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TRADE UNION MEMBERSHIP 2003

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and Grant Fitzner

Department of Trade and Industry

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Foreword

The Department of Trade and Industry is responsible, in conjunction with the Office for National Statistics (ONS), 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 and 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. Data is presented from 1992 in this publication; analysis will be extended back to 1989 in next year's publication.

In the past, estimates based on these questions were published in an annual article in the ONS journal Labour Market Trends. However the amount of information that can be conveyed in a single article is necessarily quite limited, so in its place we are now publishing an annual statistical report.

It contains estimates of trade union membership from the Labour Force Survey for autumn 2003 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, full and part-time employment, sector, nation and region.

Estimates have been weighted to coincide with the post-2001 Census population estimates. Note that some estimates for previous years have been revised slightly because of this re-weighting.

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



Grant Fitzner
Director, Employment Market Analysis and Research

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Key findings

- Both the number of trade union members in the United Kingdom and the rate of trade union membership were little changed in autumn 2003 when compared with a year earlier.
- In autumn 2003 an estimated 7.38 million people in employment in the United Kingdom were members of a trade union. This was an increase of 0.4 per cent or around 27,000 people, compared with levels recorded in autumn 2002. Despite this modest increase in union members, the rate of union membership remained unchanged from a year earlier at 26.6 per cent of all people in employment.
- The number of employees who were trade union members in the UK fell by around 10,000 to 7.068 million in autumn 2003, compared with 2002. However the rate of union membership increased slightly, from 29.2 per cent in 2002 to 29.3 per cent of employees in autumn 2003.
- This was the first increase in employee union density since this series began in 1989. However it was solely due to growth in the proportion of UK employees who worked in the public sector, rather than to an increase in the rate of unionisation in private or public sectors.
- Less than one in five private sector employees in the UK are union members. In 2003 union density remained unchanged from 2002 at just 18.2 per cent of private sector employees.
- Almost three in five public sector employees in the UK are union members. Public sector union density fell to 59.1 per cent of employees in autumn 2003, from 59.7 per cent in 2002. Despite this fall in density the number of public sector union members rose by around 40,000 in 2003, as the size of the public sector grew.
- The number of male employees who were union members fell by around 48,000 in 2003, while female employees in trade unions rose by around 37,000. Male union density remained unchanged at 29.4 per cent, while for women it increased from 29.0 to 29.3 per cent.
- Northern Ireland had the highest union density (39.4 per cent of employees). In Wales it was 38.3 per cent, and in Scotland 35.5 per cent. Union density was lowest in England (27.9 per cent).
- The hourly earnings of union members averaged £11.06 in autumn 2003, 17.7 per cent more than the earnings of non-union employees.
- Almost half of UK employees (48.8 per cent) were in a workplace where a trade union was present. However, union presence was much lower in the private sector (34.4 per cent) than the public sector (87.4 per cent).
- The number of UK employees covered by a collective agreement was 8.66 million in autumn 2003, or 35.9 per cent of all employees.

Trade union membership 2003

This report contains estimates of trade union membership in Great Britain and the United Kingdom from the autumn 2003 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. We also provide trade union densities by age, sex, ethnicity, full and part-time employment and region.

Estimates have been weighted to coincide with the post-2001 Census population estimates. Note that some estimates for previous years have been revised slightly because of this re-weighting.

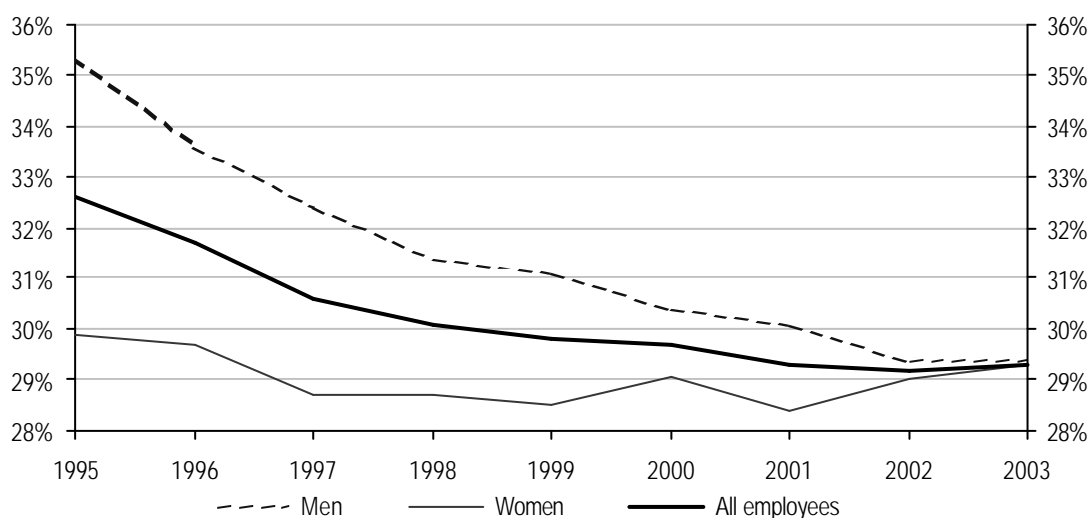
Trade union membership and density by sex and sector

Tables 1 and 2 show trade union density and membership for the United Kingdom (UK) and Great Britain (GB) respectively. For the UK data are provided from autumn 1995 to 2003, while GB data goes back to 1992. In this report we focus mainly on data for the whole of the United Kingdom.

These tables show that both the number of trade union members in the United Kingdom and the rate of trade union membership (union density) were little changed in autumn 2003 when compared with a year earlier.

In autumn 2003 an estimated 7.38 million people in employment in the United Kingdom were members of a trade union. This was an increase of 0.4 per cent or around 27,000 people, compared with levels recorded in autumn 2002. Despite this modest increase in union members in 2003, the union density remained unchanged from a year earlier at 26.6 per cent of all people in employment.

Chart 1. Trade union density of UK employees by sex, 1995 to 2003



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

However in this report greater weight is given to the union membership levels and union density rates of employees – those in paid work.

Union density for employees increased marginally, from 29.2 per cent in autumn 2002 to 29.3 per cent in autumn 2003. This was the first increase in the rate of employee unionisation since this series began in 1989, albeit a modest one. It should be noted that this increase might not be statistically significant (see Technical notes below for further details).

