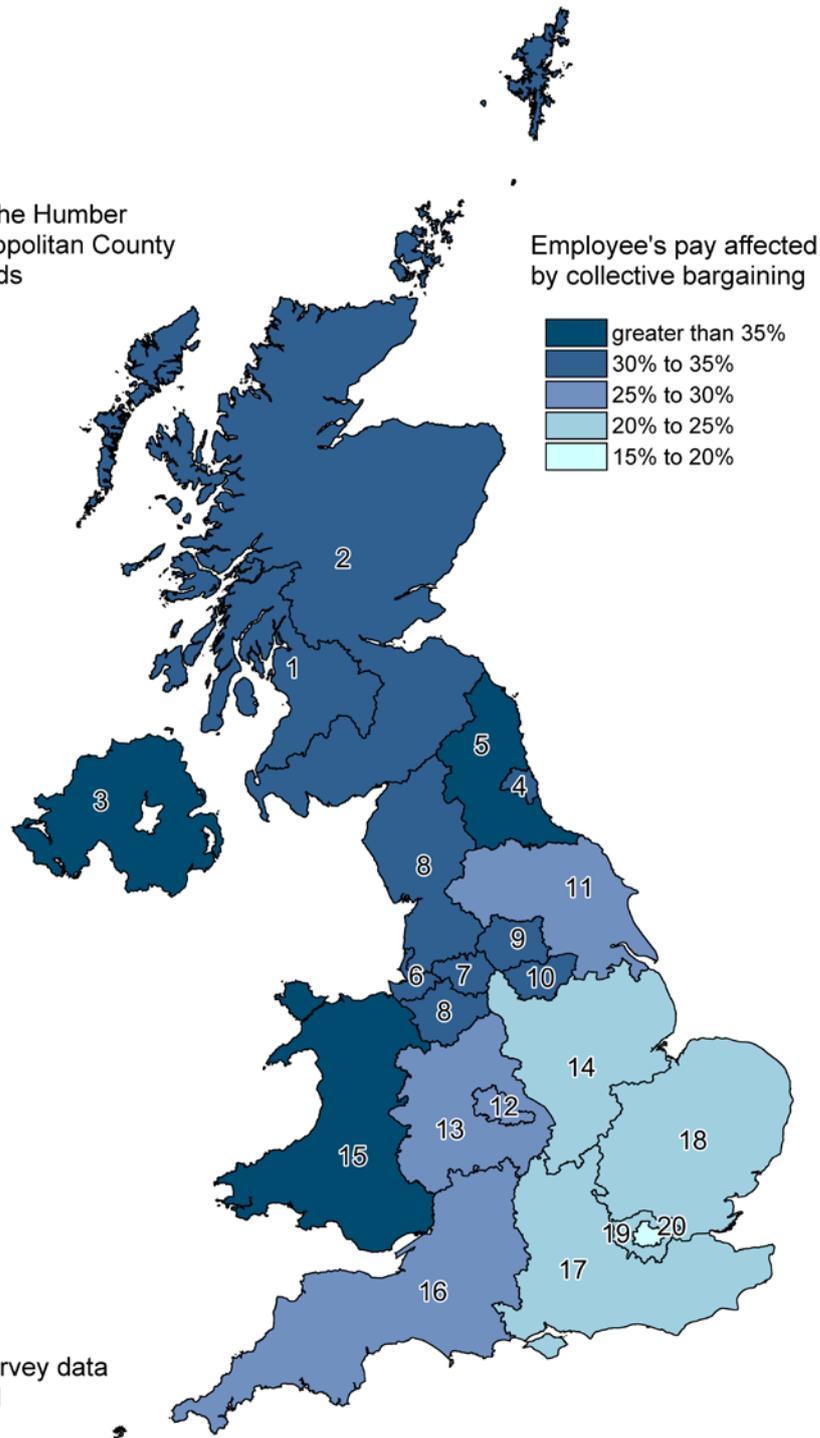


Source: Labour Force Survey, Office for National Statistics

Chart 4.4 shows trade union collective agreement coverage for UK employees in 2014. This shows that Northern Ireland had the highest proportion of employees covered at 46%. Inner London again had the lowest coverage at 18% (Table 4.3).

Chart 4.4: Collective agreement coverage by region, 2014

1. Strathclyde
2. Rest of Scotland
3. Northern Ireland
4. Tyne & Wear
5. Rest of North East
6. Merseyside
7. Greater Manchester
8. Rest of North West
9. West Yorkshire
10. South Yorkshire
11. Rest of Yorkshire & the Humber
12. West Midlands Metropolitan County
13. Rest of West Midlands
14. East Midlands
15. Wales
16. South West
17. South East
18. East of England
19. Outer London
20. Inner London



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Source: Labour Force Survey, Office for National Statistics

Tables

1. Long term and recent trends

Table 1.1 Trade union membership, UK, 1892 to 2011-12

				Thousands	
Trade union members		Trade union members		Trade union members	
1892	1,576	1933	4,392	1974	11,755
1893	1,559	1934	4,590	1974	11,044
1894	1,530	1935	4,867	1975	11,656
1895	1,504	1936	5,295	1976	12,133
1896	1,608	1937	5,842	1977	12,719
1897	1,731	1938	6,053	1978	13,054
1898	1,752	1939	6,298	1979	13,212
1899	1,911	1940	6,613	1980	12,636
1900	2,022	1941	7,165	1981	12,311
1901	2,025	1942	7,867	1982	11,744
1902	2,013	1943	8,174	1983	11,300
1903	1,994	1944	8,087	1984	10,774
1904	1,967	1945	7,875	1985	10,819
1905	1,997	1946	8,803	1986	10,598
1906	2,210	1947	9,145	1987	10,480
1907	2,513	1948	9,362	1988	10,387
1908	2,485	1949	9,318	1989	10,044
1909	2,477	1950	9,289	1990	9,810
1910	2,565	1951	9,535	1991	9,489
1911	3,139	1952	9,588	1992	8,929
1912	3,416	1953	9,527	1993	8,666
1913	4,135	1954	9,566	1994	8,231
1914	4,145	1955	9,741	1995	8,031
1915	4,359	1956	9,778	1996	7,938
1916	4,644	1957	9,829	1997	7,801
1917	5,499	1958	9,639	1998	7,852
1918	6,533	1959	9,623	1999-2000	7,898
1919	7,926	1960	9,835	2000-2001	7,779
1920	8,348	1961	9,916	2001-2002	7,751
1921	6,633	1962	10,014	2002-2003	7,736
1922	5,625	1963	10,067	2003-2004	7,559
1923	5,429	1964	10,218	2004-2005	7,473
1924	5,544	1965	10,325	2005-2006	7,603
1925	5,506	1966	10,259	2006-2007	7,628
1926	5,219	1967	10,191	2007-2008	7,656
1927	4,919	1968	10,193	2008-2009	7,388
1928	4,806	1969	10,472	2009-2010	7,329
1929	4,858	1970	11,179	2010-2011	7,261
1930	4,842	1971	11,128	2011-2012	7,197
1931	4,624	1972	11,350	2012-2013	7,086
1932	4,444	1973	11,444		

Table source: Department of Employment Statistics Division (1892-1974); Certification Office (1974-2012). For more information on this series see the [technical note](#) and the [Certification Office's Annual Reports](#).

Table 1.2a Trade union membership levels, employees, 1989 to 2013

	Thousands			
	United Kingdom			Great Britain
	All employees	Male	Female	All employees
1989	-	-	-	8,700
1990	-	-	-	8,577
1991	-	-	-	8,310
1992	-	-	-	6,980
1993	-	-	-	7,004
1994	-	-	-	7,083
1995	7,113	3,922	3,191	6,895
1996	6,961	3,766	3,195	6,745
1997	6,900	3,723	3,177	6,689
1998	6,932	3,717	3,214	6,695
1999	6,978	3,748	3,231	6,762
2000	7,119	3,752	3,367	6,891
2001	7,044	3,691	3,353	6,800
2002	7,030	3,606	3,423	6,773
2003	7,119	3,611	3,508	6,873
2004	7,080	3,572	3,508	6,834
2005	7,083	3,486	3,597	6,800
2006	7,059	3,445	3,614	6,803
2007	7,051	3,394	3,657	6,792
2008	6,928	3,293	3,636	6,695
2009	6,770	3,134	3,636	6,514
2010	6,589	2,989	3,600	6,362
2011	6,447	2,931	3,516	6,220
2012	6,506	2,951	3,555	6,263
2013	6,486	2,933	3,553	6,248
2014	6,446	2,897	3,548	6,205

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Membership levels are based on the methodology described in the [technical note](#)
2. There was a small data issue with the LFS questionnaire in Northern Ireland in 1997 causing an undercount of up to 10,000 union members or 0.1 percentage points (see [technical note](#) for an explanation)

Table 1.2b Trade union membership as a proportion of employees, 1989 to 2013

Per cent, not seasonally adjusted

	United Kingdom			Great Britain
	All employees	Male	Female	All employees
1989	-	-	-	38.6
1990	-	-	-	37.8
1991	-	-	-	37.2
1992	-	-	-	36.2
1993	-	-	-	35.3
1994	-	-	-	33.8
1995	32.4	35.0	29.7	32.2
1996	31.4	33.3	29.5	31.2
1997	30.7	32.1	29.3	30.2
1998	29.9	31.2	28.6	29.7
1999	29.7	30.9	28.4	29.5
2000	29.8	30.4	29.1	29.5
2001	29.3	29.9	28.6	29.0
2002	28.8	28.7	29.0	28.5
2003	29.3	29.1	29.6	29.1
2004	28.8	28.5	29.2	28.5
2005	28.6	27.7	29.6	28.3
2006	28.3	27.1	29.6	28.0
2007	28.0	26.5	29.6	27.7
2008	27.5	25.7	29.3	27.3
2009	27.4	25.3	29.6	27.1
2010	26.6	23.9	29.4	26.4
2011	26.0	23.4	28.6	25.8
2012	26.1	23.5	28.7	25.8
2013	25.6	23.0	28.3	25.3
2014	25.0	22.3	27.7	24.7

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. There was a small data issue with the LFS questionnaire in Northern Ireland in 1997 causing an undercount of up to 10,000 union members or 0.1 percentage points (see [technical note](#) for an explanation)

