























### 3. Personal and job characteristics

#### Female employees are more likely to be a trade union member

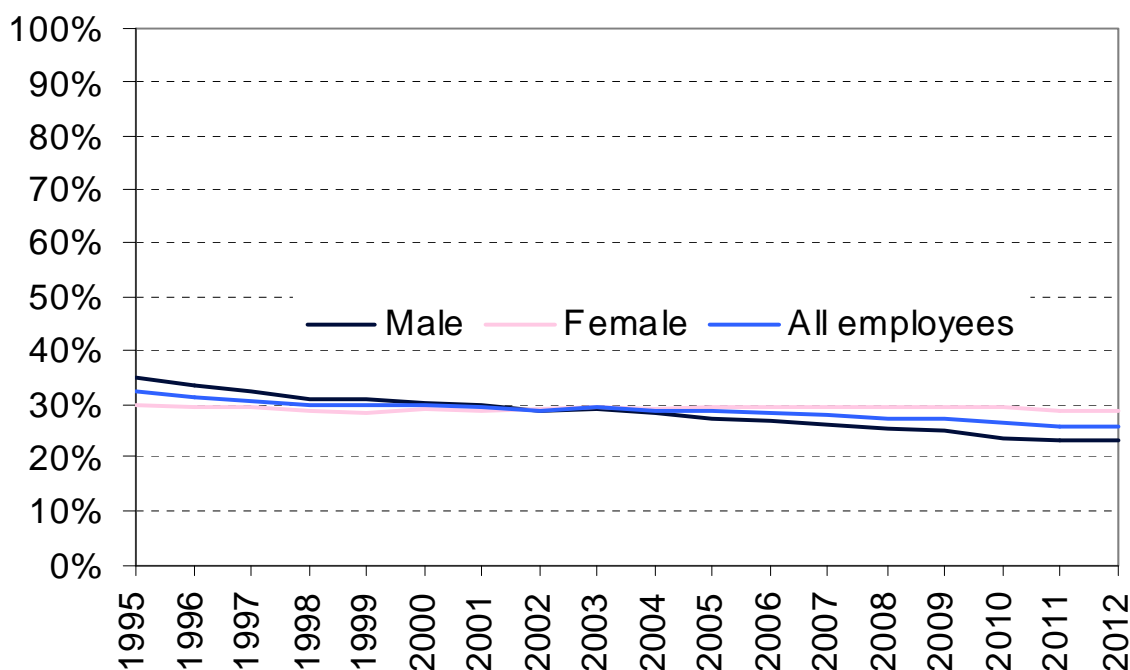
For the eleventh consecutive year, female employees were more likely than male employees to be a trade union member. The proportion of female employees who were in a trade union was around 29 per cent in 2012, compared with 23 per cent for male employees. This difference is statistically significant.

In 1995, the proportion of male employees who belonged to a trade union was around 35 per cent, compared with around 30 per cent 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 per cent for both genders.

The trend continued between 2002 and 2012, with union membership among male employees falling by 6 percentage points from 29 per cent in 2002 to 23 per cent in 2012, compared with relative stability in the rate for females with the exception of 2011 where the gap narrowed slightly. About 55 per cent of union member employees were female in 2012, up from 45 per cent in 1995.

#### Chart 3.1: Employee trade union density by gender, 1995 to 2012

Per cent of UK employees who are trade union-members



Source: Labour Force Survey, Office for National Statistics

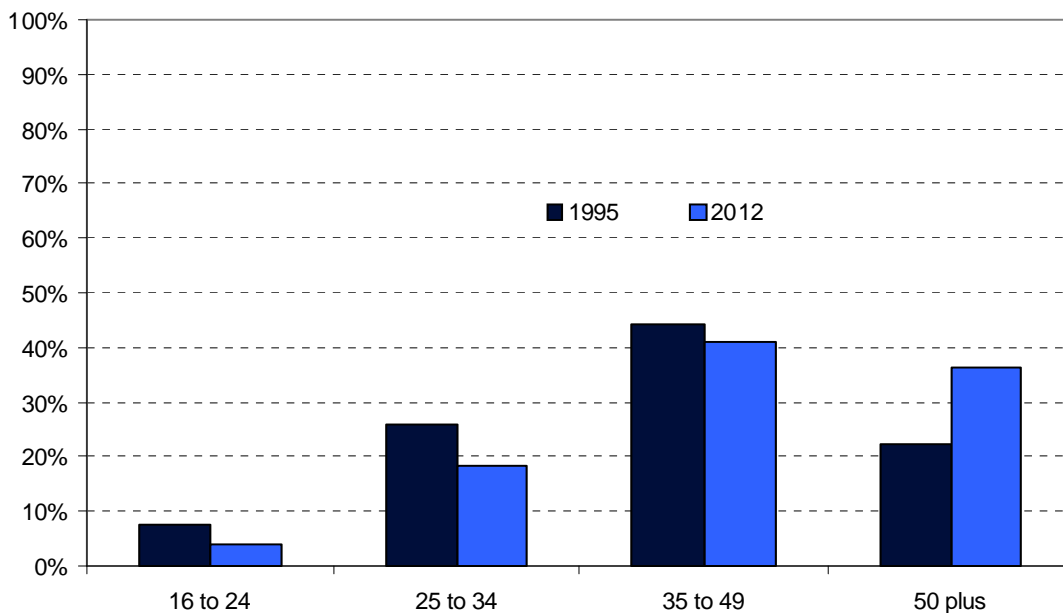
### Trade union members are increasingly older employees

Older workers account for a larger proportion of union members than younger workers. Over the seventeen years to 2012, the proportion of employees who belonged to a trade union has fallen in all age groups except those aged over 65. About 36 per cent of trade union member employees were aged over 50 in 2012, compared with 22 per cent in 1995. This may be linked to the rising employment rate among people in this age group in recent years.

Those employees with ten or more years of service make up about 51 per cent of all union members but only 30 per cent of all employees.

### Chart 3.2: Age of trade union members, 1995 and 2012

Per cent



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 trade union compared with non-UK born employees. About 27 per cent of UK born employees were in a trade union in 2012, compared with 19 per cent for non-UK born employees.

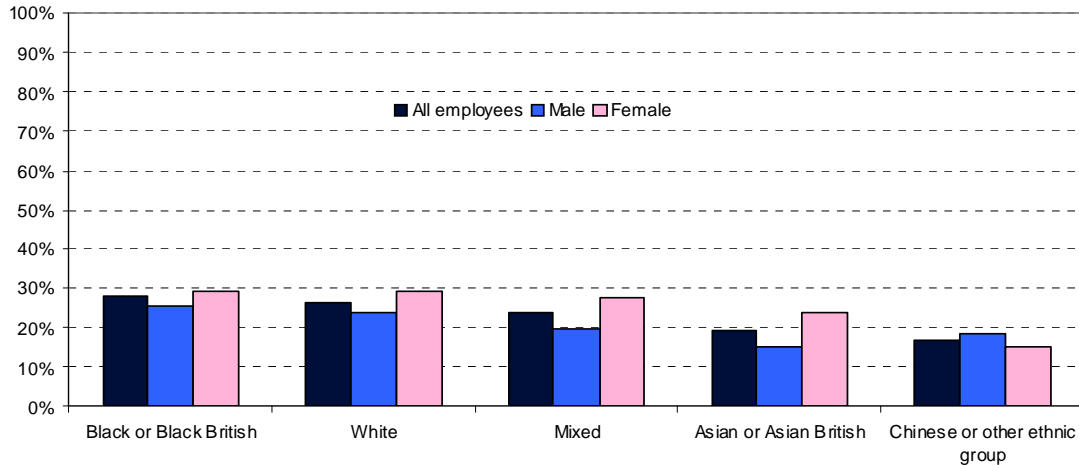
The proportion of employees who were trade union members was highest in Black or Black British ethnic group at around 28 per cent in 2012, compared with 26 per cent for all employees. The Chinese and Other Ethnic group had the lowest proportion of union members at just 17 per cent in 2012.

Higher proportions of female employees belonged to a trade union than males for all ethnic groups, with the exception of Chinese and Other. The largest difference was within the Asian or Asian British ethnic group. In 2012, the proportion of female Asian employees

who belonged to a trade union was around 24 per cent, compared with around 15 per cent for male employees.

### Chart 3.3: Trade union density by gender and ethnicity, 2012

Per cent of UK employees who are trade union-members



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.

Employees who were disabled make up about 18 per cent of all trade union members in 2012, compared with 14 per cent of all employees in the UK.

### 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 32 per cent of employees with a degree or equivalent, and 35 per cent with some other Higher Education qualification were in a trade union, compared with 16 per cent of employees with no qualifications.

### Larger workplaces are more likely to negotiate pay through collective bargaining

Larger workplaces, those with 50 or more employees, had a higher proportion of employees 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.

The proportion of employees who belonged to a trade union in larger workplaces was 35 per cent in 2012, compared with 17 per cent in the workplaces with less than 50 employees. About 61 per cent of employees in larger workplaces reported that a trade union was present, compared with 27 per cent in smaller workplaces.

The proportion of employees who had their pay affected by a collective agreement was around 42 per cent in larger workplaces, compared with 16 per cent in workplaces with less than 50 employees.

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.

[BIS research](#) has found that trade union recognition and industrial disputes tend to feature rather little among small firms since levels of union membership are lower. While the [Workplace Employment Relations Survey 2011](#) found that between 2004 and 2011, the proportion of employees working in a workplace that recognised a union remained stable. This is because, as in earlier periods, the reduction in union presence in the private sector was greatest among smaller workplaces where trade union presence was lower.

### **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 categories of employment. 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 those employed in the 'wholesale and retail trade', 'information and communication' and 'financial and insurance' sectors.

The proportion of permanent employees who were trade union members was 27 per cent in 2012, compared with 15 per cent for temporary employees.

About 78 per cent of union member employees worked full-time, compared with 73 per cent of all employees.

### **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. The trade union wage premium, defined as the percentage difference in average gross hourly earnings of union members compared with non-members, is much greater for females and the youngest employees. The premium was greater in 'other service' and 'health and social work' sectors.

About 39 per cent of employees who earned between £500 and £999 were members of a trade union, compared with 21 per cent of employees earning £1,000 or more. The proportion of employees earning less than £250 who were trade union members was 14 per cent.

The trade union wage premium was higher for females at about 30 per cent, compared with 7 per cent for males. The wage premium was 33 per cent for those aged 16-24, compared with 12 per cent for those aged 25 to 34. 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.