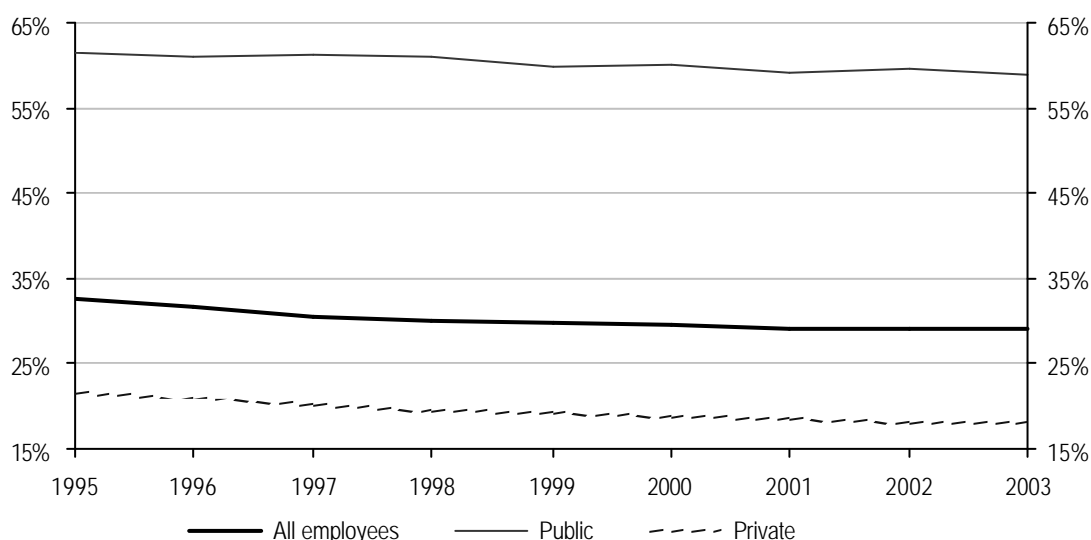
The rise in union density in 2003 occurred despite a small fall of around 10,000 in the number of employees who were union members to 7.068 million in autumn 2003. This rise in union density was due to growth in the proportion of employees who work in the public sector. (Please refer to the Technical Note for details of how sector is determined in the LFS).

Table 1 also provides union membership levels and density by sex. While the level of union membership amongst women rose in 2003, it fell for men. As a result, women employees rate of union density almost caught up with men in 2003 (see chart 1).

The number of male employees who were union members fell by around 48,000 in 2003, while female employees in trade unions rose by around 37,000. Male union density remained unchanged at 29.4 per cent, while for women it increased from 29.0 to 29.3 per cent.

Table 3 shows the union density for the public and private sector, for the UK and GB. Less than one in five private sector employees in the UK are union members. In autumn 2003, private sector union density was just 18.2 per cent of employees – unchanged from its rate in 2002, but a decrease of 3.4 percentage points from 1995. Amongst UK employees there were 3.22 million private sector union members, accounting for 45 per cent of all union members.

Chart 2. Trade union density by sector, UK employees, 1995 to 2003.



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

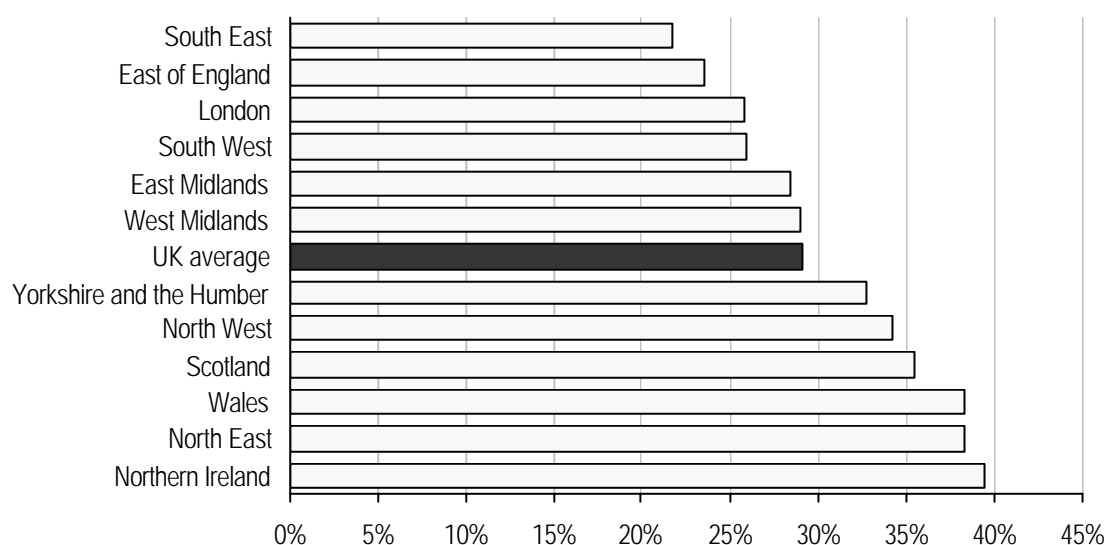
Almost three in five public sector employees in the UK are union members. Union density fell to 59.1 per cent of employees in autumn 2003, from 59.7 per cent in 2002. Despite this the number of public sector union members rose by around 40,000 in 2003, as the size of the public sector grew.

Public sector union density has fallen by 2.4 percentage points from 1995. Amongst UK employees there were 3.84 million public sector union members, accounting for over half (55 per cent) of all union members.

Trade union membership by nation and region

Table 4 provides a summary of trade union membership levels and density by region for autumn 2003, both for all in employment and for employees. For employees in 2003, Northern Ireland had the highest union density at 39.4 per cent, well above the UK average of 29.3 per cent. Wales and the North East were also above the national average, with 38.3 per cent of employees in trade unions in 2003. The South East had the lowest union density, 21.8 per cent. In London the rate was 25.8 per cent, and in Scotland it was 35.5 per cent. Overall union density in England was 27.9 per cent of employees in autumn 2003.

Chart 3. Trade union density by region, employees, autumn 2003.



Source: Labour Force Survey, Office for National Statistics.

Tables 9 to 17 below provide the same information as contained in table 5 on union density for autumn 2003, by sex and full-time/part-time status by age, sector, occupation, managerial status and industry – but for each English government office region. Tables 18 to 21 provide it for the four nations England, Wales, Scotland and Northern Ireland.

Private sector union density varied by region from just 13.4 per cent of employees in the South East, to 24.6 per cent in the North East. Across the nations, private sector union density was highest at 24.0 per cent of

employees in Wales, 22.4 per cent in Northern Ireland, 21.4 per cent in Scotland and lowest at 17.5 per cent in England in autumn 2003.

Public sector union density also varied considerably by region, from 48.7 per cent of employees in the South East to 69.4 per cent in the North East – compared with a national average of 59.1 per cent in autumn 2003.

Across the nations, public sector union density in autumn 2003 was highest at 68.6 per cent in Northern Ireland, 66.3 per cent of employees in Wales, and 66.2 per cent in Scotland; it was lowest at 57.3 per cent in England.

Trade union density by several factors

Tables 5 to 8 show trade union density for UK employees for autumn 2003 for several factors. Table 5 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 0.1 per cent higher for men than women in 2003. Union density was only 10.6 per cent for employees aged 16 to 24, but considerably higher amongst older employees. In 2003, 32.3 per cent of full-time employees were union members compared with 21.1 per cent of part-time employees. Table 5 also shows that in professional occupations women had a higher union density than men, 61.0 per cent and 38.9 per cent respectively. Women managers and supervisors also had a higher union density than male managers and supervisors.

Union density was twice as high (38.9 per cent) in larger workplaces – those with 50 employees or more – than in those workplaces with less than 50 employees (19.2 per cent).

Table 6 shows trade union density by full or part-time status by sex for UK employees. For full-time employees females record higher union densities in all age bands. Full-time men in the public sector have a high union density of 67.1 per cent whereas part-time men in the public sector record a low union density of 29.9 per cent.

Table 7 presents trade union density for UK employees by sex and full or part-time status 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, 44.6 and 38.2 per cent respectively. Female employees with a degree had a significantly higher union density (45.2 per cent) than males with a degree (32.2 per cent).

