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Innovation & Skills

TRADE UNION MEMBERSHIP 2011

Nikki Brownlie

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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 & Skills (BIS). The statisticians in the team are members of the Government Statistical Service and take responsibility for producing this National Statistics Trade Union Membership publication.

The role of the team is to provide the evidence base for good policy making in employment relations, labour market and equality and discrimination at work. We do this through:

- Conducting periodic benchmark surveys
- Commissioning external research reports
- Conducting in-house research and analysis
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- Monitoring and evaluating the impact of government policies

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Foreword

The Department for Business, Innovation and 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.

In the past, trade union membership statistics were published in an annual article in the ONS journal *Labour Market Trends*. This was replaced in 2004 by an annual National Statistic report, of which this is the ninth in the series.

This publication produced by Nikki Brownlie contains annual estimates of trade union membership from the Labour Force Surveys up to the fourth quarter of 2011 for both employees and all workers.

Estimates are presented on the proportion (density) of people in employment (including self employed) who are trade union members, and for employees whose pay and conditions are affected by collective agreements. We also provide trade union densities 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 for 2011 are based on the new Standard Occupational Classification 2010 (SOC2010), which has replaced the previous version, SOC2000, in LFS datasets from 2011.

Estimates of trade union membership levels for the UK and the regions split by age, region, gender and sectors can be found in a small number of tables.

Official government statistics on trade union membership have been collected regularly for over a century. Data based on union administrative records began in 1892, compiled by the former Department of Employment until 1974; the Certification Office continued the series thereafter. This series is also presented in this publication.

In accordance with the Government's commitment to transparency, the data behind the charts and in the tables of this publication are available in the accompanying Excel spreadsheet.

I hope you find the report useful, and would welcome any comments or feedback you may have.



Bill Wells

Deputy Director, Labour Market Analysis
Department for Business, Innovation and Skills

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Note: These tables are also presented in the accompanying document as Excel spreadsheets which include longer time series data.

Symbols and conventions used

All figures published in this report come from the fourth quarter (Q4) of each year, unless otherwise specified. Members of the armed forces are excluded from all figures, and unpaid family workers and those on college based schemes are also excluded from the “in employment” population.

All figures estimated from the Labour Force Survey use the latest weights made available from the ONS, so that the figures reflect the most recent population estimates. In this year’s publication, figures for 2001-2010 have been revised using weights based on the ONS’ 2010 population estimates (the latest currently available). The 2011 figures are also based on these 2010 weights.

Figures presented in all the tables and charts relate to UK employees apart from the following: Table 1.1 presents the long run Certification Office series which covers more than employees (see definition in the annex), Tables 1.2 and 1.3 also show information on those “in employment”, with the former covering Great Britain only. Chart 1.1 includes the Certification Office series, UK employee and “in employment” series, and a series for employees in Great Britain. Charts 4.1 to 4.4, and tables 4.1 and 4.2 present information on the UK nations and English regions, with regional data also included in table 3.8.

Symbols

The following symbols are used:

* sample size too small for a reliable estimate

- indicates data not available.

Key findings

1. Trade union membership: Long term trends

- Around 6.4 million employees in the UK were trade union members in 2011, down by 143 thousand from 2010. This was the fourth consecutive annual fall of similar magnitude, following a period of broad stability in trade union membership levels between 1995 (when the Labour Force Survey series for the UK began) and 2007.
- Trade union density for employees in the UK fell by 0.6 percentage points to 26.0 per cent in 2011 compared with 2010. By comparison, the total number of UK employees fell by 0.3 percentage points to 24.9 million over the same period.
- Over the period 1995 to 2011, employee union density in the UK generally shows a downward trend, declining from 32.4 per cent in 1995 to 29.8 per cent in 2000 and 28.6 per cent in 2005.

2. Trade union membership: Public and private sectors

- Union membership levels in the private sector rose slightly, by 43 thousand to 2.5 million in 2011, after falling sharply, by a cumulative 450 thousand, in the previous three years.
- In the public sector, union membership levels fell by 186 thousand to 3.9 million in 2011, after remaining broadly stable at around 4.1 million over the previous six years.
- Union membership density in the public sector rose by 0.2 percentage points to 56.5 per cent in 2011, as the number of public sector employees who were non-members fell at a sharper rate than the number who were union members.

3. Trade union membership: Personal and job characteristics

- Union membership density for female employees remained higher than that for male employees for the tenth successive year in 2011, at 28.7 per cent and 23.4 per cent respectively.
- Union density was highest in professional occupations at 45.4 per cent whilst managers, directors and senior officials had the lowest at 13.8 per cent.
- Employees of a UK nationality have a higher union density of 24.3 per cent compared with non UK nationals whose union density is 11.8 per cent.

4. Trade union membership: Country and regional trends

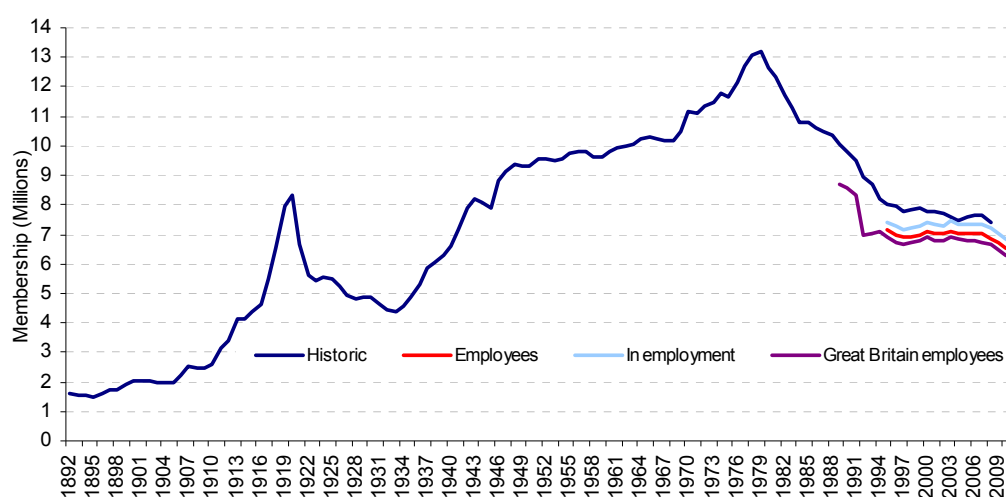
- Of the four nations, union densities rose in Wales in 2011, by 0.3 percentage points to 34.9 per cent compared to 2010, but fell in all other nations: by 0.4 percentage points in England (to 24.8 per cent), by 2.6 percentage points in

Scotland (to 29.8 per cent) and by 2.1 percentage points in Northern Ireland to 33.6 per cent.

1. Trade union membership: Long term trends

Chart and table 1.1 show that historically trade union membership levels reached their peak in 1979 and declined sharply through the 1980s and early 1990s before stabilising somewhat from the mid 1990s onwards. However, the current trend appears to be downward as there has been a decline in the last few years. The trend in the historic series shows some similarity with the more recent LFS series where UK membership levels were also stable between 1995 and 2007 despite the fact that there are significant methodological differences between the two series (see Annex).

Chart 1.1: Trade union membership levels in UK from 1892 to 2011



Source: Labour Force Survey, Office for National Statistics; Department for Employment (1892-1974); Certification Office (1974-2008/09).

Table 1.2 shows levels of trade union membership in Great Britain from 1989 to 2011. This reveals that from the early 1990s to around 2007 the level of trade union membership remained broadly stable amongst both employees and those in employment (despite some workforce churn as older workers retire and younger people join the labour market).

Table 1.2 can be used to compare the effects on trade union membership of the recessions of 1989-1992 with the more recent recession of 2008. This shows that while there were membership falls during both, the fall in the earlier recession was more pronounced - between 1989 and 1992 there was a fall in the number of employees that were union members of 1.7 million (18 per cent), compared to a fall of 482 thousand (7 per cent) between 2008 and 2011.

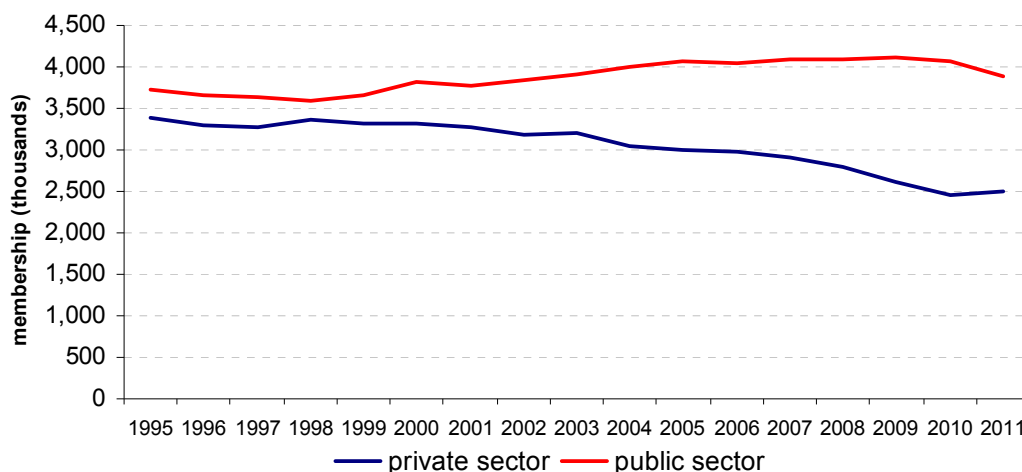
Table 1.3 shows that the rate of trade union density for all employees in the United Kingdom fell by 0.6 percentage points to 26.0 in 2011- this represented a fall in membership of 143 thousand to 6.4 million. By comparison, total UK employee numbers fell by 0.3 percentage points to 24.9 million over the same period. Although, as reported above, the UK trade union membership levels were broadly stable between 1995 and 2007, membership densities over the same period declined, because of an increase in the total number of employees and those in employment.

2. Trade union membership: Private and public sectors

Table 2.1¹ and Chart 2.1 show the levels of union membership amongst private and public sector employees. Trade union membership levels in the private sector had declined relatively steadily (though fairly sedately) during the 2000s up to 2007, just prior to the recent recession: the average annual fall was 50 thousand between 1999 and 2007. However, levels fell sharply in each of subsequent three years, which included the recession and the early period of recovery, declining by a cumulative 450 thousand. Union membership levels in the private sector stood at 2.46 million in 2010. However, between 2010 and 2011 private sector membership levels increased by 43 thousand, to 2.51 million.

In contrast, the levels of union membership in the public sector increased sharply in the early 2000s, rising from 3.67 million in 1999 to 4.06 million in 2005. The levels then stayed broadly stable until 2010, reaching a peak of 4.11 million in 2009. However, in 2011 the levels of public sector trade union membership fell sharply - between 2010 and 2011 there was a decrease of 186 thousand to 3.88 million.

Chart 2.1: Trade union membership levels by sector, 1995-2011



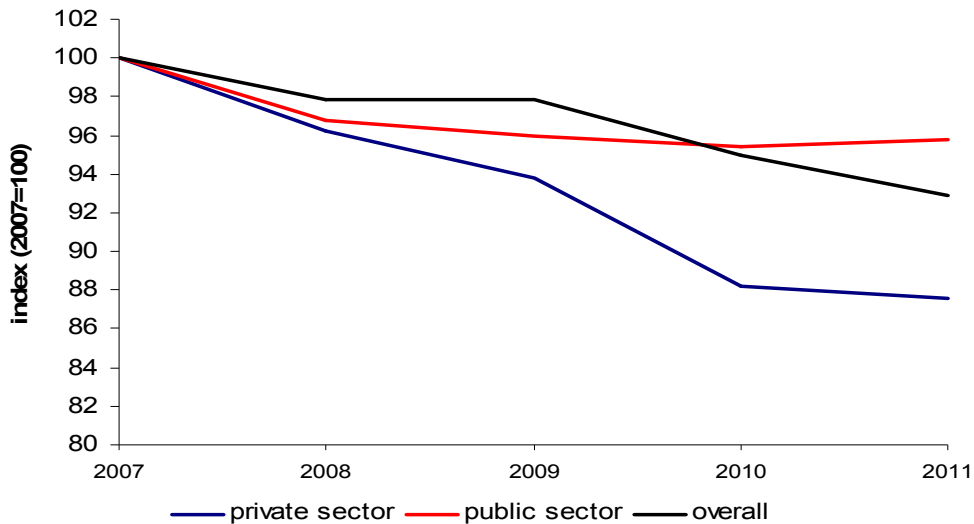
Source: Labour Force Survey, Office for National Statistics.

