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**TRADE UNION  
MEMBERSHIP 2004**

Heidi Grainger and  
Heather Holt

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# Foreword

The Department of Trade and Industry is responsible, in conjunction with the Office for National Statistics, for publishing the trade union National Statistic.

Official government statistics on trade union membership have been collected regularly for over a century. Data based on union administrative records began in 1892; they are currently published in the annual report of the Certification Officer.

An annual question on trade union membership was introduced into the Labour Force Survey in 1989. 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 last year by an annual statistical report, of which this is the second in the series.

It contains estimates of trade union membership from the Labour Force Survey for autumn 2004 for both employees and for all respondents who are in employment. Estimates are presented for the number and proportion of people in employment who are trade union members in both the United Kingdom and Great Britain, and for employees whose pay and conditions are affected by collective agreements. We also provide trade union densities by age, sex, ethnicity, income, major occupation, industry, full and part-time employment, sector, nation and region.

Estimates have been weighted to coincide with the post-2001 Census population estimates.

We trust the report is useful, and would welcome any comments or feedback you may have.



**Grant Fitzner**  
Director, Employment Market Analysis and Research



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# Key findings

- The number of trade union members in the United Kingdom and the rate of trade union membership fell in autumn 2004, when compared with autumn 2003.
- In autumn 2004 an estimated 6.78 million people *in employment* in the United Kingdom were members of a trade union. This was a decrease of 0.5 per cent or approximately 36,000 people, compared with levels recorded in autumn 2003. As a result, the rate of union membership fell by 0.6 percentage points from 26.6 per cent to 26.0 per cent of all people in employment.
- The number of *employees* who were trade union members in the UK fell by approximately 11,000 to 6.51 million in autumn 2004, compared to 6.52 million in 2003. The rate of union membership fell by 0.5 percentage points, from 29.3 per cent in 2003 to 28.8 per cent of employees in autumn 2004.
- Less than one in five (17.2 per cent) private sector employees in the United Kingdom were union members in autumn 2004. Private sector union density fell by 1.0 percentage point in 2004.
- Almost three in five (58.8 per cent) public sector employees in the UK were union members. Public sector union density fell by 0.3 percentage points in 2004. Despite this fall in density the number of public sector union members rose by approximately 138,000 in 2004, as the size of the public sector grew.
- The number of male employees in the UK who were union members fell by approximately 54,000 in 2004, while female employees in trade unions rose by approximately 42,000. Male union density fell by 0.9 percentage points to 28.5 per cent. For women union density decreased by a smaller 0.2 percentage points to 29.1 per cent.
- Of the nations, Northern Ireland had the highest union density (39.3 per cent of employees). In Wales it was 37.0 per cent, and in Scotland 33.2 per cent. Union density was lowest in England (27.5 per cent).
- The hourly earnings of union members averaged £11.38 in autumn 2004, 17.1 per cent more than the earnings of non-union employees.
- Almost half of UK employees (48.4 per cent) were in a workplace where a trade union was present. However, union presence was much lower in the private sector (34.2 per cent) than the public sector (84.7 per cent).
- The number of UK employees whose pay was covered by a collective agreement was 7.23 million in autumn 2004, or 35.0 per cent of all employees.

# Trade union membership 2004

This report contains estimates of trade union membership in Great Britain and the United Kingdom from the autumn 2004 Labour Force Survey (LFS), for employees and for all respondents who are in employment.

Estimates are presented for the number and proportion of people in employment who are trade union members, and for employees whose pay and conditions are affected by collective agreements. Trade union densities by age, sex, ethnicity, full-time and part-time employment, sector and region are also provided.

Estimates have been weighted to coincide with the post-2001 Census population estimates.

## **Trade union membership and density time series for the United Kingdom and Great Britain by sex and sector**

Tables 1 and 2 show trade union density and membership for the United Kingdom (UK) and Great Britain (GB) respectively. The UK data provided are from autumn 1995 to 2004, while the GB data goes back to 1992. In this report the focus is mainly on data for the whole of the United Kingdom.

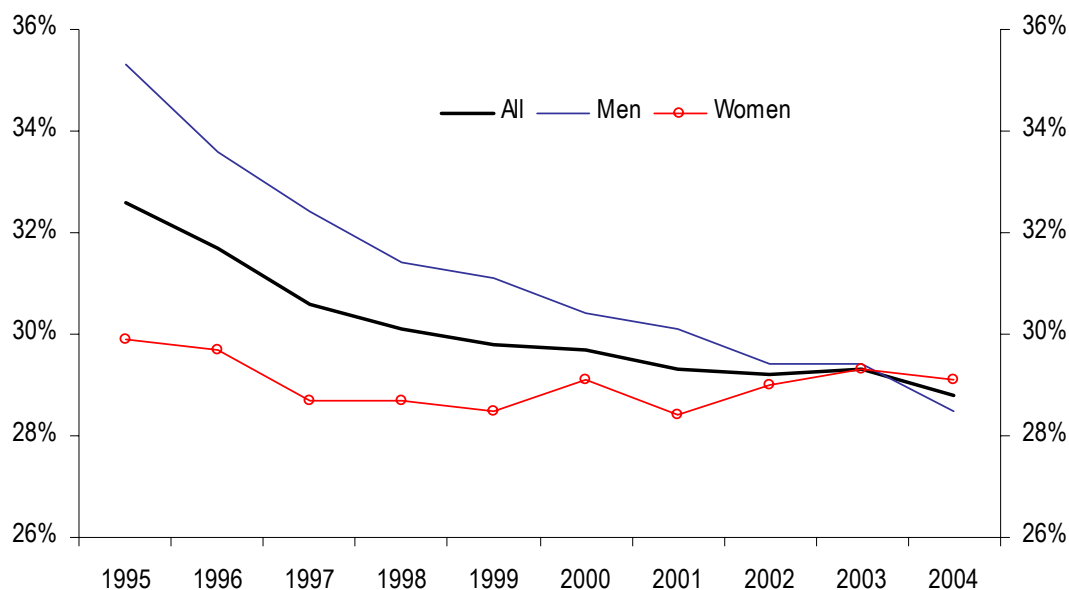
In autumn 2004 an estimated 6.78 million people *in employment* in the United Kingdom were members of a trade union. There was a decrease of 0.5 per cent or around 36,000 people, compared to levels recorded in autumn 2003. Union density also fell for all people in employment from 26.6 per cent in autumn 2003 to 26.0 per cent in autumn 2004.

Greater weight is however given to the union membership levels and union density rates of *employees* – that is, those in paid work.

Union density for employees also fell last year, down from 29.3 per cent in autumn 2003 to 28.8 per cent in autumn 2004. Autumn 2003 saw the first increase in the rate of employee unionisation since this series began in 1989, albeit a modest one (up 0.1 percentage points). It should be noted that this increase might not be statistically significant (please refer to the *Technical note* at the back of this report for further details).

The decline in union density in 2004 occurred *alongside* a fall of approximately 11,000 in the number of employees who were union members - to 6.51 million in autumn 2004 compared with 6.52 million employees in autumn 2003.

**Chart 1. Trade union density of UK employees by sex, 1995 to 2004**



Source: Labour Force Survey (autumn quarters), Office for National Statistics.

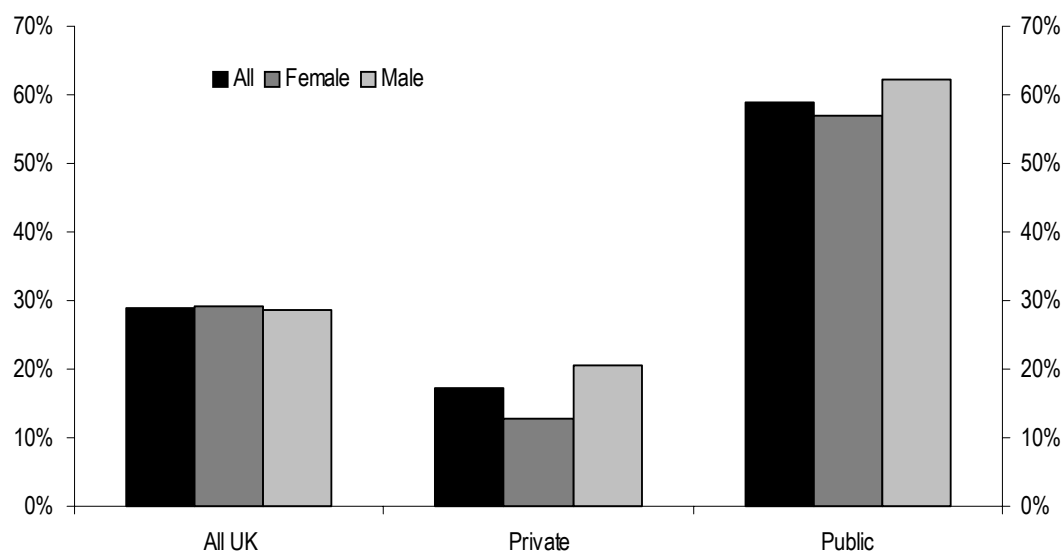
Table 1 provides union membership levels and density by sex. While the level of union membership amongst women rose in 2004, it fell for men. As a result, the rate of union density for women employees has overtaken that of men, for the first time, in 2004 (see Chart 1).

The number of male employees who were union members fell by 54,000 in 2004, while female employees in trade unions rose by approximately 42,000. Male union density decreased from 29.4 per cent in autumn 2003 to 28.5 per cent in autumn 2004. Union density for women, despite the increase of employees in trade unions, decreased marginally from 29.3 per cent in autumn 2003 to 29.1 per cent in 2004.

Table 3 shows the union density by sector for the United Kingdom and Great Britain. It shows that less than one in five private sector employees in the UK were union members in 2004. In autumn 2004, private sector union density was just 17.2 per cent of employees – a 1.0 percentage point fall from autumn 2003 (18.2 per cent), and a decrease of 4.4 percentage points from 1995. Amongst UK employees there were 2.79 million private sector union members, accounting for 43 per cent of all union members.

Public sector union density has fallen by 2.7 percentage points since 1995. Amongst UK employees there was an increase in public sector union members (3.71 million union members in 2004 compared to 3.58 million in 2003). They account for 57 per cent of all union members.

**Chart 2. Union density of UK employees by sector and gender, autumn 2004**



Source: Labour Force Survey, Office for National Statistics.

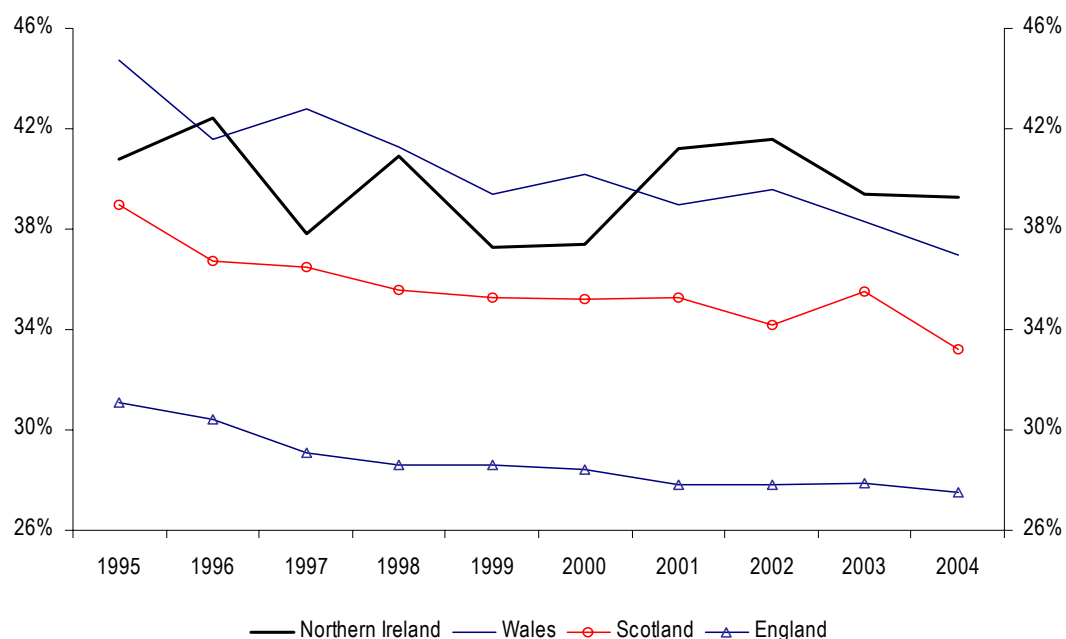
Table 4 shows trade union density by gender for the public and private sector. In both the public and private sectors union density was higher for males than for females. In autumn 2004 public sector female union density was 57.0 per cent compared with 62.1 per cent for males, while in the private sector female union density was just 12.8 per cent compared with 20.6 per cent for males employees (see Chart 2).

Despite these figures, overall union density is higher for female employees. This is because a greater proportion of women work in the public sector, *not* because they have greater propensity to join a union.

### Trade union membership by nation and region

Table 7 provides a summary of trade union membership levels and density by region for autumn 2004, both for all those in employment and for employees. For employees in 2004, Northern Ireland had the highest union density at 39.3 per cent, well above the UK average of 28.8 per cent. Wales and Scotland also had higher union density than the UK average, with only England falling below the UK average (see Chart 3). Of the English regions the North East, the North West and Yorkshire and the Humber were also above the national average (see Chart 4). The South East had the lowest union density, 22.8 per cent. In London the rate was 24.8 per cent. Overall union density in England was 27.5 per cent of employees in autumn 2004.