By ethnicity Black or Black British employees had the highest union density, 30.1 per cent, compared with 29.6 per cent for white employees and 25.5 per cent for Asian or British Asian. Union membership rates

were lowest among those of mixed ethnic backgrounds (20.8 per cent), and Chinese and other ethnic groups (19.3 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.

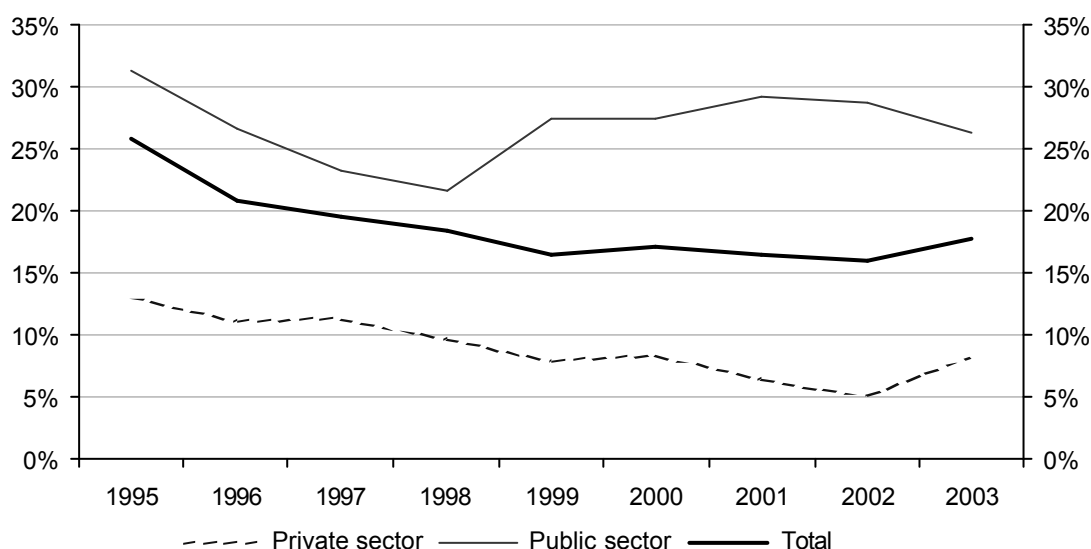
Both low paid and highly paid workers were less likely to be union members than those in middle-income ranges. Employees earning between £250 and £999 per week reported higher union densities than those earning either less than £250 or £1,000 or more per week.

Table 8 shows union density for job type by sector and occupation for UK employees in autumn 2003. There was a 12 per cent difference in union density between permanent and temporary employees, 30.1 and 18.1 per cent respectively. For both the public and private sectors union density for permanent employees was around twice that of temporary employees, 18.7 and 9.4 per cent respectively for the private sector and 61.5 and 33.4 per cent respectively for the public sector.

Average hourly earnings

Table 22 shows average hourly earnings by trade union membership for UK employees from 1995 to 2003, by sector. Union members earn a higher hourly rate on average than non-union members. The hourly earnings of union members averaged £11.06 in autumn 2003, 17.7 per cent more than the average hourly earnings of £9.40 paid to non-union employees. This was an increase from the 16.1 per cent union wage premium in 2002.

Chart 4. Average union wage premium of UK employees, 1995 to 2003*



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 4 shows, the union wage premium is much larger for public sector employees than those in the private sector. In autumn 2003, public sector union members earned on average 24.6 per cent more per

hour than non-union employees. In the private sector the difference was 8.3 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 23 presents the composition of 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 even with males accounting for 50.5 per cent of union members.

A high proportion, 45 per cent, of union members are in the 35 to 49 age-band, around 95 per cent of union members are white and a quarter of union members hold a degree. The majority, 68.4 per cent, of union members are in workplaces with 50 employees or more.

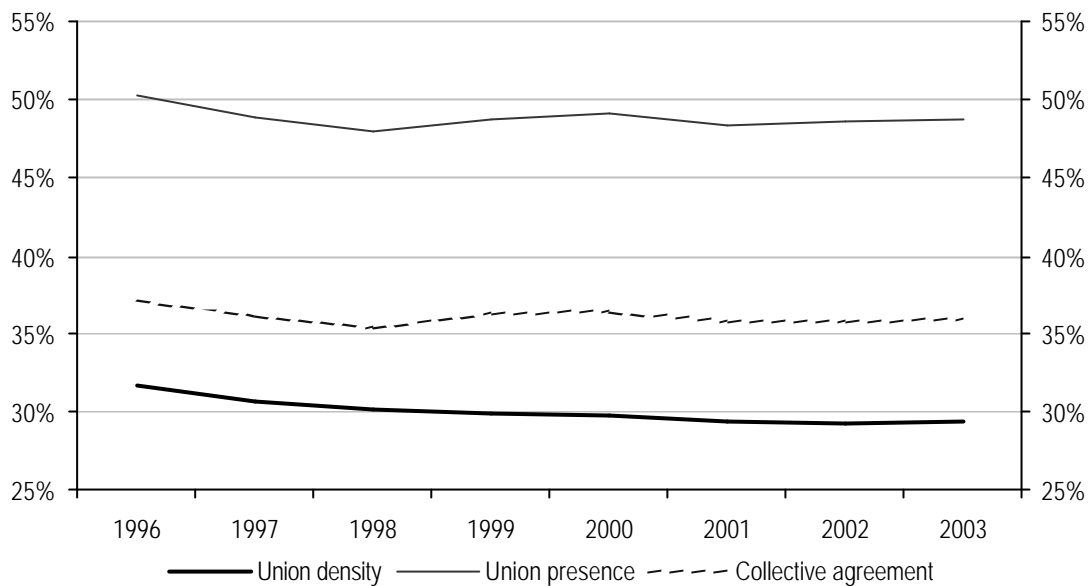
Trade union presence and collective agreement coverage

Tables 24, 25 and 26 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 24 presents time-series of the number and per cent of employees where trade unions were present in the workplace. This information is provided for 1996 to 2003 for UK employees and by sector. Almost half of UK employees (48.8 per cent) were in a workplace where a trade union was present. This was an increase from 48.6 per cent in 2002; overall trade union presence in the UK has remained largely stable at around 49 per cent since 1999.

Table 24 also presents the number and proportion of UK employees whose pay and conditions were affected by collective agreements from 1996 to 2003. The number of UK employees covered by a collective agreement was 8.66 million in autumn 2003, or 35.9 per cent of all employees. This proportion of employees has also remained stable, at around 36 per cent, since 1999.

Chart 5. Union density, presence and collective agreement coverage*



Source: Labour Force Survey (autumn quarters), Office for National Statistics. * For UK employees, 1996 to 2003

Table 25 provides breakdowns of trade union presence and coverage of collective agreements for UK employees in autumn 2003 by sector, industry, workplace size and region.

It shows union presence was more than twice as high in the public sector (87.4 per cent of employees) than the private sector (34.4 per cent).

Across the regions the North East had the largest percentage of employees where a trade union was present, 58 per cent, whereas the South East had the lowest presence percentage of 42 per cent.

For collective agreements the public sector had more than three times the proportion of employees covered than in the private sector: 72.2 and 22.1 per cent respectively. On a regional basis Northern Ireland had the highest percentage of employees covered by collective agreements, 51.8 per cent, while the South East had the lowest coverage at 28.0 per cent.