Table 2.1 also contains information on non-members. This shows that in the private sector the fall in the number of members coincided with a fall in the number of non-members, by 564 thousand between 2007 and 2009. Since then, the level of private sector non-members has substantially recovered, by 504 thousand since 2009, to 15.40 million in 2011. In the public sector, the level of non-member employees remained stable between 2009 and 2010, after rising between 2008 and 2009). It was not until 2011 that non-member employee numbers fell in the public sector (a decrease of 183 thousand between 2010 and 2011).

¹ The figures in Table 2.1 enable alternative density rates to be calculated for trade union membership among employees. These rates are similar to the density rates presented, with very similar trends over time. However, they differ slightly due to the different methodologies used to estimate levels and densities (explained in the annex). We will investigate the differences prior to next year's publication, to ensure users of the data are fully informed.

As suggested above, the private and public sector experienced different labour market conditions during and since the 2008-09 recession: employee numbers initially fell then recovered in the private sector, while public sector employee numbers initially rose, before falling in the last year or two, affected by austerity measures.

Chart 2.2: Trends in trade union densities by sector, 2007-2011



Source: Labour Force Survey, Office for National Statistics.

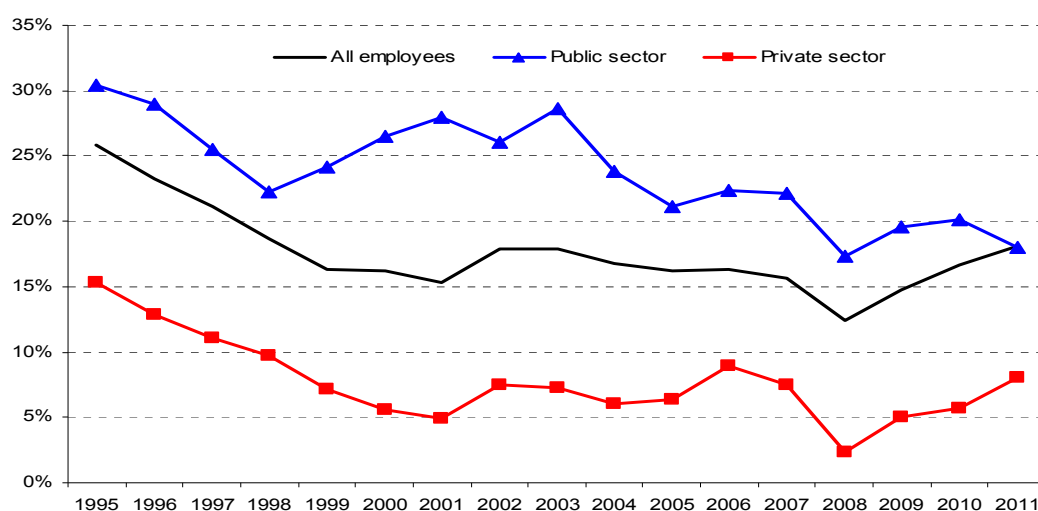
These changes are reflected in the trade union membership density figures in Table 2.2 and Chart 2.2. Faster growth in numbers of non-member employees in the public sector in each year between 2008 and 2010 resulted in falls in public sector membership density, which recovered slightly in 2011 when the rate of decline in public sector membership levels was slower than that among public sector non-members.

In the private sector, the decline in employee numbers among trade union members was faster than among non-members in 2008 and 2009, while in 2010, employee numbers rose for non-members, while falling among trade union members, resulting in declining membership density across the period. In 2011, employee numbers rose at similar rates among both members and non-members, keeping density broadly flat.

Overall UK trade union density was fairly unchanged between 2008 and 2009, as the rate of decline in employee numbers for union members (due to the fall in private sector numbers) was similar to that for non-members (as numbers fell in the private sector but rose in the public sector). However, overall trade union density fell in both 2010 and 2011. In 2010, employee numbers of trade union members fell in both sectors, though more substantially in the private sector. In contrast, non-member employee levels rose in both sectors. In 2011, employee numbers fell among union members and non-members in the public sector, while rising among members and non-members in the private sector. However, the low membership density in the private sector (at 14.1 per cent in 2011) meant that overall employee numbers fell among union members, as the public sector decrease was larger than the private sector rise. Among non-members, overall employee numbers rose as the private sector increase outweighed the public sector fall.

Chart 2.3 shows that union wage premium is much larger for public sector employees than those in the private sector. Union wage premium is defined as the percentage difference in average hourly earnings of union members compared with non-members. In 2011, hourly wage rates for public sector employees were 18.0 per cent higher among union members than non-members compared with only 8.0 per cent in the private sector. Over the last ten years to 2011, the wage premium for all employees fell to the lowest level during recession in 2008. It picked up in 2009 and continued to rise in 2010 for both sectors. In 2011 it decreased by 2.1 percentage points for public sector employees but increased by 2.3 percentage points for private sector employees. The differences in earnings between trade union members and non-members are at least partly explained by the difference in characteristics between the two groups, which are discussed in more detail in Chapter 3.

Chart 2.3: Average union wage premium, 1995 to 2011*



Source: Labour Force Survey, Office for National Statistics.

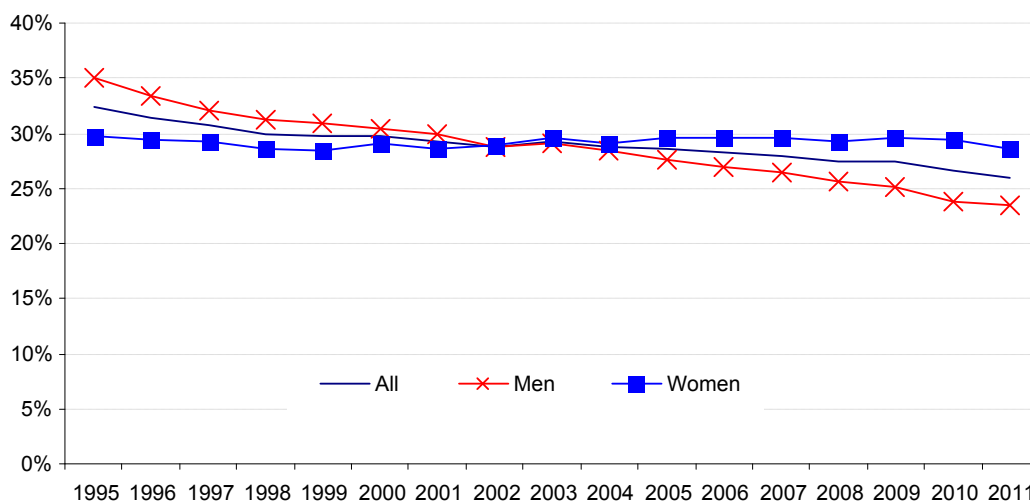
*Percentage difference in average hourly earnings of union members compared with non-members.

Table 2.4 gives information about trade union presence and collective agreement coverage in the private and public sectors. This shows that trade union presence in workplaces was around three times higher amongst public sector employees compared with the private sector at 87.1 and 28.5 per cent respectively. The difference in collective agreement coverage in 2011 was also pronounced, with Labour Force Survey data suggesting that 67.8 per cent of public sector employees had their pay affected by collective agreement, four times the percentage of private sector employees, at 16.7 per cent.

3. Trade union membership: Personal and job characteristics

Chart 3.1 provides union density for UK employees by gender. In 1995 union density for UK male employees was 35.0 per cent compared with 29.7 per cent for female employees - a gap of 5.3 percentage points between men's and women's union densities. The gap showed a steady narrowing until 2001 but from 2002 females' union density overtook men's and the gap continued to widen in this direction. However, in 2011 the trade union density gap narrowed for the first time since 2002, falling to 5.2 per cent from 5.6 per cent in 2010. This was because the fall in trade union density for women employees was larger, at 0.8 percentage points, than that for male employees, of 0.4 percentage points in the year to 2011. For the tenth consecutive year, women employees were more likely than male employees to be a trade union member. The union density for female employees was 28.7 per cent, compared to 23.4 per cent for male employees, in 2011. This difference is statistically significant.

Chart 3.1: Employee trade union density by gender, 1995 to 2011



Source: Labour Force Survey, Office for National Statistics.

Table 3.1 gives the characteristics of union member and non-member employees for 2011. In line with the density gap shown in Chart 3.1, females accounted for 54.7 per cent of union member employees but only 47.8 per cent of non-member employees. Public sector employees accounted for 60.9 per cent of union members but only 16.5 per cent of non members. Older workers accounted for a larger proportion of union members than younger workers: those with ten or more years of service make up 49.3 per cent of all union members but only 29.9 per cent of all employees. Employees at larger workplaces (50 or more employees) made up 70.2 per cent of union members but only 52.6 per cent of all employees.

Just under four fifths (78.6 per cent) of union members work full-time, whilst 21.4 per cent work part-time. This split was broadly similar for non-members.

Employees aged 35 to 49 accounted for 42.6 per cent of union members, whereas employees aged 16 to 24 only accounted for only 4.6 per cent.

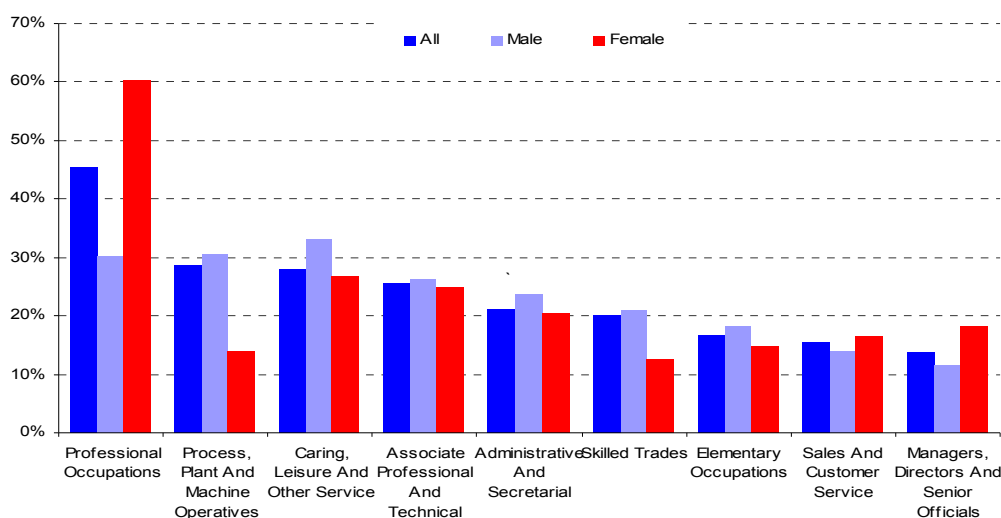
UK nationals accounted for 95.6 per cent of union members, and for 90.0 per cent of non union members.

Employees who are classified as being disabled make up 17.5 per cent of union members. This is higher than for non-members and for all employees at around 14 per cent.

Professional, associated professional and technical occupations account for 48.5 per cent of union members but only for 28.3 per cent of non-members.

The education and health and social work industries each account for over a fifth of union members but only for 7.6 and 11.5 per cent of non union members respectively.

Chart 3.2: Trade union density by gender and occupation, 2011



Source: Labour Force Survey, Office for National Statistics.

Chart 3.2 shows that union density has continued to be highest in professional occupations, at 45.4 per cent in 2011. This rate is similar to the rate for professional occupations in recent years (see Table 3.5), despite the change in Standard Occupational Classification (SOC). The new classification, SOC2010, among other changes, moved nurses and midwives, and therapy professionals, both highly unionised occupations, into the professional group, from ‘associate professional and technical’. This partly accounts for the much lower union density for the latter group in 2011 (at 25.7 per cent, compared to 40.1 per cent in 2010). The occupation group with the lowest union density in 2011 was ‘Managers, directors and senior officials’ at 13.8 per cent.