**Chart 3. Trends in union density by nation, UK employees, 1995 to 2004**



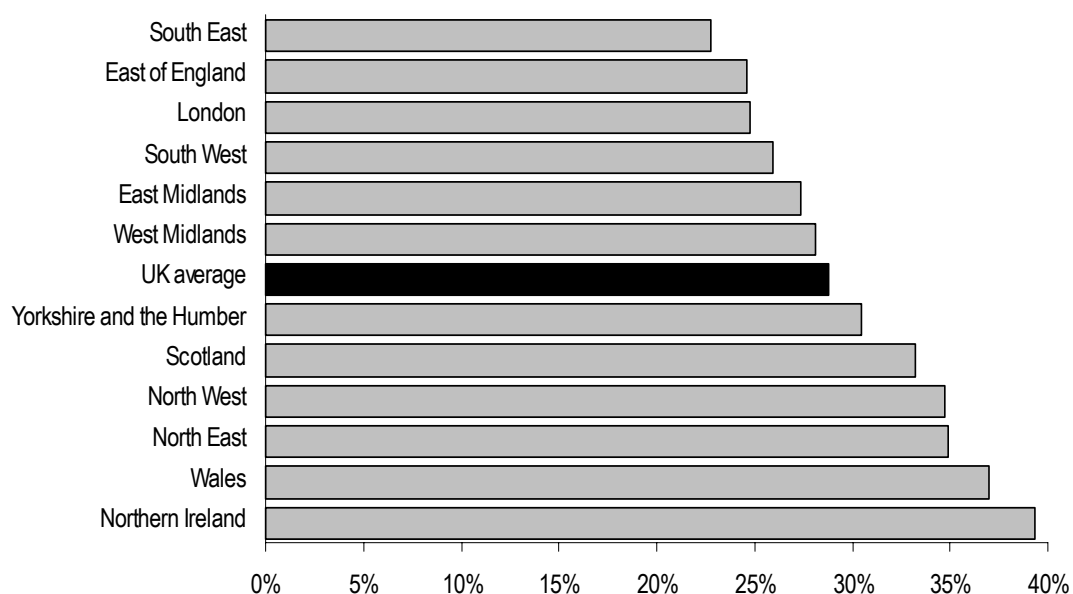
Source: Labour Force Survey (autumn quarters), Office for National Statistics.

Tables 13 to 16 provide the same information as contained in table 11 on union density for autumn 2004, by sex and full-time/part-time status by age, sector, occupation, managerial status and industry – but for the four nations England, Wales, Scotland and Northern Ireland. Tables 17 to 25 provide the same information for the English government office region.

Private sector union density varied by region from a low of just 12.9 per cent of employees in London, to a high of 22.9 per cent in the North West. Across the nations, private sector union density was highest at 22.8 per cent of employees in Wales, 21.6 per cent in Northern Ireland, 18.7 per cent in Scotland and lowest at 16.7 per cent in England in autumn 2004.

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**Chart 4. Trade union density by region, UK employees, autumn 2004**



Source: Labour Force Survey, Office for National Statistics.

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Public sector union density also varied considerably by region, from 66.2 per cent of employees in the North East to 51.4 per cent in the South East – compared with a national average of 58.8 per cent in autumn 2004.

Across the nations, public sector union density in autumn 2004 was highest at 69.9 per cent in Northern Ireland, 66.9 per cent of employees in Wales, and 63.8 per cent in Scotland; it was lowest at 57.1 per cent in England.

#### **Trade union membership by occupation and industry**

Table 9 shows union density by major occupation and gender for all UK employees from autumn 2001 to autumn 2004. Overall there has been very little change in union density throughout the major occupational groups since 2001.

Table 10 shows union density by major industry and gender for all UK employees from autumn 1995 to autumn 2004. On the whole union density has fallen in all major industries since 1995. However, male union density in the wholesale and retail trade has increased by 1.0 percentage point since autumn 1995 to autumn 2004.

#### **Trade union density by several factors**

Tables 5, 6, 11 and 12 show trade union density for UK employees for autumn 2004 for several factors. Table 11 shows union densities for UK employees by sex and full-time/part-time status for characteristics such as age, the size of their workplace, sector, occupation, managerial status and industry.

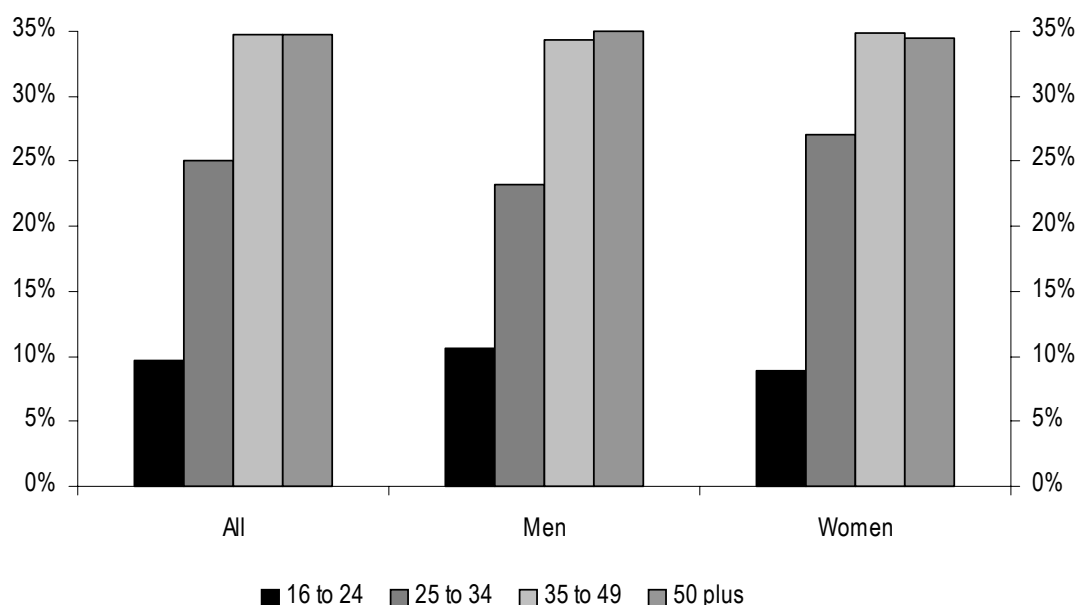
Union density was higher for women than men in 2004 (29.1 per cent compared to 28.5 per cent respectively). Union density was only 9.7 per

cent for employees aged 16 to 24, but was considerably higher amongst older employees (34.7 per cent for those aged 35-49 and 50 plus). In 2004, 31.5 per cent of full-time employees were union members compared with 21.1 per cent of part-time employees. Table 11 also shows that in professional occupations women had a higher union density than men, 61.2 per cent and 38.3 per cent respectively. Women managers and supervisors also had a higher union density than male managers and supervisors (21.6 per cent and 17.2 per cent respectively).

Union density was twice as high (38.5 per cent) in larger workplaces – those with 50 employees or more – than in those workplaces with less than 50 employees (18.3 per cent).

Chart 5 shows union members by age bands. For both male and females, you are more likely to be a union member between the ages of 35-49 and 50 plus.

**Chart 5. Trade union density by age and gender, UK employees, autumn 2004**



Source: Labour Force Survey, Office for National Statistics.

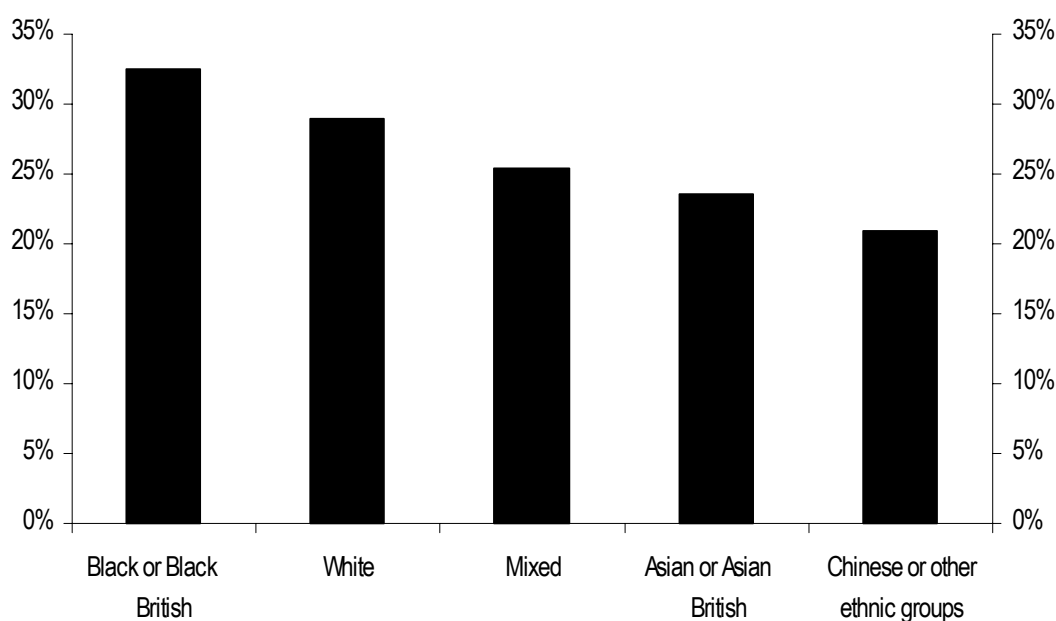
Table 6 shows trade union density by full-time or part-time status by sex for UK employees. For full-time employees females record higher union densities in all age bands, except for age band 16-24. Full-time men in the public sector have a high union density of 64.9 per cent and part-time male employees in the public sector have a low union density of 34.9 per cent.

Table 12 presents trade union density for UK employees by sex and full-time or part-time status and by further characteristics. These include ethnicity, flexible working status, highest qualification, dependent children, length of service, permanent or temporary status and weekly earnings in main job.

Employees who have been through higher education or have a degree reported above average levels of union membership, 43.1 and 37.7 per cent respectively. Female employees with a degree had a significantly higher union density (44.8 per cent) than males with a degree (31.3 per cent).

By ethnicity, Black or Black British employees had the highest union density, 32.5 per cent compared to 29.0 per cent for White employees and 25.4 per cent for mixed ethnic backgrounds (see Chart 6). Union membership rates were lowest among those of Asian or British Asian employees (23.5 per cent) and Chinese or other ethnic groups (20.9 per cent). Amongst major non-white ethnic groups, women had a higher rate of union membership than men, while for white employees there was little difference by sex.

**Chart 6. Trade union density by ethnicity, UK employees, autumn 2004**



Source: Labour Force Survey, Office for National Statistics.

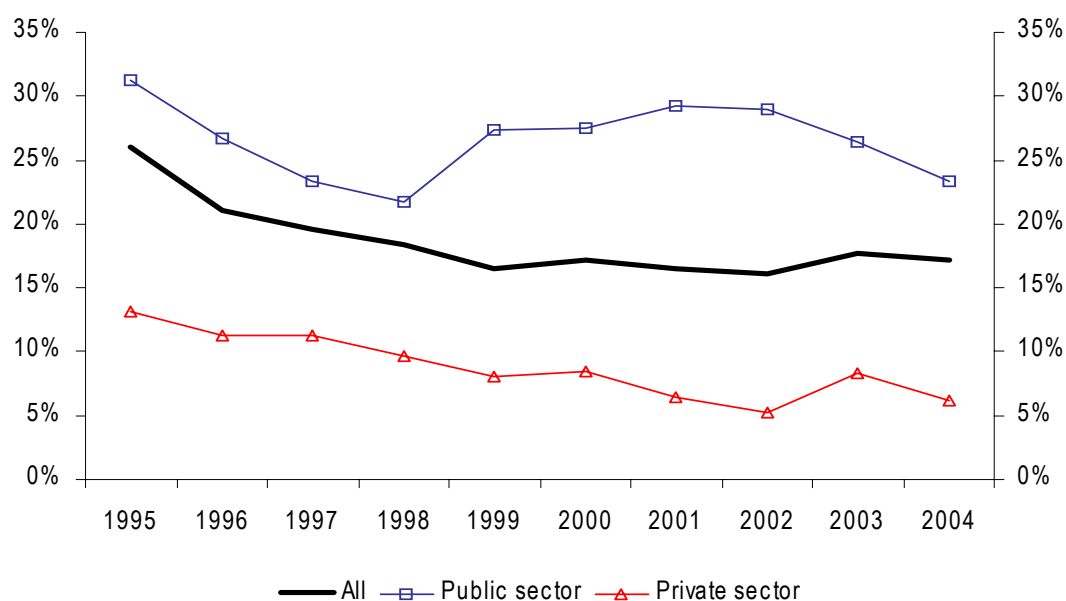
Middle-income earners were more likely to be union members than either low paid or highly paid employees. Employees earning between £250 and £999 per week reported higher union densities than those earning either less than £250 or £1,000 or more per week.