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

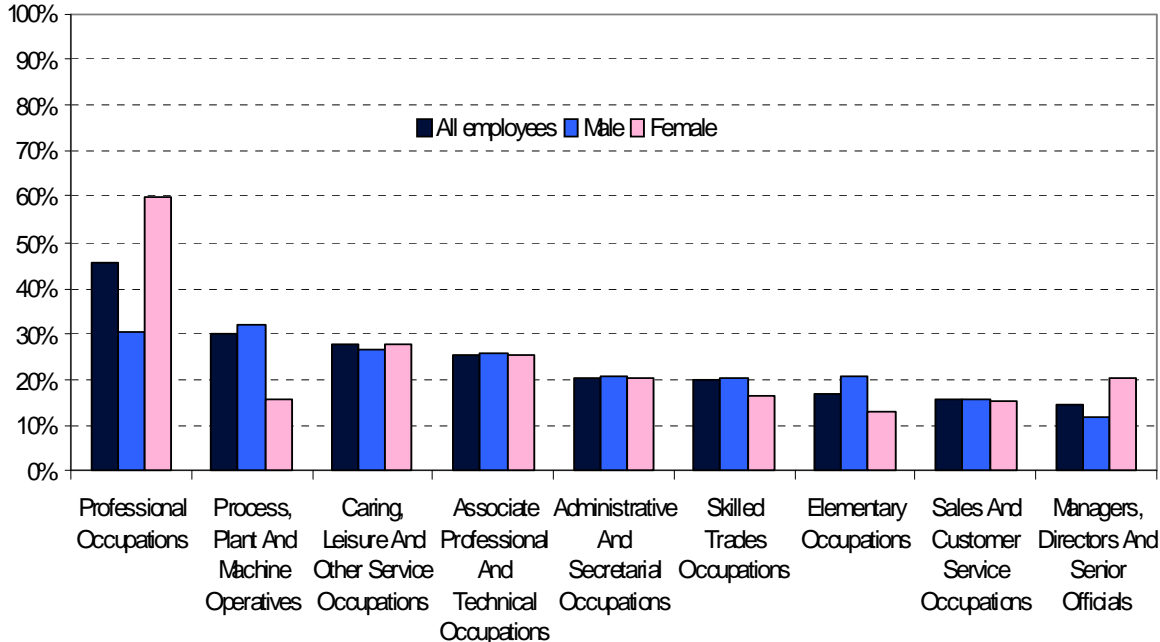
Employees in professional occupations were more likely to be trade union members than employees in other occupations. Employees in the professional occupations account for 36 per cent of all union members, but only for 20 per cent of all employees in the UK worked in this sector.

The proportion of employees who were trade union members was 45 per cent within the professional occupations, compared with 15 per cent 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 highly unionised occupations, into the professional group, from 'associate professional and technical'. This partly accounts for the 15 percentage point decrease in associate professional and technical occupations, from about 40 per cent in 2010 to 25 per cent in 2012.

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

### Chart 3.4: Trade union density by gender and occupation, 2012

Per cent of UK employees who are trade union-members



Source: Labour Force Survey, Office for National Statistics

About 26 per cent of all employees in managerial positions were union members, compared with 24 per cent of employees in non-managerial positions. Across all managerial statuses women were more likely than men to be a trade union member in 2012.

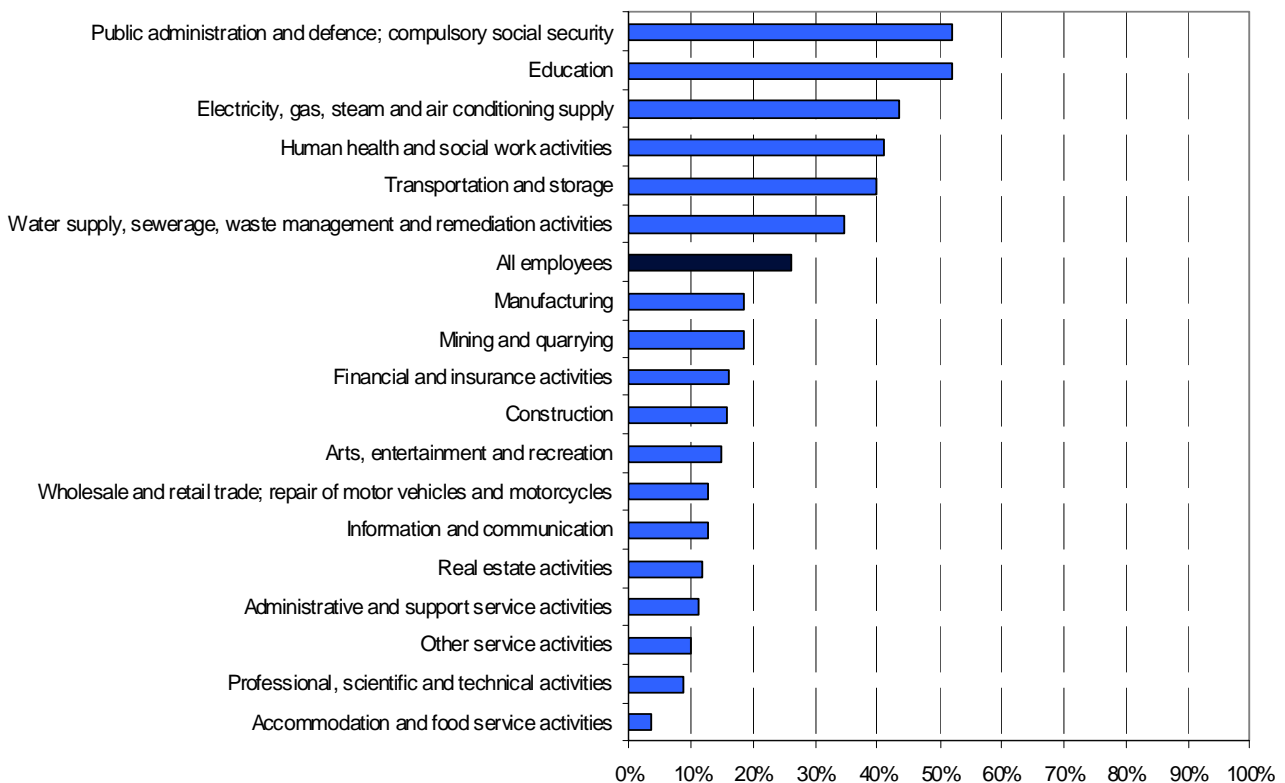
### Employees in public sector and utility industries more likely to be in a trade union

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

As in previous years, 'public administration and defence' and 'education' were the sectors with the highest proportions of trade union members where about 52 per cent of employees were trade union members. Accommodation and food services had the lowest at 4 per cent. Density in manufacturing, which has traditionally been seen as a high union membership industry has fallen by 14 percentage points, from about 33 per cent in 1995 to 19 per cent in 2012.

### Chart 3.5: Trade union density by industry, 2012

Per cent of UK employees who are trade union-members



Source: Labour Force Survey, Office for National Statistics

Between 1995 and 2012, the likelihood of employees being a trade union member has decreased across all sectors, with the exception of 'wholesale, retail trade and motor repair', which rose 2 percentage points, from 11 per cent in 1995 to 13 per cent in 2012. Since 1995, the sharpest fall has been in 'Electricity, gas, steam and air conditioning supply', down 28 percentage points from 72 per cent in 1995 to 44 per cent in 2012.



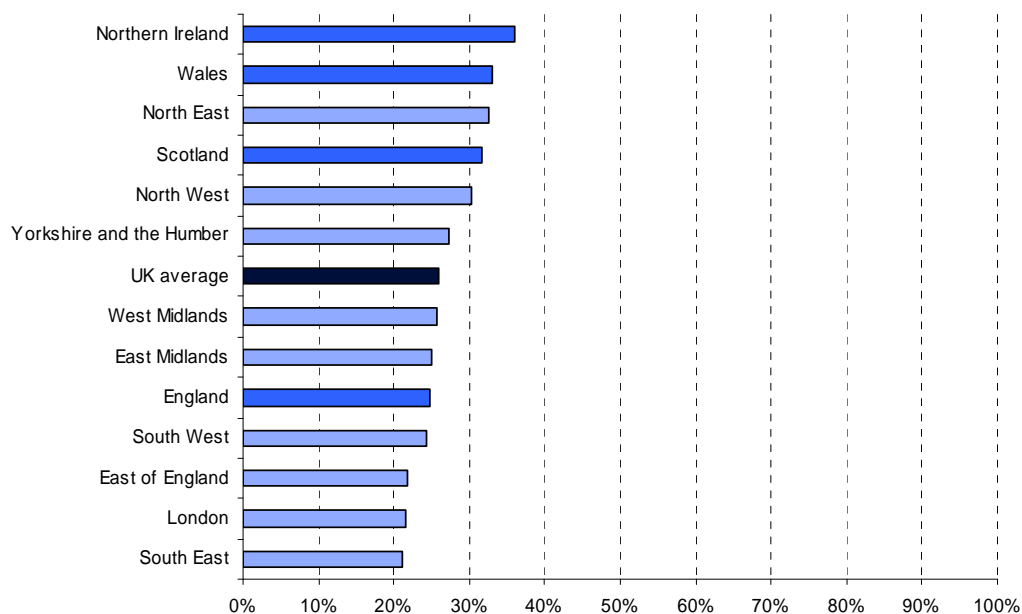
## 4. Country and Regional Trends

### 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 five English regions the proportions of employees who were members of a trade union was higher than the average in England, including the North East, North West, Yorkshire and the Humber, West Midlands and East Midlands.

The proportion of employees who were trade union members was 36 per cent in Northern Ireland, compared with 21 per cent in the South East.

**Chart 4.1: Trade union density by nation and region, UK employees, 2012**



Source: Labour Force Survey, Office for National Statistics

Trade union membership levels in England decreased by around 525 thousand between 1995 and 2012, compared with a 95 thousand decrease in Scotland and 60 thousand in Wales. In Northern Ireland, trade union membership levels increased 23 thousand between 1995 and 2012, but the levels are still 15 thousand below the 2007 peak in membership. Most of the declines in membership levels have occurred since 2007.