Table 26 shows collective agreement coverage for UK employees in autumn 2003 by full-time/part-time and permanent/temporary status. It shows a 5.3 percentage point difference for collective agreement coverage between full-time employees (37.3 per cent) and part-time employees (32.0 per cent). There was also a 5.3 percentage point difference between permanent employees, 36.2 per cent, compared to temporary employees, 30.9 per cent, in their collective agreement coverage.

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

Concepts and definitions

Employee: People who regard themselves as paid employees. 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 residence halls, 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.¹

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.

¹ 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 25.

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 recognized (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 from 1999 onwards 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.

Structure of trade union questions in the LFS

Previous union questions

All in employment: TUPRES

At your place of work, are there any unions, staff associations or groups of unions?

If yes: TUREC

Is it/are any of them recognized by management for negotiating pay and conditions of employment?

If yes: TUCOV

Are your pay and conditions of employment directly affected by agreements between your employer and any trade union(s) or staff association?

All in employment: UNION

Are you a member of a trade union or staff association?

Current union questions

All in employment: UNION

Are you a member of a trade union or staff association?

If no: TUPRES

Are any of the people at your place of work members of a trade union or staff association?

All in employment: TUCOV

Are your pay and conditions of employment affected by agreements between your employer and any trade union(s) or staff association?

Source: Office for National Statistics (www.statistics.gov.uk)

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 a member of a staff association that was not a trade union.

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 home-working.

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 managerial 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 managerial 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.

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?vInk=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.

Trade union membership tables

1 Trade union membership and density for the UK, Autumn 1995 to Autumn 2003

Thousands not seasonally adjusted

	In employment ^a		Employees ^b	
	Members ^c	Density	Members ^c	Density
People				
Autumn 1995	7,416	29.0	7,125	32.6
Autumn 1996	7,340	28.4	7,035	31.7
Autumn 1997	7,221	27.5	6,945	30.6
Autumn 1998	7,235	27.2	6,976	30.1
Autumn 1999	7,314	27.2	7,015	29.8
Autumn 2000	7,379	27.2	7,083	29.7
Autumn 2001	7,336	26.8	7,033	29.3
Autumn 2002	7,353	26.6	7,078	29.2
Autumn 2003	7,380	26.6	7,068	29.3
Change from 1995	-36	-2.4	-57	-3.3
Change from 2002	27	0.0	-10	0.1
Men				
Autumn 1995	4,151	29.9	3,933	35.3
Autumn 1996	4,042	28.8	3,809	33.6
Autumn 1997	3,978	27.8	3,785	32.4
Autumn 1998	3,935	27.3	3,746	31.4
Autumn 1999	3,973	27.3	3,765	31.1
Autumn 2000	3,915	26.7	3,716	30.4
Autumn 2001	3,923	26.6	3,704	30.1
Autumn 2002	3,826	25.8	3,640	29.4
Autumn 2003	3,808	25.5	3,592	29.4
Change from 1995	-343	-4.3	-341	-5.9
Change from 2002	-19	-0.2	-48	0.0
Women				
Autumn 1995	3,267	28.0	3,196	29.9
Autumn 1996	3,298	27.9	3,227	29.7
Autumn 1997	3,244	27.0	3,163	28.7
Autumn 1998	3,300	27.0	3,232	28.7
Autumn 1999	3,341	27.1	3,252	28.5
Autumn 2000	3,464	27.7	3,368	29.1
Autumn 2001	3,412	27.0	3,331	28.4
Autumn 2002	3,525	27.6	3,438	29.0
Autumn 2003	3,570	27.8	3,475	29.3
Change from 1995	304	-0.2	280	-0.6
Change from 2002	46	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 Those who did not report their union status have been allocated on a pro-rata basis.

2 Trade union membership and density for Great Britain, Autumn 1992 to Autumn 2003

Thousands and per cent

	In employment ^a		Employees ^b	
	Members (000's) ^c	Density (per cent)	Members (000's) ^c	Density (per cent)
People				
Autumn 1992	7,857	32.2	7,536	36.2
Autumn 1993	7,671	31.5	7,382	35.5
Autumn 1994	7,427	30.1	7,127	34.0
Autumn 1995	7,193	28.9	6,912	32.5
Autumn 1996	7,113	28.2	6,816	31.5
Autumn 1997	7,005	27.3	6,731	30.4
Autumn 1998	6,996	27.0	6,744	29.8
Autumn 1999	7,095	27.1	6,802	29.7
Autumn 2000	7,153	27.1	6,863	29.6
Autumn 2001	7,083	26.5	6,789	29.0
Autumn 2002	7,090	26.4	6,821	28.9
Autumn 2003	7,136	26.4	6,833	29.1
Change from 1992	-722	-5.9	-703	-7.1
Change from 2002	46	0.0	12	0.2
Men				
Autumn 1992	4,551	34.2	4,309	40.1
Autumn 1993	4,376	33.0	4,159	39.0
Autumn 1994	4,224	31.4	3,990	37.1
Autumn 1995	4,025	29.7	3,816	35.1
Autumn 1996	3,918	28.7	3,691	33.4
Autumn 1997	3,868	27.8	3,676	32.3
Autumn 1998	3,807	27.2	3,624	31.2
Autumn 1999	3,857	27.2	3,653	30.9
Autumn 2000	3,794	26.6	3,601	30.2
Autumn 2001	3,793	26.4	3,581	29.8
Autumn 2002	3,690	25.5	3,507	29.1
Autumn 2003	3,684	25.4	3,476	29.1
Change from 1992	-867	-8.8	-833	-11.0
Change from 2002	-6	-0.2	-31	0.1
Women				
Autumn 1992	3,306	29.9	3,227	32.0
Autumn 1993	3,296	29.7	3,223	31.8
Autumn 1994	3,204	28.6	3,138	30.7
Autumn 1995	3,168	27.9	3,096	29.8
Autumn 1996	3,195	27.7	3,125	29.5
Autumn 1997	3,137	26.8	3,055	28.4
Autumn 1998	3,189	26.7	3,120	28.4
Autumn 1999	3,238	26.9	3,149	28.3
Autumn 2000	3,358	27.6	3,262	28.9
Autumn 2001	3,290	26.7	3,209	28.1
Autumn 2002	3,400	27.3	3,313	28.7
Autumn 2003	3,451	27.5	3,357	29.1
Change from 1992	145	-2.4	130	-3.0
Change from 2002	51	0.2	44	0.4

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 Those who did not report their union status have been allocated on a pro-rata basis.