Table 5 shows union density for job type by sector and occupation for UK employees in autumn 2004. There was a 12.3 percentage point difference in union density between permanent and temporary employees, 29.5 and 17.2 per cent respectively. For both the public and private sectors union density for permanent employees was approximately double that of temporary employees, 17.8 and 7.1 per cent respectively for the private sector and 60.9 and 34.0 per cent respectively for the public sector.

## Average hourly earnings

Table 26 shows average hourly earnings by trade union membership for UK employees from 1995 to 2004, by sector. Union members earn a higher hourly rate on average than non-union members. The hourly earnings of union members averaged £11.38 in autumn 2004, 17.1 per cent more than the average hourly earnings, £9.72, paid to non-union employees. This is a slight decline from the 17.7 per cent union wage premium in 2003.

**Chart 7. Average union wage premium of UK employees, 1995 to 2004\***



Source: Labour Force Survey (autumn quarters), Office for National Statistics.

\*Percentage difference in average hourly earnings of union members by sector compared with non-union employees in the same sector.

As Chart 7 shows, the union wage premium is much larger for public sector employees than those in the private sector. In autumn 2004, public sector union members earned on average 23.3 per cent more per hour than non-union employees. In the private sector the difference was considerably lower at 6.2 per cent.

It should be noted, however, that such raw estimates fail to adjust for various differences in characteristics, such as age and education levels, which might partly account for these earnings differences.

## Characteristics of trade union members for UK employees

Table 27 presents the composition of union and non-union members by sex, sector, full-time/part-time, age-band, ethnicity, highest qualification, length of service, workplace size, occupation and industry. The distribution of union members by sex was evenly balanced with males accounting for 49.8 per cent of union members and females accounting for 50.2 per cent of union members.

A high proportion (45.7 per cent) of union members are middle-aged (between 35 and 49), compared with 34.8 per cent of non-union members. By contrast just one in twenty (5.1 per cent) union members were aged between 16 and 24, compared with one-fifth (19.3 per cent) of non-union members. Almost half (47.4 per cent) of union members had done more than 10 years of service compared with only one-fifth (19.9 per cent) of non-union members. Approximately 93.9 per cent of union members are of white ethnic origin and just over a quarter of union members hold a degree. The majority (69.8 per cent) of union members are in workplaces with 50 employees or more versus 45.2 per cent of non-union members.

### **Trade union presence and collective agreement coverage**

Tables 28, 29 and 30 provide data on trade union presence and collective agreement coverage for UK employees. Note that there was a break in the time-series in 1999 due to changes in the structure of trade union presence and collective agreement questions.

Table 28 presents a time-series of the number and percentage of employees who are working where trade unions are present in the workplace. This information is provided for 1996 to 2004 for UK employees and by sector. Almost half of UK employees (48.4 per cent) were in a workplace where a trade union was present. This was a decrease from 48.8 per cent in 2003; but overall trade union presence in the UK has remained relatively stable at around 48 per cent since 1999 (see Chart 8).

Table 28 also presents the number and proportion of UK employees whose pay and conditions are affected by collective agreements from 1996 to 2004. The number of UK employees whose pay was covered by a collective agreement was 7.23 million in autumn 2004, or 35.0 per cent of all employees. This proportion of employees has also remained stable, between 35 and 36 per cent, since 1999.

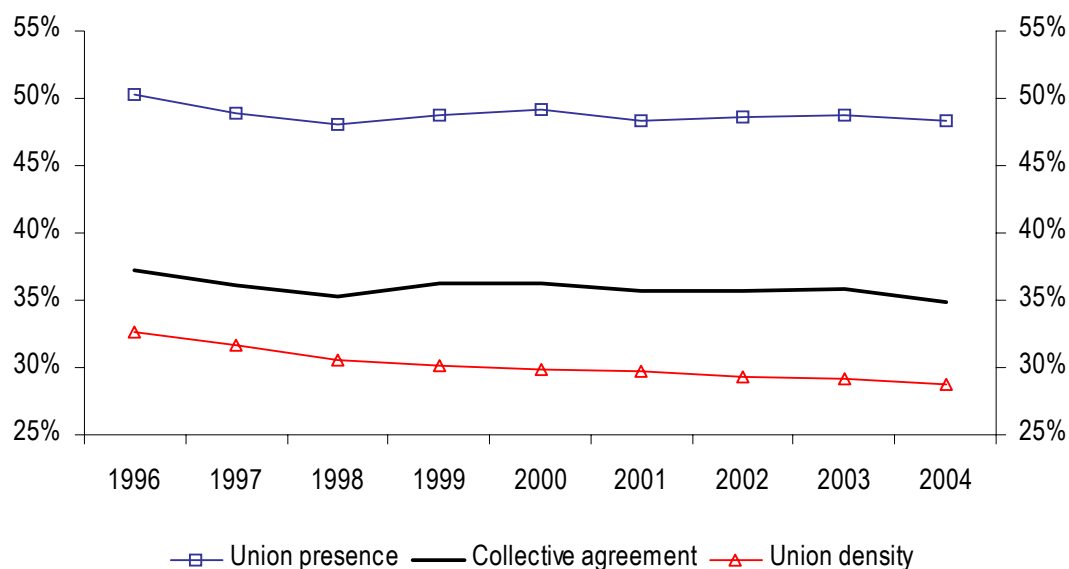
Table 29 provides breakdowns of trade union presence and coverage of collective agreements for UK employees in autumn 2004 by sector, industry, workplace size and region. It shows union presence was more than twice as high in the public sector (84.7 per cent of employees) than the private sector (34.2 per cent).

Of the nations Wales had the largest percentage of employees where a trade union was present (56.4 per cent), compared with 47.5 per cent in England. Of the English regions, the percentage of employees where a trade union was present was highest in the North East (54.5 per cent) and lowest in the South East (40.8 per cent).

For collective agreements the public sector had more than three times the proportion of employees covered than in the private sector: 71.6 and 20.5 per cent respectively.

By nation and region, Northern Ireland had the highest percentage of employees covered by collective agreements (53.9 per cent), while the South East had the lowest coverage at 28.2 per cent.

**Chart 8. Union density, presence and collective agreement coverage, UK employees 1996 to 2004**



Source: Labour Force Survey (autumn quarters), Office for National Statistics.

Finally, Table 30 shows collective agreement coverage for UK employees in autumn 2004 by sex, full-time/part-time and permanent/temporary status. It shows a 5.6 percentage point difference for collective agreement coverage between full-time employees (36.3 per cent) and part-time employees (30.7 per cent). There was also a 3.9 percentage point difference between permanent employees (35.1 per cent) compared to temporary employees (31.2 per cent) in their collective agreement coverage.

# Trade union membership tables

## 1 Trade union membership and density for the UK, autumn 1995 to autumn 2004

Thousands not seasonally adjusted

	In employment <sup>a</sup>		Employees <sup>b</sup>	
	Members <sup>c</sup>	Density	Members <sup>c</sup>	Density
<b>People</b>				
Autumn 1995	7,070	29.0	6,791	32.6
Autumn 1996	6,918	28.4	6,631	31.7
Autumn 1997	6,911	27.5	6,643	30.6
Autumn 1998	6,890	27.2	6,640	30.1
Autumn 1999	6,911	27.2	6,622	29.8
Autumn 2000	6,924	27.2	6,636	29.7
Autumn 2001	6,846	26.8	6,558	29.3
Autumn 2002	6,840	26.6	6,577	29.2
Autumn 2003	6,820	26.6	6,524	29.3
Autumn 2004	6,784	26.0	6,513	28.8
Change from 1995	-286	-3.0	-278	-3.8
Change from 2003	-36	-0.6	-11	-0.5
<b>Men</b>				
Autumn 1995	3,936	29.9	3,727	35.3
Autumn 1996	3,797	28.8	3,579	33.6
Autumn 1997	3,788	27.8	3,600	32.4
Autumn 1998	3,730	27.3	3,545	31.4
Autumn 1999	3,730	27.3	3,526	31.1
Autumn 2000	3,652	26.7	3,457	30.4
Autumn 2001	3,636	26.6	3,426	30.1
Autumn 2002	3,531	25.8	3,354	29.4
Autumn 2003	3,500	25.5	3,297	29.4
Autumn 2004	3,432	24.7	3,243	28.5
Change from 1995	-504	-5.2	-484	-6.8
Change from 2003	-68	-0.8	-54	-0.9
<b>Women</b>				
Autumn 1995	3,134	28.0	3,064	29.9
Autumn 1996	3,121	27.9	3,051	29.7
Autumn 1997	3,124	27.0	3,043	28.7
Autumn 1998	3,160	27.0	3,100	28.7
Autumn 1999	3,181	27.1	3,100	28.5
Autumn 2000	3,273	27.7	3,180	29.1
Autumn 2001	3,210	27.0	3,132	28.4
Autumn 2002	3,307	27.6	3,223	29.0
Autumn 2003	3,320	27.8	3,227	29.3
Autumn 2004	3,353	27.6	3,269	29.1
Change from 1995	219	-0.4	205	-0.8
Change from 2003	33	-0.2	42	-0.2

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces, unpaid family workers and those on college-based schemes.

b Excludes members of the armed forces.

c These figures have been revised from last year's publication and no longer allocate those who did not report their union status on a pro-rata basis. Note the figures for men and women may not sum to the total due to rounding.

## 2 Trade union membership and density for Great Britain, autumn 1992 to autumn 2004

Thousands and per cent

	In employment <sup>a</sup>		Employees <sup>b</sup>	
	Members (000's) <sup>c</sup>	Density (per cent)	Members (000's) <sup>c</sup>	Density (per cent)
<b>People</b>				
Autumn 1992	7,530	32.2	7,530	36.2
Autumn 1993	7,310	31.5	7,030	35.5
Autumn 1994	7,075	30.1	6,786	34.0
Autumn 1995	6,863	28.9	6,594	32.5
Autumn 1996	6,709	28.2	6,430	31.5
Autumn 1997	6,698	27.3	6,433	30.4
Autumn 1998	6,673	27.0	6,430	29.8
Autumn 1999	6,705	27.1	6,423	29.7
Autumn 2000	6,710	27.1	6,430	29.6
Autumn 2001	6,610	26.5	6,332	29.0
Autumn 2002	6,590	26.4	6,336	28.9
Autumn 2003	6,595	26.4	6,307	29.1
Autumn 2004	6,556	25.8	6,296	28.5
Change from 1992	-974	-6.4	-1,234	-7.7
Change from 2003	-39	-0.6	-11	-0.6
<b>Men</b>				
Autumn 1992	4,346	34.2	4,113	40.1
Autumn 1993	4,150	33.0	3,942	39.0
Autumn 1994	4,004	31.4	3,781	37.1
Autumn 1995	3,820	28.7	3,622	35.1
Autumn 1996	3,682	27.8	3,472	33.4
Autumn 1997	3,679	27.2	3,494	32.3
Autumn 1998	3,614	27.2	3,436	31.2
Autumn 1999	3,622	26.7	3,433	30.9
Autumn 2000	3,588	26.9	3,349	28.3
Autumn 2001	3,516	27.6	3,314	28.9
Autumn 2002	3,402	26.7	3,231	28.1
Autumn 2003	3,386	27.3	3,190	28.7
Autumn 2004	3,320	24.5	3,142	28.2
Change from 1992	-1,026	-9.7	-971	-11.9
Change from 2003	-66	-2.8	-48	-0.5
<b>Women</b>				
Autumn 1992	3,184	29.9	3,107	32.0
Autumn 1993	3,159	29.7	3,088	31.8
Autumn 1994	3,071	28.6	3,006	30.7
Autumn 1995	3,043	27.9	2,972	29.8
Autumn 1996	3,026	27.7	2,958	29.5
Autumn 1997	3,019	26.8	2,939	28.4
Autumn 1998	3,058	26.7	2,994	28.4
Autumn 1999	3,084	26.9	3,000	28.3
Autumn 2000	3,173	27.6	3,081	28.9
Autumn 2001	3,095	26.7	3,018	28.1
Autumn 2002	3,188	27.3	3,105	28.7
Autumn 2003	3,209	27.5	3,117	29.1
Autumn 2004	3,236	27.3	3,154	28.8
Change from 1992	52	-2.6	47	-3.2
Change from 2003	27	-0.2	37	-0.3

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces, unpaid family workers and those on college-based schemes.

b Excludes members of the armed forces.

c These figures have been revised from last year's publication and no longer allocate those who did not report their union status on a pro-rata basis. Note the figures for men and women may not sum to the total due to rounding.