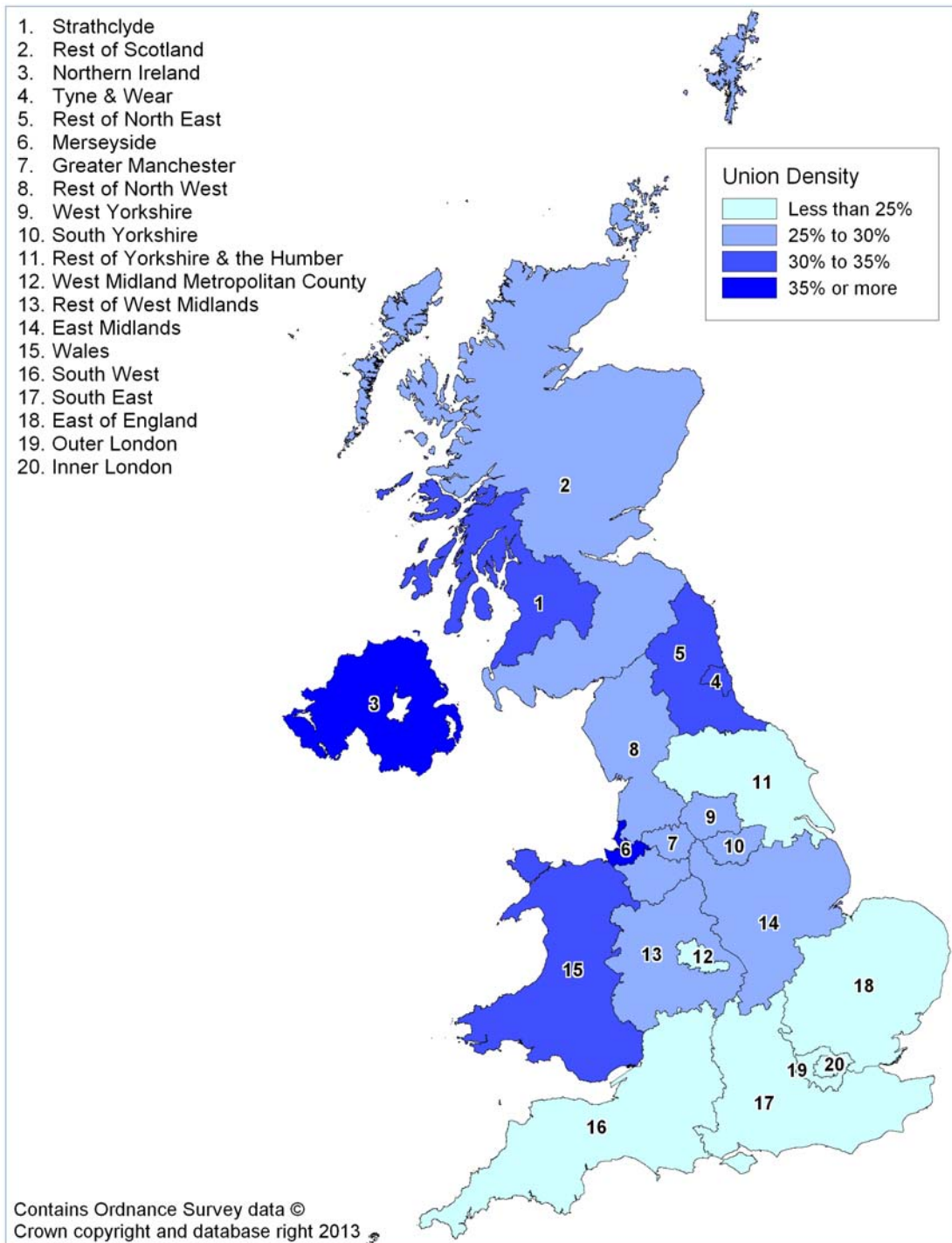
In Wales the proportion of employees who were in a trade union decreased 2 percentage points, from 35 per cent in 2011 to 33 per cent in 2012. Between 1995 and 2012, the rate was down 11 percentage points, from 44 per cent in 1995 to 33 per cent in 2012.

Between 1995 and 2012, the proportion of employees who were in a trade union has decreased 7 percentage points in Scotland, and was down 6 percentage points in England

and Northern Ireland. Between 2011 and 2012, the rates have increased in Northern Ireland and Scotland but are still below the pre recession rates of 2007.

Chart 4.2 shows the proportion of employees who were in a trade union across 20 geographical regions of the UK in 2012. The highest rate was 36 per cent is in Northern Ireland.

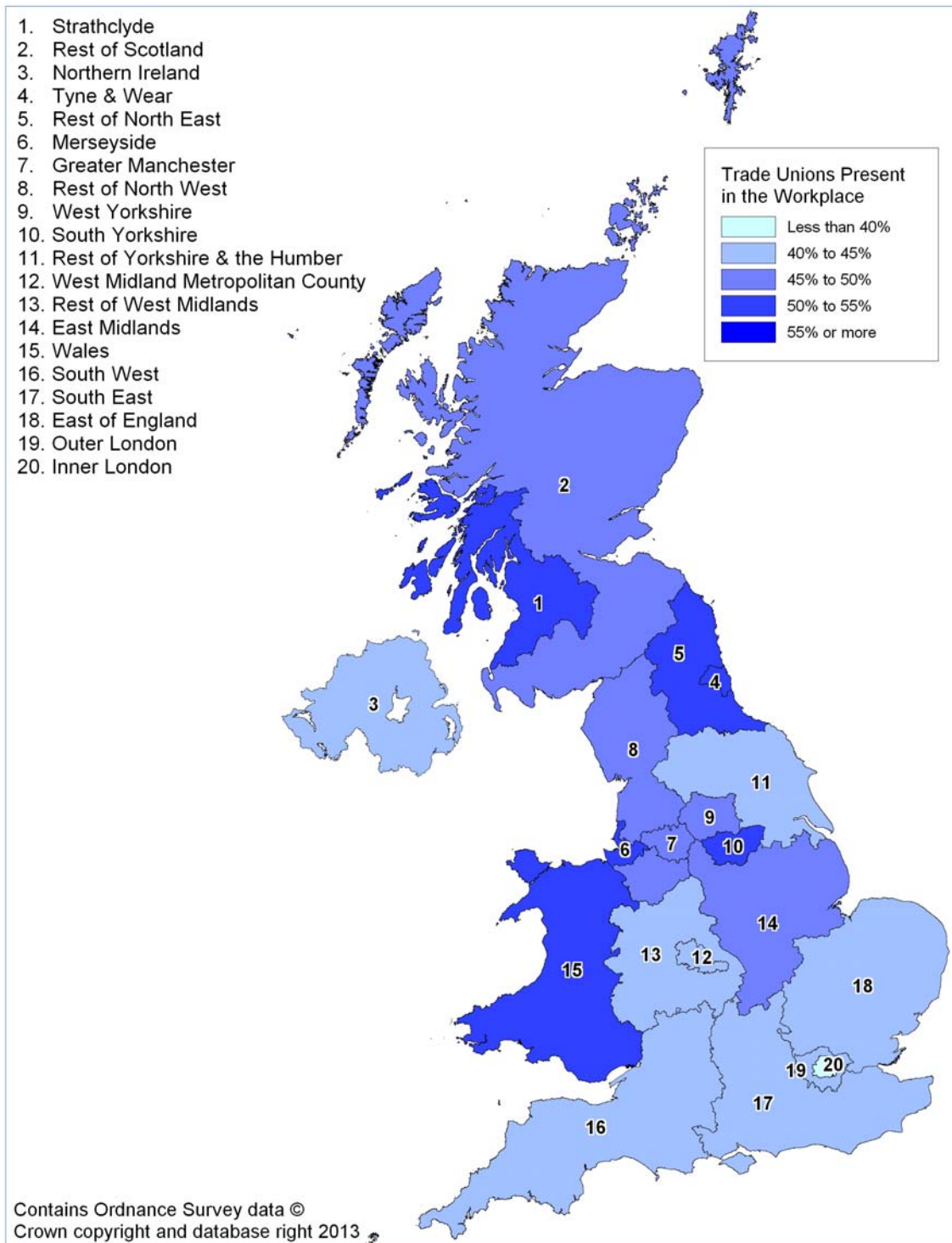
**Chart 4.2: Trade union density by region, UK employees, 2012**



Source: Labour Force Survey, Office for National Statistics

Chart 4.3 shows trade union presence in the workplace for UK employees in 2012. Of the nations, Wales continued to have the largest percentage of employees where a trade union was present in the workplace, at 53 per cent. Northern Ireland had the lowest at 44 per cent. In the North East, Merseyside and South Yorkshire over 50 per cent of employees had a trade union presence in the workplace, compared to just 33 per cent in Inner London.

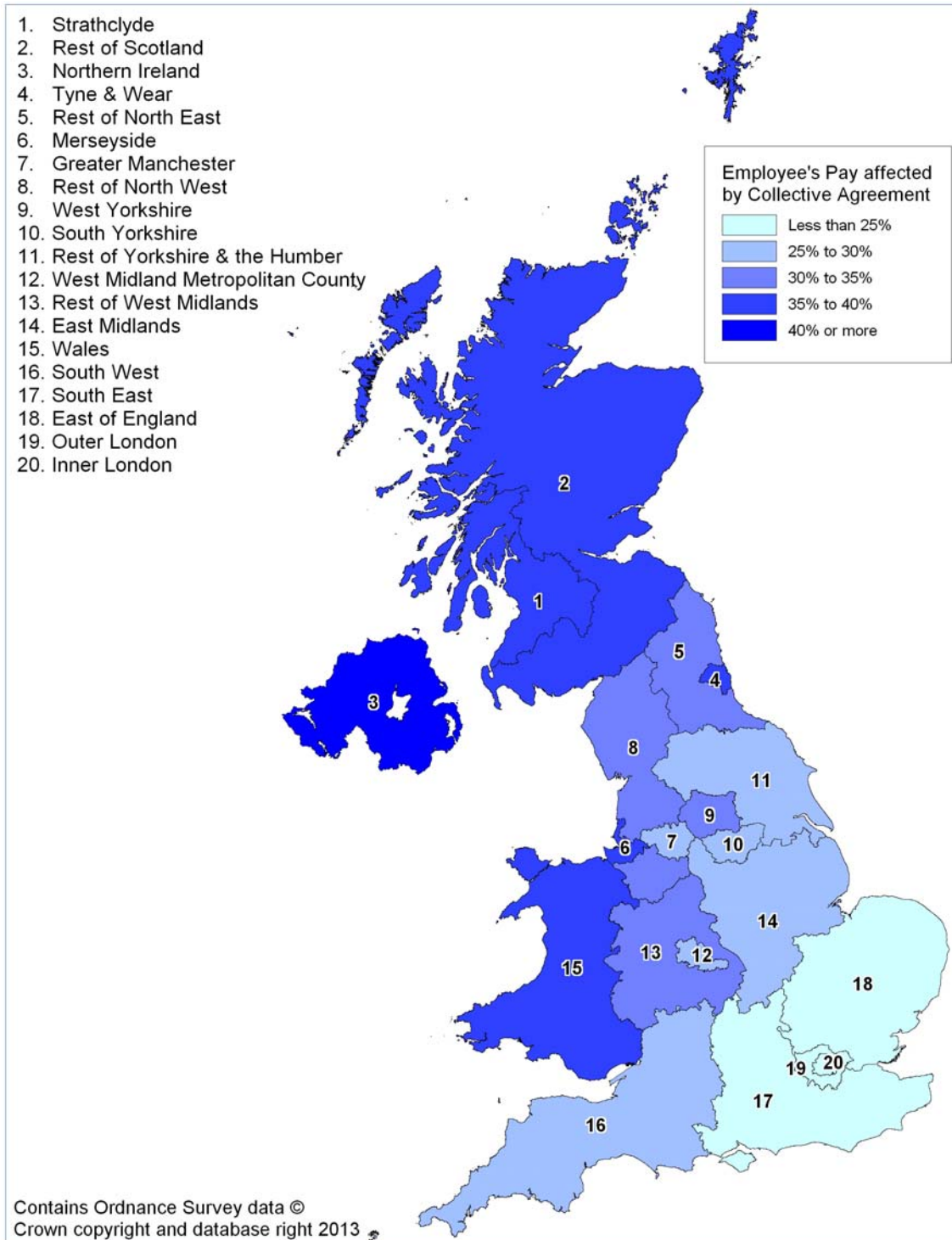
**Chart 4.3: Trade union presence in the workplace by region, 2012**