3 Trade union membership and density for private and public sector employees^a in the UK and GB, Autumn 1993 to Autumn 2003

Thousands and per cent

	UK		GB	
	Members (000's) ^b	Density (per cent)	Members (000's) ^b	Density (per cent)
Private				
Autumn 1993	-	-	3,591	24.0
Autumn 1994	-	-	3,489	22.8
Autumn 1995	3,417	21.6	3,330	21.5
Autumn 1996	3,365	20.9	3,272	20.7
Autumn 1997	3,356	20.2	3,261	19.8
Autumn 1998	3,368	19.5	3,256	19.5
Autumn 1999	3,384	19.3	3,281	19.3
Autumn 2000	3,333	18.8	3,244	18.7
Autumn 2001	3,336	18.6	3,232	18.5
Autumn 2002	3,275	18.2	3,179	18.1
Autumn 2003	3,223	18.2	3,136	18.1
Public				
Autumn 1993	-	-	3,790	64.4
Autumn 1994	-	-	3,638	63.6
Autumn 1995	3,708	61.5	3,583	61.4
Autumn 1996	3,670	61.1	3,544	60.9
Autumn 1997	3,589	61.3	3,470	60.8
Autumn 1998	3,608	61.0	3,488	61.0
Autumn 1999	3,631	59.9	3,521	59.9
Autumn 2000	3,750	60.2	3,619	60.0
Autumn 2001	3,698	59.3	3,558	59.0
Autumn 2002	3,804	59.7	3,641	59.3
Autumn 2003	3,844	59.1	3,697	58.8

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces.

b Those who did not report their union status or sector have been allocated on a pro-rata basis.

- Data only available from 1995 for the UK.

4 Trade union membership and density by nation and region, Autumn 2003

Levels and per cent

	In employment ^a		Employees ^b	
	Members (000's) ^c	Density (per cent)	Members (000's) ^c	Density (per cent)
English region				
North East	381	35.4	370	38.3
North West	955	30.9	933	34.2
Yorkshire and the Humber	700	30.3	675	32.8
East Midlands	521	26.0	503	28.5
West Midlands	635	26.5	615	29.0
East of England	571	21.2	544	23.6
London	799	23.4	737	25.8
South East	793	19.9	740	21.8
South West	569	23.7	530	26.0
Wales	446	34.1	432	38.3
Nation				
England	5,923	25.3	5,648	27.9
Wales	446	34.1	432	38.3
Scotland	769	32.3	754	35.5
Northern Ireland	244	34.2	235	39.4

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 Those who did not report their union status or region have been allocated on a pro-rata basis.

5 Trade union density for UK employees^a by selected characteristics, Autumn 2003

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	29.3	29.4	29.3	32.3	21.1
Age band					
16 to 24	10.6	10.8	10.3	13.7	4.8
25 to 34	25.6	23.6	27.7	26.3	22.4
35 to 49	35.5	35.6	35.3	37.9	28.0
50 plus	35.3	36.9	33.6	40.7	23.5
Workplace size					
Less than 50 employees	19.2	17.1	21.1	21.7	14.4
50 employees or more	38.9	39.3	38.3	40.6	31.7
Sector					
Private	18.2	21.4	14.1	20.6	11.2
Public	59.1	63.8	56.6	66.5	42.5
Occupation					
Managers and Senior Officials	19.0	17.6	21.9	19.3	15.0
Professional Occupations	48.7	38.9	61.0	48.8	48.3
Associate Professional and Technical Occs	43.1	37.8	48.2	42.1	47.6
Administrative and Secretarial Occupations	24.2	29.8	22.9	26.6	19.9
Skilled Trades Occupations	28.8	29.4	23.1	29.8	16.5
Personal Service Occupations	30.1	40.6	28.1	36.4	22.8
Sales and Customer Service Occupations	12.5	10.6	13.2	14.7	11.0
Process, Plant and Machine Operatives	34.4	36.2	25.6	36.0	17.6
Elementary Occupations	21.6	26.0	16.7	30.1	12.5
Managerial status					
Manager	32.0	27.0	39.7	31.7	34.5
Foreman or supervisor	37.3	35.8	39.0	37.8	35.1
Non-manager	26.6	29.1	24.5	31.2	18.2
Industry					
Agriculture, forestry and fishing	9.3	10.4	*	10.2	*
Mining and quarrying	28.0	32.0	*	30.2	*
Manufacturing	26.2	29.6	16.5	27.7	9.8
Electricity, gas and water supply	47.4	55.3	24.6	50.4	*
Construction	18.9	20.3	9.6	19.8	*
Wholesale and retail trade	11.7	11.1	12.2	11.9	11.3
Hotels and restaurants	5.4	4.7	5.9	7.4	3.6
Transport and communication	42.3	47.7	26.9	44.6	26.2
Financial intermediation	25.9	21.9	29.7	23.7	36.7
Real estate and business services	11.0	11.7	10.2	11.5	8.8
Public administration	56.9	59.8	54.2	59.6	44.7
Education	54.8	60.6	52.7	67.6	34.2
Health	44.4	50.5	43.1	50.6	35.2
Other services	23.1	29.4	17.5	28.8	12.4

Source: Labour Force Survey, Office for National Statistics.

^a 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^a, Autumn 2003

	Per cent				
	All	Full-time		Part-time	
		Male	Female	Male	Female
All employees	29.3	31.2	34.3	11.9	23.1
Age band					
16 to 24	10.6	12.9	14.8	5.2	4.5
25 to 34	25.6	24.0	29.7	12.5	23.4
35 to 49	35.5	36.0	41.2	21.7	28.5
50 plus	35.3	39.8	42.4	16.9	25.2
Sector					
Private	18.2	22.8	15.7	8.0	12.1
Public	59.1	67.1	65.9	29.9	43.9

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

7 Trade union density for UK employees^a by further characteristics, Autumn 2003

	Per cent				
	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	29.3	29.4	29.3	32.3	21.1
Ethnic group					
White	29.6	29.8	29.4	32.5	21.6
Mixed	20.8	22.7	19.3	24.1	*
Asian or Asian British	25.5	24.0	27.4	30.0	12.5
Black or Black British	30.1	27.1	32.6	35.0	13.5
Chinese and other ethnic groups	19.3	16.4	22.7	23.0	*
Flexible working status					
Flexitime	39.3	36.8	41.2	42.2	29.0
Annualised hours contract	41.7	43.6	39.9	45.0	31.3
Term-time working	49.4	68.0	46.1	75.4	30.0
Job sharing	34.1	*	36.1	*	35.3
4.5 day week/9 day fortnight	40.8	42.2	37.4	41.1	*
Zero hours contract	13.3	*	*	*	*
Work mainly at home/same grounds	11.8	16.1	9.1	16.7	*
Highest qualification					
Degree or equivalent	38.2	32.2	45.2	38.5	36.9
Other higher education	44.6	33.4	53.3	44.3	45.5
A-level or equivalent	27.0	29.9	22.2	31.0	14.2
GCSE or equivalent	22.4	24.8	20.9	25.8	15.8
Other qualifications	25.1	29.1	21.1	28.0	18.3
No qualifications	23.5	26.8	20.6	27.6	16.7
Dependent children					
No dependent children	29.2	29.0	29.5	31.4	20.9
Dependent children under six	28.9	27.4	30.6	29.6	27.1
Dependent children six or over	29.4	30.5	28.4	35.0	19.8
Length of service					
Less than one year	12.0	12.1	11.9	14.3	7.3
One to two years	17.0	15.8	18.0	20.0	10.5
Two to five years	23.4	22.5	24.2	25.4	17.7
Five to ten years	31.2	29.5	33.0	32.6	27.1
Ten to twenty years	44.5	42.7	46.2	45.9	39.6
Twenty years or more	59.8	60.0	59.3	62.1	48.0
Permanent or temporary status					
Permanent	30.1	30.2	30.0	33.0	21.5
Temporary	18.1	15.0	20.7	18.6	17.6
Weekly earnings in main job					
Less than £250	18.2	16.2	19.1	18.1	18.3
£250 to £499	36.6	35.0	38.9	35.6	50.6
£500 to £999	41.1	36.2	54.1	41.2	32.8
£1,000 and above	22.5	23.7	*	22.6	*

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

8 Trade union density for UK employees^a for job type by sector and occupation, Autumn 2003

	Per cent	
	Permanent	Temporary
All employees	30.1	18.1
Sector		
Private	18.7	9.4
Public	61.5	33.4
Occupation		
Managers and Senior Officials	19.1	*
Professional Occupations	49.4	42.7
Associate Professional and Technical Occs	44.2	25.7
Administrative and Secretarial Occupations	25.6	7.2
Skilled Trades Occupations	29.1	20.2
Personal Service Occupations	31.3	15.9
Sales and Customer Service Occupations	13.0	*
Process, Plant and Machine Operatives	35.4	15.0
Elementary Occupations	23.2	6.4

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces, * Sample size too small to provide a reliable estimate.