Table 1.3a Trade union membership levels, in employment, 1989 to 2013

	United Kingdom			Thousands
	All in employment	Male	Female	Great Britain All in employment
1989	-	-	-	9,045
1990	-	-	-	8,931
1991	-	-	-	8,686
1992	-	-	-	7,897
1993	-	-	-	7,647
1994	-	-	-	7,405
1995	7,393	4,138	3,255	7,165
1996	7,266	4,004	3,262	7,042
1997	7,185	3,921	3,264	6,972
1998	7,188	3,909	3,279	6,945
1999	7,291	3,973	3,318	7,069
2000	7,408	3,947	3,461	7,175
2001	7,341	3,911	3,430	7,091
2002	7,300	3,789	3,511	7,038
2003	7,447	3,842	3,604	7,205
2004	7,363	3,764	3,599	7,101
2005	7,390	3,719	3,672	7,093
2006	7,390	3,661	3,728	7,123
2007	7,371	3,618	3,753	7,101
2008	7,265	3,534	3,731	7,019
2009	7,103	3,356	3,747	6,828
2010	6,896	3,194	3,702	6,657
2011	6,741	3,120	3,621	6,506
2012	6,809	3,159	3,650	6,556
2013	6,780	3,141	3,639	6,530
2014	6,750	3,090	3,660	6,501

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Membership levels are based on the methodology described in the [technical note](#)
2. There was a small data issue with the LFS questionnaire in Northern Ireland in 1997 causing an undercount of up to 10,000 union members or 0.1 percentage points (see [technical note](#) for an explanation)

Table 1.3b Trade union membership as a proportion of those in employment, 1989 to 2013

Per cent, not seasonally adjusted

	United Kingdom			Great Britain
	All in employment	Male	Female	All in employment
1989	-	-	-	34.1
1990	-	-	-	33.4
1991	-	-	-	33.2
1992	-	-	-	32.4
1993	-	-	-	31.3
1994	-	-	-	30.0
1995	28.8	29.7	27.8	28.7
1996	28.1	28.6	27.6	28.0
1997	27.7	27.8	27.6	27.2
1998	27.1	27.1	27.0	26.8
1999	27.1	27.2	27.0	26.9
2000	27.2	26.8	27.7	27.0
2001	26.7	26.3	27.2	26.5
2002	26.3	25.2	27.6	26.0
2003	26.6	25.4	28.0	26.4
2004	26.0	24.6	27.6	25.8
2005	25.9	24.2	27.9	25.7
2006	25.7	23.6	28.1	25.4
2007	25.3	23.1	27.9	25.1
2008	25.0	22.6	27.7	24.8
2009	24.8	22.1	27.8	24.5
2010	23.9	20.7	27.6	23.7
2011	23.3	20.2	26.7	23.1
2012	23.3	20.3	26.6	23.0
2013	22.8	19.8	26.1	22.5
2014	22.2	19.2	25.6	22.0

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. There was a small data issue with the LFS questionnaire in Northern Ireland in 1997 causing an undercount of up to 10,000 union members or 0.1 percentage points (see [technical note](#) for an explanation)

Table 1.4 Trade union membership as a proportion of employees, by gender, full/part time and permanent/ temporary status, 2013

Per cent, not seasonally adjusted

	All	Gender		Full time/ part time		Permanent/temporary	
		Male	Female	Full-time	Part-time	Permanent	Temporary
All employees	25.0	22.3	27.7	26.6	20.6	25.7	14.5
Age bands							
16 to 24	8.6	8.4	8.7	11.8	3.7	9.5	4.2
25 to 34	19.3	15.8	23.0	19.8	16.9	19.6	14.7
35 to 49	28.7	25.4	32.1	29.5	26.1	29.0	22.2
50 plus	32.3	29.9	34.7	34.8	27.0	32.9	21.4
Sector							
Private	14.2	15.6	12.4	15.7	10.0	14.8	6.5
Public	54.3	52.7	55.1	58.2	45.4	56.2	32.0
Occupation¹							
Managers, Directors And Senior Officials	14.1	12.3	17.4	14.1	13.2	14.1	*
Professional Occupations	43.7	29.8	57.1	41.7	53.3	44.2	38.3
Associate Professional And Technical Occupations	23.4	24.4	22.1	23.9	21.1	24.3	9.8
Administrative And Secretarial Occupations	20.2	22.6	19.4	21.8	17.1	20.9	*
Skilled Trades Occupations	19.0	19.0	18.7	20.0	8.9	19.4	*
Caring, Leisure And Other Service Occupations	27.3	25.7	27.7	29.0	25.0	28.6	13.1
Sales And Customer Service Occupations	15.1	14.8	15.3	18.3	12.4	16.1	*
Process, Plant And Machine Operatives	26.9	28.2	17.1	29.3	7.8	28.3	10.2
Elementary Occupations	15.9	18.3	13.3	21.2	10.4	17.6	*
Industry²							
Agriculture, forestry and fishing	*	*	*	*	.0	*	*
Mining and quarrying	18.4	21.3	*	17.9	*	18.9	*
Manufacturing	18.0	20.4	10.6	19.0	6.1	18.5	*
Electricity, gas, steam and air conditioning supply	40.2	44.2	29.2	41.7	*	40.7	*
Water supply, sewerage, waste management and remediation activities	28.6	33.3	*	30.2	*	29.4	*
Construction	13.8	15.0	7.7	14.4	*	14.0	*
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.9	11.3	12.5	12.1	11.7	12.5	*
Transportation and storage	37.4	39.5	31.3	40.0	22.5	39.5	*
Accommodation and food service activities	3.5	3.2	3.7	4.0	3.0	3.8	*
Information and communication	11.4	10.3	14.0	11.7	*	11.4	*
Financial and insurance activities	17.0	13.1	21.4	15.2	26.6	17.4	*
Real estate activities	8.9	11.5	*	10.0	*	9.2	*
Professional, scientific and technical activities	9.3	9.7	8.7	9.5	8.4	9.5	*
Administrative and support service activities	12.0	11.6	12.4	12.7	10.4	12.3	*
Public administration and defence; compulsory social security	49.8	50.9	48.7	50.1	48.4	51.2	17.5
Education	50.3	50.2	50.4	56.9	38.0	52.0	36.5
Human health and social work activities	39.9	39.5	40.0	43.7	33.2	41.2	21.6
Arts, entertainment and recreation	15.6	18.7	12.2	20.2	9.1	17.8	*
Other service activities	11.4	14.5	9.2	13.8	7.2	10.8	*

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Based on Standard Occupational Classification 2010.
2. Based on Standard Industrial Classification 2007.

Table 1.5 Trade union membership as a proportion of employees by personal, work and job characteristics, 2013

	Per cent, not seasonally adjusted				
	All	Gender		Full-time / part-time	
		Male	Female	Full-time	Part-time
All employees	25.0	22.3	27.7	26.6	20.6
Ethnicity					
White	25.4	22.8	28.0	26.8	21.6
Mixed	22.1	17.7	26.0	24.5	17.0
Asian or Asian British	18.6	15.5	22.4	20.8	13.0
Black or Black British	29.5	23.9	33.5	35.4	16.7
Chinese or other ethnic group	17.9	16.6	19.3	22.2	8.8
Nationality					
UK, British	26.3	23.4	29.2	28.0	21.5
Other	12.4	11.7	13.1	12.8	11.2
Country of Birth					
UK	26.2	23.5	29.0	28.0	21.5
Other	17.7	15.0	20.5	18.4	15.4
Disability					
Disabled	29.5	27.9	30.8	33.3	22.9
Not disabled	24.3	21.6	27.2	25.8	20.2
Highest qualification					
Degree or equivalent	31.1	23.7	38.1	30.9	31.8
Other higher education	34.2	27.7	39.6	34.5	33.3
A-level or equivalent	22.0	22.3	21.5	24.5	15.6
GCSE grades A-C or equivalent	19.5	21.0	18.3	21.8	14.9
Other qualifications	16.9	17.8	15.8	18.7	13.1
No qualification	18.8	17.9	19.9	21.0	15.6
Dependent children					
No dependent children	25.3	22.4	28.3	26.5	20.9
Dependent child under six	21.1	18.0	24.6	21.5	20.3
Dependent child six or over	25.8	23.7	27.7	28.8	20.4
Workplace size					
Less than 50	15.7	11.9	19.1	16.7	13.8
50 or more	33.4	30.7	36.4	33.9	31.4
Managerial status					
Manager	25.5	20.5	32.7	25.1	28.6
Foreman or supervisor	32.9	26.7	39.5	32.8	33.4
Not manager or supervisor	23.4	22.3	24.3	26.0	18.5
Flexible working hours					
Flexible working hours	31.4	28.2	34.2	32.8	27.2
Not flexible working hours	36.9	32.9	39.4	43.8	26.9
Length of service					
Less than 1 year	10.8	9.5	12.2	12.8	7.1
Between 1 and 2 years	13.5	11.3	15.5	15.1	9.6
Between 2 and 5 years	16.8	14.6	19.1	17.8	13.9
Between 5 and 10 years	26.5	23.2	29.8	27.5	23.7
Between 10 and 20 years	36.0	31.2	40.7	36.2	35.1
20 years or more	49.5	46.4	53.0	50.8	45.2
Permanent or temporary status					
Permanent	25.7	23.0	28.6	27.1	21.8
Temporary	14.5	12.0	16.9	15.8	13.3
Weekly earnings in main job					
Less than £250	13.4	8.5	15.2	12.0	13.9
£250 to £499	26.0	21.9	30.1	23.1	42.3
£500 to £999	37.0	31.7	46.2	36.9	37.9
£1000 and above	22.4	20.1	29.4	22.3	*

Table source: Labour Force Survey, Office for National Statistics

Table 1.6 Trade union membership as a proportion of employees, by age group and gender, 1995 to 2013