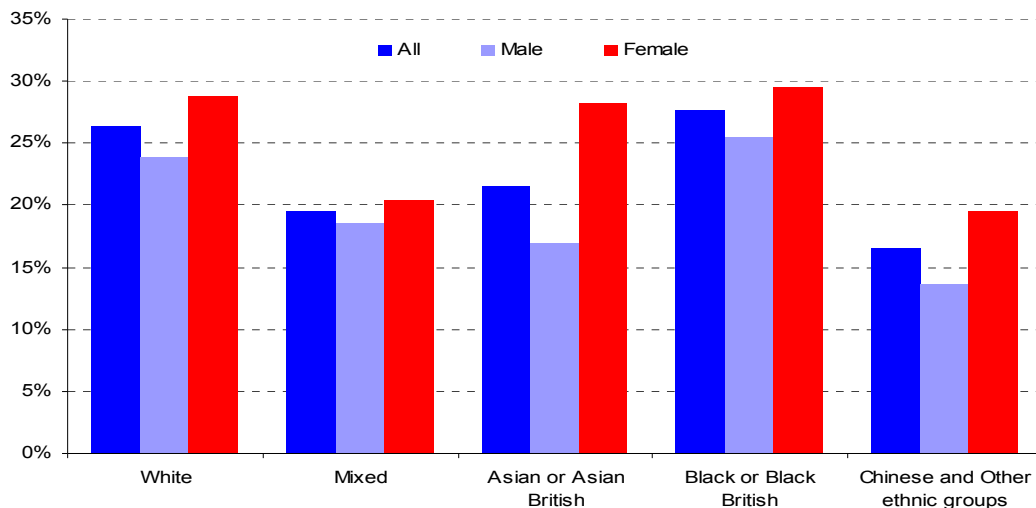
As noted above, females were generally more likely to be union members than male employees. However, when the data is split by occupation group, women are only more likely to be union members than men in three of the nine occupation groups: ‘Professional Occupations’, ‘Sales and Customer Service’ and ‘Managers, Directors and Senior Officials’.

Tables 3.2 and 3.3 show 2011 union densities for UK employees by gender, full-time/part-time and permanent/temporary status for a number of personal, work and job characteristics, such as age, sector, qualifications, ethnicity and length of service.

In 2011, full time employees had higher union densities than part timers in nearly all the characteristics listed. The only exceptions were amongst professional occupations and those working in financial and insurance activities. Permanent employees were more likely than those in temporary job to be union members in all categories of employment (including among both male and female employees, and both the public and private sector). Overall, union density is higher for permanent employees (26.7 per cent) when compared with temporary employees (14.2 per cent).

Chart 3.3 shows that union density was highest in Black or Black British employees at 27.7 per cent in 2011, followed by White employees at 26.4 per cent and Asian or Asian British employees at 21.6 per cent. As in previous years, Chinese and other ethnic groups had the lowest union density at just 16.6 per cent - analysis by gender showed similar pattern. In each ethnic group, female employees had higher union densities than male employees, with the largest gap among Asian or Asian British workers.

Chart 3.3: Trade union density by gender and ethnicity, 2011



Source: Labour Force Survey, Office for National Statistics.

Employees of a UK nationality have a higher union density of 24.3 per cent compared with non-UK nationals at 11.8 per cent. Similarly, UK born employees had higher union density (24.3 per cent) than non UK born (16.4 per cent).

Across all managerial statuses women had higher union densities than men. 26.1 per cent of all employees in managerial positions were union members, compared with 34.7 per cent in foreman or supervisor roles and 24.2 per cent of employees in non-managerial positions. It is worth noting that union density is greater in employees in managerial positions working part time than working full time (28.3 per cent compared with 25.8 per cent). A similar situation occurs among foremen and supervisors (with 37.5% union membership among part time employees, and 34.0% among full-time employees).

Employees, who have a degree or have been through higher education equivalent to NVQ level 4, reported higher rates of union membership, 29.3 per cent and 30.9 per cent respectively, than those with lower level qualifications, or no qualifications.

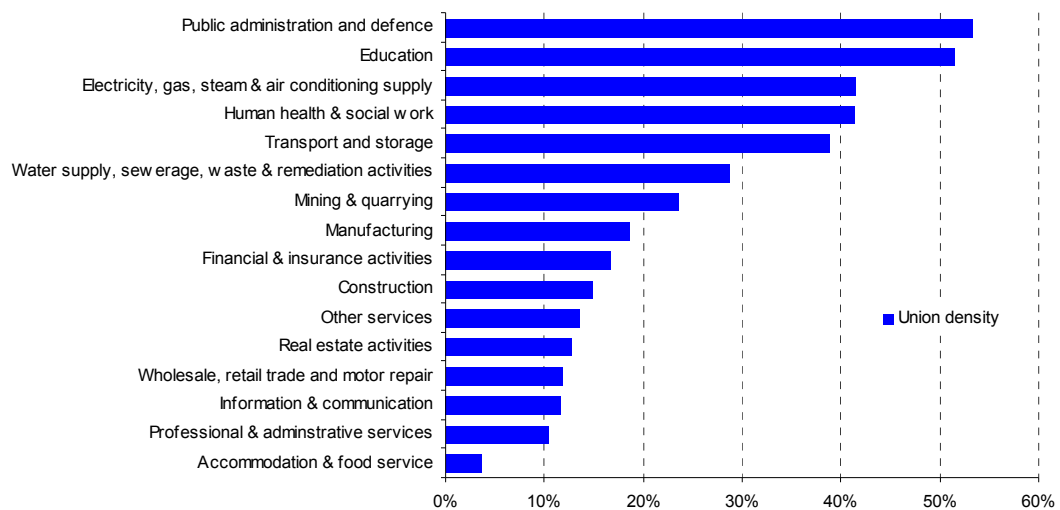
Middle-income earners were more likely to be union members than either low paid or highly paid employees. Employees earning between £500 and £999 per week reported higher union densities (40.2 per cent) than those earning either less than £250 per week (13.9 per cent) or £1,000 or more per week (20.1 per cent).

Table 3.4 shows union density by gender and age groups from 1995 to 2011. Over the last decade, trade union density fell in all age groups except 65 to 69 group. This may be linked to the rising employment rate among people in this age group in recent years.

Chart 2.2 shows trade union density by industry in 2011, while Table 3.6 shows trends in industry union density from 1995 to 2011. As in previous years, public administration and education had the highest rates of union density at 53.4 and 51.5 per cent respectively. Accommodation and food services had the lowest at 3.6 per cent. Density in manufacturing, which has traditionally been seen as a high union membership industry, has fallen to 18.7 per cent in 2011, compared to 19.8 per cent in 2010 and 32.8 per cent in 1995.

The highest trade union density for both male and female employees was in public administration and defence at 54.3 per cent and 52.7 per cent respectively. Women had higher union densities compared to men only in 4 out of 16 sectors: in the financial sector, wholesale and retail trade, education and accommodation & food services.

Chart 3.4: Trade union density by industry, 2011



Source: Labour Force Survey, Office for National Statistics.

Between 1995 and 2011, union density has fallen across all industries, except 'wholesale, retail trade and motor repair', where it rose to 11.9 per cent from 11.0 per cent in 1995. Since 2005, the sharpest fall has been in 'water supply, sewerage, waste and remedial services', down 9.1 percentage points to 28.7 per cent.

Table 3.7 gives information on the union wage premium by various personal and work characteristics. This shows that the premium is higher for women at 30.7%, than men, at 9.9%, and, when comparing different age groups, is highest among those aged 16-24, at 26.7%. For industries, the highest positive union wage premium was for those working in 'health and social work', while union members working in 'mining and quarrying' and 'financial intermediation' had lower average hourly earnings than non-members in the same industries. The highest positive union wage premium among the occupation groups was experienced by union members who are 'process, plant and machine operatives'. It should be noted, however, that these raw estimates do not adjust for all differences in characteristics between union members and non-union members which will partly account for these differences in earnings.

Tables 3.8 and 3.9 give information on trade union presence and collective agreement coverage by personal and work characteristics. Trade unions are more likely to be present in the workplaces of employees in the 'public administration and defence' and 'education' industries, in Wales compared to the other nations and in the North East compared to the other regions. Employees are more likely to have their pay affected by collective agreements if they work in 'public administration in defence', in Northern Ireland compared to the other nations and in the North East compared to the other regions.

Trade union density, trade union presence and whether an employee's pay is affected by a collective agreement are all higher in larger workplaces. In 2011, employees in workplaces with fewer than 50 employees had a union density of 16.3 per cent, and a trade union presence of 26.7 per cent, with 17.3 per cent having their pay affected by a collective agreement. By comparison, employees in workplaces with 50 or more employees, had a union density of 34.9 per cent, and a trade union presence of 61.6 per cent, while 44.1 per cent had their pay affected by collective agreement.

BIS research has also found that trade union recognition and industrial disputes tend to feature rather little among small firms since levels of union membership are low. See:

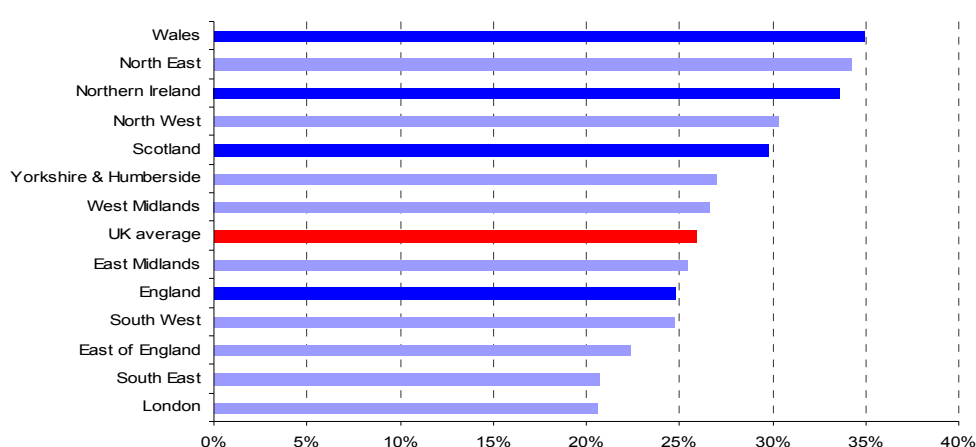
<http://webarchive.nationalarchives.gov.uk/+/http://www.bis.gov.uk/files/file11518.pdf>

4. Trade union membership: Country and regional trends

Chart 4.1 shows trade union density by nation and government office regions in 2011. Amongst nations, Wales had the highest union density (34.9 per cent of employees); this was followed by Northern Ireland (33.6 per cent) and Scotland (29.8 per cent) whilst England had the lowest (24.8 per cent).

Among the English regions, the North East continued to have the highest union density (34.2 per cent) whereas London and the South East had the lowest (20.6 and 20.7 per cent respectively). Four regions: the North East, North West, Yorkshire and the Humber and West Midlands had higher union density than the UK average.

Chart 4.1: Trade union density by nation and region, 2011



Source: Labour Force Survey, Office for National Statistics.

Tables 4.1 and 4.2 show union density and union membership levels respectively by nation and regions from 2001 to 2011. Over the last ten years to 2011, trade union membership levels in England fell by 535 thousand, in Scotland by 95 thousand, in Northern Ireland by 17 thousand, and by just 8 thousand in Wales. Most of this decline in levels has happened since 2007.