Source: Labour Force Survey, Office for National Statistics

Chart 4.4 shows trade union collective agreement coverage for UK employees in 2012. This shows that Northern Ireland again had the highest proportion of employees covered at 42 per cent. Inner London again had the lowest coverage at 19 per cent.

**Chart 4.4: Collective agreement coverage by region, 2012**



Source: Labour Force Survey, Office for National Statistics

# Tables

## 1. Long term trends

**Table 1.1 Trade union membership, UK, 1892 to 2010-11**

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

**Table source:** Department of Employment Statistics Division (1892-1974); Certification Office (1974-2011). 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 2012**

	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	7,041	3,689	3,352	6,798
2002	7,020	3,601	3,419	6,764
2003	7,105	3,604	3,501	6,873
2004	7,057	3,560	3,497	6,813
2005	7,050	3,470	3,580	6,800
2006	7,018	3,428	3,589	6,765
2007	6,999	3,374	3,625	6,742
2008	6,869	3,272	3,597	6,639
2009	6,710	3,114	3,596	6,457
2010	6,530	2,969	3,561	6,305
2011	6,396	2,917	3,479	6,169
2012	6,455	2,936	3,519	6,213

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Year on year changes are subject to rounding error
2. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata
3. Membership levels are based on the methodology described in the [technical note](#)

**Table 1.2b Trade union density, employees, 1989 to 2012**

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	28.4	29.2	28.5
2005	28.6	27.6	29.6	28.3
2006	28.3	27.0	29.6	28.0
2007	28.0	26.4	29.6	27.6
2008	27.4	25.6	29.3	27.2
2009	27.4	25.2	29.6	27.1
2010	26.6	23.8	29.5	26.3
2011	26.0	23.4	28.7	25.8
2012	26.0	23.4	28.7	25.7

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

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**Table 1.3a Trade union membership levels, in employment, 1989 to 2012**

	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	7,338	3,910	3,428	7,089
2002	7,290	3,783	3,507	7,029
2003	7,432	3,835	3,597	7,193
2004	7,340	3,752	3,587	7,080
2005	7,358	3,703	3,655	7,093
2006	7,348	3,644	3,704	7,084
2007	7,318	3,597	3,721	7,051
2008	7,203	3,512	3,692	6,961
2009	7,040	3,335	3,706	6,768
2010	6,836	3,174	3,662	6,599
2011	6,687	3,105	3,582	6,454
2012	6,755	3,142	3,613	6,503

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

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**Table 1.3b Trade union density, in employment, 1989 to 2012**

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	25.1	27.6	26.0
2003	26.6	25.3	28.0	26.4
2004	26.0	24.6	27.6	25.8
2005	25.9	24.1	27.9	25.6
2006	25.6	23.5	28.1	25.4
2007	25.3	23.0	27.9	25.0
2008	24.9	22.6	27.7	24.7
2009	24.8	22.0	27.8	24.5
2010	23.9	20.7	27.6	23.7
2011	23.3	20.2	26.8	23.1
2012	23.2	20.2	26.6	23.0

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

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## 2. Private and Public Sectors

**Table 2.1a Trade union membership levels by sector and gender, 1995 to 2012**

	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	3,275	2,218	1,058	3,766	1,472	2,294
2002	3,188	2,162	1,026	3,831	1,439	2,392
2003	3,210	2,124	1,087	3,895	1,480	2,414
2004	3,053	2,092	960	4,004	1,467	2,536
2005	2,995	1,978	1,017	4,055	1,492	2,564
2006	2,969	1,973	996	4,049	1,455	2,594
2007	2,914	1,925	989	4,085	1,448	2,636
2008	2,784	1,813	971	4,085	1,460	2,625
2009	2,610	1,683	927	4,100	1,431	2,669
2010	2,467	1,581	886	4,063	1,389	2,675
2011	2,509	1,616	893	3,886	1,301	2,586
2012	2,572	1,617	954	3,883	1,319	2,564

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

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

**Table 2.1b Trade union non-membership levels by sector and gender, 1995 to 2012**

	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	14,601	7,988	6,613	2,558	754	1,804
2002	14,874	8,189	6,685	2,591	828	1,763
2003	14,565	8,003	6,562	2,671	816	1,855
2004	14,821	8,156	6,664	2,831	909	1,923
2005	14,853	8,224	6,630	2,932	977	1,955
2006	15,156	8,440	6,716	2,869	941	1,929
2007	15,442	8,642	6,800	2,860	923	1,936
2008	15,307	8,571	6,736	3,093	1,035	2,058
2009	14,873	8,229	6,644	3,171	1,128	2,044
2010	15,151	8,523	6,628	3,176	1,145	2,030
2011	15,400	8,597	6,803	2,999	1,048	1,952
2012	15,674	8,776	6,898	3,044	1,054	1,990

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

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

**Table 2.2 Trade union density by sector and gender, 1995 to 2012**

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	17.7	21.0	13.4	59.8	63.7	57.7
2003	29.3	29.1	29.6	18.2	21.0	14.4	59.4	64.5	56.7
2004	28.8	28.4	29.2	17.3	20.6	12.8	58.8	62.0	57.1
2005	28.6	27.6	29.6	16.9	19.5	13.4	58.2	60.6	56.9
2006	28.3	27.0	29.6	16.6	19.2	13.1	58.7	61.0	57.5
2007	28.0	26.4	29.6	16.1	18.5	12.9	59.0	61.3	57.8
2008	27.4	25.6	29.3	15.5	17.6	12.7	57.1	58.7	56.3
2009	27.4	25.2	29.6	15.1	17.2	12.5	56.6	56.1	56.8
2010	26.6	23.8	29.5	14.2	15.9	12.0	56.3	54.9	57.0
2011	26.0	23.4	28.7	14.2	16.0	11.8	56.6	55.4	57.1
2012	26.0	23.4	28.7	14.4	15.9	12.4	56.3	55.9	56.5

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Year on year changes are subject to rounding error
2. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata

**Table 2.3 Average hourly earnings by union status and sector, 1995 to 2012**

	£s, Not seasonally adjusted			Per cent, not seasonally adjusted
	All employees	Trade union membership Member	Non Member	Trade Union Wage Premium (%)
<b>All employees</b>				
1995	7.11	8.27	6.57	25.9
2003	9.93	11.03	9.36	17.8
2004	10.24	11.38	9.75	16.7
2005	10.74	11.95	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	12.55	14.04	12.02	16.8
2011	12.59	14.18	12.00	18.2
2012	12.92	14.40	12.43	15.8
Change from 1995	5.81	6.13	5.86	-
Change from 2011	0.33	0.22	0.43	-
Per cent change from 2011	2.6	1.6	3.6	-
<b>Private Sector</b>				
1995	6.72	7.52	6.52	15.3
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	6.3
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	11.84	5.1
2010	12.04	12.64	11.95	5.8
2011	12.01	12.83	11.87	8.1
2012	12.41	13.04	12.32	5.8
Change from 1995	5.69	5.52	5.80	-
Change from 2011	0.40	0.21	0.45	-
Per cent change from 2011	3.3	1.6	3.8	-
<b>Public Sector</b>				
1995	8.13	8.98	6.89	30.3
2003	10.91	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	13.02	10.64	22.4
2007	12.43	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	14.88	12.40	20.0
2011	14.10	15.06	12.75	18.1
2012	14.30	15.30	13.09	16.9
Change from 1995	6.17	6.32	6.20	-
Change from 2011	0.20	0.24	0.34	-
Per cent change from 2011	1.4	1.6	2.7	-

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Year on year changes are subject to rounding error
2. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata

**Table 2.4a Trade union presence by sector, 1996 to 2012**

Per cent, not seasonally adjusted

	<b>All employees</b>		
	<b>All employees</b>	<b>Private Sector</b>	<b>Public Sector</b>
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	46.6	31.5	86.2
2008	46.7	30.6	86.9
2009	46.7	30.3	85.9
2010	46.1	29.7	85.8
2011	44.9	28.5	87.1
2012	44.6	28.5	86.4

**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. Year on year changes are subject to rounding error
3. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata

**Table 2.4b Collective agreement coverage by sector, 1996 to 2012**

Per cent, not seasonally adjusted

	<b>All employees</b>		
	<b>All employees</b>	<b>Private Sector</b>	<b>Public Sector</b>
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	71.6
2004	34.7	20.5	71.2
2005	34.9	20.6	70.9
2006	33.3	19.6	69.0
2007	34.6	20.0	72.0
2008	33.7	18.7	70.5
2009	32.7	17.8	68.2
2010	30.9	16.9	64.5
2011	31.2	17.0	67.8
2012	29.3	16.1	63.7