	Per cent, not seasonally adjusted										
	1995	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
All employees	32.4	28.6	28.3	28.0	27.5	27.4	26.6	26.0	26.1	25.6	25.0
16 to 19	6.4	3.3	5.2	3.8	4.4	4.1	3.9	3.1	2.9	3.0	2.9
20 to 24	19.3	13.2	13.1	13.0	12.1	11.7	12.1	11.2	10.2	9.4	11.0
25 to 29	28.4	21.9	21.9	19.5	20.2	20.9	19.5	18.2	18.9	19.3	17.2
30 to 34	33.2	27.0	24.8	25.1	24.9	24.1	22.6	24.1	24.0	22.9	21.2
35 to 39	37.1	29.4	29.0	30.1	27.5	27.6	27.0	26.8	27.1	25.9	24.3
40 to 44	39.7	35.0	35.2	33.5	33.3	30.6	31.2	29.5	29.1	29.3	27.7
45 to 49	41.2	37.6	37.7	37.0	35.4	36.2	34.1	33.7	32.8	32.4	33.4
50 to 54	39.6	40.6	39.9	39.0	38.4	37.6	37.6	36.2	36.5	35.1	34.7
55 to 59	38.6	37.5	36.5	38.6	38.2	38.9	37.1	35.4	36.0	36.6	35.1
60 to 64	30.2	27.5	28.4	30.1	29.0	30.3	28.2	29.1	29.8	28.8	29.8
65 to 69	*	15.6	15.3	12.9	19.1	16.3	13.6	14.2	17.0	20.7	20.4
Over 70	*	*	*	9.3	*	12.7	7.2	13.4	12.6	10.1	10.3
Male	35.0	27.7	27.1	26.5	25.7	25.3	23.9	23.4	23.5	23.0	22.3
16 to 19	6.8	4.0	7.0	4.7	5.4	5.4	4.7	4.8	4.2	3.9	3.4
20 to 24	20.1	13.0	13.3	11.8	12.9	12.2	11.0	11.2	11.2	8.9	10.4
25 to 29	28.0	18.9	20.1	16.9	17.0	17.6	16.9	14.9	14.7	16.2	14.3
30 to 34	34.3	23.4	21.3	21.6	21.8	20.0	18.2	20.3	20.1	19.0	17.3
35 to 39	39.5	28.2	27.5	28.6	24.3	24.2	24.1	21.7	22.6	22.0	21.2
40 to 44	45.9	33.8	33.8	31.2	31.2	28.1	27.1	26.6	25.8	25.4	24.6
45 to 49	45.9	37.7	36.1	35.8	33.1	34.2	31.1	31.9	29.8	29.0	30.0
50 to 54	45.1	41.7	39.1	37.8	36.4	35.8	34.9	33.7	34.9	33.3	31.6
55 to 59	42.4	38.4	36.1	39.5	38.6	37.2	35.6	32.6	32.9	35.2	33.4
60 to 64	32.8	27.8	29.0	31.0	30.7	30.7	28.1	28.1	29.2	27.8	28.7
65 to 69	*	14.5	15.2	9.6	17.0	12.9	10.5	13.5	15.3	18.7	19.3
Over 70	*	*	*	*	*	*	*	17.8	17.9	*	*
Female	29.7	29.6	29.6	29.6	29.3	29.6	29.4	28.6	28.7	28.3	27.7
16 to 19	6.0	2.7	3.5	3.1	3.3	3.1	3.3	*	*	*	2.4
20 to 24	18.4	13.3	12.9	14.2	11.3	11.2	13.2	11.2	9.2	9.9	11.6
25 to 29	28.7	25.1	23.9	22.5	23.7	24.4	22.3	21.8	23.3	22.6	20.5
30 to 34	32.0	31.1	28.6	29.0	28.2	28.5	27.5	28.1	28.3	27.1	25.5
35 to 39	34.6	30.5	30.6	31.7	30.8	31.2	30.1	32.2	31.9	30.1	27.6
40 to 44	33.6	36.2	36.7	35.7	35.4	33.0	35.2	32.5	32.4	33.1	30.8
45 to 49	36.8	37.6	39.3	38.1	37.5	37.9	37.0	35.4	35.6	35.6	36.7
50 to 54	34.3	39.7	40.7	40.2	40.2	39.2	40.0	38.5	38.0	36.9	37.6
55 to 59	34.8	36.7	36.8	37.7	37.9	40.5	38.5	38.0	38.9	38.0	36.8
60 to 64	26.1	27.1	27.6	28.7	26.7	29.6	28.3	30.4	30.6	30.0	31.0
65 to 69	*	16.8	15.5	16.9	21.8	19.9	16.8	15.0	19.0	22.8	21.6
Over 70	*	*	*	*	*	*	*	*	*	*	14.6

Table source: Labour Force Survey, Office for National Statistics

Table 1.7a Trade union membership as a proportion of employees by major occupation group and gender, 2005 to 2010

	Per cent, not seasonally adjusted					
	2005	2006	2007	2008	2009	2010
All employees	28.6	28.3	28.0	27.5	27.4	26.6
Managers and Senior Officials	18.7	16.8	17.4	17.1	16.5	15.2
Professional occupations	48.3	46.8	47.0	44.3	44.8	43.6
Associate Professional and Technical	41.5	42.7	41.5	39.7	40.3	40.2
Administrative and Secretarial	24.1	23.6	22.8	23.1	22.6	21.1
Skilled Trades Occupations	24.2	23.8	24.7	23.4	22.3	22.0
Personal Service Occupations	29.9	30.4	30.4	30.6	30.9	30.7
Sales and Customer Service Occupations	11.6	12.7	12.2	13.3	13.2	13.0
Process, Plant and Machine Operatives	34.3	33.4	29.9	32.0	30.9	28.8
Elementary Occupations	20.5	20.5	20.4	19.3	19.2	18.3
Male	27.7	27.1	26.5	25.7	25.3	23.9
Managers and Senior Officials	16.7	15.1	15.9	15.2	15.0	12.6
Professional occupations	38.0	36.0	37.2	32.8	33.6	31.5
Associate Professional and Technical	35.7	37.0	35.6	34.3	33.6	34.5
Administrative and Secretarial	30.8	28.8	28.1	29.9	27.6	24.6
Skilled Trades Occupations	24.1	24.5	25.5	24.0	22.7	22.2
Personal Service Occupations	38.6	36.9	33.9	32.3	30.9	29.6
Sales and Customer Service Occupations	8.8	11.8	9.1	12.4	11.7	11.9
Process, Plant and Machine Operatives	35.7	34.6	31.0	33.0	32.3	30.6
Elementary Occupations	24.2	24.3	22.8	22.1	22.4	20.8
Female	29.6	29.6	29.6	29.3	29.6	29.4
Managers and Senior Officials	22.3	20.1	20.1	20.8	19.1	19.8
Professional occupations	60.7	59.8	58.9	57.8	58.1	57.3
Associate Professional and Technical	46.7	47.7	46.6	44.6	46.0	45.1
Administrative and Secretarial	22.3	22.2	21.4	21.3	21.2	20.0
Skilled Trades Occupations	25.9	16.8	16.6	16.5	17.9	19.4
Personal Service Occupations	28.4	29.2	29.7	30.3	30.9	31.0
Sales and Customer Service Occupations	12.8	13.2	13.7	13.7	13.8	13.5
Process, Plant and Machine Operatives	25.7	26.3	22.7	25.0	21.1	16.2
Elementary Occupations	16.2	16.0	17.4	15.9	15.5	15.4

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Based on Standard Occupational Classification 2000, figures for 2011 to 2014, using SOC 2010, are shown in [table 1.7b](#)

Table 1.7b Trade union membership as a proportion of employees, by major occupation group and gender, 2011 to 2013

Per cent, not seasonally adjusted

	2011	2012	2013	2014
All employees	26.0	26.1	25.6	25.0
Managers, Directors And Senior Officials	13.8	14.8	14.3	14.1
Professional Occupations	45.5	45.5	45.0	43.7
Associate Professional And Technical	25.8	25.5	24.4	23.4
Administrative And Secretarial Occupations	21.2	20.3	20.3	20.2
Skilled Trades Occupations	20.1	19.9	21.3	19.0
Caring, Leisure And Other Service Occupations	28.0	27.6	26.0	27.3
Sales And Customer Service Occupations	15.4	15.4	14.5	15.1
Process, Plant And Machine Operatives	28.6	30.1	28.0	26.9
Elementary Occupations	16.7	16.9	16.5	15.9
Male	23.4	23.5	23.0	22.3
Managers, Directors And Senior Officials	11.6	12.0	12.4	12.3
Professional Occupations	30.4	30.7	29.7	29.8
Associate Professional And Technical	26.4	25.8	25.1	24.4
Administrative And Secretarial Occupations	23.6	20.7	24.2	22.6
Skilled Trades Occupations	21.0	20.3	21.8	19.0
Caring, Leisure And Other Service Occupations	33.4	26.8	26.3	25.7
Sales And Customer Service Occupations	13.9	15.6	12.7	14.8
Process, Plant And Machine Operatives	30.7	32.1	29.3	28.2
Elementary Occupations	18.4	20.6	20.1	18.3
Female	28.6	28.7	28.3	27.7
Managers, Directors And Senior Officials	18.1	20.1	18.5	17.4
Professional Occupations	60.4	59.9	59.1	57.1
Associate Professional And Technical	25.0	25.1	23.5	22.1
Administrative And Secretarial Occupations	20.5	20.2	19.2	19.4
Skilled Trades Occupations	12.5	16.6	16.7	18.7
Caring, Leisure And Other Service Occupations	26.8	27.8	26.0	27.7
Sales And Customer Service Occupations	16.3	15.4	15.5	15.3
Process, Plant And Machine Operatives	14.1	16.1	19.3	17.1
Elementary Occupations	14.7	12.7	12.2	13.3

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Year on year changes are subject to rounding error
2. Based on Standard Occupational Classification 2010, figures for 2005 to 2010, using Standard Occupational Classification 2000, are shown in [table 1.7a](#)

Table 1.8 Trade union membership as a proportion of employees, by industry and gender, 1995 to 2013