9 North East: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	38.3	39.5	37.0	43.4	24.7
Age band					
16 to 24	17.1	19.2	*	21.5	*
25 to 34	34.1	33.6	34.6	36.2	26.6
35 to 49	42.8	44.6	41.0	47.6	29.4
50 plus	48.6	51.2	46.1	57.3	28.5
Workplace size					
Less than 50 employees	25.7	23.0	27.7	30.8	16.7
50 employees or more	49.7	51.5	47.5	52.6	37.7
Sector					
Private	24.6	29.4	18.7	29.4	11.5
Public	69.4	74.7	66.4	76.3	52.5
Occupation					
Managers and Senior Officials	24.0	23.2	*	25.6	*
Professional Occupations	64.1	52.0	78.1	63.6	*
Associate Professional and Technical Occs	57.0	54.8	58.9	59.2	48.5
Administrative and Secretarial Occupations	35.0	43.7	32.9	37.7	30.1
Skilled Trades Occupations	40.8	43.7	*	42.2	*
Personal Service Occupations	38.9	*	38.6	48.1	*
Sales and Customer Service Occupations	15.0	*	15.6	*	*
Process, Plant and Machine Operatives	44.2	44.3	*	46.1	*
Elementary Occupations	26.3	27.9	25.1	34.5	18.4
Managerial status					
Manager	44.3	38.1	52.0	45.4	*
Foreman or supervisor	46.5	45.5	47.6	49.0	*
Non-manager	34.6	38.8	30.9	41.1	22.3
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	38.1	42.1	*	39.6	*
Electricity, gas and water supply	*	*	*	*	*
Construction	34.2	34.3	*	35.0	*
Wholesale and retail trade	12.1	*	*	13.9	*
Hotels and restaurants	*	*	*	*	*
Transport and communication	47.1	57.7	*	53.3	*
Financial intermediation	57.7	*	68.2	57.5	*
Real estate and business services	25.2	*	*	27.2	*
Public administration	61.5	70.5	54.5	62.4	58.9
Education	65.9	68.3	64.9	77.6	47.4
Health	53.9	65.8	51.2	62.6	37.8
Other services	26.8	*	*	*	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

10 North West: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	34.2	35.9	32.4	38.3	22.5
Age band					
16 to 24	13.1	14.4	11.8	17.8	*
25 to 34	26.9	26.2	27.6	28.0	22.1
35 to 49	43.5	44.9	42.2	46.6	33.5
50 plus	40.2	45.6	34.5	48.3	23.3
Workplace size					
Less than 50 employees	20.5	19.0	21.7	23.6	14.2
50 employees or more	45.6	48.4	42.4	48.3	34.6
Sector					
Private	23.5	28.2	17.5	26.6	13.8
Public	61.7	68.0	58.3	70.5	41.0
Occupation					
Managers and Senior Officials	23.1	23.0	23.5	22.9	*
Professional Occupations	50.9	45.7	58.1	53.6	34.2
Associate Professional and Technical Occs	49.9	45.7	54.0	49.7	51.0
Administrative and Secretarial Occupations	32.6	37.4	31.3	35.5	27.2
Skilled Trades Occupations	34.7	35.9	*	37.4	*
Personal Service Occupations	33.8	39.7	32.6	40.2	23.8
Sales and Customer Service Occupations	16.7	13.9	17.9	20.2	14.2
Process, Plant and Machine Operatives	44.5	47.0	32.5	45.7	*
Elementary Occupations	22.7	29.3	15.8	30.9	13.7
Managerial status					
Manager	36.8	32.0	44.1	36.5	40.1
Foreman or supervisor	42.9	45.0	40.7	44.1	36.3
Non-manager	31.6	35.8	27.9	37.6	19.8
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	34.3	39.4	19.7	36.3	*
Electricity, gas and water supply	69.9	75.1	*	78.3	*
Construction	24.5	24.9	*	24.6	*
Wholesale and retail trade	16.3	16.1	16.4	17.8	14.0
Hotels and restaurants	*	*	*	*	*
Transport and communication	41.7	48.5	24.9	43.5	*
Financial intermediation	38.6	34.1	42.1	36.0	49.0
Real estate and business services	14.9	14.6	15.2	12.7	23.3
Public administration	65.1	66.8	63.7	69.1	48.8
Education	52.4	63.1	48.6	69.1	24.5
Health	46.6	58.4	44.0	52.8	35.6
Other services	29.9	34.1	25.6	36.3	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

11 Yorkshire and the Humber: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	32.8	36.3	24.0	32.4	33.2
Age band					
16 to 24	12.7	12.6	12.8	16.5	*
25 to 34	30.2	25.9	34.7	31.6	24.0
35 to 49	38.9	39.3	38.5	41.9	30.9
50 plus	39.2	40.6	37.8	44.0	29.3
Workplace size					
Less than 50 employees	22.2	20.8	23.3	25.2	16.9
50 employees or more	42.5	41.5	43.7	44.5	35.2
Sector					
Private	20.5	23.9	16.0	23.5	12.2
Public	63.6	69.6	60.6	71.5	47.8
Occupation					
Managers and Senior Officials	19.3	16.3	25.9	19.9	*
Professional Occupations	60.4	48.2	75.8	59.6	65.6
Associate Professional and Technical Occs	46.7	42.4	50.3	46.4	48.2
Administrative and Secretarial Occupations	26.4	31.3	25.4	29.3	21.6
Skilled Trades Occupations	29.9	29.0	*	30.4	*
Personal Service Occupations	34.1	39.9	33.0	40.2	27.6
Sales and Customer Service Occupations	15.5	*	15.8	19.3	13.3
Process, Plant and Machine Operatives	40.9	40.9	40.5	42.3	*
Elementary Occupations	24.5	29.9	18.7	32.9	16.5
Managerial status					
Manager	35.0	29.7	43.0	35.1	33.9
Foreman or supervisor	41.2	36.1	46.3	40.7	43.0
Non-manager	30.5	32.8	28.3	35.9	21.3
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	28.5	29.8	23.7	29.8	*
Electricity, gas and water supply	*	*	*	*	*
Construction	19.9	22.5	*	21.1	*
Wholesale and retail trade	12.8	10.8	14.3	12.3	13.3
Hotels and restaurants	*	*	*	*	*
Transport and communication	45.1	48.4	*	47.4	*
Financial intermediation	31.3	*	34.4	30.7	*
Real estate and business services	12.7	*	*	13.3	*
Public administration	58.4	65.5	51.8	60.4	49.2
Education	63.4	66.8	62.0	74.4	44.4
Health	46.6	54.1	44.8	54.1	36.0
Other services	26.9	41.6	*	34.7	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