**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. Year on year changes are subject to rounding error
3. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata
4. Prior to 1999 questionnaire was routed differently (see [technical note](#) for an explanation)

**Table 2.5 Trade union membership levels by Industry, 1995 to 2012**

	Thousands, not seasonally adjusted						
	1995	2007	2008	2009	2010	2011	2012
Agriculture, forestry and fishing	16	14	12	*	*	11	*
Mining and quarrying	37	26	23	19	19	24	20
Manufacturing	1,450	705	621	550	528	503	489
Electricity, gas, steam and air conditioning supply	95	69	77	73	77	78	75
Water supply, sewerage, waste management and remediation activities	96	80	71	62	65	64	72
Construction	335	279	281	202	194	186	197
Wholesale and retail trade; repair of motor vehicles and motorcycles	378	425	452	440	429	431	460
Transportation and storage	572	578	579	511	492	449	474
Accommodation and food service activities	77	55	58	47	46	46	47
Information and communication	172	169	144	112	107	105	121
Financial and insurance activities	406	279	237	225	185	187	169
Real estate activities	12	17	13	37	34	31	31
Professional, scientific and technical activities	84	112	103	155	123	131	127
Administrative and support service activities	82	88	85	130	131	122	116
Public administration and defence; compulsory social security	842	1,087	1,116	976	913	933	890
Education	1,061	1,428	1,411	1,525	1,566	1,474	1,542
Human health and social work activities	1,225	1,418	1,398	1,471	1,448	1,471	1,487
Arts, entertainment and recreation	119	122	136	112	109	98	80
Other service activities	53	49	53	57	55	52	50

**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 Industrial Classification 2007
3. Membership levels are based on the methodology described in the [technical note](#)
4. Trade union densities by industry are presented in [table 3.6](#)



### 3. Personal and job characteristics

**Table 3.1 Characteristics of union members and non-members, 2012**

	Per cent, not seasonally adjusted		
	Union members	Non-members	All employees
<b>Gender</b>			
Male	45.3	52.2	50.7
Female	54.7	47.8	49.3
<b>Age bands</b>			
16 to 24	4.1	16.3	13.8
25 to 34	18.5	24.0	23.9
35 to 49	41.2	34.1	35.5
50 plus	36.2	25.6	26.8
<b>Ethnicity</b>			
White	92.1	89.6	89.7
Mixed	0.8	0.9	0.9
Asian or Asian British	3.5	5.2	5.0
Black or Black British	2.5	2.3	2.5
Chinese or other ethnic group	1.1	2.0	1.8
<b>Nationality</b>			
UK, British	95.4	90.4	91.3
Other	4.6	9.6	8.7
<b>Country of Birth</b>			
UK	90.0	85.0	85.9
Other	10.0	15.0	14.1
<b>Disability</b>			
Disabled	17.7	13.2	14.1
Not disabled	82.3	86.8	85.9
<b>Highest qualification</b>			
Degree or equivalent	38.0	28.8	31.0
Other higher education	13.9	9.2	10.2
A-level or equivalent	19.9	24.2	23.3
GCSE grades A-C or equivalent	18.1	22.7	21.7
Other qualifications	6.7	9.0	8.5
No qualification	3.3	6.0	5.3
<b>Sector</b>			
Private	39.8	83.5	72.7
Public	60.2	16.5	27.3
<b>Full-time/ part-time</b>			
Full-time	77.6	70.9	73.2
Part-time	22.4	29.1	26.8
<b>Length of service</b>			
Less than 1 year	5.8	18.8	15.3
Between 1 and 2 years	4.6	11.8	10.4
Between 2 and 5 years	15.5	23.4	21.9
Between 5 and 10 years	23.4	21.6	22.3
Between 10 and 20 years	26.9	16.4	18.7
20 years or more	23.9	7.9	11.4
<b>Workplace size</b>			
Less than 50	29.8	53.2	47.0
50 or more	70.2	46.8	53.0

	Per cent, not seasonally adjusted		
	Union members	Non-members	All employees
<b>Occupation</b> <sup>1</sup>			
Managers, Directors And Senior Officials	5.2	10.7	9.2
Professional Occupations	35.8	15.2	20.1
Associate Professional And Technical Occupations	13.3	13.8	13.7
Administrative And Secretarial Occupations	9.6	13.3	12.1
Skilled Trades Occupations	5.8	8.2	7.8
Caring, Leisure And Other Service Occupations	10.1	9.3	9.6
Sales And Customer Service Occupations	5.4	10.3	9.3
Process, Plant And Machine Operatives	7.1	5.8	6.2
Elementary Occupations	7.7	13.4	12.0
<b>Industry</b> <sup>2,3</sup>			
Agriculture, forestry and fishing	*	*	*
Mining and quarrying	*	*	*
Manufacturing	7.6	11.8	10.7
Electricity, gas, steam and air conditioning supply	1.2	0.5	0.7
Water supply, sewerage, waste management and remediation activities	1.1	0.7	0.8
Construction	3.1	5.7	5.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.1	17.3	14.8
Transportation and storage	7.3	3.9	4.8
Accommodation and food service activities	0.7	7.0	5.5
Information and communication	1.9	4.5	3.7
Financial and insurance activities	2.6	4.9	4.4
Real estate activities	0.5	1.3	1.1
Professional, scientific and technical activities	2.0	7.2	5.7
Administrative and support service activities	1.8	5.1	4.2
Public administration and defence; compulsory social security	13.8	4.5	6.8
Education	23.8	7.8	11.7
Human health and social work activities	23.1	11.7	14.7
Arts, entertainment and recreation	1.2	2.5	2.3
Other service activities	0.8	2.4	2.0

**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

**Table 3.2 Trade union density by gender, full/ part time and permanent/ temporary status, 2012**

	Per cent, not seasonally adjusted						
	All	Gender		Full time/ part time		Permanent/temporary	
		Male	Female	Full-time	Part-time	Permanent	Temporary
<b>All employees</b>	26.0	23.4	28.7	27.8	21.3	26.9	14.6
<b>Age bands</b>							
16 to 24	8.1	9.3	7.1	10.7	4.7	8.9	4.7
25 to 34	21.3	17.3	25.7	22.1	17.7	21.7	15.4
35 to 49	29.8	26.2	33.5	30.6	27.5	30.3	19.8
50 plus	33.3	31.3	35.2	36.2	27.0	34.0	21.8
<b>Sector</b>							
Private	14.4	15.9	12.4	15.8	10.4	14.9	6.1
Public	56.3	55.9	56.5	60.7	46.1	58.5	31.4
<b>Occupation <sup>1</sup></b>							
Managers, Directors And Senior Officials	14.7	11.9	20.2	15.4	8.9	14.8	*
Professional Occupations	45.4	30.6	59.9	43.1	55.5	45.7	40.6
Associate Professional And Technical Occupations	25.4	25.6	25.1	26.2	20.8	26.4	10.2
Administrative And Secretarial Occupations	20.3	20.5	20.2	21.4	18.2	21.2	7.8
Skilled Trades Occupations	19.8	20.3	16.4	20.5	14.0	20.2	*
Caring, Leisure And Other Service Occupations	27.6	26.6	27.8	30.3	24.1	28.4	18.3
Sales And Customer Service Occupations	15.5	15.5	15.4	17.8	13.5	16.5	*
Process, Plant And Machine Operatives	29.9	32.0	15.8	31.9	12.1	31.4	*
Elementary Occupations	16.9	20.5	12.7	23.5	10.0	18.9	3.4
<b>Industry <sup>2</sup></b>							
Agriculture, forestry and fishing	*	*	*	*	*	*	*
Mining and quarrying	18.6	22.7	*	21.5	*	19.4	*
Manufacturing	18.6	21.7	9.2	19.7	6.1	19.2	*
Electricity, gas, steam and air conditioning supply	43.6	48.1	31.9	45.6	*	45.8	*
Water supply, sewerage, waste management and remediation activities	34.8	38.7	*	36.7	*	36.1	*
Construction	15.8	16.3	13.4	16.6	*	16.3	*
Wholesale and retail trade; repair of motor vehicles and motorcycles	12.7	11.1	14.3	12.1	13.5	13.3	*
Transportation and storage	39.8	41.9	32.3	42.4	24.6	42.3	*
Accommodation and food service activities	3.5	3.2	3.8	4.6	2.5	3.8	*
Information and communication	12.6	13.1	11.4	12.5	13.8	12.9	*
Financial and insurance activities	15.9	11.0	21.5	14.2	25.8	16.5	*
Real estate activities	11.8	11.0	12.4	13.8	*	12.0	*
Professional, scientific and technical activities	8.8	10.3	7.1	9.7	*	8.9	*
Administrative and support service activities	11.1	11.8	10.3	12.5	7.7	11.7	*
Public administration and defence; compulsory social security	52.2	54.1	50.4	53.6	46.6	53.9	21.6
Education	52.0	50.6	52.6	59.2	40.0	54.0	36.1
Human health and social work activities	41.0	40.8	41.1	44.9	33.7	42.0	26.3
Arts, entertainment and recreation	14.8	15.1	14.6	18.6	9.8	16.8	*
Other service activities	10.1	11.7	8.9	11.9	7.3	10.3	*

**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 3.3 Trade union density by personal, work and job characteristics, 2012**