### 3 Trade union membership and density for private and public sector employees<sup>a</sup> for the UK and GB, autumn 1993 to autumn 2004

Thousands and per cent

	UK		GB	
	Members (000's) <sup>b</sup>	Density (per cent)	Members (000's) <sup>b</sup>	Density (per cent)
<b>Private sector</b>				
Autumn 1993	-	-	3,400	24.0
Autumn 1994	-	-	3,294	22.8
Autumn 1995	3,221	21.6	3,143	21.5
Autumn 1996	3,148	20.9	3,064	20.7
Autumn 1997	3,173	19.9	3,099	19.8
Autumn 1998	3,178	19.5	3,095	19.3
Autumn 1999	3,155	19.3	3,072	19.2
Autumn 2000	3,081	18.8	2,999	18.8
Autumn 2001	3,073	18.6	2,978	18.5
Autumn 2002	3,005	18.2	2,917	18.1
Autumn 2003	2,936	18.2	2,858	18.1
Autumn 2004	2,794	17.2	2,718	17.1
Change from 1995	-427	-4.4	-425	-4.4
Change from 2003	-142	-1.0	-140	-1.0
<b>Public sector</b>				
Autumn 1993	-	-	3,013	64.4
Autumn 1994	-	-	3,481	63.6
Autumn 1995	3,542	61.5	3,425	61.4
Autumn 1996	3,454	61.1	3,342	60.9
Autumn 1997	3,454	60.9	3,325	60.8
Autumn 1998	3,452	61.0	3,326	60.6
Autumn 1999	3,457	59.9	3,340	59.8
Autumn 2000	3,543	60.2	3,419	60.0
Autumn 2001	3,474	59.3	3,343	59.0
Autumn 2002	3,558	59.7	3,406	59.3
Autumn 2003	3,575	59.1	3,436	58.8
Autumn 2004	3,713	58.8	3,572	58.4
Change from 1995	171	-2.7	147	-3.0
Change from 2003	138	-0.3	136	-0.4

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of armed forces.

b These figures have been revised from last year's publication and no longer allocate those who did not report their union status on a pro-rata basis. Note the figures public/private sector may not sum to the total due to rounding and the fact that some respondents may not have answered the question.

- Data only available from 1995 in the UK.

### 4 Trade union density by gender for private and public sector employees<sup>a</sup> in the UK; autumn 1995 to autumn 2004

Thousands and per cent

	All	Male	Female
	Density (per cent)	Density (per cent)	Density (per cent)
<b>Private sector</b>			
Autumn 1995	21.6	22.1	14.5
Autumn 1996	20.9	21.4	14.4
Autumn 1997	19.9	20.6	13.6
Autumn 1998	19.5	20.2	13.6
Autumn 1999	19.3	20.4	13.6
Autumn 2000	18.8	19.6	13.9
Autumn 2001	18.6	22.3	13.9
Autumn 2002	18.2	21.7	13.7
Autumn 2003	18.2	21.4	14.0
Autumn 2004	17.2	20.6	12.8
<b>Public sector</b>			
Autumn 1995	61.5	64.6	56.9
Autumn 1996	61.1	64.2	60.0
Autumn 1997	60.9	65.0	56.5
Autumn 1998	61.0	64.1	57.2
Autumn 1999	59.9	63.4	56.1
Autumn 2000	60.2	63.2	56.9
Autumn 2001	59.3	66.0	55.7
Autumn 2002	59.7	64.2	57.3
Autumn 2003	59.1	63.8	56.6
Autumn 2004	58.8	62.1	57.0

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of armed forces.

- Data only available from 1995 in the UK.

## 5 Trade union density for UK employees<sup>a</sup> for job type by sector and occupation, autumn 2004

	Per cent		
	All	Permanent/Temporary	
		Permanent	Temporary
<b>All employees</b>	28.8	29.5	17.2
<b>Sex</b>			
Male	28.5	29.3	14.3
Female	29.1	29.8	19.5
<b>Sector</b>			
Public	17.2	17.8	7.1
Private	58.8	60.9	34.0
<b>Occupation</b>			
Managers and Senior Officials	18.6	18.6	20.3
Professional Occupations	48.6	49.5	38.9
Associate Professional and Technical Occs	42.5	43.7	23.1
Administrative and Secretarial Occupations	23.8	24.9	7.3
Skilled Trades Occupations	26.0	26.2	20.9
Personal Service Occupations	29.7	30.4	21.2
Sales and Customer Service Occupations	12.8	13.5	*
Process, Plant and Machine Operatives	34.2	35.4	*
Elementary Occupations	20.8	22.4	4.8

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

## 6 Trade union density by full-time/part-time status and sex for UK employees<sup>a</sup>, autumn 2004

	Per cent				
	All	Full-time		Part-time	
		Male	Female	Male	Female
<b>All employees</b>	28.8	30.2	33.7	12.7	23.1
<b>Age band</b>					
16 to 24	9.7	13.1	12.0	3.8	4.9
25 to 34	25.1	23.6	29.3	4.9	22.6
35 to 49	34.7	34.8	39.8	22.9	28.7
50 plus	34.7	27.3	43.1	19.5	25.4
<b>Sector</b>					
Private	17.2	22.0	14.3	7.6	10.8
Public	58.8	64.9	65.2	34.9	45.2

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

## 7 Trade union membership and density by nation and region, UK employees, autumn 2004

Levels and per cent

	In employment <sup>a</sup>		Employees <sup>b</sup>	
	Members (000's) <sup>c</sup>	Density (per cent)	Members (000's) <sup>c</sup>	Density (per cent)
<b>Nation</b>				
England	5,857	24.9	5,618	27.5
Wales	409	33.4	397	37.0
Scotland	697	30.8	677	33.2
Northern Ireland	229	34.4	216	39.3
<b>Region</b>				
North East	329	32.7	319	34.9
North West	918	31.4	896	34.7
Yorkshire and the Humber	607	28.0	584	30.5
East Midlands	470	25.0	451	27.4
West Midlands	581	25.4	565	28.1
East of England	566	22.3	538	24.6
London	699	22.6	650	24.8
South East	764	20.4	727	22.8
South West	514	22.8	491	25.9
Wales	409	33.4	397	37.0

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces, unpaid family workers and those on college-based schemes.

b Excludes members of the armed forces.

c Unlike last year's publication those who have not reported their union status or region have not been allocated on a pro-rata basis.

## 8 Trade union density by nation and region, UK employees<sup>a</sup>, autumn 1995 to autumn 2004

Per cent

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>Nation</b>										
England	31.1	30.4	29.1	28.6	28.6	28.4	27.8	27.8	27.9	27.5
Wales	44.7	41.6	42.8	41.3	39.4	40.2	39.0	39.6	38.3	37.0
Scotland	39.0	36.7	36.5	35.6	35.3	35.2	35.3	34.2	35.5	33.2
Northern Ireland	40.8	42.4	37.8	40.9	37.3	37.4	41.2	41.6	39.4	39.3
<b>Region</b>										
North East	42.7	42.8	40.3	40.8	39.5	39.5	38.9	38.5	38.3	34.9
North West	39.3	38.2	37.4	35.6	34.6	35.6	34.8	34.3	34.2	34.7
Yorkshire and the Humber	35.3	35.8	33.3	33.4	33.3	32.1	31.0	32.4	32.8	30.5
East Midlands	31.8	32.6	29.6	28.9	29.8	29.7	28.2	28.5	28.5	27.4
West Midlands	33.2	32.3	31.8	31.2	30.4	30.4	30.2	29.8	29.0	28.1
East of England	26.2	24.9	23.8	23.3	24.0	23.5	23.6	22.7	23.6	24.6
London	29.3	26.4	26.1	25.3	26.3	24.1	24.4	25.1	25.8	24.8
South East	23.6	23.0	22.1	22.6	22.4	23.3	22.2	21.6	21.8	22.8
South West	27.4	28.1	27.0	26.5	26.2	26.4	26.4	25.9	26.0	25.9
Wales	44.7	41.6	42.8	41.3	39.4	40.2	39.0	39.6	38.3	37.0

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces.

## 9 Trade union density by major occupation and gender, UK employees<sup>a</sup>, autumn 2001 to autumn 2004<sup>b</sup>

	Per cent			
	2001	2002	2003	2004
<b>Male</b>				
Managers and Senior Officials	16.8	16.2	17.6	17.2
Professional Occupations	39.5	36.9	38.9	38.3
Associate Professional and Technical Occs	37.6	38.3	37.8	38.3
Administrative and Secretarial Occupations	30.3	31.4	29.8	28.7
Skilled Trades Occupations	31.2	30.1	29.4	26.7
Personal Service Occupations	39.2	37.5	40.6	36.4
Sales and Customer Service Occupations	10.8	12.7	10.6	11.2
Process, Plant and Machine Operatives	38.4	38.4	36.2	36.1
Elementary Occupations	26.6	25.5	26.0	25.0
<b>Female</b>				
Managers and Senior Officials	20.3	21.7	21.9	21.6
Professional Occupations	60.3	60.5	61.0	61.2
Associate Professional and Technical Occs	46.3	46.5	48.2	46.4
Administrative and Secretarial Occupations	22.2	23.4	22.9	22.7
Skilled Trades Occupations	19.6	25.2	23.1	18.4
Personal Service Occupations	27.3	30.1	28.1	28.4
Sales and Customer Service Occupations	13.9	13.0	13.2	13.5
Process, Plant and Machine Operatives	28.8	27.5	25.6	22.9
Elementary Occupations	16.9	16.7	16.7	15.9
<b>All employees</b>				
Managers and Senior Officials	17.9	18.0	19.0	18.6
Professional Occupations	48.8	47.1	48.7	48.6
Associate Professional and Technical Occs	41.9	42.5	43.1	42.5
Administrative and Secretarial Occupations	23.8	25.0	24.2	23.8
Skilled Trades Occupations	30.1	29.7	28.8	26.0
Personal Service Occupations	29.1	31.2	30.1	29.7
Sales and Customer Service Occupations	13.0	12.9	12.5	12.8
Process, Plant and Machine Operatives	36.7	36.6	34.4	34.2
Elementary Occupations	21.9	21.2	21.6	20.8

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces.

b This table only goes back to 2001 due to changes in the Standard Occupational Classification codes prior to this.

# 10 Trade union density by major industry and gender, UK employees<sup>a</sup>, autumn 1995 to autumn 2004

	Per cent									
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
<b>Men</b>										
Agriculture, forestry and fishing	9.1	10.2	9.7	13.7	10.3	11.2	10.7	9.2	10.4	*
Mining and quarrying	38.7	41.1	35.6	36.2	40.4	34.4	28.3	25.9	32.0	29.4
Manufacturing	36.7	34.5	33.7	33.4	32.3	31.4	30.9	30.4	29.6	28.2
Electricity, gas and water supply	75.4	67.3	70.7	67.6	59.5	58.7	58.7	56.7	55.1	52.1
Construction	28.9	28.2	23.3	22.0	22.7	21.5	20.9	18.7	20.3	18.2
Wholesale and retail trade	10.1	9.9	10.4	9.5	11.5	10.8	10.9	10.6	11.1	11.1
Hotels and restaurants	7.4	5.5	6.1	4.9	5.5	3.8	3.9	5.2	4.7	4.0
Transport and communication	54.9	53.5	51.5	48.2	48.0	48.1	47.3	46.9	47.8	47.1
Financial intermediation	34.7	32.4	30.0	26.6	25.3	25.5	23.0	22.3	21.9	21.9
Real estate and business services	15.9	13.9	12.3	12.4	12.9	10.7	12.7	11.4	11.7	11.4
Public administration	64.0	65.3	68.0	66.3	66.4	63.1	65.0	63.5	59.7	58.4
Education	66.9	65.1	64.4	60.1	62.0	62.1	60.8	60.5	60.6	61.1
Health	55.1	53.8	55.1	53.0	50.7	53.6	51.8	52.2	50.5	48.0
Other services	33.5	31.5	28.3	30.2	30.1	29.4	29.3	27.7	29.4	24.8
<b>Women</b>										
Agriculture, forestry and fishing	*	*	*	*	*	*	*	*	*	*
Mining and quarrying	*	*	*	*	*	*	*	*	*	*
Manufacturing	22.8	22.6	20.8	20.7	18.3	17.9	17.2	16.2	16.5	13.9
Electricity, gas and water supply	43.1	42.0	39.3	30.8	36.6	41.9	37.8	31.0	24.6	34.0
Construction	12.1	12.1	8.1	10.7	9.7	10.5	7.9	9.4	9.6	7.7
Wholesale and retail trade	12.4	11.6	10.7	12.0	11.8	12.0	12.4	11.9	12.2	11.9
Hotels and restaurants	8.5	7.6	7.6	7.8	6.6	6.4	6.4	6.4	5.9	5.8
Transport and communication	30.3	30.5	28.3	26.5	27.1	27.4	29.3	26.9	26.9	24.4
Financial intermediation	39.3	39.6	36.5	34.7	34.4	33.8	30.5	31.4	29.7	30.9
Real estate and business services	10.7	11.8	10.8	10.1	9.7	9.9	8.3	9.6	10.2	9.5
Public administration	53.2	55.8	56.2	55.0	54.8	55.8	54.2	55.8	54.2	54.3
Education	51.5	50.9	50.7	51.4	51.2	51.3	50.4	52.7	52.7	52.7
Health	46.8	45.9	44.9	44.5	43.8	44.8	43.2	43.3	43.1	42.8
Other services	18.5	16.7	16.8	16.0	17.4	17.3	16.3	16.9	17.5	13.7
<b>All employees</b>										
Agriculture, forestry and fishing	7.4	8.6	8.8	12.3	9.0	10.5	8.8	8.9	9.3	*
Mining and quarrying	35.8	37.7	31.4	29.9	36.2	31.8	25.3	23.6	28.0	27.3
Manufacturing	32.7	31.2	30.1	29.9	28.5	27.7	27.2	26.7	26.2	24.6
Electricity, gas and water supply	67.0	61.6	62.3	57.7	52.4	53.9	53.3	50.5	47.2	46.9
Construction	26.2	25.5	21.1	20.6	21.1	20.1	19.2	17.5	18.9	16.7
Wholesale and retail trade	11.4	10.8	10.6	10.9	11.7	11.4	11.7	11.3	11.7	11.5
Hotels and restaurants	8.1	6.8	7.1	6.7	6.2	5.4	5.4	5.9	5.4	5.0
Transport and communication	48.8	47.6	45.3	42.5	42.2	42.5	42.2	41.5	42.3	41.3
Financial intermediation	37.2	36.4	33.5	31.1	30.2	29.9	27.0	27.2	26.0	26.6
Real estate and business services	13.3	12.9	11.6	11.3	11.4	10.3	10.6	10.6	11.0	10.5
Public administration	58.8	60.7	62.3	60.7	60.7	59.4	59.3	59.5	56.8	56.3
Education	56.1	54.9	54.4	53.8	54.1	54.0	53.2	54.7	54.8	54.9
Health	48.1	47.2	46.6	46.1	45.0	46.3	44.7	44.9	44.4	43.8
Other services	25.6	23.4	22.2	22.4	23.4	23.0	22.4	21.9	23.1	18.9