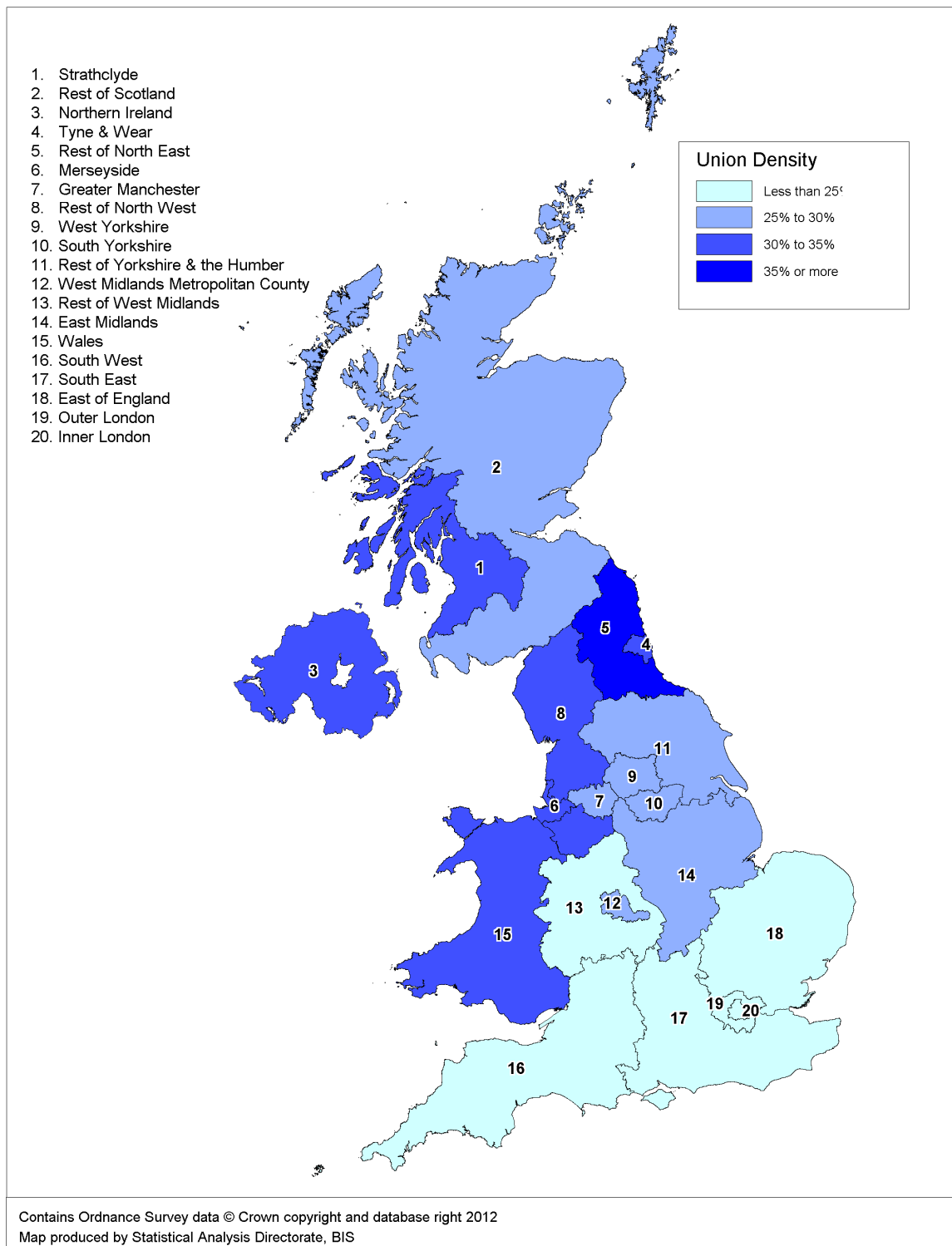
Of the four nations, only Wales experienced a rise in union densities in 2011, of 0.3 percentage points (to 34.9 per cent). In the other three nations union densities fell on the year, by 0.4 percentage points in England (to 24.8 per cent), by 2.6 percentage points in Scotland (to 29.8 per cent) and by 2.1 percentage points in Northern Ireland (to 33.6 per cent).

In the last ten years to 2011, trade union densities have fallen in all nations, from 3 percentage points in England to around 7 percentage points in Northern Ireland.

Amongst the English regions, union densities fell in all regions with the North East recording the largest fall in union density of 6.4 percentage points over the decade whilst the East of England had the smallest fall of 0.6 percentage points.

Chart 4.2 shows union density across 20 geographical regions of the UK. This shows that the highest density of 35% is in the North East (excluding Tyne and Wear). London, the South East and South West, the East of England and the West Midlands (excluding the Metropolitan County) all had density rates of under 25%.

Chart 4.2: Trade union density of UK employees, 2011

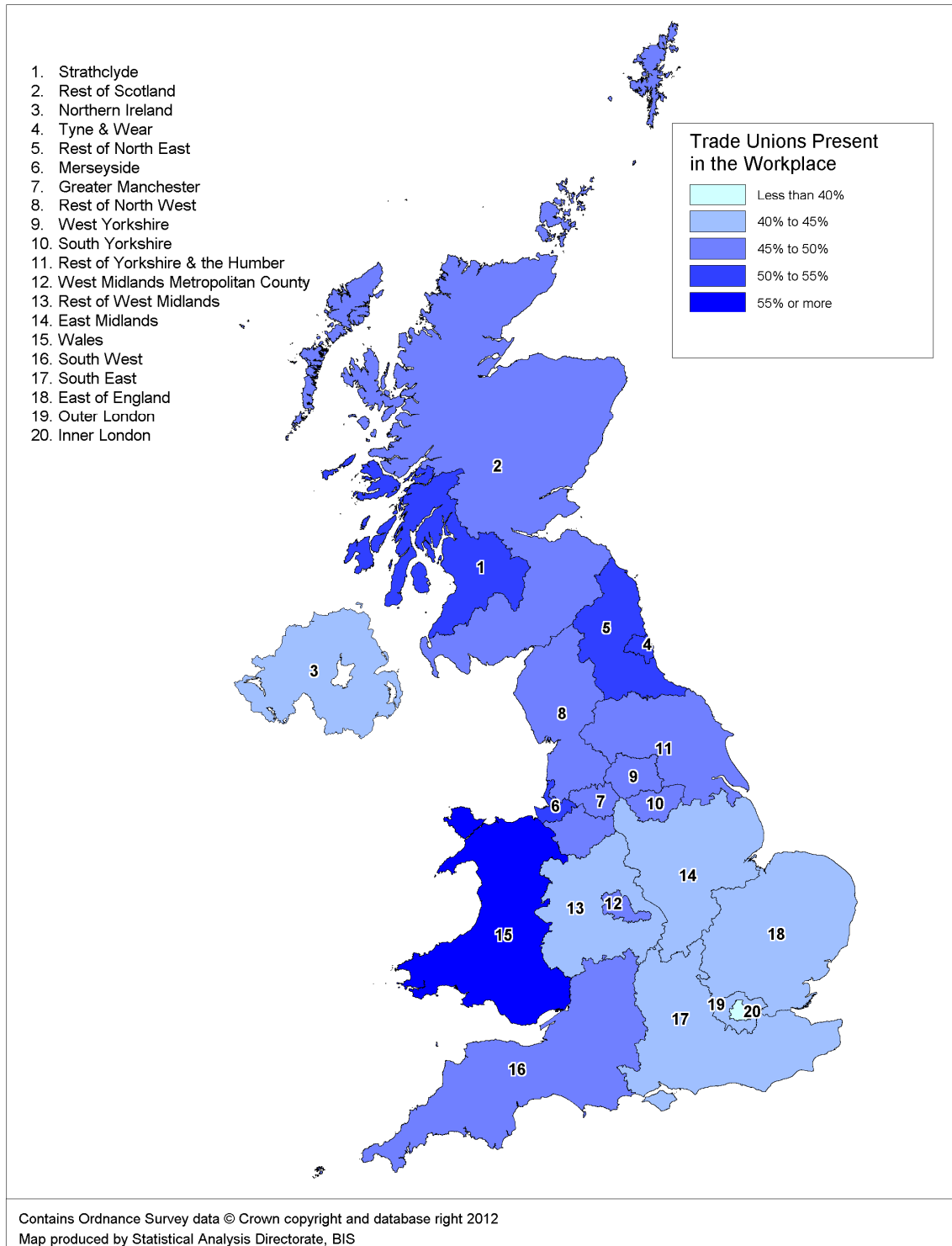


Source: Labour Force Survey, Office for National Statistics
Produced by Analysis Directorate, BIS

Chart 4.3 shows trade union presence in the workplace for UK employees in 2011. Of the nations, Wales continued to have the largest percentage of employees where a trade union was present in the workplace, at 55.8 per cent. Northern Ireland had the lowest at 41.8 per cent. Of the regions, in the North East, Merseyside and Strathclyde

over 50 per cent of employees had a trade union presence in the workplace, compared to just 33% in Inner London.

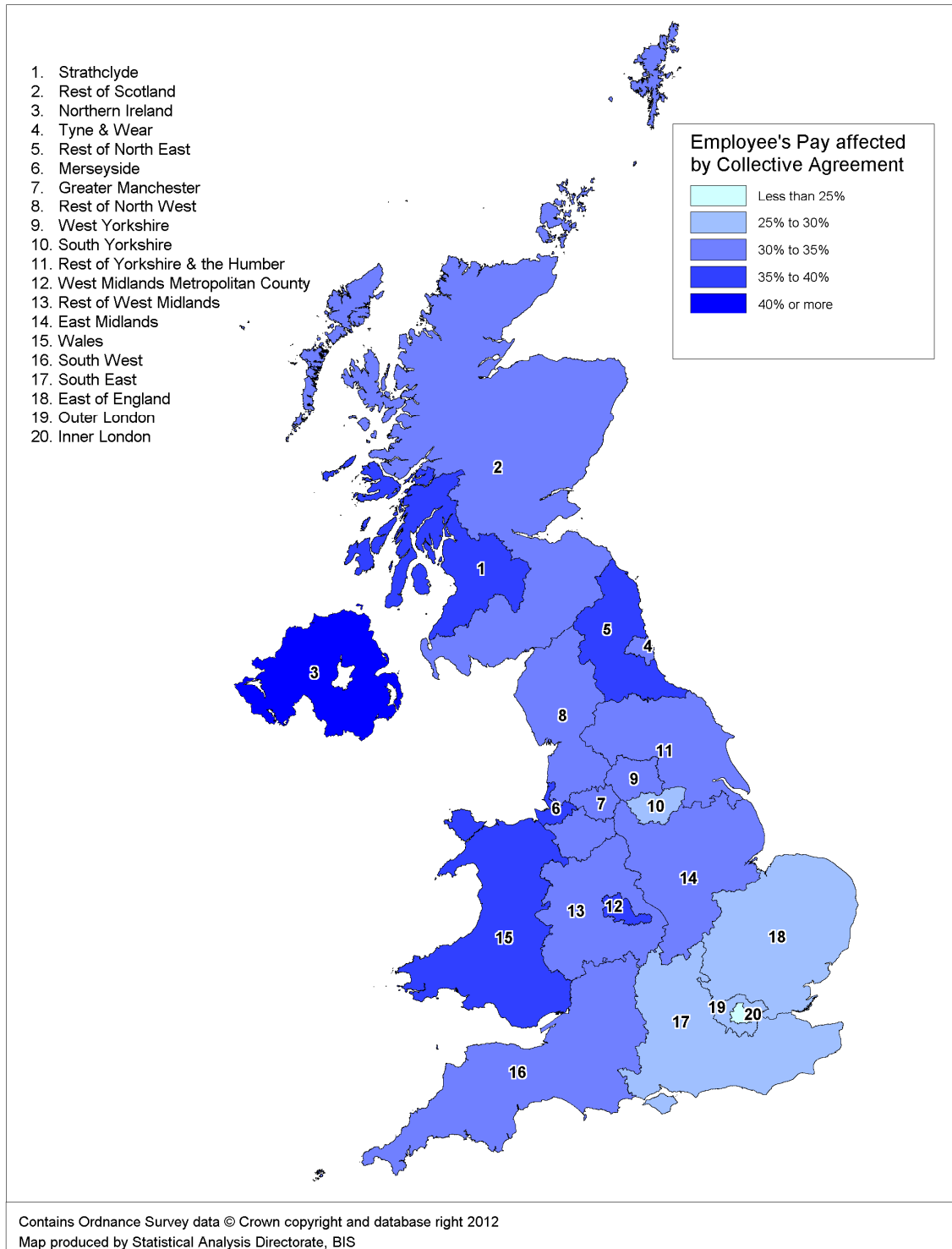
Chart 4.3: Trade union presence in the workplace, 2011



Source: Labour Force Survey, Office for National Statistics
 Produced by Analysis Directorate, BIS

Chart 4.4 shows trade union collective agreement coverage for UK employees in 2011. This shows that Northern Ireland again had the highest proportion of employees covered at 40.6 per cent, though this was a fall of 1.8 percentage points on 2010. London again had the lowest coverage at 24.2 per cent, a 0.6 percentage point fall on 2010.