	Per cent, not seasonally adjusted				
	All	Gender		Full-time / part-time	
		Male	Female	Full-time	Part-time
<b>All employees</b>	26.0	23.4	28.7	27.8	21.3
<b>Ethnicity</b>					
White	26.6	24.0	29.1	28.2	22.1
Mixed	23.8	19.8	27.8	27.2	*
Asian or Asian British	19.1	15.1	24.0	21.7	12.6
Black or Black British	27.9	25.8	29.5	31.4	19.1
Chinese or other ethnic group	16.9	18.2	15.1	19.1	11.1
<b>Nationality</b>					
UK, British	27.1	24.4	29.8	29.1	22.0
Other	14.4	12.8	16.0	15.4	10.9
<b>Country of Birth</b>					
UK	27.2	24.6	29.8	29.0	22.3
Other	19.0	16.2	21.9	20.5	14.1
<b>Disability</b>					
Disabled	32.0	28.8	34.8	35.0	26.3
Not disabled	25.0	22.6	27.6	26.7	20.2
<b>Highest qualification</b>					
Degree or equivalent	31.8	24.1	39.4	32.0	31.0
Other higher education	34.9	26.8	41.6	34.1	36.9
A-level or equivalent	22.5	24.1	20.6	25.5	15.1
GCSE grades A-C or equivalent	22.0	22.7	21.4	24.3	17.4
Other qualifications	20.8	21.3	20.1	22.9	15.5
No qualification	16.3	17.9	14.4	19.8	11.0
<b>Dependent children</b>					
No dependent children	26.3	23.6	29.0	27.7	21.3
Dependent child under six	23.2	20.1	26.7	23.6	22.0
Dependent child six or over	26.7	24.3	28.8	29.9	21.1
<b>Workplace size</b>					
Less than 50	16.5	13.1	19.7	17.8	14.1
50 or more	34.7	31.9	37.9	35.2	32.7
<b>Managerial status</b>					
Manager	26.1	19.9	35.3	25.8	28.3
Foreman or supervisor	35.6	31.1	40.2	35.7	34.9
Not manager or supervisor	24.3	23.7	24.9	27.2	19.2
<b>Flexible working hours</b>					
Flexible working hours	33.7	28.8	37.7	34.6	30.9
Not flexible working hours	41.8	39.6	42.9	47.6	32.9
<b>Length of service</b>					
Less than 1 year	9.9	8.0	11.7	11.5	7.1
Between 1 and 2 years	12.0	10.3	13.8	13.5	8.9
Between 2 and 5 years	18.9	17.0	20.7	20.8	13.7
Between 5 and 10 years	27.6	25.7	29.5	28.2	25.6
Between 10 and 20 years	36.5	30.9	41.9	36.5	36.7
20 years or more	51.4	47.5	56.0	52.9	46.3
<b>Permanent or temporary status</b>					
Permanent	26.9	24.3	29.5	28.5	22.2
Temporary	14.6	10.4	18.3	14.3	14.9
<b>Weekly earnings in main job</b>					
Less than £250	14.1	9.6	15.8	10.9	15.3
£250 to £499	27.4	22.4	32.3	24.6	44.6
£500 to £999	39.1	33.0	49.8	39.3	36.0
£1000 and above	20.9	18.3	29.9	20.9	*

**Table source:** Labour Force Survey, Office for National Statistics

**Table 3.4 Trade union density by age group and gender, 1995 to 2012**

	Per cent, not seasonally adjusted										
	1995	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>All employees</b>	<b>32.4</b>	<b>29.3</b>	<b>28.8</b>	<b>28.6</b>	<b>28.3</b>	<b>28.0</b>	<b>27.4</b>	<b>27.4</b>	<b>26.6</b>	<b>26.0</b>	<b>26.0</b>
16 to 19	6.4	5.1	3.9	3.3	5.2	3.8	4.4	4.1	4.0	3.1	2.9
20 to 24	19.3	14.0	13.5	13.2	13.1	13.0	12.2	11.8	12.1	11.4	10.3
25 to 29	28.4	22.4	22.7	21.8	21.9	19.6	20.2	21.0	19.6	18.3	18.8
30 to 34	33.2	28.5	26.8	26.9	24.7	25.0	24.8	24.0	22.5	24.0	23.9
35 to 39	37.1	32.5	31.0	29.3	29.0	30.0	27.4	27.5	26.9	26.7	27.1
40 to 44	39.7	36.1	34.6	35.0	35.2	33.4	33.2	30.5	31.1	29.4	29.0
45 to 49	41.2	38.7	39.9	37.6	37.7	36.9	35.4	36.1	34.1	33.6	32.8
50 to 54	39.6	39.8	39.3	40.6	39.9	39.1	38.4	37.5	37.6	36.2	36.5
55 to 59	38.6	35.4	36.3	37.5	36.5	38.5	38.2	38.9	37.1	35.4	36.0
60 to 64	30.2	30.5	28.4	27.5	28.4	30.1	28.9	30.2	28.2	29.1	29.8
65 to 69	*	13.3	8.8	15.6	15.4	12.9	19.1	16.4	13.6	14.2	17.0
Over 70	*	*	*	*	*	9.3	*	12.7	7.2	13.6	12.5
<b>Male</b>	<b>35.0</b>	<b>29.1</b>	<b>28.4</b>	<b>27.6</b>	<b>27.0</b>	<b>26.4</b>	<b>25.6</b>	<b>25.2</b>	<b>23.8</b>	<b>23.4</b>	<b>23.4</b>
16 to 19	6.8	6.2	5.3	4.0	7.0	4.6	5.4	5.3	4.7	4.7	4.2
20 to 24	20.1	13.1	13.4	13.0	13.3	11.8	13.0	12.2	11.0	11.4	11.2
25 to 29	28.0	20.8	20.4	18.8	20.1	16.9	17.1	17.7	17.0	15.1	14.7
30 to 34	34.3	26.1	25.0	23.3	21.2	21.5	21.7	19.9	18.2	20.3	20.0
35 to 39	39.5	32.2	29.7	28.2	27.4	28.5	24.2	24.1	24.0	21.5	22.5
40 to 44	45.9	35.8	34.5	33.8	33.8	31.1	31.1	28.0	27.0	26.5	25.6
45 to 49	45.9	38.4	41.4	37.7	36.1	35.8	33.1	34.2	31.1	31.8	29.8
50 to 54	45.1	41.5	38.4	41.7	39.1	37.9	36.4	35.8	34.9	33.6	34.8
55 to 59	42.4	37.7	38.2	38.4	36.1	39.5	38.5	37.2	35.6	32.6	32.9
60 to 64	32.8	33.7	30.4	27.8	29.0	31.0	30.7	30.6	28.1	28.1	29.1
65 to 69	*	*	*	14.5	15.3	9.5	17.0	12.8	10.6	13.4	15.3
Over 70	*	*	*	*	*	*	*	*	*	17.9	17.9
<b>Female</b>	<b>29.7</b>	<b>29.6</b>	<b>29.2</b>	<b>29.6</b>	<b>29.6</b>	<b>29.6</b>	<b>29.3</b>	<b>29.6</b>	<b>29.5</b>	<b>28.7</b>	<b>28.7</b>
16 to 19	6.0	4.1	2.7	2.7	3.5	3.1	3.3	3.1	3.3	*	*
20 to 24	18.4	14.9	13.5	13.3	13.0	14.2	11.4	11.3	13.4	11.4	9.3
25 to 29	28.7	24.3	25.2	25.1	23.9	22.5	23.7	24.5	22.5	21.9	23.4
30 to 34	32.0	31.0	28.7	31.0	28.6	29.0	28.1	28.4	27.5	28.1	28.2
35 to 39	34.6	32.7	32.5	30.5	30.6	31.6	30.7	31.1	30.1	32.2	32.0
40 to 44	33.6	36.4	34.7	36.2	36.6	35.7	35.3	33.0	35.1	32.5	32.4
45 to 49	36.8	39.0	38.4	37.6	39.2	38.0	37.5	37.8	36.9	35.4	35.6
50 to 54	34.3	38.3	40.2	39.7	40.7	40.2	40.2	39.1	40.0	38.4	38.0
55 to 59	34.8	33.0	34.4	36.7	36.8	37.7	37.9	40.5	38.4	37.9	38.9
60 to 64	26.1	26.3	25.5	27.2	27.5	28.7	26.6	29.6	28.2	30.4	30.6
65 to 69	*	15.8	*	16.8	15.5	16.9	21.8	20.0	16.7	15.0	19.1
Over 70	*	*	*	*	*	*	*	*	*	*	*

Table source: Labour Force Survey, Office for National Statistics

**Table notes:**

1. Year on year changes are subject to rounding error
2. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata

**Table 3.5a Trade union density by major occupation group and gender, 2005 to 2010**

	Per cent, not seasonally adjusted					
	2005	2006	2007	2008	2009	2010
<b>All employees</b>	<b>28.6</b>	<b>28.3</b>	<b>28.0</b>	<b>27.4</b>	<b>27.4</b>	<b>26.6</b>
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	41.5	42.7	41.5	39.7	40.2	40.2
Administrative and Secretarial	24.1	23.6	22.8	23.1	22.6	21.0
Skilled Trades Occupations	24.2	23.8	24.7	23.3	22.3	21.9
Personal Service Occupations	30.0	30.4	30.4	30.7	30.9	30.8
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
<b>Male</b>	<b>27.6</b>	<b>27.0</b>	<b>26.4</b>	<b>25.6</b>	<b>25.2</b>	<b>23.8</b>
Managers and Senior Officials	16.7	15.1	15.9	15.1	15.0	12.6
Professional occupations	38.0	36.0	37.1	32.8	33.5	31.4
Associate Professional and Technical	35.6	37.0	35.5	34.2	33.5	34.3
Administrative and Secretarial	30.6	28.6	28.0	29.8	27.4	24.5
Skilled Trades Occupations	24.0	24.4	25.5	23.9	22.7	22.2
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
<b>Female</b>	<b>29.6</b>	<b>29.6</b>	<b>29.6</b>	<b>29.3</b>	<b>29.6</b>	<b>29.5</b>
Managers and Senior Officials	22.3	20.1	20.2	20.8	19.2	19.8
Professional occupations	60.7	59.9	58.9	57.8	58.1	57.3
Associate Professional and Technical	46.8	47.8	46.7	44.7	46.1	45.3
Administrative and Secretarial	22.4	22.3	21.4	21.3	21.2	20.0
Skilled Trades 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	13.6
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

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Year on year changes are subject to rounding error
2. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata
3. Based on Standard Occupational Classification 2000, figures for 2011 to 2012, using SOC 2010, are shown in [table 3.5b](#)

**Table 3.5b Trade union density by major occupation group and gender, 2011 to 2012**

Per cent, not seasonally adjusted

	2011	2012
<b>All employees</b>	<b>26.0</b>	<b>26.0</b>
Managers, Directors And Senior Officials	13.8	14.7
Professional Occupations	45.4	45.4
Associate Professional And Technical	25.8	25.4
Administrative And Secretarial Occupations	21.2	20.3
Skilled Trades Occupations	20.1	19.8
Caring, Leisure And Other Service Occupations	28.0	27.6
Sales And Customer Service Occupations	15.5	15.5
Process, Plant And Machine Operatives	28.5	29.9
Elementary Occupations	16.7	16.9
<b>Male</b>	<b>23.4</b>	<b>23.4</b>
Managers, Directors And Senior Officials	11.6	11.9
Professional Occupations	30.3	30.6
Associate Professional And Technical	26.4	25.6
Administrative And Secretarial Occupations	23.6	20.5
Skilled Trades Occupations	21.0	20.3
Caring, Leisure And Other Service Occupations	33.1	26.6
Sales And Customer Service Occupations	14.0	15.5
Process, Plant And Machine Operatives	30.6	32.0
Elementary Occupations	18.3	20.5
<b>Female</b>	<b>28.7</b>	<b>28.7</b>
Managers, Directors And Senior Officials	18.2	20.2
Professional Occupations	60.4	59.9
Associate Professional And Technical	25.0	25.1
Administrative And Secretarial Occupations	20.5	20.2
Skilled Trades Occupations	12.6	16.4
Caring, Leisure And Other Service Occupations	26.8	27.8
Sales And Customer Service Occupations	16.4	15.4
Process, Plant And Machine Operatives	14.1	15.8
Elementary Occupations	14.8	12.7