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

# 11 Trade union density for UK employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	28.8	28.5	29.1	31.5	21.1
<b>Age band</b>					
16 to 24	9.7	10.6	8.9	12.6	4.5
25 to 34	25.1	23.2	27.1	25.9	21.5
35 to 49	34.7	34.4	34.9	36.7	28.3
50 plus	34.7	35.0	34.5	39.4	24.1
<b>Workplace size</b>					
Less than 50	18.3	15.8	20.5	20.4	13.9
50 or more	38.5	38.8	38.3	40.1	32.2
<b>Sector</b>					
Private	17.2	20.6	12.8	19.5	10.1
Public	58.8	62.1	57.0	65.1	44.1
<b>Occupation</b>					
Managers and Senior Officials	18.6	17.2	21.6	18.8	16.4
Professional Occupations	48.6	38.3	61.2	48.3	50.4
Associate Professional and Technical Occs	42.5	38.3	46.4	41.8	45.6
Administrative and Secretarial Occupations	23.8	28.7	22.7	25.9	20.0
Skilled Trades Occupations	26.0	26.7	18.4	27.1	11.7
Personal Service Occupations	29.7	36.4	28.4	34.4	24.0
Sales and Customer Service Occupations	12.8	11.2	13.5	15.1	11.2
Process, Plant and Machine Operatives	34.2	36.1	22.9	36.0	12.7
Elementary Occupations	20.8	25.0	15.9	28.8	11.3
<b>Managerial Status</b>					
Manager	31.5	26.8	38.5	31.1	34.5
Foreman or supervisor	36.6	34.4	38.8	37.4	32.9
Non-manager	26.2	28.0	24.5	30.2	18.4
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	27.3	29.4	*	28.2	*
Manufacturing	24.6	28.2	13.9	26.0	7.7
Electricity, gas and water supply	46.9	52.1	34.0	48.4	*
Construction	16.7	18.2	7.7	17.6	*
Wholesale and retail trade	11.5	11.1	11.9	11.9	11.0
Hotels and restaurants	5.0	4.0	5.8	7.1	3.0
Transport and communication	41.3	47.1	24.4	44.3	21.6
Financial intermediation	26.6	21.9	30.9	24.1	39.6
Real estate and business services	10.5	11.4	9.5	10.7	9.5
Public administration	56.3	58.4	54.3	58.6	46.0
Education	54.9	61.1	52.7	66.4	35.6
Health	43.8	48.0	42.8	49.6	34.7
Other services	18.9	24.8	13.7	23.8	9.0

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 12 UK: Trade union density for employees<sup>a</sup> by further characteristics, autumn 2004

	Per cent					
	All	Sex		Full-time/Part-time status		
		Men	Women	Full-time	Part-time	
<b>All employees</b>	28.8	28.5	29.1	31.5	21.1	
<b>Ethnic group</b>						
White	29.0	28.9	29.1	31.6	21.6	
Mixed	25.4	28.6	22.9	32.3	*	
Asian or Asian British	23.5	21.6	26.3	27.3	11.5	
Black or Black British	32.5	29.4	35.1	36.4	18.8	
Chinese and other ethnic groups	20.9	17.9	24.3	23.3	*	
<b>Flexible working status</b>						
Flexitime	39.7	36.2	42.5	41.6	33.0	
Annualised hours contract	39.0	40.4	37.7	41.3	31.8	
Term-time working	49.2	62.0	47.0	70.5	31.1	
Job sharing	33.6	*	34.9	*	34.4	
4.5 day week/9 day fortnight	38.8	41.5	32.4	39.6	*	
Zero hours contract	18.9	*	*	*	*	
Work mainly at home/same grounds	12.1	18.0	8.2	18.7	*	
<b>Highest qualification</b>						
Degree or equivalent	37.7	31.3	44.8	37.7	37.8	
Other higher education	43.1	34.2	50.3	43.1	43.0	
A-level or equivalent	26.4	29.3	21.9	29.7	15.7	
GCSE or equivalent	23.0	24.4	22.1	26.1	17.0	
Other qualifications	23.8	27.3	20.0	26.8	15.8	
No qualifications	21.1	24.2	18.3	25.4	13.6	
<b>Dependent children</b>						
No dependent children	28.6	27.7	29.5	30.6	20.2	
Dependent children under six	28.7	27.6	29.9	28.8	28.4	
Dependent children six or over	29.1	30.0	28.3	34.1	20.4	
<b>Length of service</b>						
Less than one year	11.2	11.4	11.0	13.4	6.9	
One to two years	16.8	17.0	16.5	20.1	9.5	
Two to five years	24.1	23.0	25.2	26.0	18.8	
Five to ten years	30.4	28.7	32.3	31.2	28.1	
Ten to twenty years	43.7	41.6	45.6	45.0	39.1	
Twenty years or more	58.4	57.7	59.4	60.4	48.4	
<b>Permanent or Temporary status</b>						
Permanent	29.5	29.3	29.8	32.1	21.7	
Temporary	17.2	14.3	19.5	18.1	16.2	
<b>Weekly earnings in main job</b>						
Less than £250	18.0	14.3	19.5	17.9	18.1	
£250 to £499	34.6	32.4	37.6	33.1	52.5	
£500 to £999	41.1	37.3	50.6	40.8	51.6	
£1,000 and above	20.6	19.8	24.9	20.4	*	

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 13 England: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	27.5	27.3	27.8	30.0	20.5
<b>Age band</b>					
16 to 24	8.9	9.7	8.2	11.6	4.1
25 to 34	23.6	21.9	25.5	24.4	20.2
35 to 49	33.1	32.9	33.3	34.9	27.3
50 plus	33.7	34.1	33.3	38.1	23.9
<b>Workplace size</b>					
Less than 50	16.9	14.7	18.9	18.8	13.3
50 or more	37.1	37.4	36.9	38.6	31.5
<b>Sector</b>					
Private	16.7	19.9	12.4	18.8	9.9
Public	57.1	60.8	55.2	63.5	42.9
<b>Occupation</b>					
Managers and Senior Officials	18.1	16.5	21.3	18.2	16.5
Professional Occupations	46.8	36.6	59.6	46.3	49.7
Associate Professional and Technical Occs	40.8	36.5	44.7	39.8	44.9
Administrative and Secretarial Occupations	21.9	27.1	20.8	23.7	18.8
Skilled Trades Occupations	24.2	24.9	16.7	25.3	10.6
Personal Service Occupations	28.3	34.8	27.1	32.7	23.1
Sales and Customer Service Occupations	12.7	11.3	13.2	14.9	11.1
Process, Plant and Machine Operatives	33.3	35.3	21.3	35.1	12.6
Elementary Occupations	19.9	24.6	14.5	27.8	10.7
<b>Managerial Status</b>					
Manager	30.4	25.5	37.7	29.9	34.3
Foreman or supervisor	34.9	32.9	36.8	35.7	31.4
Non-manager	24.9	27.0	23.1	28.7	17.8
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	38.4	40.4	*	40.2	*
Manufacturing	23.2	26.6	12.9	24.6	7.0
Electricity, gas and water supply	43.2	47.8	32.8	44.7	*
Construction	15.9	17.5	6.9	16.8	*
Wholesale and retail trade	11.1	10.6	11.5	11.4	10.7
Hotels and restaurants	4.9	4.3	5.5	6.9	3.1
Transport and communication	40.9	46.6	24.1	43.8	21.2
Financial intermediation	25.6	20.8	29.9	22.7	40.3
Real estate and business services	10.1	10.8	9.2	10.1	9.6
Public administration	55.0	57.6	52.5	57.2	45.5
Education	53.2	59.7	50.9	65.1	34.0
Health	42.2	46.3	41.2	47.9	33.6
Other services	16.7	21.5	12.5	21.0	8.2

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 14 Wales: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent					
	All	Sex		Full-time/Part-time status		
		Men	Women	Full-time	Part-time	
<b>All employees</b>	37.0	37.6	36.4	41.9	23.5	
<b>Age band</b>						
16 to 24	16.7	18.3	15.1	19.3	*	
25 to 34	37.9	35.5	40.4	41.0	27.1	
35 to 49	42.4	44.6	40.2	46.0	30.1	
50 plus	41.5	42.1	41.0	49.6	22.8	
<b>Workplace size</b>						
Less than 50	23.8	19.6	27.5	28.2	14.8	
50 or more	50.3	54.0	46.1	53.7	36.9	
<b>Sector</b>						
Private	22.8	27.7	16.3	26.3	13.1	
Public	66.9	70.8	64.8	74.1	46.5	
<b>Occupation</b>						
Managers and Senior Officials	25.1	26.1	22.8	26.4	*	
Professional Occupations	61.6	54.0	69.4	64.0	*	
Associate Professional and Technical Occs	62.7	47.1	57.3	54.0	47.3	
Administrative and Secretarial Occupations	34.9	36.7	34.3	40.3	23.5	
Skilled Trades Occupations	35.3	35.3	*	37.7	*	
Personal Service Occupations	37.7	*	36.4	41.6	31.8	
Sales and Customer Service Occupations	16.6	*	17.7	*	17.8	
Process, Plant and Machine Operatives	42.2	48.6	*	46.0	*	
Elementary Occupations	27.8	32.2	23.0	37.4	16.6	
<b>Managerial Status</b>						
Manager	40.1	38.5	42.7	41.1	*	
Foreman or supervisor	49.0	45.7	52.7	51.1	39.6	
Non-manager	33.3	35.1	31.8	39.9	21.2	
<b>Industry</b>						
Agriculture, forestry and fishing	*	*	*	*	*	
Mining and quarrying	*	*	*	*	*	
Manufacturing	37.2	42.9	19.6	39.6	*	
Electricity, gas and water supply	*	*	*	*	*	
Construction	18.1	*	*	18.9	*	
Wholesale and retail trade	17.8	21.2	14.8	18.7	16.7	
Hotels and restaurants	*	*	*	*	*	
Transport and communication	46.6	52.6	*	49.2	*	
Financial intermediation	36.2	*	*	*	*	
Real estate and business services	15.7	*	*	18.3	*	
Public administration	59.7	60.1	59.2	62.7	*	
Education	65.1	69.7	63.5	78.9	35.7	
Health	51.6	59.5	49.9	56.4	42.1	
Other services	29.3	42.0	*	36.5	*	

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 15 Scotland: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	33.2	32.0	34.3	36.3	23.9
<b>Age band</b>					
16 to 24	10.3	10.9	9.8	13.9	*
25 to 34	28.1	26.8	29.4	28.7	25.7
35 to 49	42.0	40.3	43.4	44.2	34.3
50 plus	38.6	37.5	39.7	43.3	26.6
<b>Workplace size</b>					
Less than 50	24.1	20.1	27.3	27.0	17.8
50 or more	42.0	41.5	42.5	43.7	34.4
<b>Sector</b>					
Private	18.7	22.2	14.2	21.5	9.6
Public	63.8	65.1	63.1	69.7	49.1
<b>Occupation</b>					
Managers and Senior Officials	20.2	18.3	43.4	20.3	*
Professional Occupations	54.2	42.3	67.0	53.8	56.4
Associate Professional and Technical Occs	50.9	48.6	53.1	52.3	45.2
Administrative and Secretarial Occupations	28.9	31.4	28.3	29.6	27.5
Skilled Trades Occupations	31.5	32.1	*	32.2	*
Personal Service Occupations	36.2	40.0	35.2	42.1	28.7
Sales and Customer Service Occupations	12.8	*	14.5	16.9	9.6
Process, Plant and Machine Operatives	35.6	35.7	*	37.0	*
Elementary Occupations	23.4	25.5	20.9	31.9	11.6
<b>Managerial Status</b>					
Manager	37.0	31.8	44.1	36.8	39.3
Foreman or supervisor	38.0	33.3	43.3	38.0	37.9
Non-manager	30.9	31.8	30.0	35.6	21.0
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	28.7	32.6	17.9	39.7	*
Electricity, gas and water supply	60.9	69.3	*	63.5	*
Construction	20.8	21.2	*	21.0	*
Wholesale and retail trade	11.9	10.0	13.3	12.6	10.9
Hotels and restaurants	*	*	*	*	*
Transport and communication	40.7	47.4	*	44.9	*
Financial intermediation	29.5	45.8	32.5	29.0	*
Real estate and business services	13.4	15.9	*	14.1	*
Public administration	61.5	61.7	61.4	65.6	46.5
Education	60.2	64.1	58.7	67.3	45.5
Health	49.5	53.0	48.6	55.8	38.2
Other services	33.7	44.2	23.9	41.1	*