	Per cent, not seasonally adjusted							
	1995	2008	2009	2010	2011	2012	2013	2014
All employees	32.4	27.5	27.4	26.6	26.0	26.1	25.6	25.0
Agriculture, forestry and fishing	8.0	*	*	*	*	*	*	*
Mining and quarrying	35.5	18.5	18.0	20.9	23.5	18.9	20.8	18.4
Manufacturing	32.8	20.7	21.3	19.8	18.7	18.7	18.3	18.0
Electricity, gas, steam and air conditioning supply	71.9	45.8	47.4	43.6	43.2	43.4	49.0	40.2
Water supply, sewerage, waste management and remediation activities	57.5	33.2	35.1	32.9	28.7	35.0	33.2	28.6
Construction	30.4	17.0	14.7	14.7	14.8	15.8	14.2	13.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.0	11.9	12.4	11.8	11.8	12.6	12.2	11.9
Transportation and storage	50.7	42.6	43.6	42.1	38.9	40.0	40.2	37.4
Accommodation and food service activities	7.9	5.4	3.9	3.8	3.6	3.5	4.2	3.5
Information and communication	25.5	14.6	13.0	12.8	11.7	12.6	11.3	11.4
Financial and insurance activities	37.3	21.0	20.3	17.4	16.9	16.0	16.8	17.0
Real estate activities	*	6.9	17.6	14.2	12.9	11.9	9.5	8.9
Professional, scientific and technical activities	9.4	8.7	10.9	8.9	9.3	8.8	8.0	9.3
Administrative and support service activities	12.4	9.5	12.2	12.4	11.7	11.1	11.6	12.0
Public administration and defence; compulsory social security	59.1	55.8	52.4	51.7	53.4	52.4	50.3	49.8
Education	55.6	54.2	53.1	52.4	51.6	52.1	51.8	50.3
Human health and social work activities	48.3	41.0	42.0	41.4	41.5	41.0	39.9	39.9
Arts, entertainment and recreation	27.3	22.7	18.9	18.7	16.7	14.8	17.8	15.6
Other service activities	12.8	11.0	11.3	11.6	10.8	10.1	13.5	11.4
Male	35.0	25.7	25.3	23.9	23.4	23.5	23.0	22.3
Agriculture, forestry and fishing	*	*	*	*	*	*	*	*
Mining and quarrying	38.7	19.7	19.7	22.0	27.2	23.2	23.2	21.3
Manufacturing	36.6	23.7	24.7	22.5	21.5	21.8	20.8	20.4
Electricity, gas, steam and air conditioning supply	78.2	48.2	51.4	45.4	47.9	48.1	54.5	44.2
Water supply, sewerage, waste management and remediation activities	67.0	35.1	37.1	34.3	30.1	39.0	36.0	33.3
Construction	32.0	16.7	15.0	15.7	16.0	16.3	15.0	15.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.5	11.4	12.6	11.1	11.2	11.1	11.5	11.3
Transportation and storage	55.3	45.8	45.2	45.7	41.8	42.1	42.5	39.5
Accommodation and food service activities	7.2	5.5	3.1	2.5	3.0	3.2	4.5	3.2
Information and communication	29.1	15.6	13.7	13.3	12.8	13.1	10.9	10.3
Financial and insurance activities	35.0	15.8	15.0	13.2	12.3	11.1	13.2	13.1
Real estate activities	*	*	23.0	12.7	16.3	11.1	*	11.5
Professional, scientific and technical activities	14.1	9.7	12.6	10.4	10.6	10.3	8.6	9.7
Administrative and support service activities	14.6	9.8	14.3	12.3	12.0	11.9	13.5	11.6
Public administration and defence; compulsory social security	63.7	59.1	54.1	53.9	54.3	54.3	52.1	50.9
Education	67.6	54.9	51.8	51.1	50.9	50.8	52.0	50.2
Human health and social work activities	53.6	41.2	42.7	40.0	43.0	41.0	37.2	39.5
Arts, entertainment and recreation	28.6	25.2	20.6	21.4	17.8	15.0	18.8	18.7
Other service activities	16.1	14.7	11.1	13.5	11.7	11.7	16.5	14.5

	Per cent, not seasonally adjusted							
	1995	2008	2009	2010	2011	2012	2013	2014
Female	29.7	29.3	29.6	29.4	28.6	28.7	28.3	27.7
Agriculture, forestry and fishing	*	*	*	*	*	*	*	*
Mining and quarrying	*	*	*	*	*	*	*	*
Manufacturing	22.6	12.0	10.7	11.3	9.8	9.2	10.6	10.6
Electricity, gas, steam and air conditioning supply	*	37.6	36.1	37.4	31.6	31.5	33.7	29.2
Water supply, sewerage, waste management and remediation activities	*	*	*	*	*	*	*	*
Construction	24.2	18.5	13.3	9.5	8.9	13.3	10.3	7.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	12.3	12.4	12.2	12.6	12.5	14.2	13.0	12.5
Transportation and storage	32.9	32.4	38.0	30.5	28.3	32.4	31.6	31.3
Accommodation and food service activities	8.3	5.2	4.6	4.9	4.1	3.8	3.9	3.7
Information and communication	19.0	12.3	11.4	11.5	9.0	11.4	12.3	14.0
Financial and insurance activities	39.3	25.8	25.5	22.3	21.8	21.5	21.3	21.4
Real estate activities	*	*	13.5	15.1	*	12.5	9.9	*
Professional, scientific and technical activities	5.2	7.7	8.9	7.1	7.7	7.0	7.3	8.7
Administrative and support service activities	10.3	9.1	10.1	12.4	11.5	10.2	9.2	12.4
Public administration and defence; compulsory social security	54.2	52.9	50.8	49.6	52.6	50.5	48.5	48.7
Education	50.5	53.9	53.5	52.9	51.8	52.6	51.7	50.4
Human health and social work activities	47.3	40.9	41.8	41.8	41.0	41.0	40.6	40.0
Arts, entertainment and recreation	26.1	20.0	17.2	16.1	15.5	14.6	16.6	12.2
Other service activities	11.0	9.0	11.5	10.3	10.2	8.9	11.0	9.2

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Based on Standard Industrial Classification 2007
2. Trade union membership levels by industry are presented in [table 2.5](#)

Table 1.9 Average hourly earnings by union status, 2013

	All employees	£s, Not seasonally adjusted		Per cent, not
		Trade union membership Member	Non Member	seasonally adjusted Trade Union Wage Premium (%)
All employees	13.19	14.77	12.66	16.7
Gender				
Male	14.44	15.28	14.17	7.9
Female	11.92	14.33	11.02	30.0
Age bands				
16 to 24	7.56	10.18	7.34	38.8
25 to 34	12.46	13.74	12.06	13.9
35 to 49	15.13	15.91	14.83	7.3
50 plus	14.22	14.68	13.98	5.0
Occupation¹				
Managers, Directors And Senior Officials	20.53	19.97	20.56	-2.9
Professional Occupations	19.12	18.41	19.73	-6.7
Associate Professional And Technical Occupations	16.23	16.18	16.21	-0.2
Administrative And Secretarial Occupations	11.09	12.29	10.79	14.0
Skilled Trades Occupations	10.70	12.85	10.19	26.2
Caring, Leisure And Other Service Occupations	8.42	9.64	7.97	20.9
Sales And Customer Service Occupations	8.07	9.19	7.89	16.5
Process, Plant And Machine Operatives	9.84	12.00	9.12	31.5
Elementary Occupations	7.52	9.34	7.17	30.2
Industry²				
Agriculture, forestry and fishing	9.13	*	9.00	*
Mining and quarrying	24.12	*	24.34	*
Manufacturing	13.53	14.01	13.42	4.5
Electricity, gas, steam and air conditioning supply	17.86	15.94	19.15	-16.7
Water supply, sewerage, waste management and remediation activities	14.32	14.67	14.17	3.5
Construction	13.20	14.33	12.95	10.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.62	9.41	9.64	-2.4
Transportation and storage	12.51	14.15	11.58	22.2
Accommodation and food service activities	7.67	7.53	7.68	-2.0
Information and communication	19.77	18.27	19.98	-8.6
Financial and insurance activities	21.00	16.51	21.67	-23.8
Real estate activities	13.60	*	13.85	*
Professional, scientific and technical activities	17.54	15.67	17.63	-11.1
Administrative and support service activities	10.86	11.51	10.79	6.6
Public administration and defence; compulsory social security	15.24	15.68	14.86	5.6
Education	13.92	16.10	11.50	40.0
Human health and social work activities	12.43	14.97	10.77	39.0
Arts, entertainment and recreation	10.80	11.98	10.51	14.0
Other service activities	10.91	14.89	10.53	41.3

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Based on Standard Occupational Classification 2010.
2. Based on Standard Industrial Classification 2007.

Table 1.10 Trade union presence and collective agreement coverage, 2013

	Per cent, not seasonally adjusted		
	Union density	Trade unions present in workplace	Employee's pay affected by collective agreement
All employees	25.0	43.3	27.5
Sector			
Private	14.2	28.1	15.4
Public	54.3	84.9	60.7
Workplace size			
Less than 50	15.7	25.4	14.9
50 or more	33.4	59.6	39.0
Industry¹			
Agriculture, forestry and fishing	*	11.1	*
Mining and quarrying	18.4	35.3	16.1
Manufacturing	18.0	36.8	21.8
Electricity, gas, steam and air conditioning supply	40.2	64.1	47.6
Water supply, sewerage, waste management and remediation activities	28.6	52.8	38.4
Construction	13.8	26.8	15.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.9	25.8	13.3
Transportation and storage	37.4	58.9	45.4
Accommodation and food service activities	3.5	7.9	3.9
Information and communication	11.4	23.9	14.0
Financial and insurance activities	17.0	38.1	22.9
Real estate activities	8.9	24.4	13.1
Professional, scientific and technical activities	9.3	19.1	11.2
Administrative and support service activities	12.0	24.3	11.5
Public administration and defence; compulsory social security	49.8	79.8	61.4
Education	50.3	79.9	51.9
Human health and social work activities	39.9	62.1	38.5
Arts, entertainment and recreation	15.6	31.7	18.6
Other service activities	11.4	20.5	13.2
Nation			
England	23.5	42.0	25.7
Wales	35.8	54.5	38.5
Scotland	30.4	48.4	32.9
Northern Ireland	35.2	49.6	46.3
Region			
North East	32.2	51.7	34.6
North West	29.1	47.8	30.9
Yorkshire and the Humber	29.3	47.3	28.9
East Midlands	22.4	43.1	24.1
West Midlands	24.5	43.4	26.9
East of England	20.5	38.7	23.3
London	19.7	34.2	20.4
South East	19.3	38.0	22.3
South West	22.7	44.9	28.8

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Based on Standard Industrial Classification 2007.