Chart 4.4: Trade union collective agreement coverage, 2011



Source: Labour Force Survey, Office for National Statistics
Produced by Analysis Directorate, BIS

Main Tables

1. Trade union membership: Long term trends

1.1 Trade union membership, 1892 to 2009/10

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

Source: 1892-1974 - Department of Employment Statistics Division; 1974-2008/09 - Certification Office
 See Annex for more detail on this series, and page 24 of CO's latest report available at
<http://www.certoffice.org/Publications/Annual-Reports.aspx>

1.2 Trade union density and membership levels, Great Britain, 1989 to 2011^{ab}

Thousands and per cent, not seasonally adjusted

People	Employees		In employment	
	Members ('000's)	Density (per cent)	Members ('000's)	Density (per cent)
1989	8,700	38.6	9,045	34.1
1990	8,577	37.8	8,931	33.4
1991	8,310	37.2	8,686	33.2
1992	6,980	36.2	7,897	32.4
1993	7,010	35.3	7,647	31.3
1994	7,083	33.8	7,405	30.0
1995	6,904	32.2	7,192	28.6
1996	6,747	31.2	7,060	28.0
1997	6,689	30.2	6,972	27.2
1998	6,696	29.7	6,955	26.8
1999	6,765	29.5	7,081	26.9
2000	6,892	29.5	7,185	27.0
2001	6,802	29.0	7,099	26.5
2002	6,767	28.5	7,037	26.0
2003	6,880	29.1	7,204	26.4
2004	6,815	28.5	7,090	25.8
2005	6,803	28.3	7,103	25.6
2006	6,769	28.0	7,095	25.4
2007	6,749	27.6	7,066	25.0
2008	6,645	27.2	6,975	24.7
2009	6,461	27.0	6,782	24.4
2010	6,306	26.3	6,613	23.7
2011	6,163	25.7	6,431	23.1
Change from 1995	-741	-6.5	-761	-5.5
Change from 2010	-143	-0.6	-182	-0.6

Source: Labour Force Survey, Office for National Statistics.

^a Year on year changes are subject to rounding error.

^b Data in this table have been updated for the period 2001 to 2010 to reflect changes to the population weights in the LFS microdata.

1.3

Trade union density and membership levels, United Kingdom,
1995 to 2011^{ab}

Thousands and per cent, not seasonally adjusted

	Employees		In employment	
	Members (‘000’s)	Density (per cent)	Members (‘000’s)	Density (per cent)
People				
1995	7,125	32.4	7,424	28.8
1999	6,981	29.7	7,304	27.1
2000	7,120	29.8	7,418	27.2
2001	7,045	29.3	7,349	26.7
2002	7,023	28.8	7,298	26.3
2003	7,113	29.3	7,445	26.6
2004	7,060	28.8	7,352	26.0
2005	7,056	28.6	7,370	25.9
2006	7,022	28.3	7,359	25.6
2007	7,006	28.0	7,335	25.3
2008	6,876	27.4	7,219	24.9
2009	6,715	27.4	7,055	24.7
2010	6,532	26.6	6,851	23.9
2011	6,389	26.0	6,665	23.2
Change from 1995	-736	-6.4	-759	-5.6
Change from 2010	-143	-0.6	-186	-0.7
Men				
1995	3,927	35.0	4,157	29.7
1999	3,749	30.9	3,980	27.2
2000	3,752	30.4	3,952	26.8
2001	3,693	29.9	3,917	26.3
2002	3,603	28.7	3,789	25.1
2003	3,609	29.1	3,842	25.4
2004	3,562	28.4	3,759	24.6
2005	3,474	27.6	3,710	24.1
2006	3,430	27.0	3,649	23.5
2007	3,379	26.4	3,606	23.0
2008	3,279	25.6	3,524	22.5
2009	3,118	25.2	3,343	22.0
2010	2,971	23.8	3,183	20.7
2011	2,913	23.4	3,089	20.2
Change from 1995	-1,014	-11.6	-1,068	-9.5
Change from 2010	-58	-0.4	-94	-0.5
Women				
1995	3,198	29.7	3,267	27.8
1999	3,232	28.4	3,324	27.0
2000	3,367	29.1	3,465	27.7
2001	3,352	28.6	3,432	27.2
2002	3,420	29.0	3,510	27.6
2003	3,504	29.6	3,603	28.0
2004	3,498	29.2	3,593	27.6
2005	3,582	29.6	3,660	27.9
2006	3,592	29.7	3,710	28.1
2007	3,626	29.7	3,728	27.9
2008	3,597	29.3	3,695	27.6
2009	3,598	29.6	3,713	27.8
2010	3,561	29.5	3,668	27.5
2011	3,476	28.7	3,577	26.8
Change from 1995	278	-1.1	310	-1.0
Change from 2010	-85	-0.8	-91	-0.7

Source: Labour Force Survey, Office for National Statistics.

^a Year on year changes are subject to rounding error.^b Data in this table have been updated for the period 2001 to 2010 to reflect changes to the population weights in the LFS microdata.

2. Trade Union Membership: Public and private sectors

2.1

Trade union membership and non-membership levels by sector, United Kingdom, 1995 to 2011^{ab}

Thousands, not seasonally adjusted

	Members			Non members		
	All	Male	Female	All	Male	Female
Private sector						
1995	3,397	2,320	1,077	12,471	6,534	5,937
1999	3,313	2,270	1,043	14,249	7,718	6,531
2000	3,309	2,240	1,069	14,383	7,838	6,545
2001	3,278	2,220	1,058	14,607	7,990	6,617
2002	3,190	2,164	1,027	14,882	8,194	6,689
2003	3,213	2,126	1,087	14,574	8,009	6,565
2004	3,056	2,095	961	14,830	8,162	6,669
2005	2,996	1,979	1,017	14,870	8,239	6,632
2006	2,971	1,974	996	15,170	8,448	6,722
2007	2,914	1,925	988	15,460	8,653	6,806
2008	2,786	1,816	970	15,327	8,585	6,743
2009	2,611	1,684	927	14,896	8,240	6,656
2010	2,464	1,580	884	15,187	8,541	6,646
2011	2,507	1,614	893	15,400	8,597	6,803
Change from 1995	-890	-706	-184	2,929	2,063	866
Change from 2010	43	34	9	213	56	157
Public sector						
1995	3,728	1,607	2,121	2,369	774	1,595
1999	3,668	1,479	2,189	2,478	768	1,710
2000	3,811	1,513	2,298	2,527	803	1,724
2001	3,768	1,473	2,294	2,560	755	1,804
2002	3,833	1,440	2,393	2,592	829	1,763
2003	3,900	1,483	2,417	2,672	816	1,855
2004	4,005	1,468	2,537	2,835	910	1,926
2005	4,060	1,494	2,565	2,935	978	1,957
2006	4,051	1,456	2,595	2,872	942	1,930
2007	4,092	1,454	2,638	2,863	925	1,938
2008	4,089	1,463	2,627	3,099	1,038	2,061
2009	4,105	1,433	2,671	3,177	1,130	2,047
2010	4,068	1,391	2,677	3,182	1,148	2,034
2011	3,882	1,299	2,583	2,999	1,048	1,951
Change from 1995	154	-308	462	630	274	356
Change from 2010	-186	-92	-94	-183	-100	-83

Source: Labour Force Survey, Office for National Statistics.

^a Year on year changes are subject to rounding error.

^b Data in this table have been updated for the period 2001 to 2010 to reflect changes to the population weights in the LFS microdata.

2.2 Trade union density by sector and gender, United Kingdom, 1995 to 2011^{ab}

Per cent, not seasonally
adjusted

Members			
	All	Male	Female
Private sector			
1995	21.4	26.3	15.4
1999	19.0	22.9	13.9
2000	18.8	22.3	14.1
2001	18.4	21.9	13.9
2002	17.7	21.0	13.4
2003	18.2	21.0	14.4
2004	17.3	20.6	12.8
2005	16.9	19.5	13.4
2006	16.6	19.2	13.1
2007	16.1	18.5	12.9
2008	15.5	17.6	12.7
2009	15.1	17.2	12.4
2010	14.2	15.9	12.0
2011	14.1	15.9	11.8
Change from 1995	-7.3	-10.4	-3.6
Change from 2010	-0.1	0.0	-0.2
Public sector			
1995	61.3	67.9	57.0
1999	59.9	66.3	56.3
2000	60.3	65.7	57.3
2001	59.7	66.3	56.2
2002	59.8	63.7	57.7
2003	59.4	64.6	56.7
2004	58.8	62.0	57.1
2005	58.2	60.6	56.9
2006	58.7	61.0	57.5
2007	59.0	61.3	57.8
2008	57.1	58.7	56.3
2009	56.6	56.1	56.8
2010	56.3	54.9	57.0
2011	56.5	55.4	57.1
Change from 1995	-4.8	-12.5	0.1
Change from 2010	0.2	0.5	0.1

Source: Labour Force Survey, Office for National Statistics.

^a Year on year changes are subject to rounding error.

^b Data in this table have been updated for the period 2001 to 2010 to reflect changes to the population weights in the LFS microdata.

2.3 Average hourly earnings (in £s) by union status and sector, 1995 to 2011^b

	Not seasonally adjusted			
	All	Trade union membership		Trade union wage premium (%)
		Member	Non-member	
All employees				
1995	£7.11	£8.27	£6.57	25.9
1999	£8.22	£9.15	£7.87	16.3
2000	£8.77	£9.64	£8.30	16.2
2001	£9.32	£10.25	£8.89	15.3
2002	£9.59	£10.72	£9.09	17.9
2003	£9.93	£11.03	£9.36	17.9
2004	£10.23	£11.38	£9.75	16.7
2005	£10.74	£11.94	£10.28	16.2
2006	£11.15	£12.40	£10.65	16.4
2007	£11.51	£12.74	£11.02	15.6
2008	£12.03	£13.07	£11.63	12.4
2009	£12.35	£13.64	£11.88	14.8
2010	£12.56	£14.04	£12.03	16.7
2011	£12.60	£14.18	£12.01	18.1
Change from 1995	£5.49	£5.91	£5.44	n/a
Change from 2010	£0.04	£0.14	-£0.02	n/a
% change from 2010	0.3	1.0	-0.2	n/a
Private sector				
1995	£6.72	£7.52	£6.52	15.3
1999	£7.93	£8.44	£7.87	7.2
2000	£8.47	£8.77	£8.30	5.6
2001	£9.06	£9.40	£8.95	4.9
2002	£9.26	£9.75	£9.08	7.5
2003	£9.57	£10.09	£9.40	7.3
2004	£9.81	£10.33	£9.74	6.1
2005	£10.33	£10.89	£10.24	6.4
2006	£10.83	£11.61	£10.66	8.9
2007	£11.16	£11.86	£11.03	7.5
2008	£11.62	£11.86	£11.59	2.3
2009	£11.93	£12.44	£11.85	5.0
2010	£12.05	£12.65	£11.97	5.7
2011	£12.03	£12.83	£11.88	8.0
Change from 1995	£5.31	£5.31	£5.36	n/a
Change from 2010	-£0.02	£0.18	-£0.09	n/a
% change from 2010	-0.2	1.4	-0.8	n/a
Public sector				
1995	£8.13	£8.98	£6.89	30.4
1999	£9.07	£9.78	£7.87	24.2
2000	£9.64	£10.44	£8.25	26.5
2001	£10.06	£10.98	£8.58	27.9
2002	£10.55	£11.55	£9.16	26.1
2003	£10.92	£11.82	£9.19	28.6
2004	£11.37	£12.22	£9.87	23.8
2005	£11.81	£12.73	£10.51	21.1
2006	£12.04	£13.01	£10.64	22.3
2007	£12.44	£13.40	£10.97	22.2
2008	£13.06	£13.93	£11.88	17.3
2009	£13.38	£14.44	£12.07	19.6
2010	£13.82	£14.89	£12.40	20.1
2011	£14.11	£15.06	£12.76	18.0
Change from 1995	£5.98	£6.08	£5.87	n/a
Change from 2010	£0.29	£0.17	£0.36	n/a
% change from 2010	2.1	1.1	2.9	n/a

Source: Labour Force Survey, Office for National Statistics.

^b Data in this table have been updated for the period 2001 to 2010 to reflect changes to the population weights in the LFS microdata.

2.4 Trade union presence and collective agreement coverage by sector, 1996 to 2011^b

Per cent, not seasonally adjusted

	Trade unions present in workplace ¹	Employee's pay affected by collective agreement ^{2,3}
All employees		
1996	50.2	37.0
1997	49.1	36.0
1998	47.8	35.4
1999	48.4	36.1
2000	48.9	36.4
2001	48.2	35.5
2002	48.0	35.2
2003	48.4	35.5
2004	47.6	34.7
2005	47.7	34.9
2006	47.0	33.3
2007	46.6	34.6
2008	46.7	33.6
2009	46.7	32.7
2010	46.1	30.8
2011	44.8	31.2
Private sector		
1996	35.5	23.2
1997	34.5	22.0
1998	33.4	21.7
1999	34.5	23.0
2000	34.9	22.5
2001	34.0	21.9
2002	33.6	21.1
2003	34.1	21.9
2004	32.6	20.5
2005	32.4	20.6
2006	31.7	19.6
2007	31.5	20.0
2008	30.6	18.7
2009	30.2	17.8
2010	29.6	16.9
2011	28.5	16.9
Public sector		
1996	89.7	74.4
1997	89.5	74.9
1998	89.4	75.1
1999	87.8	72.7
2000	87.8	74.2
2001	88.1	72.6
2002	88.2	73.6
2003	87.2	71.6
2004	86.8	71.2
2005	86.4	70.9
2006	86.7	69.0
2007	86.2	72.0
2008	86.9	70.5
2009	85.8	68.1
2010	85.8	64.5
2011	87.1	67.8

Source: Labour Force Survey, Office for National Statistics.