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 16 Northern Ireland: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	39.3	38.2	40.3	43.0	27.8
<b>Age band</b>					
16 to 24	18.7	*	*	25.8	*
25 to 34	39.3	33.1	44.5	40.1	*
35 to 49	46.0	46.1	46.0	48.1	39.2
50 plus	43.2	44.4	41.8	50.6	*
<b>Workplace size</b>					
Less than 50	27.4	26.3	28.4	30.7	19.5
50 or more	54.8	52.3	57.3	57.3	44.1
<b>Sector</b>					
Private	21.6	26.1	16.2	25.2	*
Public	69.9	69.5	70.1	73.1	59.4
<b>Occupation</b>					
Managers and Senior Officials	23.8	*	*	23.1	*
Professional Occupations	67.6	60.2	75.0	69.1	*
Associate Professional and Technical Occs	56.2	49.7	60.6	51.6	*
Administrative and Secretarial Occupations	43.3	49.1	41.7	58.5	*
Skilled Trades Occupations	38.0	40.3	*	39.1	*
Personal Service Occupations	34.7	*	31.5	41.6	*
Sales and Customer Service Occupations	*	*	*	*	*
Process, Plant and Machine Operatives	39.2	38.5	*	40.6	*
Elementary Occupations	25.2	*	*	29.7	*
<b>Managerial Status</b>					
Manager	39.2	35.6	44.0	39.0	*
Foreman or supervisor	57.0	56.4	57.7	56.7	*
Non-manager	35.0	33.7	36.1	40.0	24.8
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	34.5	38.3	24.5	36.0	*
Electricity, gas and water supply	*	*	*	*	*
Construction	*	*	*	*	*
Wholesale and retail trade	12.8	*	*	*	*
Hotels and restaurants	*	*	*	*	*
Transport and communication	49.8	*	*	52.3	*
Financial intermediation	*	*	*	*	*
Real estate and business services	*	*	*	*	*
Public administration	62.2	62.6	61.9	63.2	*
Education	74.8	86.5	71.7	80.6	62.7
Health	56.6	*	55.2	63.9	44.3
Other services	*	*	*	*	*

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 17 North East: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	34.9	34.5	35.3	38.4	24.4
<b>Age band</b>					
16 to 24	12.2	*	*	15.7	*
25 to 34	29.8	26.4	33.2	31.2	25.2
35 to 49	42.0	43.5	40.6	45.1	31.9
50 plus	43.1	42.4	43.9	47.7	29.5
<b>Workplace size</b>					
Less than 50	22.0	20.4	23.4	24.3	17.5
50 or more	46.8	45.9	47.7	48.7	37.4
<b>Sector</b>					
Private	20.6	25.2	14.6	24.0	10.1
Public	66.2	68.0	65.3	70.7	53.7
<b>Occupation</b>					
Managers and Senior Officials	23.1	19.9	28.1	22.9	*
Professional Occupations	58.2	49.7	68.2	60.9	*
Associate Professional and Technical Occs	54.8	48.3	60.1	53.2	62.2
Administrative and Secretarial Occupations	30.2	*	31.1	32.6	26.0
Skilled Trades Occupations	30.4	31.3	*	32.3	*
Personal Service Occupations	37.0	*	35.2	40.7	*
Sales and Customer Service Occupations	12.4	*	*	*	*
Process, Plant and Machine Operatives	39.5	39.5	*	40.5	*
Elementary Occupations	28.6	33.7	23.3	36.4	20.5
<b>Managerial Status</b>					
Manager	43.6	36.8	51.3	42.8	*
Foreman or supervisor	39.9	39.5	40.3	41.6	*
Non-manager	30.9	32.5	29.3	35.6	21.0
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	30.0	32.9	*	31.2	*
Electricity, gas and water supply	*	*	*	*	*
Construction	22.5	24.6	*	24.6	*
Wholesale and retail trade	9.5	*	*	*	*
Hotels and restaurants	*	*	*	*	*
Transport and communication	42.8	51.8	*	45.1	*
Financial intermediation	36.5	*	*	*	*
Real estate and business services	16.6	*	*	*	*
Public administration	63.5	65.7	61.9	67.7	*
Education	65.5	67.9	64.4	75.7	42.1
Health	46.8	49.6	46.0	50.1	39.7
Other services	*	*	*	*	*

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 18 North West: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	34.7	35.4	34.0	38.8	22.8
<b>Age band</b>					
16 to 24	12.8	15.2	10.4	16.8	*
25 to 34	30.8	29.5	32.2	33.0	20.4
35 to 49	42.1	42.4	41.7	45.6	30.7
50 plus	41.5	43.5	39.5	47.3	28.2
<b>Workplace size</b>					
Less than 50	20.9	18.8	22.6	24.4	13.5
50 or more	47.0	48.1	45.7	49.5	36.5
<b>Sector</b>					
Private	22.9	27.8	16.4	26.0	13.6
Public	64.3	68.8	62.0	72.9	42.6
<b>Occupation</b>					
Managers and Senior Officials	25.6	23.3	30.5	25.7	*
Professional Occupations	56.0	44.5	70.6	56.2	54.7
Associate Professional and Technical Occs	50.7	46.1	55.0	51.3	47.6
Administrative and Secretarial Occupations	31.2	40.8	29.1	33.9	25.8
Skilled Trades Occupations	33.2	34.5	*	35.0	*
Personal Service Occupations	32.6	40.5	30.9	40.8	22.1
Sales and Customer Service Occupations	17.9	*	*	20.1	16.4
Process, Plant and Machine Operatives	42.1	45.2	25.7	43.6	*
Elementary Occupations	22.4	28.7	15.1	32.8	10.9
<b>Managerial Status</b>					
Manager	35.6	30.7	43.6	35.2	40.6
Foreman or supervisor	41.7	39.7	43.9	43.8	32.1
Non-manager	33.1	36.8	30.0	39.5	20.5
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	34.9	39.7	19.3	36.2	*
Electricity, gas and water supply	57.2	*	*	61.4	*
Construction	20.9	23.7	*	21.4	*
Wholesale and retail trade	16.2	17.8	14.8	17.0	14.9
Hotels and restaurants	*	*	*	*	*
Transport and communication	44.3	49.6	*	50.1	*
Financial intermediation	36.9	*	39.6	36.3	*
Real estate and business services	16.8	14.6	19.6	16.4	*
Public administration	60.2	67.5	54.5	65.1	39.6
Education	59.2	61.5	58.4	72.5	32.2
Health	48.2	55.8	46.2	56.0	34.7
Other services	25.5	29.4	22.1	31.2	*

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 19 Yorkshire and the Humber: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent					
	All	Sex		Full-time/Part-time status		
		Men	Women	Full-time	Part-time	
<b>All employees</b>	30.5	27.8	31.2	33.4	22.9	
<b>Age band</b>						
16 to 24	11.1	12.0	10.1	15.6	*	
25 to 34	26.6	25.2	28.1	28.2	19.4	
35 to 49	37.4	36.3	38.4	38.9	32.6	
50 plus	35.5	35.5	35.6	39.4	27.7	
<b>Workplace size</b>						
Less than 50	19.4	16.4	22.2	21.2	16.2	
50 or more	40.0	40.0	40.0	42.4	31.7	
<b>Sector</b>						
Private	19.1	23.0	13.8	21.9	10.9	
Public	59.4	60.9	58.7	66.6	45.5	
<b>Occupation</b>						
Managers and Senior Officials	18.7	17.4	21.2	18.4	*	
Professional Occupations	54.5	43.2	65.1	54.4	54.8	
Associate Professional and Technical Occs	43.2	39.4	47.1	43.1	43.9	
Administrative and Secretarial Occupations	23.7	*	24.8	25.7	20.2	
Skilled Trades Occupations	27.7	27.7	*	29.2	*	
Personal Service Occupations	34.7	*	35.3	39.4	29.7	
Sales and Customer Service Occupations	13.6	*	12.7	18.5	*	
Process, Plant and Machine Operatives	37.4	39.5	*	39.3	*	
Elementary Occupations	22.6	24.9	20.2	29.7	14.3	
<b>Managerial Status</b>						
Manager	32.2	26.4	40.5	31.5	38.5	
Foreman or supervisor	38.4	36.0	40.8	40.0	32.1	
Non-manager	28.4	29.9	27.1	32.8	20.3	
<b>Industry</b>						
Agriculture, forestry and fishing	*	*	*	*	*	
Mining and quarrying	*	*	*	*	*	
Manufacturing	26.6	29.0	18.3	27.9	*	
Electricity, gas and water supply	*	*	*	*	*	
Construction	18.7	20.9	*	20.9	*	
Wholesale and retail trade	12.0	10.4	13.4	13.1	10.7	
Hotels and restaurants	*	*	*	*	*	
Transport and communication	43.5	49.1	*	46.4	*	
Financial intermediation	32.9	*	34.0	31.8	*	
Real estate and business services	10.8	13.3	*	10.0	*	
Public administration	60.9	61.8	59.9	61.8	56.2	
Education	57.0	60.9	55.8	67.2	42.3	
Health	45.2	45.8	45.0	51.6	35.5	
Other services	20.3	31.5	*	26.5	*	

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 20 East Midlands: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	27.4	26.8	28.1	29.8	21.1
<b>Age band</b>					
16 to 24	7.0	6.6	*	9.4	*
25 to 34	27.2	25.4	29.1	27.0	28.0
35 to 49	31.6	29.6	33.6	33.8	25.2
50 plus	33.3	35.0	31.4	37.9	24.3
<b>Workplace size</b>					
Less than 50	18.1	14.7	20.8	19.1	16.2
50 or more	35.8	35.5	36.1	37.6	28.6
<b>Sector</b>					
Private	16.3	20.6	10.5	18.9	8.5
Public	59.2	60.1	58.7	66.0	46.4
<b>Occupation</b>					
Managers and Senior Officials	16.4	15.6	*	16.6	*
Professional Occupations	52.0	41.7	63.4	52.2	51.0
Associate Professional and Technical Occs	42.6	37.7	46.8	41.0	50.2
Administrative and Secretarial Occupations	24.5	21.5	25.1	28.3	19.5
Skilled Trades Occupations	26.4	26.5	*	25.3	*
Personal Service Occupations	29.8	*	29.4	33.8	25.1
Sales and Customer Service Occupations	*	*	*	*	*
Process, Plant and Machine Operatives	27.0	28.7	*	28.3	*
Elementary Occupations	20.3	25.9	14.0	27.2	11.9
<b>Managerial Status</b>					
Manager	30.2	25.5	37.3	30.3	*
Foreman or supervisor	36.0	34.7	37.4	35.7	36.9
Non-manager	24.7	25.6	24.0	28.1	18.6
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	23.7	26.9	*	25.2	*
Electricity, gas and water supply	*	*	*	*	*
Construction	17.9	19.6	*	17.8	*
Wholesale and retail trade	8.7	9.6	*	8.7	*
Hotels and restaurants	*	*	*	*	*
Transport and communication	32.4	37.8	18.4	35.4	*
Financial intermediation	34.0	*	*	*	*
Real estate and business services	11.3	12.3	*	11.7	*
Public administration	54.7	53.8	55.6	55.2	53.1
Education	56.4	65.6	53.1	69.6	35.0
Health	44.4	*	43.9	49.6	37.5
Other services	*	*	*	*	*

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 21 West Midlands: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	28.1	28.0	28.2	30.7	21.0
<b>Age band</b>					
16 to 24	6.7	*	7.5	7.2	*
25 to 34	25.7	23.2	28.3	25.7	25.4
35 to 49	33.1	33.7	32.5	35.5	25.9
50 plus	35.1	35.2	34.9	40.5	22.7
<b>Workplace size</b>					
Less than 50	16.0	14.4	17.4	17.4	13.5
50 or more	39.2	38.6	39.9	40.6	33.4
<b>Sector</b>					
Private	17.8	21.6	12.7	20.2	10.2
Public	57.7	62.9	55.3	66.6	41.6
<b>Occupation</b>					
Managers and Senior Officials	17.6	16.3	20.4	17.2	*
Professional Occupations	49.4	39.7	61.9	51.4	39.4
Associate Professional and Technical Occs	43.1	36.6	49.1	42.4	46.1
Administrative and Secretarial Occupations	23.7	30.2	22.4	25.5	20.8
Skilled Trades Occupations	23.0	23.5	*	24.6	*
Personal Service Occupations	29.1	*	27.9	33.1	25.0
Sales and Customer Service Occupations	12.2	*	13.2	*	13.5
Process, Plant and Machine Operatives	30.2	32.6	*	31.9	*
Elementary Occupations	22.6	27.6	16.7	30.4	13.8
<b>Managerial Status</b>					
Manager	33.2	27.9	40.5	33.5	30.6
Foreman or supervisor	33.1	30.6	35.9	34.1	28.5
Non-manager	25.4	27.5	23.5	28.6	19.3
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	25.2	28.4	15.1	26.7	*
Electricity, gas and water supply	*	*	*	*	*
Construction	12.7	12.5	*	12.8	*
Wholesale and retail trade	10.8	8.9	12.5	9.6	12.5
Hotels and restaurants	*	*	*	*	*
Transport and communication	36.7	42.0	*	39.7	*
Financial intermediation	32.2	*	32.7	32.2	*
Real estate and business services	14.1	17.8	*	14.1	*
Public administration	53.5	57.2	50.3	55.0	48.2
Education	54.4	60.1	52.2	71.7	27.5
Health	42.2	47.7	41.2	47.6	35.3
Other services	17.3	24.0	*	22.9	*