Table 1.11 Collective agreement coverage by full/ part time and permanent/ temporary status, 2013

Per cent, not seasonally adjusted

	All employees	Full time/ part time		Permanent/temporary	
		Full-time	Part-time	Permanent	Temporary
All employees	27.5	29.1	23.1	28.0	20.5
Gender					
Male	25.4	26.6	16.3	25.9	18.5
Female	29.7	32.9	25.1	30.2	22.4
Union membership					
Member	67.6	69.1	62.1	67.8	60.2
Non-member	13.6	14.0	12.5	13.7	13.0
Sector					
Private	15.4	16.9	10.9	15.7	9.8
Public	60.7	64.5	51.7	62.1	43.1
Workplace size					
Less than 50	14.9	15.5	13.8	15.0	13.9
50 or more	39.0	39.2	38.0	39.7	27.2
Industry¹					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	16.1	16.7	*	15.8	*
Manufacturing	21.8	23.0	9.0	21.9	19.8
Electricity, gas, steam and air conditioning	47.6	48.9	*	48.7	*
Water supply, sewerage, waste	38.4	39.3	*	38.5	*
Construction	15.4	15.9	*	15.4	*
Wholesale and retail trade; repair of motor	13.3	12.3	14.9	13.7	*
Transportation and storage	45.4	47.6	32.6	46.9	20.9
Accommodation and food service	3.9	3.6	4.2	4.0	*
Information and communication	14.0	14.3	*	14.0	*
Financial and insurance activities	22.9	21.6	30.0	23.3	*
Real estate activities	13.1	15.6	*	13.0	*
Professional, scientific and technical	11.2	11.7	8.8	11.3	*
Administrative and support service	11.5	12.8	8.6	12.1	*
Public administration and defence;	61.4	62.7	56.1	62.9	29.8
Education	51.9	56.6	42.8	53.1	41.7
Human health and social work activities	38.5	42.2	31.8	39.0	30.1
Arts, entertainment and recreation	18.6	21.7	14.1	20.2	*
Other service activities	13.2	14.6	10.9	12.7	*

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Based on Standard Industrial Classification 2007.

2. Private and Public Sectors

Table 2.1a Trade union membership levels by sector and gender, 1995 to 2013

	Thousands					
	Private Sector			Public Sector		
	All employees	Male	Female	All employees	Male	Female
1995	3,391	2,317	1,074	3,722	1,605	2,117
1996	3,297	2,237	1,061	3,664	1,529	2,135
1997	3,265	2,245	1,020	3,635	1,477	2,158
1998	3,352	2,254	1,099	3,579	1,464	2,115
1999	3,311	2,269	1,042	3,667	1,479	2,188
2000	3,308	2,239	1,069	3,810	1,512	2,298
2001	3,276	2,218	1,058	3,767	1,472	2,295
2002	3,193	2,165	1,028	3,837	1,441	2,395
2003	3,216	2,128	1,089	3,903	1,483	2,420
2004	3,063	2,099	964	4,017	1,473	2,544
2005	3,008	1,986	1,022	4,075	1,499	2,576
2006	2,984	1,982	1,002	4,075	1,463	2,612
2007	2,933	1,936	997	4,118	1,459	2,660
2008	2,805	1,823	982	4,124	1,470	2,654
2009	2,628	1,693	935	4,143	1,442	2,701
2010	2,486	1,591	895	4,103	1,397	2,706
2011	2,525	1,623	901	3,923	1,308	2,615
2012	2,589	1,627	962	3,917	1,324	2,593
2013	2,643	1,678	965	3,843	1,255	2,588
2014	2,681	1,662	1,020	3,764	1,236	2,529

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Year on year changes are subject to rounding error
2. Membership levels are based on the methodology described in the [technical note](#)
3. There was a small data issue with the LFS questionnaire in Northern Ireland in 1997 causing an undercount of up to 10,000 union members or 0.1 percentage points (see [technical note](#) for an explanation)

Table 2.1b Trade union non-membership levels by sector and gender, 1995 to 2013

	Thousands					
	Private Sector			Public Sector		
	All employees	Male	Female	All employees	Male	Female
1995	12,466	6,535	5,932	2,349	757	1,591
1996	12,893	6,857	6,035	2,384	737	1,647
1997	13,426	7,257	6,169	2,484	780	1,704
1998	14,037	7,557	6,480	2,363	740	1,623
1999	14,251	7,720	6,531	2,470	761	1,708
2000	14,390	7,845	6,546	2,517	794	1,722
2001	14,604	7,988	6,617	2,559	754	1,805
2002	14,890	8,191	6,699	2,594	829	1,765
2003	14,583	8,002	6,581	2,676	818	1,859
2004	14,842	8,151	6,691	2,840	910	1,929
2005	14,892	8,224	6,668	2,945	980	1,965
2006	15,211	8,443	6,767	2,884	942	1,941
2007	15,515	8,651	6,863	2,880	926	1,954
2008	15,396	8,582	6,814	3,114	1,036	2,078
2009	14,964	8,232	6,732	3,192	1,130	2,063
2010	15,249	8,527	6,722	3,198	1,147	2,051
2011	15,492	8,599	6,893	3,019	1,049	1,970
2012	15,735	8,760	6,975	3,060	1,050	2,010
2013	15,983	8,921	7,062	3,104	1,049	2,055
2014	16,483	9,175	7,308	3,194	1,121	2,072

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Year on year changes are subject to rounding error
2. Membership levels are based on the methodology described in the [technical note](#)
3. There was a small data issue with the LFS questionnaire in Northern Ireland in 1997 causing an undercount of up to 10,000 union members or 0.1 percentage points (see [technical note](#) for an explanation)

Table 2.2 Trade union membership as a proportion of employees, by sector and gender, 1995 to 2013

Per cent, not seasonally adjusted

	All employees			Private Sector			Public Sector		
	All employees	Male	Female	All employees	Male	Female	All employees	Male	Female
1995	32.4	35.0	29.7	21.4	26.3	15.3	61.3	68.0	57.0
1996	31.4	33.3	29.5	20.5	24.8	15.1	60.7	67.7	56.6
1997	30.7	32.1	29.3	19.8	23.8	14.5	61.2	68.0	57.3
1998	29.9	31.2	28.6	19.5	23.2	14.7	60.4	66.6	56.8
1999	29.7	30.9	28.4	19.0	22.9	13.9	59.9	66.3	56.3
2000	29.8	30.4	29.1	18.8	22.3	14.1	60.3	65.7	57.3
2001	29.3	29.9	28.6	18.4	21.9	13.9	59.7	66.3	56.2
2002	28.8	28.7	29.0	17.8	21.0	13.4	59.8	63.7	57.7
2003	29.3	29.1	29.6	18.2	21.1	14.4	59.4	64.5	56.7
2004	28.8	28.5	29.2	17.3	20.7	12.8	58.8	62.0	57.1
2005	28.6	27.7	29.6	16.9	19.6	13.4	58.2	60.6	56.9
2006	28.3	27.1	29.6	16.6	19.2	13.1	58.7	61.1	57.5
2007	28.0	26.5	29.6	16.1	18.6	12.9	59.0	61.4	57.8
2008	27.5	25.7	29.3	15.6	17.7	12.7	57.2	58.9	56.3
2009	27.4	25.3	29.6	15.1	17.3	12.4	56.7	56.3	56.9
2010	26.6	23.9	29.4	14.2	16.0	11.9	56.4	55.0	57.1
2011	26.0	23.4	28.6	14.2	16.0	11.7	56.6	55.5	57.2
2012	26.1	23.5	28.7	14.4	16.0	12.4	56.4	56.1	56.5
2013	25.6	23.0	28.3	14.4	16.1	12.2	55.5	54.8	55.9
2014	25.0	22.3	27.7	14.2	15.6	12.4	54.3	52.7	55.1

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. There was a small data issue with the LFS questionnaire in Northern Ireland in 1997 causing an undercount of up to 10,000 union members or 0.1 percentage points (see [technical note](#) for an explanation)

Table 2.3 Average hourly earnings by union status and sector, 1995 to 2013

	All employees	£s, Not seasonally adjusted		Per cent, not
		Trade union membership Member	Non Member	seasonally adjusted Trade Union Wage Premium (%)
All employees				
1995	7.11	8.27	6.57	25.9
2004	10.23	11.38	9.75	16.7
2005	10.74	11.94	10.28	16.1
2006	11.15	12.40	10.65	16.4
2007	11.51	12.74	11.02	15.6
2008	12.02	13.07	11.62	12.5
2009	12.35	13.63	11.88	14.8
2010	12.55	14.05	12.02	16.9
2011	12.59	14.19	11.99	18.3
2012	12.92	14.41	12.43	15.9
2013	12.94	14.47	12.41	16.6
2014	13.19	14.77	12.66	16.7
Change from 1995	6.08	6.50	6.09	-
Change from 2013	0.25	0.30	0.25	-
Per cent change from 2013	1.9	2.1	2.0	-
Private Sector				
1995	6.72	7.52	6.52	15.3
2004	9.81	10.33	9.74	6.1
2005	10.33	10.88	10.24	6.3
2006	10.83	11.62	10.66	9.0
2007	11.16	11.86	11.03	7.5
2008	11.62	11.86	11.58	2.4
2009	11.93	12.43	11.84	5.0
2010	12.04	12.65	11.95	5.9
2011	12.01	12.83	11.86	8.2
2012	12.40	13.06	12.31	6.1
2013	12.45	13.22	12.33	7.2
2014	12.80	13.67	12.64	8.1
Change from 1995	6.08	6.15	6.12	-
Change from 2013	0.35	0.45	0.31	-
Per cent change from 2013	2.8	3.4	2.8	-
Public Sector				
1995	8.13	8.98	6.89	30.3
2004	11.37	12.22	9.87	23.8
2005	11.81	12.72	10.51	21.0
2006	12.04	13.01	10.63	22.4
2007	12.44	13.40	10.98	22.0
2008	13.06	13.93	11.87	17.4
2009	13.38	14.43	12.07	19.6
2010	13.83	14.89	12.41	20.0
2011	14.11	15.07	12.75	18.2
2012	14.31	15.30	13.09	16.9
2013	14.27	15.40	12.84	19.9
2014	14.30	15.55	12.79	21.6
Change from 1995	6.17	6.57	5.90	-
Change from 2013	0.03	0.15	-0.05	-
Per cent change from 2013	0.2	1.0	-0.4	-

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Year on year changes are subject to rounding error

Table 2.4a Trade union presence by sector, 1996 to 2013

Per cent, not seasonally adjusted			
	All employees		
	All employees	Private Sector	Public Sector
1995	-	-	-
1996	50.2	35.5	89.7
1997	49.1	34.5	89.5
1998	47.8	33.4	89.4
1999	48.4	34.5	87.8
2000	48.9	34.9	87.8
2001	48.2	34.0	88.1
2002	48.0	33.6	88.3
2003	48.4	34.1	87.1
2004	47.6	32.6	86.8
2005	47.7	32.4	86.4
2006	47.0	31.7	86.7
2007	46.7	31.5	86.2
2008	46.8	30.7	86.9
2009	46.7	30.3	85.9
2010	46.2	29.7	85.8
2011	44.9	28.5	87.1
2012	44.6	28.5	86.4
2013	44.2	28.7	85.4
2014	43.3	28.1	84.9