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Year on year changes are subject to rounding error
2. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata
3. Based on Standard Occupational Classification 2010, figures for 2005 to 2010, using Standard Occupational Classification 2000, are shown in [table 3.5a](#)

**Table 3.6 Trade union density by industry and gender, 1995 to 2012**

	Per cent, not seasonally adjusted							
	1995	2006	2007	2008	2009	2010	2011	2012
<b>All employees</b>	<b>32.4</b>	<b>28.3</b>	<b>28.0</b>	<b>27.4</b>	<b>27.4</b>	<b>26.6</b>	<b>26.0</b>	<b>26.0</b>
Agriculture, forestry and fishing	8.0	10.2	9.2	*	*	*	*	*
Mining and quarrying	35.5	23.4	22.7	18.5	17.9	20.8	23.5	18.6
Manufacturing	32.8	22.5	22.1	20.7	21.2	19.8	18.7	18.6
Electricity, gas, steam and air conditioning supply	71.9	50.8	48.7	45.6	47.4	43.3	43.2	43.6
Water supply, sewerage, waste management and remediation activities	57.5	44.6	38.8	33.2	34.8	32.9	28.7	34.8
Construction	30.4	17.6	17.0	17.0	14.7	14.7	14.8	15.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.0	11.1	11.3	11.9	12.4	11.8	11.9	12.7
Transportation and storage	50.7	43.9	43.4	42.6	43.5	42.0	38.9	39.8
Accommodation and food service activities	7.9	5.6	4.9	5.3	3.9	3.7	3.6	3.5
Information and communication	25.5	17.3	17.6	14.6	13.1	12.7	11.7	12.6
Financial and insurance activities	37.3	24.0	22.3	20.9	20.3	17.4	16.8	15.9
Real estate activities	*	6.9	8.3	6.9	17.4	14.2	12.8	11.8
Professional, scientific and technical activities	9.4	8.2	9.2	8.7	11.0	8.9	9.3	8.8
Administrative and support service activities	12.4	10.5	9.5	9.5	12.3	12.3	11.8	11.1
Public administration and defence; compulsory social security	59.1	57.1	56.8	55.8	52.3	51.7	53.4	52.2
Education	55.6	55.0	55.3	54.0	53.0	52.4	51.5	52.0
Human health and social work activities	48.3	43.6	43.7	41.0	41.9	41.4	41.4	41.0
Arts, entertainment and recreation	27.3	21.5	21.6	22.6	18.8	18.8	16.7	14.8
Other service activities	12.8	13.2	10.1	11.0	11.3	11.6	10.8	10.1
<b>Male</b>	<b>35.0</b>	<b>27.0</b>	<b>26.4</b>	<b>25.6</b>	<b>25.2</b>	<b>23.8</b>	<b>23.4</b>	<b>23.4</b>
Agriculture, forestry and fishing	*	10.7	*	*	*	*	*	*
Mining and quarrying	38.7	25.5	24.6	19.8	19.7	21.9	27.3	22.7
Manufacturing	36.6	25.3	25.2	23.6	24.6	22.3	21.5	21.7
Electricity, gas, steam and air conditioning supply	78.2	58.3	52.3	48.0	51.5	44.9	47.7	48.1
Water supply, sewerage, waste management and remediation activities	67.0	49.8	41.0	35.0	36.9	34.3	30.1	38.7
Construction	32.0	18.1	17.0	16.7	15.0	15.7	15.9	16.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.5	10.8	10.4	11.3	12.6	11.0	11.2	11.1
Transportation and storage	55.3	47.2	46.1	45.8	45.1	45.5	41.7	41.9
Accommodation and food service activities	7.2	5.0	3.3	5.5	3.0	2.5	2.9	3.2
Information and communication	29.1	17.8	19.7	15.6	13.7	13.2	12.8	13.1
Financial and insurance activities	35.0	20.8	17.7	15.8	15.0	13.1	12.3	11.0
Real estate activities	*	*	*	*	22.7	12.8	16.2	11.0
Professional, scientific and technical activities	14.1	10.0	11.5	9.7	12.7	10.4	10.6	10.3
Administrative and support service activities	14.6	12.0	9.8	9.7	14.3	12.3	11.9	11.8
Public administration and defence; compulsory social security	63.7	58.6	60.3	59.0	54.0	53.9	54.3	54.1
Education	67.6	58.2	59.5	54.6	51.8	50.9	50.9	50.6
Human health and social work activities	53.6	46.2	43.1	41.2	42.6	39.7	42.9	40.8
Arts, entertainment and recreation	28.6	22.4	22.9	25.1	20.3	21.4	17.7	15.1
Other service activities	16.1	20.1	13.1	14.6	11.0	13.5	11.7	11.7



	Per cent, not seasonally adjusted							
	1995	2006	2007	2008	2009	2010	2011	2012
<b>Female</b>	<b>29.7</b>	<b>29.6</b>	<b>29.6</b>	<b>29.3</b>	<b>29.6</b>	<b>29.5</b>	<b>28.7</b>	<b>28.7</b>
Agriculture, forestry and fishing	*	*	*	*	*	*	*	*
Mining and quarrying	*	*	*	*	*	*	*	*
Manufacturing	22.6	13.7	12.5	12.1	10.7	11.3	9.8	9.2
Electricity, gas, steam and air conditioning supply	*	31.8	38.7	37.4	36.0	37.5	32.1	31.9
Water supply, sewerage, waste management and remediation activities	*	27.9	30.4	*	*	*	*	*
Construction	24.2	15.4	17.2	18.5	13.3	9.4	8.9	13.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	12.3	11.3	12.1	12.4	12.3	12.7	12.5	14.3
Transportation and storage	32.9	32.6	33.8	32.2	37.9	30.4	28.3	32.3
Accommodation and food service activities	8.3	6.0	6.2	5.2	4.6	4.8	4.2	3.8
Information and communication	19.0	16.3	13.0	12.2	11.6	11.5	9.0	11.4
Financial and insurance activities	39.3	27.1	27.3	25.8	25.7	22.4	21.8	21.5
Real estate activities	*	*	*	*	13.5	15.2	*	12.4
Professional, scientific and technical activities	5.2	6.4	7.0	7.7	9.0	7.1	7.8	7.1
Administrative and support service activities	10.3	8.8	9.0	9.1	10.2	12.3	11.6	10.3
Public administration and defence; compulsory social security	54.2	55.8	53.5	52.9	50.7	49.5	52.6	50.4
Education	50.5	53.8	53.9	53.8	53.4	52.9	51.7	52.6
Human health and social work activities	47.3	43.0	43.9	41.0	41.8	41.8	41.1	41.1
Arts, entertainment and recreation	26.1	20.7	20.2	20.0	17.3	16.3	15.7	14.6
Other service activities	11.0	9.4	8.3	9.0	11.5	10.3	10.3	8.9

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Year on year changes are subject to rounding error
2. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata
3. Based on Standard Industrial Classification 2007
4. Trade union membership levels by industry are presented in [table 2.5](#)

**Table 3.7 Average hourly earnings by union status, 2012**

	All employees	£s, Not seasonally adjusted		Per cent, not
		Trade union membership Member	Non Member	seasonally adjusted Trade Union Wage Premium (%)
<b>All employees</b>	<b>12.92</b>	<b>14.40</b>	<b>12.43</b>	<b>15.8</b>
<b>Gender</b>				
Male	14.29	15.06	14.08	7.0
Female	11.52	13.83	10.63	30.1
<b>Age bands</b>				
16 to 24	7.49	9.65	7.28	32.6
25 to 34	12.44	13.61	12.13	12.2
35 to 49	14.72	15.09	14.58	3.5
50 plus	13.79	14.68	13.36	9.9
<b>Occupation<sup>1</sup></b>				
Managers, Directors And Senior Officials	20.16	20.09	20.18	-0.4
Professional Occupations	19.01	18.46	19.50	-5.3
Associate Professional And Technical Occupations	15.89	15.43	16.09	-4.1
Administrative And Secretarial Occupations	10.65	11.02	10.56	4.4
Skilled Trades Occupations	10.32	12.22	9.82	24.4
Caring, Leisure And Other Service Occupations	8.11	9.28	7.72	20.2
Sales And Customer Service Occupations	7.85	8.80	7.68	14.6
Process, Plant And Machine Operatives	9.35	11.23	8.61	30.4
Elementary Occupations	7.37	9.35	6.95	34.5
<b>Industry<sup>2</sup></b>				
Agriculture, forestry and fishing	*	*	*	*
Mining and quarrying	*	*	*	*
Manufacturing	13.36	13.44	13.38	0.4
Electricity, gas, steam and air conditioning supply	15.13	15.39	14.95	2.9
Water supply, sewerage, waste management and remediation activities	12.46	13.49	12.04	12.0
Construction	13.57	13.98	13.54	3.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	9.37	9.26	9.40	-1.5
Transportation and storage	12.12	12.79	11.69	9.4
Accommodation and food service activities	7.37	8.29	7.34	12.9
Information and communication	18.77	19.28	18.76	2.8
Financial and insurance activities	20.06	14.29	21.07	-32.2
Real estate activities	*	*	*	*
Professional, scientific and technical activities	18.50	21.86	18.22	20.0
Administrative and support service activities	10.79	10.67	10.78	-1.0
Public administration and defence; compulsory social security	14.94	14.61	15.28	-4.4
Education	14.00	16.01	11.87	34.9
Human health and social work activities	12.24	14.78	10.52	40.5
Arts, entertainment and recreation	10.12	11.80	9.86	19.7
Other service activities	10.07	16.55	9.67	71.1