12 East Midlands: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	28.5	27.4	29.7	30.8	22.4
Age band					
16 to 24	8.8	8.5	9.0	11.3	*
25 to 34	26.1	23.4	29.0	27.5	20.0
35 to 49	34.7	33.8	35.5	36.5	29.5
50 plus	33.5	33.1	33.9	36.6	26.5
Workplace size					
Less than 50 employees	19.6	17.5	21.4	21.4	16.1
50 employees or more	36.8	35.2	38.6	38.0	31.8
Sector					
Private	18.0	22.1	12.2	20.1	11.5
Public	62.2	61.1	62.6	70.1	47.1
Occupation					
Managers and Senior Officials	19.3	17.7	23.6	19.1	*
Professional Occupations	52.5	41.5	65.3	51.6	57.1
Associate Professional and Technical Occs	45.9	39.1	52.1	44.3	52.1
Administrative and Secretarial Occupations	21.7	*	22.6	22.0	21.1
Skilled Trades Occupations	28.3	27.3	*	27.5	*
Personal Service Occupations	33.2	*	32.3	39.0	26.9
Sales and Customer Service Occupations	10.0	*	12.3	*	*
Process, Plant and Machine Operatives	27.9	31.4	*	29.4	*
Elementary Occupations	20.0	24.8	15.5	28.6	11.1
Managerial status					
Manager	32.9	27.0	42.9	31.6	46.5
Foreman or supervisor	37.4	32.9	42.4	35.9	44.5
Non-manager	25.0	26.4	23.8	29.0	17.7
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	25.4	29.1	14.6	26.8	*
Electricity, gas and water supply	*	*	*	*	*
Construction	14.3	15.6	*	15.0	*
Wholesale and retail trade	9.7	10.2	9.3	8.9	11.1
Hotels and restaurants	*	*	*	*	*
Transport and communication	35.8	40.7	*	38.3	*
Financial intermediation	24.1	*	*	*	*
Real estate and business services	13.3	17.8	*	14.6	*
Public administration	57.5	51.8	61.2	59.9	49.5
Education	53.8	60.5	51.4	68.8	30.6
Health	52.4	56.4	51.6	59.1	44.2
Other services	23.4	*	*	29.3	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

13 West Midlands: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	29.0	29.6	28.4	32.5	19.4
Age band					
16 to 24	11.9	12.4	11.5	15.5	*
25 to 34	24.3	19.8	29.4	25.3	20.1
35 to 49	35.8	37.6	34.0	39.2	26.0
50 plus	32.6	35.5	29.3	38.3	19.8
Workplace size					
Less than 50 employees	17.6	16.2	18.8	20.6	11.6
50 employees or more	40.0	40.5	39.4	42.1	31.5
Sector					
Private	18.9	22.8	13.7	21.7	10.2
Public	59.5	63.3	57.4	68.8	40.0
Occupation					
Managers and Senior Officials	18.9	17.2	22.6	19.1	*
Professional Occupations	52.2	41.5	65.6	53.5	44.9
Associate Professional and Technical Occs	43.4	35.8	51.9	42.1	49.7
Administrative and Secretarial Occupations	22.7	25.8	22.0	25.1	18.4
Skilled Trades Occupations	31.0	32.1	*	32.3	*
Personal Service Occupations	29.8	*	27.7	33.4	25.9
Sales and Customer Service Occupations	10.3	*	11.8	*	*
Process, Plant and Machine Operatives	32.0	32.9	28.1	33.6	*
Elementary Occupations	20.9	27.7	13.4	31.2	9.9
Managerial status					
Manager	31.2	27.2	37.3	31.5	27.6
Foreman or supervisor	35.6	31.7	40.0	35.5	35.9
Non-manager	26.8	30.3	23.6	32.2	16.6
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	27.5	29.6	20.4	29.5	*
Electricity, gas and water supply	*	*	*	*	*
Construction	21.7	23.8	*	22.2	*
Wholesale and retail trade	10.2	8.7	11.5	10.2	10.3
Hotels and restaurants	*	*	*	*	*
Transport and communication	37.2	42.6	*	38.9	*
Financial intermediation	36.0	*	37.8	33.2	*
Real estate and business services	9.5	12.2	*	11.1	*
Public administration	52.2	56.4	48.5	55.5	40.6
Education	55.3	60.0	53.5	69.0	30.1
Health	44.1	49.8	42.7	50.7	34.7
Other services	24.6	34.9	*	29.7	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

14 East of England: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	23.6	23.6	23.6	26.6	16.1
Age band					
16 to 24	8.4	8.1	8.7	11.7	*
25 to 34	21.1	20.7	21.5	21.8	17.7
35 to 49	28.0	28.8	27.1	30.8	20.6
50 plus	28.5	27.7	29.3	33.3	18.7
Workplace size					
Less than 50 employees	15.5	12.0	18.5	17.6	11.9
50 employees or more	31.4	33.0	29.4	33.6	23.0
Sector					
Private	14.9	17.3	11.8	16.6	10.0
Public	49.5	54.1	47.2	59.3	30.4
Occupation					
Managers and Senior Officials	16.1	13.9	20.6	16.5	*
Professional Occupations	42.5	29.2	58.1	43.0	39.6
Associate Professional and Technical Occs	37.2	34.0	40.9	36.9	38.8
Administrative and Secretarial Occupations	16.8	24.4	15.2	18.1	14.6
Skilled Trades Occupations	26.1	26.7	*	27.4	*
Personal Service Occupations	22.1	*	20.7	28.6	16.6
Sales and Customer Service Occupations	7.4	*	8.7	*	*
Process, Plant and Machine Operatives	26.1	28.0	*	26.9	*
Elementary Occupations	16.3	19.8	12.4	23.8	9.1
Managerial status					
Manager	27.6	21.3	38.2	27.5	28.0
Foreman or supervisor	29.4	26.3	32.3	29.9	27.7
Non-manager	20.7	24.2	17.7	25.1	13.5
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	17.1	20.2	*	18.2	*
Electricity, gas and water supply	*	*	*	*	*
Construction	13.0	14.5	*	14.7	*
Wholesale and retail trade	10.7	11.1	10.4	10.7	10.8
Hotels and restaurants	*	*	*	*	*
Transport and communication	35.6	41.8	*	39.1	*
Financial intermediation	17.4	*	20.2	14.8	*
Real estate and business services	11.7	12.7	10.6	12.4	*
Public administration	45.7	49.8	41.6	50.1	*
Education	47.5	52.3	46.1	64.8	24.4
Health	38.3	42.0	37.6	43.1	32.2
Other services	20.2	28.8	*	31.7	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