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Trade union presence is defined as the proportion of employees whose workplace has a union present
2. There was a small data issue with the LFS questionnaire in Northern Ireland in 1997 causing an undercount of up to 10,000 union members or 0.1 percentage points (see [technical note](#) for an explanation)

Table 2.4b Collective agreement coverage by sector, 1996 to 2013

Per cent, not seasonally adjusted			
	All employees		
	All employees	Private Sector	Public Sector
1995	-	-	-
1996	36.0	23.2	74.4
1997	37.0	22.0	74.9
1998	35.4	21.7	75.1
1999	36.1	23.0	72.7
2000	36.4	22.5	74.2
2001	35.5	21.9	72.6
2002	35.2	21.1	73.6
2003	35.5	21.9	71.5
2004	34.8	20.5	71.2
2005	35.0	20.6	70.9
2006	33.4	19.6	69.0
2007	34.7	20.0	72.0
2008	33.7	18.7	70.6
2009	32.8	17.8	68.1
2010	30.9	16.9	64.5
2011	31.2	17.0	67.8
2012	29.3	16.1	63.7
2013	29.5	16.6	63.7
2014	27.5	15.4	60.7

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Collective agreement coverage is defined as the proportion of employees whose pay and conditions are agreed in negotiations between the employer and a trade union.
2. Prior to 1999 questionnaire was routed differently (see [technical note](#) for an explanation)
3. There was a small data issue with the LFS questionnaire in Northern Ireland in 1997 causing an undercount of up to 10,000 union members or 0.1 percentage points (see [technical note](#) for an explanation)

Table 2.5 Trade union membership levels by Industry, 1995 to 2013

	Thousands, not seasonally adjusted						
	1995	2009	2010	2011	2012	2013	2014
Agriculture, forestry and fishing	16	*	*	11	*	*	11
Mining and quarrying	37	19	19	24	21	22	24
Manufacturing	1,450	556	533	506	495	499	505
Electricity, gas, steam and air conditioning supply	95	73	77	78	75	82	65
Water supply, sewerage, waste management and remediation activities	96	63	66	64	73	62	60
Construction	335	202	194	186	197	176	182
Wholesale and retail trade; repair of motor vehicles and motorcycles	378	442	432	432	461	441	438
Transportation and storage	572	516	496	453	479	503	454
Accommodation and food service activities	77	48	47	47	48	57	49
Information and communication	172	113	109	106	121	113	117
Financial and insurance activities	406	226	186	188	171	181	180
Real estate activities	12	37	34	32	31	26	23
Professional, scientific and technical activities	84	154	124	132	127	125	146
Administrative and support service activities	82	131	133	123	117	126	128
Public administration and defence; compulsory social security	842	986	921	940	897	882	858
Education	1,061	1,540	1,582	1,492	1,556	1,520	1,541
Human health and social work activities	1,225	1,486	1,462	1,483	1,500	1,492	1,508
Arts, entertainment and recreation	119	113	109	98	81	100	95
Other service activities	53	58	56	52	50	70	61

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Based on Standard Industrial Classification 2007
2. Membership levels are based on the methodology described in the [technical note](#)
3. Trade union densities by industry are presented in [table 1.8](#)

3. Personal and job characteristics

Table 3.1 Characteristics of union members and non-members, 2014

	Per cent, not seasonally adjusted		
	Union members	Non-members	All employees
Gender			
Male	45.0	52.2	50.5
Female	55.0	47.8	49.5
Age bands			
16 to 24	4.5	15.9	13.9
25 to 34	17.5	24.5	23.8
35 to 49	40.4	33.4	34.8
50 plus	37.6	26.3	27.5
Ethnicity			
White	91.5	89.6	89.3
Mixed	.8	1.0	1.0
Asian or Asian British	3.7	5.4	5.4
Black or Black British	2.8	2.2	2.6
Chinese or other ethnic group	1.2	1.8	1.7
Nationality			
UK, British	95.4	89.2	90.5
Other	4.6	10.8	9.5
Country of Birth			
UK	89.6	83.9	84.8
Other	10.4	16.1	15.2
Disability			
Disabled	14.3	11.4	11.9
Not disabled	85.7	88.6	88.1
Highest qualification			
Degree or equivalent	40.3	29.9	32.4
Other higher education	13.5	8.7	9.7
A-level or equivalent	20.8	24.7	23.7
GCSE grades A-C or equivalent	16.0	22.1	20.8
Other qualifications	5.4	8.9	8.1
No qualification	4.0	5.8	5.3
Sector			
Private	41.6	83.6	73.9
Public	58.4	16.4	26.1
Full-time/ part-time			
Full-time	77.8	71.6	73.7
Part-time	22.2	28.4	26.3
Length of service			
Less than 1 year	7.5	20.6	17.2
Between 1 and 2 years	5.7	12.2	11.0
Between 2 and 5 years	13.4	22.2	20.7
Between 5 and 10 years	21.5	19.8	20.2
Between 10 and 20 years	29.6	17.6	20.1
20 years or more	22.3	7.6	10.7
Workplace size			
Less than 50	29.2	52.8	47.0
50 or more	70.8	47.2	53.0

	Per cent, not seasonally adjusted		
	Union members	Non-members	All employees
Occupation ¹			
Managers, Directors And Senior Officials	5.1	10.4	9.0
Professional Occupations	36.1	15.5	20.2
Associate Professional And Technical Occupations	12.5	13.6	13.4
Administrative And Secretarial Occupations	10.0	13.2	12.1
Skilled Trades Occupations	6.2	8.8	8.3
Caring, Leisure And Other Service Occupations	10.7	9.5	9.8
Sales And Customer Service Occupations	5.3	9.9	9.0
Process, Plant And Machine Operatives	6.7	6.0	6.2
Elementary Occupations	7.5	13.2	12.0
Industry ^{2,3}			
Agriculture, forestry and fishing	*	0.8	0.6
Mining and quarrying	0.4	0.6	0.5
Manufacturing	7.9	12.0	11.0
Electricity, gas, steam and air conditioning supply	1.0	0.5	0.7
Water supply, sewerage, waste management and remediation activities	0.9	0.8	0.8
Construction	2.8	5.9	5.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.7	16.6	14.3
Transportation and storage	7.1	4.0	4.7
Accommodation and food service activities	0.8	7.0	5.6
Information and communication	1.8	4.7	3.9
Financial and insurance activities	2.8	4.5	4.2
Real estate activities	0.4	1.2	1.0
Professional, scientific and technical activities	2.2	7.3	6.0
Administrative and support service activities	2.0	4.9	4.3
Public administration and defence; compulsory social security	13.4	4.5	6.5
Education	23.9	7.9	11.6
Human health and social work activities	23.4	11.8	14.6
Arts, entertainment and recreation	1.5	2.7	2.4
Other service activities	1.0	2.5	2.1

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Based on Standard Occupational Classification 2010.
2. Based on Standard Industrial Classification 2007.
3. Excludes classifications: households as employers, and extraterritorial organisations and bodies

4. Country and Regional Trends

Table 4.1 Trade union membership as a proportion of employees, by nation and region, 1995 to 2013

	1995	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
	Per cent, not seasonally adjusted										
United Kingdom	32.4	28.6	28.3	28.0	27.5	27.4	26.6	26.0	26.1	25.6	25.0
England	30.8	27.4	26.9	26.6	26.1	26.2	25.3	24.9	24.8	24.1	23.5
Wales	44.3	34.3	35.9	37.4	37.4	35.4	34.7	34.9	33.0	35.5	35.8
Scotland	39.0	34.0	34.4	32.6	32.9	31.8	32.3	29.7	31.6	31.9	30.4
Northern Ireland	42.2	40.8	39.7	39.8	35.8	39.9	35.8	33.9	36.4	35.5	35.2
England	30.8	27.4	26.9	26.6	26.1	26.2	25.3	24.9	24.8	24.1	23.5
North East	43.1	36.5	38.8	35.9	35.5	35.7	32.8	34.5	32.7	31.0	32.2
North West	38.9	32.9	34.2	34.2	32.3	32.2	31.6	30.4	30.4	30.2	29.1
Yorkshire and the Humber	34.3	30.7	28.5	30.2	29.8	29.1	28.4	27.2	27.7	27.7	29.3
East Midlands	31.6	28.8	26.8	26.9	27.0	26.5	26.3	25.4	25.1	26.3	22.4
West Midlands	32.9	29.6	28.3	28.0	26.5	28.2	27.2	26.6	25.8	24.4	24.5
East of England	25.4	23.7	23.3	22.4	22.0	22.9	22.7	22.4	21.8	21.8	20.5
London	29.8	24.3	24.7	24.1	23.6	21.4	21.3	20.6	21.5	20.8	19.7
South East	23.2	21.7	21.4	21.0	21.6	21.9	21.3	20.7	21.0	20.3	19.3
South West	27.6	26.6	24.8	24.8	25.0	26.1	23.5	24.8	24.2	22.0	22.7

Table source: Labour Force Survey, Office for National Statistics

Table 4.2 Trade union membership levels by nation and region, employees, 1995 to 2013

	Thousands, not seasonally adjusted										
	1995	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
United Kingdom	7,113	7,083	7,059	7,051	6,928	6,770	6,589	6,447	6,506	6,486	6,446
England	5,694	5,691	5,622	5,638	5,536	5,426	5,258	5,172	5,211	5,130	5,107
Wales	434	397	415	433	431	393	396	407	379	420	410
Scotland	766	742	767	720	728	695	707	640	673	698	687
Northern Ireland	218	254	255	259	233	256	227	228	244	237	241
England	5,694	5,691	5,622	5,638	5,536	5,426	5,258	5,172	5,211	5,130	5,107
North East	401	367	393	372	357	358	327	340	328	302	338
North West	973	917	965	966	894	881	866	845	836	816	806
Yorkshire and the Humber	647	647	595	637	623	590	574	549	567	584	631
East Midlands	523	534	497	494	513	492	470	459	461	487	430
West Midlands	665	652	614	624	578	601	580	564	568	528	551
East of England	525	552	533	533	527	530	530	535	524	526	507
London	760	712	740	737	742	662	677	643	694	702	678
South East	724	760	759	751	777	768	745	726	727	728	690
South West	478	549	524	524	526	546	489	510	505	457	476

Table source: Labour Force Survey, Office for National Statistics

Table notes:

1. Membership levels are based on the methodology described in the [technical note](#)

Table 4.3 Trade union membership as a proportion of employees, trade union presence and collective agreement coverage by regions, 2013

	Per cent, not seasonally adjusted		
Region	Union membership	Trade unions present in workplace	Employee's pay affected by collective agreement
Tyne and Wear	31.9	52.0	32.2
Rest of North East	32.4	51.4	36.7
Greater Manchester	29.0	47.1	30.9
Merseyside	33.6	50.2	33.2
Rest of North West	27.2	47.5	30.0
South Yorkshire	35.2	51.8	31.1
West Yorkshire	28.3	48.5	30.2
Rest of Yorkshire & Humberside	26.0	42.3	25.5
East Midlands	22.4	43.1	24.1
West Midlands Metropolitan County	25.4	43.6	27.9
Rest of West Midlands	23.6	43.2	26.0
East of England	20.5	38.7	23.3
Inner London	17.1	30.5	18.1
Outer London	21.4	36.6	21.9
South East	19.3	38.0	22.3
South West	22.7	44.9	28.8
Wales	35.8	54.5	38.5
Strathclyde	33.4	49.3	34.0
Rest of Scotland	28.4	47.7	32.1
Northern Ireland	35.2	49.6	46.3

Table source: Labour Force Survey, Office for National Statistics

Annex: Technical Note

National Statistics

National Statistics is a quality marker applied to the United Kingdom's official statistics outputs. National Statistics are regulated by the **UK Statistics Authority**, established on 1st April 2008. All official statistics accredited as 'National Statistics' are compliant with the UK Statistics Authority's **Code of Practice for Official Statistics**.