1. Defined as the proportion of employees whose workplace has a union present

2. The proportion of employees whose pay and conditions are agreed in negotiations between the employer and a trade union.

3. Prior to 1999 questionnaire was routed differently – see Annex A for explanation

^bData in this table have been updated for the period 2001 to 2010 to reflect changes to the population weights in the LFS microdata.

3. Trade Union Membership: Personal and job characteristics

3.1 Characteristics of union members and non-members, 2011

Per cent, not seasonally adjusted

	Union members	Non-members	All employees
Gender			
Male	45.3	52.2	50.7
Female	54.7	47.8	49.3
Age bands			
16 to 24	4.6	16.4	13.8
25 to 34	18.2	24.1	23.4
35 to 49	42.6	34.7	36.6
50 plus	34.5	24.9	26.3
Ethnicity			
White	92.0	90.0	90.1
Mixed	0.6	0.9	0.8
Asian or Asian British	4.1	5.2	5.1
Black or Black British	2.4	2.2	2.4
Chinese and other ethnic groups	0.8	1.4	1.4
Nationality			
UK	95.6	90.0	91.2
Other	4.4	10.0	8.8
Country of Birth			
UK	90.3	85.0	86.0
Other	9.7	15.0	14.0
Disability			
Disabled	17.5	13.8	14.4
Not disabled	82.5	86.2	85.6
Highest qualification			
Degree or equivalent	36.3	27.0	29.1
Other higher education	13.7	9.0	10.1
A-level or equivalent	21.3	24.7	23.9
GCSE grades A-C or equivalent	17.8	23.4	22.1
Other qualifications	7.2	9.3	8.9
No qualification	3.7	6.7	5.9
Sector			
Private	39.1	83.5	72.4
Public	60.9	16.5	27.6
Full-time/part-time			
Full-time	78.6	70.5	73.2
Part-time	21.4	29.5	26.8
Length of service			
Less than one year	5.5	18.5	15.0
One to two years	4.9	11.7	10.2
Two to five years	16.8	24.5	23.2
Five to ten years	23.6	21.2	21.7
Ten to twenty years	26.6	16.3	18.7
Twenty years or more	22.7	7.7	11.2
Workplace size			
Less than 50	29.8	53.8	47.4
50 or more	70.2	46.2	52.6

Source: Labour Force Survey, Office for National Statistics.

3.1 Characteristics of union members and non-members, 2011 (continued)

Per cent, not seasonally adjusted

	Union members	Non-members	All employees
Occupation⁴			
Managers, Directors And Senior Officials	4.7	10.4	8.9
Professional Occupations	35.3	14.9	19.8
Associate Professional And Technical	13.2	13.4	13.4
Administrative And Secretarial	10.3	13.5	12.6
Skilled Trades	6.3	8.8	8.3
Caring, Leisure And Other Service	10.2	9.2	9.6
Sales And Customer Service	5.5	10.4	9.2
Process, Plant And Machine Operatives	6.9	6.0	6.2
Elementary Occupations	7.6	13.4	12.0
Industry⁵			
Agriculture, forestry and fishing	*	*	*
Mining and quarrying	0.4	0.4	0.4
Manufacturing	7.9	12.0	10.8
Electricity, gas, steam & air conditioning supply	1.2	0.6	0.7
Water supply, sewerage, waste & remediation activities	1.0	0.9	0.9
Construction	2.9	5.9	5.2
Wholesale, retail and motor trade	6.7	17.4	14.7
Hotels and restaurants	0.7	6.9	5.4
Transport, storage and communication	7.0	3.9	4.8
Financial intermediation	2.9	5.1	4.6
Real estate and business services	4.4	13.1	10.9
Public administration and defence	14.6	4.5	7.0
Education	23.1	7.6	11.3
Health & social work	23.1	11.5	14.6
Other services	2.3	5.2	4.5

Source: Labour Force Survey, Office for National Statistics.

4. Based on Standard Occupational Classification 2010

5. Based on Standard Industrial Classification 2007.

3.2 Trade union density by gender, full/ part time and permanent/ temporary status, 2011

Per cent, not seasonally adjusted

	All	Gender		Full-time / part-time status		Permanent / temporary jobs	
		Male	Female	Full-time	Part-time	Permanent	Temporary
All employees	25.9	23.4	28.6	28.1	20.4	26.7	14.2
Age bands							
16 to 24	8.6	9.1	8.1	11.8	3.8	9.7	4.6
25 to 34	19.3	15.6	23.8	20.3	15.3	21.3	14.6
35 to 49	26.6	22.8	30.9	27.5	23.9	30.5	17.3
50 plus	27.7	24.3	31.6	30.2	22.5	33.3	23.5
Sector							
Private	14.1	15.9	11.8	16.0	9.0	14.7	5.1
Public	56.6	55.4	57.1	61.6	45.2	58.5	32.4
Occupation⁴							
Managers and senior officials	13.8	11.6	18.2	14.2	10.2	14.0	1.5
Professional occupations	45.4	30.3	60.3	43.4	54.1	46.0	37.6
Associate professional and technical occupations	25.7	26.3	25.0	26.1	23.5	26.5	11.7
Administrative and secretarial occupations	21.2	23.5	20.5	23.8	16.6	22.4	5.3
Skilled trade occupations	20.1	21.0	12.5	21.5	*	20.5	*
Personal service occupations	28.0	33.1	26.8	33.0	21.4	28.9	16.7
Sales and customer service occupations	15.5	14.0	16.4	18.7	12.8	16.2	*
Process, plant and machine operatives	28.6	30.6	14.1	31.1	8.7	30.1	8.6
Elementary occupations	16.7	18.3	14.8	22.3	10.8	18.4	1.9
Industry⁵							
Agriculture, forestry & fishing	*	*	*	*	*	*	*
Mining & quarrying	23.5	27.2	*	24.7	*	25.4	*
Manufacturing	18.7	21.5	9.8	19.7	*	19.4	*
Electricity, gas, steam & air conditioning supply	41.5	47.7	32.1	44.4	*	44.5	*
Water supply, sewerage, waste & remediation activities	28.7	30.2	22.7	30.1	*	30.2	*
Construction	14.8	15.9	8.8	15.8	*	15.1	*
Wholesale, retail trade and motor repair	11.9	11.2	12.5	12.5	10.9	12.4	*
Transport and storage	38.9	41.7	28.3	42.3	19.7	40.5	*
Accommodation & food service	3.6	3.0	4.2	4.8	2.5	3.9	*
Information & communication	11.7	12.8	9.0	12.7	4.7	12.2	*
Financial & insurance activities	16.7	12.2	21.8	14.9	27.5	17.0	*
Real estate activities	12.8	16.3	9.4	15.9	*	13.3	*
Professional & administrative services	10.4	11.2	9.4	11.0	8.3	10.8	5.5
Public administration and defence	53.4	54.3	52.7	54.2	49.8	54.6	27.5
Education	51.5	50.9	51.7	60.4	37.2	53.7	33.6
Human health & social work	41.4	42.9	41.0	46.5	32.9	42.5	24.4
Other services	13.6	15.2	12.4	17.7	7.5	14.7	5.5

Source: Labour Force Survey, Office for National Statistics

4. Based on Standard Occupational Classification 2010

5. Based on Standard Industrial Classification 2007.

3.3 Trade union density - Personal, work and job characteristics, 2011

Per cent, not seasonally adjusted

	All	Gender		Full-time / part-time status	
		Male	Female	Full-time	Part-time
All Employees	25.9	23.4	28.6	28.1	20.4
Nationality					
UK, British	24.3	21.1	27.9	26.1	19.4
Other	11.8	9.8	14.2	12.8	8.8
Country of Birth					
UK	24.3	21.1	27.8	26.2	19.4
Other	16.4	13.5	19.9	17.6	12.8
Ethnic group					
White	26.4	23.9	28.8	26.4	20.9
Mixed	19.6	18.6	20.4	19.7	*
Asian or Asian British	21.6	16.9	28.3	21.6	16.2
Black or Black British	27.7	25.5	29.5	27.7	15.6
Chinese and other ethnic groups	16.6	13.7	19.5	16.6	*
Disability					
Disabled	26.9	23.0	30.8	29.9	21.2
Not disabled	22.5	19.6	25.9	24.2	17.9
Dependent children					
No dependent children	26.2	23.3	29.3	27.9	20.3
Dependent child under six	23.7	20.8	27.0	24.2	22.5
Dependent child six or over	26.4	24.6	28.0	30.3	19.7
Highest qualification					
Degree or equivalent	29.3	21.9	37.3	29.5	28.5
Higher Education	30.9	22.1	39.2	31.6	29.1
GCE A Level or equiv	20.5	20.8	20	23.3	13.1
GCSE grades A-C or equiv	19.3	19.1	19.5	21.5	14.7
Other qualifications	18.7	18.7	18.6	20.3	14.6
No qualification	13.9	12.7	15.3	15.1	11.8
Managerial status					
Manager	26.1	20.5	34.5	25.8	28.3
Foreman or supervisor	34.7	28.4	41.4	34.0	37.5
Not manager or supervisor	24.2	23.6	24.7	27.8	17.8
Flexible working status					
Flexible working pattern	39.0	35.6	41.5	42.8	30.6
Not flexible working pattern	21.9	20.4	23.6	23.7	16.7
Home workers	13.7	13.7	13.7	14.5	*
Length of service					
Less than one year	9.1	8.4	9.8	10.7	6.3
One to two years	11.9	10.7	13.2	14.4	6.8
Two to five years	17.9	15.5	20.3	19.6	13.4
Five to ten years	25.3	21.2	29.9	26.2	22.7
Ten to twenty years	32.0	25.9	38.7	32.1	31.7
Twenty years or more	39.4	34.1	47.9	40.3	36.1
Permanent or temporary status					
Permanent	26.7	24.0	29.5	28.7	21.1
Temporary	14.2	10.9	17.0	13.1	15.2
Weekly earnings in main job					
Less than £250	13.9	9.0	15.9	12.3	14.5
£250 to £499	27.2	22.0	33.0	24.4	46.9
£500 to £999	40.2	35.2	49.2	39.9	46.8
£1,000 and above	20.1	17.4	28.0	19.7	*
Workplace size					
Less than 50	16.3	13.0	19.4	18.0	13.2
50 or more	34.9	32.1	38.0	35.8	31.5

Source: Labour Force Survey, Office for National Statistics.