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

## 22 East of England: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	24.6	25.4	23.9	26.6	19.3
<b>Age band</b>					
16 to 24	7.7	7.2	8.1	9.7	*
25 to 34	19.9	18.7	21.1	20.5	17.3
35 to 49	30.4	31.4	29.3	32.1	25.5
50 plus	30.2	31.9	28.4	33.8	22.8
<b>Workplace size</b>					
Less than 50	14.6	14.2	14.9	16.6	10.5
50 or more	33.9	34.8	33.0	34.4	32.3
<b>Sector</b>					
Private	15.1	18.2	11.2	17.0	9.3
Public	51.9	60.8	47.6	59.0	39.1
<b>Occupation</b>					
Managers and Senior Officials	19.2	17.0	23.5	19.2	*
Professional Occupations	41.8	32.8	54.0	41.5	43.3
Associate Professional and Technical Occs	36.9	33.0	40.5	35.8	40.7
Administrative and Secretarial Occupations	18.5	29.9	16.2	18.9	17.9
Skilled Trades Occupations	20.5	22.2	*	21.3	*
Personal Service Occupations	22.5	*	19.9	21.7	23.3
Sales and Customer Service Occupations	13.9	*	15.2	16.3	12.3
Process, Plant and Machine Operatives	28.4	30.8	*	30.4	*
Elementary Occupations	17.6	23.5	11.1	25.1	9.3
<b>Managerial Status</b>					
Manager	28.6	23.7	36.2	28.2	32.3
Foreman or supervisor	32.9	33.2	32.6	33.1	32.4
Non-manager	21.2	24.4	18.5	24.0	16.1
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	17.9	21.5	*	18.9	*
Electricity, gas and water supply	*	*	*	*	*
Construction	16.6	18.3	*	17.8	*
Wholesale and retail trade	11.6	9.1	13.6	11.4	11.9
Hotels and restaurants	*	*	*	*	*
Transport and communication	41.0	46.3	*	43.6	*
Financial intermediation	21.5	17.0	26.0	18.7	*
Real estate and business services	8.5	10.5	*	8.6	*
Public administration	50.0	55.3	45.7	55.0	33.3
Education	45.5	56.5	42.2	59.0	28.7
Health	39.2	52.9	35.8	42.9	34.1
Other services	15.7	21.8	*	19.8	*

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 23 London: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent					
	All	Sex		Full-time/Part-time status		
		Men	Women	Full-time	Part-time	
<b>All employees</b>	24.8	23.2	26.4	26.4	18.0	
<b>Age band</b>						
16 to 24	9.0	8.4	9.5	12.7	*	
25 to 34	17.5	15.1	20.4	18.4	12.4	
35 to 49	30.8	30.2	31.3	31.5	27.4	
50 plus	33.2	30.5	35.9	36.6	23.5	
<b>Workplace size</b>						
Less than 50	16.0	12.5	19.4	17.3	12.5	
50 or more	31.9	31.4	32.5	32.8	26.6	
<b>Sector</b>						
Private	12.9	14.8	10.5	14.5	6.6	
Public	55.9	56.6	55.4	58.3	46.5	
<b>Occupation</b>						
Managers and Senior Officials	15.8	14.8	17.7	15.7	*	
Professional Occupations	37.8	28.4	49.8	36.3	49.6	
Associate Professional and Technical Occs	31.1	27.8	34.1	31.5	27.9	
Administrative and Secretarial Occupations	17.5	19.7	16.8	18.8	13.2	
Skilled Trades Occupations	23.2	23.6	*	23.9	*	
Personal Service Occupations	32.7	41.9	30.8	37.6	24.0	
Sales and Customer Service Occupations	10.3	*	10.1	16.7	*	
Process, Plant and Machine Operatives	36.7	37.5	*	39.2	*	
Elementary Occupations	21.9	22.1	21.6	28.4	12.2	
<b>Managerial Status</b>						
Manager	27.2	22.0	35.0	26.6	35.0	
Foreman or supervisor	29.8	27.9	31.7	30.5	25.2	
Non-manager	22.5	23.1	22.0	25.4	14.9	
<b>Industry</b>						
Agriculture, forestry and fishing	*	*	*	*	*	
Mining and quarrying	*	*	*	*	*	
Manufacturing	12.6	13.2	*	13.8	*	
Electricity, gas and water supply	*	*	*	*	*	
Construction	16.8	18.5	*	18.1	*	
Wholesale and retail trade	7.6	8.1	7.1	8.9	*	
Hotels and restaurants	*	*	*	*	*	
Transport and communication	48.9	57.1	29.4	50.0	*	
Financial intermediation	13.0	11.0	15.9	12.6	*	
Real estate and business services	7.8	7.7	7.9	7.9	*	
Public administration	55.7	52.6	58.4	55.5	56.4	
Education	54.0	55.7	53.3	58.4	43.7	
Health	40.1	44.4	38.5	44.9	26.3	
Other services	16.3	18.8	13.9	19.3	*	

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 24 South East: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent					
	All	Sex		Full-time/Part-time status		
		Men	Women	Full-time	Part-time	
<b>All employees</b>	22.8	22.6	23.0	24.8	17.5	
<b>Age band</b>						
16 to 24	7.3	8.5	6.1	9.0	*	
25 to 34	21.0	19.5	22.3	21.9	17.1	
35 to 49	26.3	25.8	26.7	26.8	24.7	
50 plus	28.3	28.6	28.0	32.5	18.3	
<b>Workplace size</b>						
Less than 50	13.6	11.7	15.3	15.3	10.4	
50 or more	31.5	31.8	31.3	32.3	28.6	
<b>Sector</b>						
Private	13.3	15.2	10.9	14.8	8.8	
Public	51.4	57.7	47.9	57.5	38.3	
<b>Occupation</b>						
Managers and Senior Officials	14.0	12.2	17.9	14.7	*	
Professional Occupations	42.0	32.6	54.9	39.8	52.8	
Associate Professional and Technical Occs	37.1	34.6	39.5	34.6	46.8	
Administrative and Secretarial Occupations	16.2	24.8	14.2	18.6	12.4	
Skilled Trades Occupations	16.2	16.5	*	17.5	*	
Personal Service Occupations	20.0	*	18.8	23.9	16.4	
Sales and Customer Service Occupations	10.6	*	11.4	14.0	8.4	
Process, Plant and Machine Operatives	29.6	30.8	*	31.4	*	
Elementary Occupations	14.6	20.6	7.5	23.3	*	
<b>Managerial Status</b>						
Manager	25.2	21.8	30.7	24.7	29.3	
Foreman or supervisor	32.4	28.5	36.2	32.8	30.4	
Non-manager	19.7	21.9	17.9	22.7	14.6	
<b>Industry</b>						
Agriculture, forestry and fishing	*	*	*	*	*	
Mining and quarrying	*	*	*	*	*	
Manufacturing	14.1	16.3	8.7	15.1	*	
Electricity, gas and water supply	*	*	*	*	*	
Construction	8.5	9.5	*	9.2	*	
Wholesale and retail trade	10.1	9.4	10.8	10.0	10.4	
Hotels and restaurants	*	*	*	*	*	
Transport and communication	40.4	46.1	24.9	42.9	*	
Financial intermediation	24.8	20.3	28.9	20.9	46.6	
Real estate and business services	6.3	8.2	*	7.0	*	
Public administration	51.9	57.6	46.0	54.6	38.5	
Education	46.8	56.3	43.5	57.5	31.9	
Health	35.9	35.7	35.9	41.8	28.2	
Other services	8.9	*	*	11.7	*	

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 25 South West: Trade union density for employees<sup>a</sup> by selected characteristics, autumn 2004

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
<b>All employees</b>	25.9	26.1	25.7	28.0	21.1
<b>Age band</b>					
16 to 24	7.5	10.4	*	9.5	*
25 to 34	23.0	22.5	23.9	22.5	24.9
35 to 49	30.9	30.7	31.0	33.1	25.2
50 plus	31.3	31.6	30.9	34.9	24.7
<b>Workplace size</b>					
Less than 50	16.6	14.0	18.8	17.7	14.4
50 or more	35.5	36.5	34.3	36.7	31.5
<b>Sector</b>					
Private	15.8	18.7	12.3	17.5	11.6
Public	53.4	55.7	52.0	58.9	42.8
<b>Occupation</b>					
Managers and Senior Officials	19.0	18.2	20.8	19.5	*
Professional Occupations	48.2	37.5	63.6	47.8	50.2
Associate Professional and Technical Occs	43.2	37.7	47.9	40.9	49.8
Administrative and Secretarial Occupations	20.1	30.7	17.2	19.9	20.2
Skilled Trades Occupations	22.4	23.7	*	23.3	*
Personal Service Occupations	23.5	*	24.0	25.1	22.2
Sales and Customer Service Occupations	13.6	*	14.9	*	15.2
Process, Plant and Machine Operatives	28.3	31.2	*	30.3	*
Elementary Occupations	14.2	19.5	*	21.5	*
<b>Managerial Status</b>					
Manager	31.2	27.7	38.1	31.3	35.5
Foreman or supervisor	33.5	31.7	35.4	33.8	32.8
Non-manager	22.0	23.9	20.4	24.6	17.9
<b>Industry</b>					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	22.9	27.8	*	24.9	*
Electricity, gas and water supply	*	*	*	*	*
Construction	14.0	15.5	*	14.3	*
Wholesale and retail trade	11.7	10.1	13.1	11.0	12.5
Hotels and restaurants	*	*	*	*	*
Transport and communication	32.7	34.8	*	34.5	*
Financial intermediation	29.1	*	28.9	21.2	*
Real estate and business services	9.6	*	*	10.3	*
Public administration	48.3	51.1	44.5	47.8	50.3
Education	49.8	60.3	46.2	64.6	30.6
Health	41.0	40.1	41.2	46.2	35.3
Other services	15.1	*	*	20.8	*

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

# 26 Average hourly earnings by trade union membership and sector, UK employees<sup>a</sup>, autumn 1995 to autumn 2004

Thousands and per cent

	All employees	Union membership		Union wage premium*
		Member	Non-member	
<b>All employees</b>				
Autumn 1995	£7.12	£8.25	£6.55	26.0%
Autumn 1996	£7.33	£8.31	£6.87	21.0%
Autumn 1997	£7.51	£8.49	£7.10	19.6%
Autumn 1998	£7.91	£8.87	£7.49	18.4%
Autumn 1999	£8.25	£9.16	£7.86	16.5%
Autumn 2000	£8.75	£9.75	£8.32	17.2%
Autumn 2001	£9.28	£10.32	£8.86	16.5%
Autumn 2002	£9.62	£10.67	£9.19	16.1%
Autumn 2003	£9.89	£11.06	£9.40	17.7%
Autumn 2004	£10.21	£11.38	£9.72	17.1%
<b>Private</b>				
Autumn 1995	£6.68	£7.34	£6.49	13.1%
Autumn 1996	£7.02	£7.63	£6.86	11.2%
Autumn 1997	£7.19	£7.86	£7.06	11.3%
Autumn 1998	£7.59	£8.17	£7.45	9.7%
Autumn 1999	£8.03	£8.53	£7.90	8.0%
Autumn 2000	£8.49	£9.06	£8.35	8.5%
Autumn 2001	£9.04	£9.51	£8.93	6.5%
Autumn 2002	£9.32	£9.71	£9.23	5.2%
Autumn 2003	£9.57	£10.20	£9.42	8.3%
Autumn 2004	£9.08	£10.29	£9.69	6.2%
<b>Public</b>				
Autumn 1995	£8.30	£9.10	£6.93	31.3%
Autumn 1996	£8.21	£8.93	£7.05	26.7%
Autumn 1997	£8.44	£9.10	£7.38	23.3%
Autumn 1998	£8.87	£9.52	£7.82	21.7%
Autumn 1999	£8.93	£9.76	£7.66	27.4%
Autumn 2000	£9.51	£10.40	£8.16	27.5%
Autumn 2001	£10.02	£11.04	£8.54	29.3%
Autumn 2002	£10.48	£11.52	£8.94	28.9%
Autumn 2003	£10.81	£11.78	£9.32	26.4%
Autumn 2004	£11.31	£12.26	£9.94	23.3%

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Percentage difference in average hourly earnings of union members compared with non-union employees in the same sector.