Concepts and definitions

- **Employee:** People who regard themselves as paid wage and salary earners. People with two or more jobs are counted only once.
- **Employment:** The number of people with jobs is measured by the Labour Force Survey and includes people aged 16 or over who did paid work (as an employee or self-employed), those who had a job that they were temporarily away from, those on government-supported training and employment programmes. For this publication, the numbers in employment exclude those doing unpaid family work.
- **Labour Force Survey (LFS):** The main source for information on the labour market in the United Kingdom. It is a random household survey of approximately 45,000 households conducted every three months by the Office for National Statistics (ONS). As well as private households, the survey includes people living in communal establishments (student halls of residence, National Health Service accommodation, etc). The survey was conducted once every two years between 1973 and 1983 and annually from 1983 until 1991. It has been conducted quarterly since 1992, with a change to calendar quarters from seasonal quarters made in 2006. The LFS is a sample survey and consequently estimates are subject to both sampling and non-sampling error.
- **Trade union:** The Trade Union and Labour Relations (Consolidation) Act 1992 defines a trade union as an organisation which consists wholly or mainly of workers of one or more descriptions and whose principal purposes include the regulation of relations between workers and employers or employers' associations.
- **Trade union member:** A person in employment who self-defines that they belong to a trade union or staff association when asked in the Labour Force Survey (for the question please see table below).
- **Union density:** The rate or proportion of employees or those in employment who are a trade union member. Expressed as a percentage.
- **Union presence:** Whether or not a trade union or staff association is present within a workplace.
- **Collective agreement:** Whether the pay and conditions of employees are agreed in negotiations between the employer and a trade union.

Trade union questions in the Labour Force Survey

A question on the LFS on trade union membership has been asked annually since 1989 of all individuals in employment. Questions on trade union presence and recognition were introduced in 1993 and the question on collective agreements was introduced in 1996. The questions relating to trade union membership were reordered and reworded in 1999; these changes affect the time-series for trade union presence and collective agreements.

The union questions were altered substantially in the 1999 questionnaire. The exact wording and sequence of the questions as they are now and as they were previously are shown below. The following should be noted:

- The wording of the question that asks respondents whether they are a member of a trade union remains the same, only its place in the sequence has changed.
- The question that asks whether any of the people at the respondent's place of work are members of a trade union or staff association is designed to measure trade union presence. The wording, routing and sequence of this question have changed. Previously, it was asked of all in employment; now it is only asked to those who say that they are not union members.
- Before 1999, the question on whether the respondent's pay and conditions were directly affected by collective agreements (TUCOV) was only asked where the respondent first identified unions as being present at the workplace (TUPRES), and then whether or not it was recognised (TUREC). This meant that the number of people whose pay and conditions were affected by collective agreement was an underestimate. For this reason the routing of the question was changed in the 1999 LFS and is now asked of all in employment. Users must therefore be aware that data derived from the TUCOV variable in the 1999 dataset are not directly comparable with those of previous years due to the change in the question's coverage.
- It is possible that some non-sampling error arises in the series of questions on trade unions because of measurement problems. Around a third of the sample are proxy respondents, and the data show that this group are less likely to be identified as union members than those responding on their own behalf. An estimate of the extent of bias is provided below.

On the question of coverage of collective agreements, it is known from surveys of employers that only a small proportion of public sector workplaces are not covered, and that these arrangements are generally made at head office level or across many organisations. It is therefore likely that employees who are not union members and who work in small workplaces in the public sector may be unaware that collective bargaining arrangements apply to their organisation. In addition, because sector is self reported in the LFS, there may be a number of respondents wrongly classifying themselves as public sector workers. Consequently there may be a downward bias to this measure.

Table A1: Structure of trade union questions in the Labour Force Survey

Previous union questions	Current union questions
All in employment: TUPRES At your place of work, are there any unions, staff associations or groups of unions?	All in employment: UNION Are you a member of a trade union or staff association?
If yes: TUREC Is it/are any of them recognised by management for negotiating pay and conditions of employment?	If no: TUPRES Are any of the people at your place of work members of a trade union or staff association?
If yes: TUCOV Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?	All in employment: TUCOV Are your pay and conditions of employment affected by agreements between your employer and any trade union(s) or staff association?
All in employment: UNION Are you a member of a trade union or staff association?	

Source: Labour Force Survey, Office for National Statistics.

Northern Ireland 1997 data issue

In Autumn 1997, incorrect routing of Northern Ireland respondents meant that only those who answered yes to TUPRES were asked UNION. Therefore, there was under-response of unknown size to UNION. Those who should have been asked UNION were instead coded as not having answered the question. BIS analysis indicates this may mean that there is an undercount of up to 10,000 in 1997 levels or 0.1 percentage points in 1997 proportions.

Variables in the LFS

Most of the classifications used to place respondents in different categories are based on a direct question relying on the person's self-assessment of their circumstances. Some are based on a combination of more than one question, and others are coded by the ONS based on standard conventions. Details are provided below.

Gender, age and ethnic group are self-defined. Highest qualification is principally based on a question asking individuals to nominate what qualifications they have from a list of around 50 categories. These have then been aggregated for the purposes of analysis. The categories for ethnic groups have been changed in the LFS in both 2001 and 2011 to be consistent with those used in the 2001 and 2011 Censuses respectively.

With the exception of occupation, all classifications used in this publication are self-defined. In particular, it should be noted that the two aspects of employment status – full-time or part-time, and permanent or temporary – are based on direct questions and do not rely on any set criteria (e.g. number of hours worked). The classification for flexible working hours only includes those who work under such arrangements, and the final category of “work mainly at home/same grounds” is taken from a separate question on homeworking. Region and whether an individual is an employee are both self-defined variables.

Occupational classifications

In 2011, the LFS occupational classifications use the new 2010 Standard Occupational Classification (SOC2010). Between 2001 and 2010, they were defined using SOC2000, while prior to 2000 they were based on SOC90. The 2010 update has resulted in a name change to two of the broad occupation groups: 'Managers and senior officials' has been replaced by 'Managers, directors and senior officials' and 'Personal service occupations' has been replaced by 'Caring, leisure and other service occupations'. The occupation groups are assigned to respondents by ONS staff based on an open-ended question asking people what was their job, and what did they mainly do in their job. A breakdown by managerial status is also given in this publication and this is obtained from a separate LFS question where manager status is self-defined. In previous years the responses were validated against the occupational codes but from 2001 this is no longer undertaken and the manager status is now wholly self-defined by the respondent. This has resulted in the number of managers defined from this question in 2001 being significantly different from and not comparable with data from previous years.

The manager and senior officials group in SOC2000 relates to managers who primarily have responsibility for personnel, and this broad occupational group has been further tightened in SOC 2010's 'Managers, directors and senior officials' to focus on higher level, more strategic management. The self-defined manager variable is more widely defined including management responsibility for work-related activities as well as personnel. This accounts for the large difference in the union density levels for the SOC2000 and SOC2010 manager and senior officials group and the manager group within managerial status, with the latter being significantly higher. It is noted that the densities for foreman or supervisor and not manager or supervisor are in close agreement with data published in previous years.

Public and private sectors

Defining the sector in which people work is based on two questions first introduced in 1993. These ask, first, if they worked in a private firm or business, a limited company, or some other kind of organisation; and second, if other, what kind of non-private organisation. The LFS defines public sector as that owned, funded or run by central or local government, and the private sector is everything else. Some respondents may not know whether their industry is in the public or private sector and, for certain types of activity, there may be no clear answer and the interviewers are given some guidelines to help sort out some common confusion. From July 2009 in the regular labour market statistics published by the ONS, Royal Bank of Scotland Group Plc and Lloyds Banking Group plc were classified to the public sector, previously they were in the private sector. From June 2010 English sixth form colleges were also classified to the public sector in the ONS's published statistics. However in the microdata sets that are used for the analyses in this publication the sector that a respondent is classified remains as they answered the question, and no adjustments are made to incorporate the reclassifications described above. Analysis of the fourth quarter microdata from 2006 to 2011 suggests that financial services employees in the public sector has remained consistently low across the period, at below 4% of the total number of financial services employees.

Industry classifications

Industry is based on respondents' answers to a question about what the firm or organisation for which they worked mainly made or did, and coded using the Standard Industrial Classification of economic activities 1992 (SIC92).

From 2009, the sectoral breakdown of the LFS data has been collected according to the new Standard Industrial Classification (SIC) 2007. From that point onwards, all cases were coded to a new code, even when the respondent's situation had not changed, due to the introduction of SIC 2007. There was no dual coding. The transition to the new classification was accompanied by the implementation of a new automatic coding tool for LFS interviewers. Prior to 2009, industry had been coded manually, using a paper-based SIC 92 volume. To enable users to compile a consistent back series ONS devised a program that maps SIC92 codes onto SIC2007 according to the assumed relationship between the two classifications. The analyses in this publication are based entirely on [SIC 2007](#).