3.4

Trade union density by gender and age group, 1995
and 2001 to 2011^bPer cent, not seasonally
adjusted

	1995	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
All employees												
16 to 19	6.4	5.3	4.9	5.2	3.9	3.3	5.2	3.8	4.4	4.1	4.0	3.1
20 to 24	19.3	14.3	13.5	14.0	13.5	13.1	13.1	13.0	12.2	11.8	12.1	11.4
25 to 29	28.4	22.6	22.0	22.4	22.7	21.8	21.9	19.5	20.2	21.0	19.5	18.2
30 to 34	33.2	28.0	26.7	28.5	26.8	26.9	24.7	25.1	24.9	24.0	22.5	24.0
35 to 39	37.1	31.5	32.3	32.5	31.0	29.4	29.0	30.0	27.4	27.5	26.9	26.7
40 to 44	39.6	36.4	35.9	36.1	34.6	35.0	35.2	33.4	33.2	30.5	31.1	29.4
45 to 49	41.2	39.3	39.7	38.8	39.9	37.7	37.7	37.0	35.4	36.1	34.1	33.6
50 to 54	39.6	39.4	39.0	39.8	39.3	40.6	39.9	39.1	38.4	37.5	37.6	36.2
55 to 59	38.6	35.9	34.8	35.4	36.3	37.5	36.5	38.5	38.2	38.9	37.0	35.3
60 to 64	30.2	32.0	28.7	30.5	28.4	27.5	28.4	30.1	28.9	30.2	28.1	29.1
65 to 69	7.5	10.2	14.6	13.3	8.8	15.6	15.3	12.9	19.1	16.4	13.6	14.1
Over 70	*	*	*	*	*	*	*	9.3	8.0	12.7	7.2	13.5
Male												
16 to 19	6.8	7.0	6.1	6.4	5.3	4.0	7.0	4.7	5.4	5.3	4.7	4.7
20 to 24	20.1	14.1	13.4	13.1	13.4	13.0	13.2	11.8	13.0	12.3	11.0	11.4
25 to 29	28.0	20.5	20.6	20.8	20.5	18.8	20.1	17.0	17.1	17.7	16.9	15.0
30 to 34	34.3	27.3	24.8	26.1	25.0	23.3	21.1	21.6	21.8	19.9	18.2	20.3
35 to 39	39.5	31.9	30.7	32.2	29.7	28.2	27.4	28.5	24.2	24.2	24.0	21.5
40 to 44	45.9	37.4	37.8	35.8	34.5	33.8	33.8	31.1	31.2	28.0	27.0	26.4
45 to 49	45.9	41.3	40.3	38.5	41.4	37.7	36.1	35.8	33.1	34.2	31.1	31.8
50 to 54	45.1	41.2	40.2	41.5	38.4	41.7	39.1	37.9	36.4	35.8	34.9	33.6
55 to 59	42.4	39.2	36.2	37.7	38.2	38.4	36.1	39.4	38.5	37.2	35.6	32.6
60 to 64	32.8	34.6	29.5	33.7	30.4	27.8	29.0	31.0	30.7	30.6	28.1	28.1
65 to 69	9.0	11.6	13.2	10.9	10.2	14.5	15.2	9.5	16.9	12.8	10.6	13.4
Over 70	*	*	*	*	*	*	*	9.4	7.4	13.6	8.1	17.9
Female												
16 to 19	6.0	3.7	3.7	4.1	2.7	2.7	3.5	3.1	3.3	3.1	3.3	1.7
20 to 24	18.4	14.6	13.7	15.0	13.5	13.3	13.0	14.2	11.4	11.3	13.3	11.4
25 to 29	28.7	24.7	23.5	24.3	25.1	25.1	23.9	22.5	23.7	24.5	22.4	21.9
30 to 34	32.0	28.8	28.7	31.0	28.8	31.0	28.6	29.0	28.1	28.4	27.4	28.0
35 to 39	34.6	31.1	34.0	32.7	32.5	30.5	30.6	31.6	30.7	31.1	30.0	32.2
40 to 44	33.6	35.4	34.1	36.4	34.7	36.2	36.6	35.7	35.3	33.0	35.1	32.4
45 to 49	36.8	37.4	39.1	39.0	38.4	37.7	39.2	38.0	37.5	37.8	36.9	35.3
50 to 54	34.3	37.8	37.7	38.3	40.2	39.7	40.7	40.2	40.2	39.1	39.9	38.4
55 to 59	34.8	32.4	33.4	33.0	34.3	36.7	36.8	37.7	37.9	40.5	38.3	37.9
60 to 64	26.1	28.3	27.6	26.3	25.5	27.2	27.5	28.8	26.6	29.6	28.2	30.4
65 to 69	6.1	8.5	16.1	15.8	7.0	16.8	15.5	16.9	21.8	20.0	16.7	14.9
Over 70	*	*	*	*	*	*	*	9.0	8.9	11.6	5.8	8.7

Source: Labour Force Survey, Office for National Statistics.

^bData in this table have been updated for the period 2001 to 2010 to reflect changes to the population weights in the LFS microdata.

3.5

Trade union density by major occupation groups, 2005 to 2010^{b,6}

	Percentage, not seasonally adjusted					
	2005	2006	2007	2008	2009	2010
All employees						
Managers and senior officials	18.7	16.8	17.4	17.1	16.5	15.1
Professional occupations	48.3	46.8	47.0	44.3	44.7	43.5
Associate professional and technical occupations	41.5	42.7	41.5	39.7	40.2	40.1
Administrative and secretarial occupations	24.1	23.6	22.8	23.1	22.6	21.0
Skilled trade occupations	24.2	23.8	24.7	23.3	22.3	21.9
Personal service occupations	30.0	30.4	30.4	30.7	30.8	30.7
Sales and customer service occupations	11.6	12.7	12.2	13.3	13.2	12.9
Process, plant and machine operatives	34.3	33.4	29.9	31.9	30.8	28.7
Elementary occupations	20.4	20.4	20.3	19.2	19.1	18.3
Male						
Managers and senior officials	16.7	15.1	15.9	15.1	15.0	12.5
Professional occupations	38.0	36.0	37.1	32.8	33.5	31.3
Associate professional and technical occupations	35.6	37.0	35.5	34.2	33.4	34.2
Administrative and secretarial occupations	30.6	28.6	28.0	29.8	27.4	24.5
Skilled trade occupations	24.0	24.4	25.5	23.9	22.7	22.1
Personal service occupations	38.3	36.7	33.8	32.2	30.6	29.4
Sales and customer service occupations	8.7	11.7	8.9	12.4	11.8	11.8
Process, plant and machine operatives	35.6	34.6	31.0	32.9	32.1	30.4
Elementary occupations	24.0	24.1	22.6	21.9	22.2	20.7
Female						
Managers and senior officials	22.3	20.1	20.2	20.8	19.1	19.7
Professional occupations	60.7	59.9	58.9	57.8	58.1	57.3
Associate professional and technical occupations	46.8	47.8	46.7	44.7	46.0	45.3
Administrative and secretarial occupations	22.4	22.3	21.4	21.3	21.2	20.0
Skilled trade occupations	26.0	16.8	16.6	16.6	18.0	19.2
Personal service occupations	28.4	29.3	29.8	30.4	30.9	31.0
Sales and customer service occupations	12.8	13.1	13.7	13.7	13.8	13.5
Process, plant and machine operatives	25.7	26.3	22.8	25.0	21.2	16.3
Elementary occupations	16.2	16.0	17.4	15.9	15.5	15.4

Source: Labour Force Survey, Office for National Statistics.

6. Based on Standard Occupational Classification 2000, figures for 2011, using SOC 2010, are shown in table 3.2

^bData in this table have been updated for the period 2005 to 2010 to reflect changes to the population weights in the LFS microdata.

3.6

Trade union density by industry⁵, 1995 and 2005 to 2011^b

Per cent, not seasonally adjusted

	1995	2005	2006	2007	2008	2009	2010	2011
All employees								
Agriculture, forestry & fishing	8.0	*	10.2	9.2	8.1	*	*	*
Mining & quarrying	35.5	21.2	23.4	22.8	18.6	17.9	20.8	23.5
Manufacturing	32.8	25.3	22.5	22.1	20.7	21.2	19.8	18.7
Electricity, gas, steam & air conditioning supply	71.9	50.8	50.9	48.7	45.7	47.4	43.4	41.5
Water supply, sewerage, waste & remediation activities	57.5	37.8	44.6	38.8	32.9	34.8	33.0	28.7
Construction	30.4	16.3	17.6	17.0	17.0	14.7	14.7	14.8
Wholesale, retail trade and motor repair	11.0	10.8	11.1	11.3	11.9	12.4	11.8	11.9
Transport and storage	50.7	44.6	43.9	43.4	42.5	43.5	42.0	38.9
Accommodation & food service	7.9	4.2	5.6	4.9	5.4	3.9	3.8	3.6
Information & communication	25.5	17.2	17.3	17.5	14.6	13.0	12.8	11.7
Financial & insurance activities	37.3	24.9	24.0	22.3	20.9	20.4	17.3	16.7
Real estate activities	*	*	6.8	8.3	6.8	17.4	14.1	12.8
Professional & administrative services	10.6	9.2	9.2	9.3	9.0	11.5	10.4	10.4
Public administration and defence	59.1	56.5	57.1	56.8	55.8	52.3	51.6	53.4
Education	55.6	55.5	55.0	55.3	54.0	53.0	52.3	51.5
Human health & social work	48.3	43.9	43.6	43.7	41.0	41.9	41.3	41.4
Other services	18.7	15.4	16.9	15.5	16.5	14.9	15.0	13.6
Male								
Agriculture, forestry & fishing	*	*	10.7	*	*	*	*	*
Mining & quarrying	38.7	23.8	25.4	24.7	19.9	19.7	21.8	27.2
Manufacturing	36.6	28.0	25.3	25.2	23.6	24.6	22.3	21.5
Electricity, gas, steam & air conditioning supply	78.2	54.5	58.3	52.3	48.1	51.5	45.0	47.7
Water supply, sewerage, waste & remediation activities	67.0	39.1	49.8	41.0	34.9	36.8	34.3	30.2
Construction	32.0	16.6	18.1	16.9	16.6	15.0	15.7	15.9
Wholesale, retail trade and motor repair	9.5	10.3	10.8	10.4	11.4	12.6	11.0	11.2
Transport and storage	55.3	48.1	47.2	46.1	45.7	45.0	45.5	41.7
Accommodation & food service	7.2	2.6	5.0	3.3	5.5	3.0	2.5	3.0
Information & communication	29.1	17.6	17.8	19.6	15.6	13.7	13.3	12.8
Financial & insurance activities	35.0	20.0	20.8	17.7	15.8	15.1	13.0	12.2
Real estate activities	*	*	*	*	*	22.6	12.7	16.3
Professional & administrative services	14.3	11.2	10.9	10.8	9.7	13.4	11.2	11.2
Public administration and defence	63.7	57.5	58.6	60.3	58.9	54.0	53.8	54.3
Education	67.6	59.0	58.2	59.6	54.6	51.7	50.9	50.9
Human health & social work	53.6	48.6	46.2	43.1	41.2	42.6	39.6	42.9
Other services	23.2	19.9	20.9	18.4	20.5	16.2	17.9	15.2
Female								
Agriculture, forestry & fishing	*	*	*	*	*	*	*	*
Mining & quarrying	*	*	*	*	*	*	*	*
Manufacturing	22.6	16.4	13.7	12.5	12.0	10.7	11.3	9.8
Electricity, gas, steam & air conditioning supply	*	*	31.8	38.7	37.5	36.0	37.5	32.1
Water supply, sewerage, waste & remediation activities	*	*	27.8	30.4	24.8	*	*	*
Construction	24.2	15.2	15.4	17.2	18.5	*	*	*
Wholesale, retail trade and motor repair	12.3	11.2	11.3	12.1	12.4	12.3	12.7	12.5
Transport and storage	32.9	31.6	32.6	33.8	32.1	37.9	30.4	28.3
Accommodation & food service	8.3	5.3	6.0	6.2	5.2	4.6	4.8	4.2
Information & communication	19.0	16.3	16.2	13.0	12.3	11.5	11.5	9.0
Financial & insurance activities	39.3	29.4	27.1	27.2	25.8	25.6	22.3	21.8
Real estate activities	*	*	*	*	*	13.5	15.0	9.4
Professional & administrative services	7.3	7.1	7.4	7.8	8.3	9.5	9.2	9.4
Public administration and defence	54.2	55.5	55.8	53.6	52.9	50.7	49.5	52.7
Education	50.5	54.2	53.8	53.9	53.8	53.4	52.9	51.7
Human health & social work	47.3	42.7	43.0	43.9	41.0	41.8	41.8	41.0
Other services	15.7	12.1	13.9	13.2	13.4	13.8	12.6	12.4

Source: Labour Force Survey, Office for National Statistics.

⁵ Based on Standard Industrial Classification 2007.

^b Data in this table have been updated for the period 2005 to 2010 to reflect changes to the population weights in the LFS microdata.

3.7 Average hourly earnings (in £s) by union status, 2011

Not seasonally adjusted

	All	Trade union membership		Trade union wage premium (%)
		Member	Non-member	
All employees	12.60	14.18	12.01	18.1
Gender				
Male	13.74	14.72	13.40	9.9
Female	11.43	13.73	10.50	30.7
Age				
16-24	7.19	8.89	7.02	26.7
25-34	11.97	13.42	11.56	16.0
35-49	14.71	15.05	14.53	3.6
50+	13.06	14.30	12.40	15.3
Industry				
Agriculture, forestry and fishing	*	*	*	*
Mining and quarrying	19.57	13.75	21.72	-36.7
Manufacturing	12.88	13.23	12.81	3.2
Electricity, gas and steam & air conditioning supply	15.52	15.74	15.20	3.5
Water supply, sewerage, waste & remediation activities	12.01	11.63	12.31	-5.5
Construction	13.61	14.13	13.49	4.7
Wholesale, retail and motor trade	9.00	8.41	9.07	-7.3
Hotels and restaurants	7.15	8.87	7.08	25.2
Transport, storage and communication	11.40	12.58	10.68	17.8
Financial intermediation	18.04	15.70	18.49	-15.1
Real estate and business services	12.92	16.94	12.42	36.4
Public administration and defence	14.66	14.86	14.43	3.0
Education	13.44	15.18	11.29	34.4
Health & social work	12.45	14.97	10.66	40.5
Other services	10.27	13.46	9.89	36.1
Occupation				
Managers and senior officials	18.83	19.46	18.73	3.9
Professional occupations	19.08	18.37	19.62	-6.4
Associate professional and technical occupations	15.53	15.34	15.59	-1.6
Administrative and secretarial occupations	10.43	10.87	10.32	5.3
Skilled trade occupations	10.19	12.56	9.62	30.6
Personal service occupations	7.97	9.06	7.54	20.1
Sales and customer service occupations	7.73	9.07	7.46	21.6
Process, plant and machine operatives	9.26	11.61	8.31	39.7
Elementary occupations	7.15	8.70	6.81	27.8

Source: Labour Force Survey, Office for National Statistics.