# 27 Characteristics of trade union members, UK employees<sup>a</sup>, autumn 2004

Characteristic	Per cent of trade union members	Per cent of non-union members	Per cent of all employees
<b>Sex</b>			
Male	49.8	50.6	50.7
Female	50.2	49.4	49.3
<b>Sector</b>			
Private	42.9	83.8	72.4
Public	57.1	16.2	27.6
<b>Full-time/part-time</b>			
Full-time	80.9	71.1	74.3
Part-time	19.1	28.9	25.7
<b>Age band</b>			
16 to 24	5.1	19.3	15.7
25 to 34	19.3	23.3	22.6
35 to 49	45.7	34.8	37.4
50 plus	29.9	22.7	24.2
<b>Ethnicity</b>			
White	93.9	92.9	92.9
Mixed	0.6	0.7	0.6
Asian or Asian British	2.6	3.4	3.3
Black or Black British	2.1	1.7	1.9
Chinese and other ethnic groups	0.8	1.3	1.2
<b>Highest qualification</b>			
Degree or equivalent	27.1	18.1	20.7
Other higher education	15.4	8.2	10.2
A-level or equivalent	21.7	24.6	23.8
GCSE or equivalent	18.8	25.4	23.5
Other qualifications	9.8	12.8	12.0
No qualifications	7.2	10.9	9.9
<b>Length of service</b>			
Less than 1 year	7.6	24.3	19.5
One to two years	6.7	13.5	11.8
Two to five years	19.5	24.8	23.5
Five to ten years	18.8	17.4	17.8
Ten to twenty years	27.1	14.1	17.6
Twenty years or more	20.3	5.8	9.8
<b>Workplace size</b>			
Less than 50	30.2	54.8	47.6
50 or more	69.8	45.2	52.4
<b>Occupation</b>			
Managers and Senior Officials	9.3	16.5	14.4
Professional Occupations	21.1	9.0	12.4
Associate Professional and Technical Occs	20.0	10.9	13.5
Administrative and Secretarial Occupations	11.8	15.3	14.1
Skilled Trades Occupations	7.8	8.9	8.7
Personal Service Occupations	8.2	7.9	7.9
Sales and Customer Service Occupations	3.9	10.6	8.8
Process, Plant and Machine Operatives	8.7	6.8	7.5
Elementary Occupations	9.1	14.0	12.7
<b>Industry</b>			
Agriculture, forestry and fishing	0.1	1.0	0.7
Mining and quarrying	0.3	0.3	0.4
Manufacturing	12.4	15.5	14.6
Electricity, gas and water supply	1.2	0.6	0.8
Construction	3.3	6.6	5.7
Wholesale and retail trade	6.3	19.5	15.8
Hotels and restaurants	0.8	5.8	4.4
Transport and communication	9.7	5.6	6.8
Financial intermediation	4.3	4.8	4.6
Real estate and business services	3.8	13.1	10.5
Public administration	15.2	4.8	7.7
Education	19.6	6.5	10.1
Health	19.8	10.3	12.9
Other services	3.2	5.6	5.0

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

## 28 Trade union presence and coverage of collective agreements for UK employees<sup>a</sup>, autumn 1996 to autumn 2004

	Trade unions present in workplace		Employee's pay affected by collective agreement	
	Number (000's) <sup>b</sup>	Per cent	Number (000's) <sup>b</sup>	Per cent
<b>All employees</b>				
Autumn 1996	11,144	50.3	8,243	37.2
Autumn 1997	11,105	48.9	8,198	36.1
Autumn 1998	11,130	48.0	8,177	35.3
Autumn 1999	11,439	48.7	7,274	36.2
Autumn 2000	11,684	49.1	7,269	36.3
Autumn 2001	11,611	48.3	7,215	35.7
Autumn 2002	11,769	48.6	7,273	35.7
Autumn 2003	11,759	48.8	7,236	36.0
Autumn 2004	11,664	48.4	7,225	35.0
<b>Private sector</b>				
Autumn 1996	5,723	35.3	3,762	23.4
Autumn 1997	5,787	34.2	3,755	22.3
Autumn 1998	5,791	33.2	3,744	21.6
Autumn 1999	6,110	34.9	3,421	23.1
Autumn 2000	6,223	35.2	3,350	22.7
Autumn 2001	6,128	34.3	3,316	22.4
Autumn 2002	6,155	34.3	3,212	21.6
Autumn 2003	6,079	34.4	3,222	22.1
Autumn 2004	5,995	34.2	3,042	20.5
<b>Public sector</b>				
Autumn 1996	5,421	89.6	4,482	74.7
Autumn 1997	5,318	89.2	4,442	75.0
Autumn 1998	5,340	89.5	4,433	75.0
Autumn 1999	5,329	87.9	3,853	73.0
Autumn 2000	5,461	87.7	3,934	73.5
Autumn 2001	5,483	88.0	3,899	72.5
Autumn 2002	5,614	88.2	4,062	73.8
Autumn 2003	5,680	87.4	4,015	72.2
Autumn 2004	5,669	84.7	4,183	71.6

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces.

b These figures have been revised from last year's publication and no longer allocate those who did not report their union status on a pro-rata basis. Note the figures for private/public sector may not sum to the total due to rounding and non-response.

	Trade unions present in workplace		Employee's pay affected by collective agreement	
	Number (000's) <sup>b</sup>	Per cent	Number (000's) <sup>b</sup>	Per cent
<b>All employees</b>	11,664	48.4	7,225	35.0
<b>Sector</b>				
Private	5,995	34.2	3,042	20.5
Public	5,669	84.7	4,183	71.6
<b>Industry</b>				
Agriculture, forestry and fishing	19	10.6	15	9.5
Mining and quarrying	43	49.7	21	30.0
Manufacturing	1,573	44.4	848	27.7
Electricity, gas and water supply	145	78.5	99	61.4
Construction	423	30.4	234	19.9
Wholesale and retail trade	1,051	27.5	526	16.8
Hotels and restaurants	119	11.1	65	7.6
Transport and communication	986	59.9	659	46.6
Financial intermediation	551	49.3	342	36.1
Real estate and business services	546	21.5	256	11.8
Public administration	1,596	85.8	1,238	74.8
Education	2,063	84.5	1,357	64.3
Health	2,013	64.3	1,308	48.4
Other services	426	35.5	255	25.0
<b>Workplace size</b>				
Less than 50 employees	3,310	28.9	2,059	21.0
50 employees or more	8,240	65.4	5,132	47.8
<b>Region</b>				
North East	535	54.5	334	39.9
North West	1,471	53.8	944	37.1
Yorkshire and the Humber	1,050	51.2	656	37.7
East Midlands	843	47.6	512	33.7
West Midlands	1,030	47.6	619	34.0
East of England	1,012	43.4	615	30.7
London	1,226	42.5	689	28.5
South East	1,404	40.8	814	28.2
South West	926	45.8	589	34.2
Wales	645	56.4	431	43.8
Scotland	1,148	52.8	754	40.2
Northern Ireland	324	53.8	272	53.9

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces.

b The people who did not report their union status have not been allocated on a pro-rata basis. Note the figures may not sum to the total due to rounding and non-response.

The number of employees and the per cent of employees where trade union members are present will not add up to the same as the all employee figure due to weighting. The methodology of the workings for these has changed since last year's publication.

# 30 Collective agreement coverage for UK employees<sup>a</sup>, autumn 2004

	Per cent				
	All	Full-time/Part-time		Permanent/Temporary	
		Full-time	Part-time	Permanent	Temporary
<b>All employees</b>	35.0	36.3	30.7	35.1	31.2
<b>Sex</b>					
Male	33.3	34.2	23.9	33.3	27.2
Female	36.5	39.7	32.2	36.7	34.4
<b>Union membership</b>					
Member	76.7	77.5	73.5	77.1	66.3
Non-member	16.9	16.4	18.3	16.5	23.0
<b>Sector</b>					
Private	20.5	22.2	15.0	20.8	14.9
Public	71.6	75.0	63.3	72.7	58.3
<b>Workplace size</b>					
Less than 50 employees	21.0	21.8	19.2	20.9	21.8
50 employees or more	47.8	47.5	49.0	48.2	40.9
<b>Industry</b>					
Agriculture, forestry and fishing	9.5	11.9	*	10.2	*
Mining and quarrying	30.0	29.7	*	32.3	*
Manufacturing	27.7	28.9	13.5	28.0	20.2
Energy and Water	61.4	62.3	*	62.5	*
Construction	19.9	20.8	*	20.0	15.2
Wholesale and retail trade	16.8	14.9	19.8	16.9	14.1
Hotels and restaurants	7.6	8.8	6.3	7.6	*
Transport and communication	46.6	48.4	33.8	47.8	21.6
Financial intermediation	36.1	34.3	45.5	36.8	*
Real estate and business services	11.8	12.2	9.7	11.7	13.4
Public administration	74.8	75.5	71.6	76.1	53.0
Education	64.3	69.9	54.1	64.9	59.2
Health	48.4	52.7	41.5	48.8	41.9
Other activities	25.0	28.1	18.6	25.2	22.8

Source: Labour Force Survey, Office for National Statistics.

<sup>a</sup> Excludes members of the armed forces.

\* Sample size too small to provide a reliable estimate.

This table shows the percentage of employees whose pay is affected by collective agreements.

# Technical note

## National Statistics

'National Statistics' is a quality marker applied to certain of the United Kingdom's official statistics. Statistics labelled as 'National Statistics' must meet certain criteria. They should, for example, be fit for purpose, methodologically sound, politically independent and transparently produced. All National Statistics are produced in accordance with the arrangements set out in the *Framework for National Statistics* and they must comply with the professional principles and standards embodied in the *National Statistics Code of Practice*. They are reviewed every five years for quality. For further details please refer to the web link below:

[http://www.statistics.gov.uk/about/national\\_statistics/cop/default.asp](http://www.statistics.gov.uk/about/national_statistics/cop/default.asp)

## 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, and those doing unpaid family work.

Labour Force Survey (LFS): The main source for information on the labour market in the UK. 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 for Great Britain, and since 1995 for the United Kingdom. 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.<sup>a</sup>

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.

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<sup>a</sup> *Annual Report of the Certification Officer 2002-2003*, page 8.

## 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 in Table 28.

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 union members than those responding on their own behalf.
- 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. Consequently there may be a downward bias to this measure.

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## Structure of trade union questions in the LFS

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

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## Differences between LFS and Certification Officer trade union estimates

The other main official source of trade union membership data is provided by the Certification Officer (<http://www.certoffice.org>). Data collected annually from trade unions by the Certification Officer (CO) provides a long and consistent back series of the number of trade unions and the number of union members, from 1975 onwards. 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 only 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. This time series will be extended back to 1989 in next year's publication.

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 that are not on college-based, government-supported training and employment programmes or unpaid family workers, thus excluding the unemployed and retired.

The LFS union questions have United Kingdom coverage from 1995 onwards. The data within this report are given on a Great Britain basis from 1992. 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.

### **Change in methodology in 2004 union membership figures**

The trade union membership figures in this document have been revised from last year's publication and no longer allocate those who did not report their union status on a pro-rata basis. Thus figures for previous years are lower than was previously estimated.

### **Classificatory 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.

Sex, 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 40 categories. These have then been aggregated for the purposes of analysis. The categories for ethnic groups were changed in the LFS from 2001 and are now consistent with those used in the 2001 Census.

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 in own home is taken from a separate question on homeworking.

From 2001, the occupational classifications use the new 2000 Standard Occupational Classification (SOC2000) while prior to 2000 they were based on SOC90. They are assigned 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 the trade union article 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, whereas the self-defined manager variable also includes management responsibility for work-related activities. This accounts for the large difference in the union density levels for the SOC2000 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.

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. 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). Government Office region and whether an individual is an employee are both self-defined variables.

### Union membership and density figures prior to 1992

Table 1a below shows union membership and density for those in employment and employees in Great Britain from 1989 to 1991 (see table 2 in main text). These figures are not compatible with the data in this publication from 1992 onwards. The data was collected on an annual basis rather than a quarterly basis. The trade union member's figures do not exclude those in the armed forces due to a change in the SOC codes. The figures of those in employment also do not exclude unpaid family workers prior to 1992. Due to these reasons union density is calculated on a different basis.

**1a** Trade union membership and density, GB employees, 1989-1991 Levels and per cent

	In employment <sup>a</sup>		Employees <sup>b</sup>	
	Members (000's)	Density (per cent)	Members (000's)	Density (per cent)
1989 Annual	9,045	34.1	8,700	38.6
1991 Annual	8,931	33.4	8,577	37.8
1992 Annual	8,686	33.2	8,310	37.2

Source: Labour Force Survey, Office for National Statistics.

a Includes members of the armed forces, unpaid family workers and those on college-based schemes.

b Includes members of the armed forces.

### Annual National Statistic reports

1) *Trade Union Membership 2003*, Tom Palmer, Heidi Grainger, Grant Fitzner. August 2004. URN 04/1017. ISBN 0 85605 339 2. This document can be accessed online at [www.dti.gov.uk/er/inform.htm](http://www.dti.gov.uk/er/inform.htm)

The DTI 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>

## Undisclosed estimates and standard errors

Trade union estimates from the Labour Force Survey are not disclosed if based on a weighted sample size smaller than 10,000. Such estimates are indicated with a '\*' in the trade union membership tables. These estimates remain undisclosed because standard errors are likely to be larger than the estimates themselves.

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 sex are likely to be around 0.5 percentage points. Standard errors for union densities by region are likely to be around 1 percentage point and standard errors for union densities by region and sex are likely to be around 1.5 percentage points.









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