UK Standard Industrial Classification 2007 (UK SIC 2007)

ONS undertook some analysis based on comparing Q4 2008 (the last occasion when SIC92 was used) and Q1 2009 (when SIC 2007 was first used) to assess the impact of implementing SIC 2007 on historical series. This showed that some adjustments are required to overcome step changes arising from switching from SIC92 to SIC 2007. For example manufacturing sector which is traditionally seen as having large union membership showed a contraction of 9%. No attempt has been made to separate out the various different effects on each industry and ONS suggest applying the basic approach of simply scaling the entire back series by the appropriate factor to calculate levels. It should be noted that as trade union membership rates are calculated as a ratio of two levels the effect of scaling cancels out.

Sample size and standard errors

The cell sizes in some tables in this publication are too small to prove reliable and have been marked with an asterisk. In this publication data fewer than 10,000 have not been published because standard errors are likely to be larger than the estimates themselves. Although the ONS has lifted its protocol of not releasing data under the 10,000 threshold, it is now the statistician's discretion whether to release anything under this threshold.

As an indication of the standard errors in the trade union estimates, the standard errors around the total employment and employee union membership proportions are likely to be around 0.6 percentage points. Standard errors for union membership proportions by gender are likely to be around 0.7 percentage points. Standard errors for union membership proportions by region are likely to be around two percentage points.

Switch from seasonal to calendar quarters

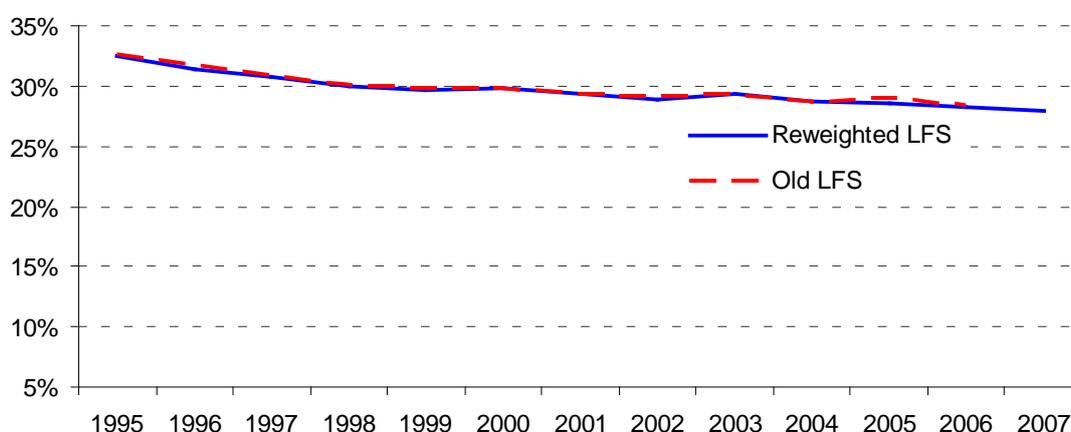
In 2006, the structure of the Labour Force Survey switched from a seasonal quarter basis to a calendar quarter basis. The last set of published LFS seasonal results covered December 2004 to February 2005. In accordance with European Union regulations, all subsequent quarters have been published on a calendar quarter basis. In 2008, the Office for National Statistics carried out an extensive reweighting programme and all quarterly Labour Force Survey data are now published on a calendar quarter basis back to 1992.

This has eliminated the structural break into the trade union membership time series associated with the change from seasonal to calendar quarters.

Chart A1 shows the trade union density of UK employees from 1995 to 2007, as shown in Table 1.2b and trade union density from the previous LFS. The chart gives evidence that the reweighting of historic LFS datasets has not materially changed the trade union densities from those that were previously published.

Chart A1: Trade union density of UK employees, 1995-2007

Per cent



Source: Labour Force Survey, Office for National Statistics

Estimating union membership levels

Each household agreeing to take part in the LFS is interviewed on five consecutive quarters (or waves). However, there are cases on subsequent waves when households are not contactable or do not agree to continue taking part so further responses cannot be recorded. When this happens, current data may be imputed by carrying forward answers given by them in the previous interview. However, for questions that do not appear every quarter, as on trade union membership, there is no previous response to carry forward, and a 'does not apply' (DNA) response is therefore recorded.

There are two possible methods of estimating union membership levels. One method relies on calculating an adjusted weight, whereby cases with missing data are assumed to have the same distribution as valid responses. Therefore missing data is included in the estimates by allocation of their weight along the same distribution as valid respondents. Unfortunately, due to the restructuring of the LFS to calendar quarters (described earlier) this produced too much missing data in the seasonal quarter series to produce reliable estimates. Information was lost for September in converting seasonal to calendar quarters and no information was available to be brought forward from December. Therefore it was not possible to display a consistent time series including the data originally collected on a seasonal quarter basis using the adjusted weight method.

In order to mitigate these issues a second method was developed to closely approximate the results from an adjusted weights approach (see Table A2) but also allow a consistent

time series with the calendar quarter information to be estimated. It consists of union density multiplied by the population (as estimated by the LFS). The method is improved by making the same calculation but by detailed age, gender and regional disaggregations and then aggregating them back up to national and regional levels. Age, gender and region were specifically chosen as they are the basis on which the LFS is weighted (see the Labour Survey User Guide Vol 1.). This approach is further supported by the fact that union density figures, are produced on a valid response basis and do not consider any missing data. Furthermore, union densities show a great deal of robustness under change, for example the recent reweighting of the LFS and the move to a calendar quarter basis (described earlier) had only a small effect on these estimates as shown in Chart A1. These estimates of union membership level are now provided as the headline figures in this publication (see Tables 1.2a, 1.3a, 4.2).

To produce trade union membership broken down by public/ private sector a further step was applied. It consists of union density split by public and private sector multiplied by the union membership population (estimated as above). The calculations involved are similar to that of the second method described above apart from the fact that a further breakdown by sector was used. A comparable method was used to calculate membership levels by industry with a breakdown by industry used rather than a breakdown by public/ private sector. The table below gives a comparison of the estimates from the two methods between 2006 and 2010 by gender and employment status.

Table A2: Estimated trade union membership levels, United Kingdom, 2006 to 2010

	Thousands, not seasonally adjusted					
	Employees			In employment		
	Density x Population	Adjusted Weights	Difference	Density x Population	Adjusted Weights	Difference
All employees						
2006	7,021	6,992	29	7,359	7,315	44
2007	7,005	6,978	27	7,334	7,292	42
2008	6,878	6,857	21	7,219	7,188	31
2009	6,715	6,696	19	7,054	7,017	37
2010	6,536	6,530	6	6,854	6,818	36
Males						
2006	3,430	3,400	30	3,649	3,611	38
2007	3,379	3,355	24	3,606	3,574	32
2008	3,278	3,254	24	3,522	3,487	35
2009	3,121	3,099	22	3,344	3,311	33
2010	2,976	2,967	9	3,188	3,162	26
Females						
2006	3,591	3,591	-	3,710	3,702	8
2007	3,625	3,621	4	3,728	3,716	12
2008	3,599	3,601	-2	3,697	3,697	-
2009	3,593	3,596	-3	3,709	3,704	5
2010	3,560	3,562	-2	3,666	3,654	12

Table source: Labour Force Survey, Office for National Statistics

Differences between the LFS and Trade union estimates from administrative data

Another official source of trade union membership data is provided by the [Certification Officer](#) and can be seen in Table 1.1. Data collected annually from trade unions by the Certification Officer (CO) provide a long and consistent back series of the number of trade unions and the number of union members. The LFS has a shorter back series, from 1989

onwards, but can provide extensive information on the respondent's individual and workplace characteristics, allowing more detailed analysis.

Data from the LFS is mainly presented from 1992 in this publication since re-weighted micro datasets, in line with post-Census 2001 population estimates, are currently only available from 1992.

There are differences in how the two sources report union membership. For example, the CO membership count includes all members of unions having their head office in Great Britain, including those members in Northern Ireland, the Irish Republic and 'elsewhere abroad'. These figures may also include union members who are unemployed or retired. The LFS asks questions on the union status of all those in employment, thus excluding the unemployed and retired.

The LFS union questions have United Kingdom coverage from 1995 onwards. The LFS estimates the number of individuals who are union members, rather than the individual memberships. Hence those belonging to two unions would appear twice in the CO data, but only once in the LFS data. Also, due to the specific wording of the union question, the LFS, unlike the CO data, could count individuals that were members of a staff association but not members of a trade union.

LFS quality measures

Guidance and methodology on the LFS can be found on the ONS website at:

<http://www.ons.gov.uk/ons/guide-method/method-quality/specific/labour-market/labour-market-statistics/index.html>

And, information on LFS quality measures can be found at:

<http://www.ons.gov.uk/ons/guide-method/method-quality/specific/labour-market/labour-force-survey-quality-measures/index.html>

LFS reweighting and the Census

In 2014, the ONS published revised LFS data for 2001-2014 to take account of the latest available official population estimates. This follows the publication of detailed results of the 2011 census in 2013. The new microdata, containing updated weights based on these new population figures, was used to update the data from 2001 onwards in this publication. Footnotes to indicate this to users have been added to the affected tables. Further information can be found at:

<http://www.ons.gov.uk/ons/guide-method/method-quality/specific/labour-market/articles-and-reports/revisions-to-labour-force-survey-estimates.pdf>

Annual National Statistic reports

1. [Trade Union Membership 2013](#), Andrew Rowlinson
2. [Trade Union Membership 2012](#), Andrew Rowlinson
3. [Trade Union Membership 2011](#), Nikki Brownlie
4. [Trade Union Membership 2010](#), James Achur. April 2011.
5. Trade Union Membership 2009, James Achur. April 2010.
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7. Trade Union Membership 2007, Sally Mercer and Richard Notley. July 2008.
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10. Trade Union Membership 2004, Heidi Grainger, Heather Holt
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Trade union membership articles in Labour Market Trends

1. Analysis in brief: Trade union membership: estimates from the autumn 2003 Labour Force Survey, by Stephen Hicks and Tom Palmer. March 2004.
2. Labour Market Spotlight: Trade union membership. July 2003.
3. Article: Trade union membership: an analysis of data from the autumn 2001 LFS, by Keith Brook. July 2002.
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5. Article: Trade union membership 1998-99: an analysis of data from the Certification Officer and Labour Force Survey, by Stephen Hicks. July 2000.
6. Article: Trade union membership and recognition 1997-8: an analysis of data from the Certification Officer and the Labour Force Survey, by Paul Bland. July 1999.

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