3.8 Trade union presence and collective agreement coverage, 2011

Per cent, not seasonally adjusted

	Union density	Trade unions present in workplace	Employee's pay affected by collective agreement
All employees	25.9	44.8	31.2
Industry			
Agriculture, forestry & fishing	*	*	*
Mining & quarrying	23.5	39.3	22.0
Manufacturing	18.7	38.1	23.2
Electricity, gas, steam & air conditioning supply	41.5	65.6	50.9
Water supply, sewerage, waste & remediation activities	28.7	56.4	39.6
Construction	14.8	27.3	18.0
Wholesale, retail trade and motor repair	11.9	26.9	16.0
Transport and storage	38.9	58.7	47.2
Accommodation & food service	3.6	7.6	4.6
Information & communication	11.7	23.8	13.9
Financial & insurance activities	16.7	39.7	25.0
Real estate activities	12.8	35.6	19.0
Professional & administrative services	10.4	21.0	11.6
Public administration and defence	53.4	84.0	71.1
Education	51.5	82.1	59.0
Human health & social work	41.4	63.3	43.8
Other services	13.6	26.7	17.2
Workplace size			
Less than 50	16.3	26.7	17.3
50 or more	34.9	61.6	44.1
Nation			
England	24.8	44.0	30.0
Wales	34.9	55.8	39.2
Scotland	29.8	48.1	34.7
Northern Ireland	33.6	41.8	40.6
Region			
North East	34.2	53.5	35.8
North West	30.3	48.9	34.6
Yorkshire and the Humber	27.0	47.5	31.8
East Midlands	25.4	44.7	31.1
West Midlands	26.6	45.4	33.3
East of England	22.4	41.0	28.1
London	20.6	38.0	24.2
South East	20.7	40.4	26.6
South West	24.7	45.7	31.3

Source: Labour Force Survey, Office for National Statistics.

3.9 Collective agreement coverage by full time/part time and permanent/temporary status, 2011

Per cent, not seasonally adjusted

	All	Full-time / part-time status		Permanent/ temporary job	
		Full-time	Part-time	Permanent	Temporary
All employees	31.2	32.6	27.0	31.6	23.8
Gender					
Male	28.4	29.8	18.4	29.0	19.1
Female	34.0	37.2	29.5	34.4	28.1
Union membership					
Member	73.2	74.2	69.6	73.6	60.6
Non-member	15.5	15.6	15.3	15.4	17.3
Workplace size					
Less than 50	17.3	18.1	15.6	17.3	16.6
50 or more	44.1	43.9	45.0	44.9	31.4
Industry					
Agriculture, forestry & fishing	*	*	*	*	*
Mining & quarrying	22.0	23.3	*	24.1	*
Manufacturing	23.2	24.2	11.2	23.7	12.4
Electricity, gas, steam & air conditioning supply	50.9	52.5	34.8	52.9	*
Water supply, sewerage, waste & remediation activities	39.6	40.7	11.8	41.5	10.0
Construction	18.0	19.2	8.2	18.3	10.7
Wholesale, retail trade and motor repair	16.0	15.3	17.3	16.4	10.1
Transport and storage	47.2	50.1	30.1	48.2	25.6
Accommodation & food service	4.6	5.4	*	4.8	2.8
Information & communication	13.9	14.7	8.3	14.1	8.7
Financial & insurance activities	25.0	23.7	32.7	25.3	13.9
Real estate activities	19.0	21.5	11.1	19.0	20.0
Professional & administrative services	11.6	12.1	10.2	11.8	9.6
Public administration and defence	71.1	71.9	67.4	72.4	38.3
Education	59.0	63.4	51.4	59.6	53.3
Human health & social work	43.8	47.3	37.5	44.3	34.9
Other services	17.2	20.1	12.6	17.6	14.4

Source: Labour Force Survey, Office for National Statistics.

4. Trade Union Membership: Regional trends

4.1 Trade union density by nation and region, 2001 to 2011^b

	Per cent, not seasonally adjusted										
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Nation											
England	27.8	27.3	28.1	27.5	27.3	26.8	26.6	26.1	26.1	25.2	24.8
Wales	39.0	39.7	37.2	37.3	34.2	35.9	37.3	37.3	35.4	34.6	34.9
Scotland	35.3	34.2	34.4	33.0	34.1	34.4	32.6	32.8	31.9	32.4	29.8
Northern Ireland	40.7	41.7	39.5	39.7	40.9	39.6	39.8	35.7	39.9	35.7	33.6
Regions											
North East	40.6	38.7	37.4	36.8	36.5	38.7	35.8	35.3	35.5	32.6	34.2
North West	34.3	33.5	33.8	34.8	32.9	34.1	34.2	32.2	32.1	31.4	30.3
Yorkshire and The Humber	31.7	32.0	32.9	30.0	30.5	28.4	30.0	29.6	28.8	28.0	27.0
East Midlands	28.3	27.1	28.4	26.9	28.7	26.7	26.8	26.9	26.4	26.2	25.4
West Midlands	29.9	30.1	29.8	28.2	29.6	28.2	28.1	26.5	28.2	27.1	26.6
East of England	23.0	22.4	24.4	24.8	23.7	23.3	22.4	22.0	22.9	22.8	22.4
London	24.2	24.2	25.4	24.9	24.3	24.6	24.1	23.7	21.3	21.4	20.6
South East	22.7	21.5	21.6	22.6	21.7	21.4	21.0	21.6	21.9	21.3	20.7
South West	26.0	25.9	27.3	25.4	26.5	24.7	24.7	24.9	26.0	23.3	24.7

Source: Labour Force Survey, Office for National Statistics.

^b Data in this table have been updated for the period 2001 to 2010 to reflect changes to the population weights in the LFS microdata.

4.2 Trade union membership by nation and region, 2001 to 2011^{ab}

	Thousands										
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Nation											
England	5,660	5,600	5,733	5,661	5,670	5,593	5,604	5,496	5,383	5,213	5,125
Wales	408	437	419	430	392	408	425	423	386	389	400
Scotland	733	731	728	724	742	768	720	726	693	704	638
Northern Ireland	243	256	233	246	252	252	257	231	254	226	226
Regions											
North East	398	374	373	367	366	392	370	356	358	327	341
North West	926	918	937	971	911	954	952	879	864	847	825
Yorkshire and The Humber	631	650	681	625	645	597	638	625	594	576	555
East Midlands	498	486	509	485	532	495	492	510	488	467	456
West Midlands	648	659	635	614	647	607	615	568	589	567	550
East of England	537	514	567	575	552	533	533	528	531	531	535
London	718	727	742	735	714	740	735	736	655	675	636
South East	783	739	737	776	756	753	744	770	760	738	719
South West	522	531	553	515	546	522	523	524	542	486	509

Source: Labour Force Survey, Office for National Statistics.

^a Membership levels are based on the methodology as described in the Annex.

^b Data in this table have been updated for the period 2001 to 2010 to reflect changes to the population weights in the LFS microdata.

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 Statistics'. For further details on National Statistics please refer to the web link below:

<http://www.statisticsauthority.gov.uk/>

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 57,000 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.

A1 Structure of trade union questions in the Labour Force Survey Routing change in 1999

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.

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 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 status 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. More details on SIC 2007 can be found at

UK Standard Industrial Classification 2007 (UK SIC 2007)

In the meantime ONS has undertaken 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 members showed a contraction of 9 per cent. 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 density is 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 under 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 10,000 threshold, it is now the statistician's discretion whether to release anything under this threshold.

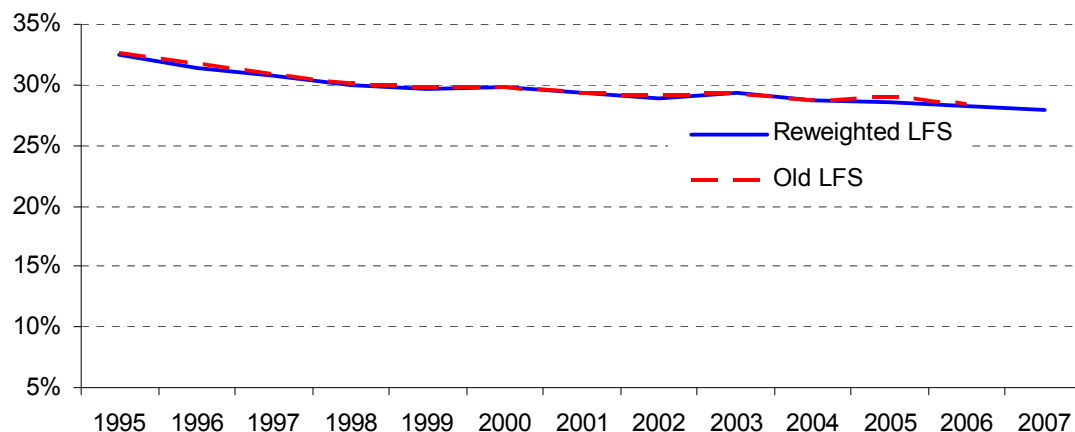
As an indication of the standard errors in the trade union estimates, the standard errors around the total employment and employee union densities are likely to be around 0.25 percentage points. Standard errors for union densities by gender are likely to be around 0.5 percentage points. Standard errors for union densities by region are likely to be around one percentage point and standard errors for union densities by region and gender are likely to be around 1.5 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. Trade union density of UK employees, 1995-2007



Source: Labour Force Survey, Office for National Statistics.

Chart A1 shows the trade union density of UK employees from 1995 to 2007, as shown in Table 1.1 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.

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 1.1, 1.2 and 3.2).

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. The table below gives a comparison of the estimates from the two methods between 2006 and 2010 by gender and whether in employment or an employee.

A2 Estimates of trade union membership levels, United Kingdom, 2006 to 2010

Thousands, not seasonally adjusted

	Employees			In employment		
	Density × Population	Adjusted Weights	Difference	Density × Population	Adjusted Weights	Difference
People						
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
Men						
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
Women						
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

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 (<http://www.certoffice.org>) and can be seen in Table 1.5. 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 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/surveys/respondents/household/labour-force-survey/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 2011, the ONS published revised LFS data for 2001-2010 to take account of the latest available official population estimates. The new microdata, containing updated weights based on these new population figures, was used to update the data for 2001-2010 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/rel/lms/labour-market-statistics/lms-may-2011/reweighting-article.pdf>

The detailed results of the 2011 Census will be made available in 2013. This will result in a further reweighting of the LFS microdata. As with the 2011 reweighting, these new Census population weights will be used to update the data in this publication for 2001-2011. This is expected to take effect in the 2013 TUM publication.

Annual National Statistic reports

- 1) *Trade Union Membership 2010*, James Achur. April 2011.
- 2) *Trade Union Membership 2009*, James Achur. April 2010.
- 3) *Trade Union Membership 2008*, Craig Barratt. April 2009.
- 4) *Trade Union Membership 2007*, Sally Mercer and Richard Notley. July 2008.
- 5) *Trade Union Membership 2006*, Heidi Grainger and Martin Crowther. April 2007.
- 6) *Trade Union Membership 2005*, Heidi Grainger
- 7) *Trade Union Membership 2004*, Heidi Grainger, Heather Holt
- 8) *Trade Union Membership 2003*, Tom Palmer, Heidi Grainger, Grant Fitzner

The BIS Publications Orderline is 0845 015 0010

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.
- 4) Article: *Trade union membership 1999-2000: an analysis of data from the Certification Officer and the Labour Force Survey*, by Abby Sneade. September 2001.
- 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

Web link: <http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=550>

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