**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.

**Table 3.8 Trade union presence and collective agreement coverage, 2012**

	Per cent, not seasonally adjusted		
	Union density	Trade unions present in workplace	Employee's pay affected by collective agreement
<b>All employees</b>	<b>26.0</b>	<b>44.6</b>	<b>29.3</b>
<b>Sector</b>			
Private	14.4	28.5	16.1
Public	56.3	86.4	63.7
<b>Workplace size</b>			
Less than 50	16.5	26.6	15.9
50 or more	34.7	61.1	41.6
<b>Industry <sup>1</sup></b>			
Agriculture, forestry and fishing	*	10.7	*
Mining and quarrying	18.6	30.9	16.3
Manufacturing	18.6	37.2	22.2
Electricity, gas, steam and air conditioning supply	43.6	69.7	53.1
Water supply, sewerage, waste management and remediation activities	34.8	62.3	44.6
Construction	15.8	27.6	18.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	12.7	27.7	15.1
Transportation and storage	39.8	59.4	46.7
Accommodation and food service activities	3.5	7.8	3.7
Information and communication	12.6	25.7	13.7
Financial and insurance activities	15.9	38.1	24.3
Real estate activities	11.8	26.5	14.8
Professional, scientific and technical activities	8.8	18.2	9.3
Administrative and support service activities	11.1	23.2	12.9
Public administration and defence; compulsory social security	52.2	82.1	65.9
Education	52.0	81.6	54.9
Human health and social work activities	41.0	63.4	40.1
Arts, entertainment and recreation	14.8	33.4	19.1
Other service activities	10.1	19.3	12.6
<b>Nation</b>			
England	24.7	43.7	27.6
Wales	33.0	52.9	37.4
Scotland	31.7	49.3	36.2
Northern Ireland	36.1	44.2	41.6
<b>Region</b>			
North East	32.5	51.8	33.9
North West	30.2	48.3	32.0
Yorkshire and the Humber	27.3	47.6	29.7
East Midlands	25.0	46.1	29.7
West Midlands	25.8	43.9	29.5
East of England	21.8	40.5	24.6
London	21.5	38.2	22.6
South East	21.0	40.2	24.7
South West	24.2	44.7	28.5

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Based on Standard Industrial Classification 2007.

**Table 3.9 Collective agreement coverage by full/ part time and permanent/ temporary status, 2012**

Per cent, not seasonally adjusted

	All employees	Full time/ part time		Permanent/temporary	
		Full-time	Part-time	Permanent	Temporary
<b>All employees</b>	<b>29.3</b>	<b>30.8</b>	<b>25.1</b>	<b>29.7</b>	<b>22.5</b>
<b>Gender</b>					
Male	27.2	28.7	16.1	27.7	18.9
Female	31.4	34.1	27.7	31.8	25.8
<b>Union membership</b>					
Member	70.1	71.1	66.6	70.4	62
Non-member	14.2	14.5	13.3	14.1	14.7
<b>Sector</b>					
Private	16.1	17.5	11.8	16.4	10.4
Public	63.7	67.1	55.5	65.1	46.7
<b>Workplace size</b>					
Less than 50	15.9	16.8	14.3	16	14.7
50 or more	41.6	41.4	42.3	42.3	30.7
<b>Industry<sup>1</sup></b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	16.3	19.1	*	16.8	*
Manufacturing	22.2	23.5	8.1	22.5	16.5
Electricity, gas, steam and air conditioning	53.1	54.6	*	54.4	*
Water supply, sewerage, waste	44.6	45.7	*	45.1	*
Construction	18.0	18.6	12.1	18.3	*
Wholesale and retail trade; repair of motor	15.1	14.2	16.5	15.6	*
Transportation and storage	46.7	48.9	33.1	48.8	*
Accommodation and food service	3.7	4.1	3.4	3.9	*
Information and communication	13.7	13.9	*	13.8	*
Financial and insurance activities	24.3	22.4	35.5	24.4	*
Real estate activities	14.8	16.1	*	15.1	*
Professional, scientific and technical	9.3	10.2	*	9.2	*
Administrative and support service	12.9	14.0	10.0	13.2	*
Public administration and defence;	65.9	66.7	62.4	67.3	35.8
Education	54.9	59.8	46.1	55.7	48.5
Human health and social work activities	40.1	42.6	35.3	40.7	31.6
Arts, entertainment and recreation	19.1	20.8	16.5	19.9	*
Other service activities	12.6	16.4	*	13.0	*

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Based on Standard Industrial Classification 2007.

## 4. Country and Regional Trends

**Table 4.1 Trade union density by nation and region, 1995 to 2012**

	Per cent, not seasonally adjusted										
	1995	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>United Kingdom</b>	<b>32.4</b>	<b>29.3</b>	<b>28.8</b>	<b>28.6</b>	<b>28.3</b>	<b>28.0</b>	<b>27.4</b>	<b>27.4</b>	<b>26.6</b>	<b>26.0</b>	<b>26.0</b>
England	30.8	28.0	27.5	27.3	26.9	26.6	26.1	26.1	25.3	24.8	24.7
Wales	44.3	37.3	37.3	34.3	35.9	37.3	37.4	35.4	34.6	34.9	33.0
Scotland	39.0	34.4	33.0	34.1	34.4	32.6	32.8	31.8	32.3	29.8	31.7
Northern Ireland	42.2	39.4	39.5	40.7	39.6	39.7	35.7	39.8	35.7	33.6	36.1
<b>England</b>	<b>30.8</b>	<b>28.0</b>	<b>27.5</b>	<b>27.3</b>	<b>26.9</b>	<b>26.6</b>	<b>26.1</b>	<b>26.1</b>	<b>25.3</b>	<b>24.8</b>	<b>24.7</b>
North East	43.1	37.4	36.8	36.5	38.7	35.8	35.3	35.5	32.6	34.2	32.5
North West	38.9	33.8	34.8	32.9	34.2	34.2	32.2	32.1	31.4	30.3	30.2
Yorkshire and the Humber	34.3	32.9	30.0	30.5	28.4	30.0	29.6	28.8	28.1	27.0	27.3
East Midlands	31.6	28.4	26.9	28.7	26.7	26.8	26.9	26.4	26.2	25.4	25.0
West Midlands	32.9	29.8	28.2	29.6	28.3	28.0	26.5	28.2	27.2	26.7	25.8
East of England	25.4	24.4	24.8	23.7	23.3	22.4	22.0	22.9	22.7	22.4	21.8
London	29.8	25.3	24.8	24.3	24.6	24.2	23.7	21.4	21.4	20.7	21.5
South East	23.2	21.6	22.7	21.7	21.4	21.0	21.6	21.9	21.3	20.7	21.0
South West	27.6	27.3	25.4	26.5	24.7	24.7	24.9	26.0	23.4	24.7	24.2

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Year on year changes are subject to rounding error
2. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata

**Table 4.2 Trade union membership levels by nation and region, 1995 to 2012**

Thousands, not seasonally adjusted

	1995	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>United Kingdom</b>	<b>7,113</b>	<b>7,105</b>	<b>7,057</b>	<b>7,050</b>	<b>7,018</b>	<b>6,999</b>	<b>6,869</b>	<b>6,710</b>	<b>6,530</b>	<b>6,396</b>	<b>6,455</b>
England	5,694	5,727	5,659	5,666	5,590	5,598	5,491	5,378	5,213	5,131	5,169
Wales	434	419	430	392	408	425	423	385	388	400	374
Scotland	766	727	724	742	767	719	725	693	705	638	671
Northern Ireland	218	232	244	251	252	256	230	254	225	226	241
<b>England</b>	<b>5,694</b>	<b>5,727</b>	<b>5,659</b>	<b>5,666</b>	<b>5,590</b>	<b>5,598</b>	<b>5,491</b>	<b>5,378</b>	<b>5,213</b>	<b>5,131</b>	<b>5,169</b>
North East	401	373	366	366	392	370	356	358	329	344	335
North West	973	934	971	909	954	951	878	864	850	829	820
Yorkshire and the Humber	647	681	625	645	597	638	625	594	579	559	575
East Midlands	523	509	483	532	495	492	510	488	467	457	459
West Midlands	665	635	614	647	606	614	568	589	567	550	552
East of England	525	566	575	551	532	533	528	532	533	539	529
London	760	741	735	714	740	734	733	652	663	625	671
South East	724	736	776	756	753	744	770	760	740	721	724
South West	478	553	515	546	522	523	524	542	487	509	504

**Table source:** Labour Force Survey, Office for National Statistics

**Table notes:**

1. Year on year changes are subject to rounding error
2. Data in this table have been updated for the period 2009 to 2011 to reflect changes to the population weights in the Labour Force Survey microdata
3. Membership levels are based on the methodology described in the [technical note](#)

# 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 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.



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

<b>Previous union questions</b>	<b>Current union questions</b>
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 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)**

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 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 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.

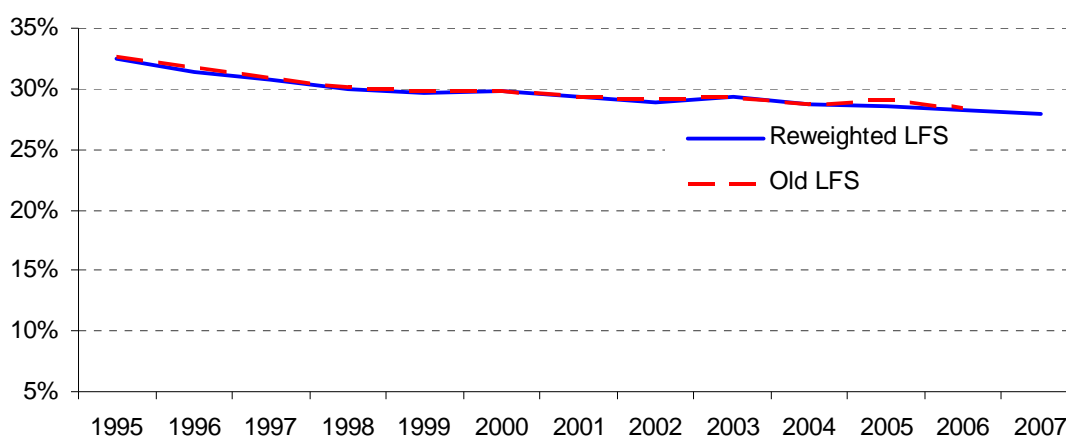
### **Switch from seasonal to calendar quarters**

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 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
<b>All employees</b>						
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
<b>Males</b>						
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
<b>Females</b>						
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 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 Trade Union Membership publication.



**Annual National Statistic reports**

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

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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.
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.

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