15 London: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	25.8	23.4	28.5	27.1	20.7
Age band					
16 to 24	6.4	*	8.3	8.3	*
25 to 34	20.8	18.4	23.5	21.1	18.3
35 to 49	31.4	28.0	35.4	32.2	28.1
50 plus	36.0	35.0	36.9	38.9	28.4
Workplace size					
Less than 50 employees	17.4	13.4	21.4	18.7	13.9
50 employees or more	32.6	30.9	34.6	33.0	30.5
Sector					
Private	14.4	15.1	13.5	15.6	9.8
Public	57.5	59.2	56.5	61.1	45.9
Occupation					
Managers and Senior Officials	19.6	17.2	24.1	19.8	*
Professional Occupations	36.7	24.4	52.1	36.3	39.3
Associate Professional and Technical Occs	30.7	27.8	33.9	30.1	35.8
Administrative and Secretarial Occupations	21.6	29.9	18.9	23.5	16.6
Skilled Trades Occupations	22.8	23.8	*	23.0	*
Personal Service Occupations	35.8	44.8	33.0	40.1	28.6
Sales and Customer Service Occupations	13.0	*	14.8	18.2	*
Process, Plant and Machine Operatives	27.6	27.5	*	27.1	*
Elementary Occupations	21.0	20.9	21.3	25.0	15.5
Managerial status					
Manager	28.6	22.9	37.2	28.6	28.5
Foreman or supervisor	32.4	32.4	32.4	33.1	28.1
Non-manager	22.7	21.3	24.0	24.3	18.7
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	13.9	15.3	*	15.0	*
Electricity, gas and water supply	*	*	*	*	*
Construction	16.0	17.4	*	16.7	*
Wholesale and retail trade	12.4	11.2	13.6	13.9	9.5
Hotels and restaurants	*	*	*	*	*
Transport and communication	50.6	55.9	33.5	51.5	*
Financial intermediation	15.2	12.6	19.1	13.4	*
Real estate and business services	7.6	6.6	9.0	8.5	*
Public administration	57.2	59.8	54.9	58.8	46.7
Education	57.5	51.4	59.7	63.2	45.9
Health	37.9	39.9	37.4	41.2	29.9
Other services	21.5	23.1	19.7	23.6	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

16 South East: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	21.8	22.0	21.5	23.7	16.5
Age band					
16 to 24	6.6	6.9	6.3	8.3	*
25 to 34	19.8	17.8	21.9	19.5	21.0
35 to 49	24.8	25.7	23.9	25.9	21.8
50 plus	27.7	28.9	26.6	33.2	16.6
Workplace size					
Less than 50 employees	14.1	11.6	16.3	15.2	12.0
50 employees or more	29.0	30.4	27.3	30.4	23.7
Sector					
Private	13.4	15.3	11.2	14.5	10.3
Public	48.7	56.5	44.4	57.8	31.3
Occupation					
Managers and Senior Officials	14.2	13.1	16.6	14.4	*
Professional Occupations	38.3	29.4	50.1	37.2	43.8
Associate Professional and Technical Occs	35.0	31.9	38.1	34.0	39.2
Administrative and Secretarial Occupations	14.4	20.4	13.0	16.0	11.9
Skilled Trades Occupations	17.0	17.4	*	16.8	*
Personal Service Occupations	20.4	39.2	17.4	27.7	13.9
Sales and Customer Service Occupations	10.9	*	11.6	11.1	10.7
Process, Plant and Machine Operatives	25.1	28.8	*	27.0	*
Elementary Occupations	16.4	21.6	10.8	26.7	6.7
Managerial status					
Manager	24.4	20.3	31.3	24.2	26.3
Foreman or supervisor	28.7	29.5	27.8	29.1	26.6
Non-manager	18.9	21.5	16.9	21.9	14.3
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	13.8	16.3	8.2	14.4	*
Electricity, gas and water supply	*	*	*	*	*
Construction	8.0	8.9	*	8.4	*
Wholesale and retail trade	10.2	9.1	11.2	9.8	10.9
Hotels and restaurants	*	*	*	*	*
Transport and communication	41.6	46.8	29.3	43.3	*
Financial intermediation	19.0	18.3	19.7	17.1	*
Real estate and business services	6.0	6.9	*	6.3	*
Public administration	50.2	55.7	43.5	53.6	33.5
Education	44.2	50.9	41.9	58.6	26.3
Health	34.1	41.7	32.5	41.1	25.8
Other services	14.0	18.1	*	18.4	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

17 South West: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	26.0	27.1	24.9	28.7	19.7
Age band					
16 to 24	7.1	7.3	7.0	8.7	*
25 to 34	24.7	25.1	24.4	26.0	19.6
35 to 49	31.2	33.0	29.6	33.3	25.5
50 plus	31.6	33.5	29.6	36.2	23.5
Workplace size					
Less than 50 employees	15.4	14.3	16.4	16.7	13.0
50 employees or more	38.1	39.7	36.2	39.6	32.6
Sector					
Private	16.0	19.5	11.6	18.2	10.1
Public	53.4	58.7	50.4	60.7	40.0
Occupation					
Managers and Senior Officials	15.7	16.2	14.7	16.0	*
Professional Occupations	51.0	47.7	55.4	52.5	43.9
Associate Professional and Technical Occs	41.9	31.9	50.7	37.6	56.1
Administrative and Secretarial Occupations	18.9	26.4	17.3	20.9	16.0
Skilled Trades Occupations	21.6	22.5	*	22.3	*
Personal Service Occupations	23.3	*	22.2	25.9	20.6
Sales and Customer Service Occupations	11.7	*	12.3	*	11.3
Process, Plant and Machine Operatives	27.9	29.0	*	29.8	*
Elementary Occupations	20.9	27.5	12.8	32.8	*
Managerial status					
Manager	29.4	27.2	32.7	29.0	33.3
Foreman or supervisor	31.3	28.9	33.6	30.8	33.0
Non-manager	23.7	26.8	21.0	28.1	16.8
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	25.6	28.8	15.6	27.2	*
Electricity, gas and water supply	*	*	*	*	*
Construction	15.2	18.1	*	15.5	*
Wholesale and retail trade	8.7	6.9	10.7	7.7	10.2
Hotels and restaurants	*	*	*	*	*
Transport and communication	39.3	42.3	*	41.1	*
Financial intermediation	31.5	32.0	31.0	28.5	*
Real estate and business services	10.8	13.5	*	11.4	*
Public administration	48.2	52.9	42.3	50.6	*
Education	51.1	61.1	47.0	63.5	33.1
Health	39.1	45.6	37.7	46.9	30.8
Other services	*	*	*	*	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

18 England: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	27.9	27.9	27.9	30.7	20.1
Age band					
16 to 24	9.7	9.8	9.6	12.6	4.2
25 to 34	24.1	22.1	26.2	24.8	20.7
35 to 49	33.7	34.0	33.4	36.0	26.8
50 plus	33.9	35.4	32.4	39.2	22.8
Workplace size					
Less than 50 employees	17.9	15.6	19.9	20.0	13.7
50 employees or more	37.2	37.7	36.5	38.9	30.3
Sector					
Private	17.5	20.5	13.6	19.7	11.0
Public	57.3	62.0	54.9	65.2	40.3
Occupation					
Managers and Senior Officials	18.1	16.7	21.2	18.4	14.4
Professional Occupations	46.6	36.8	59.0	46.8	45.7
Associate Professional and Technical Occs	41.0	36.1	45.8	39.9	45.8
Administrative and Secretarial Occupations	22.2	27.9	20.8	24.3	18.5
Skilled Trades Occupations	27.3	27.9	21.5	28.1	16.9
Personal Service Occupations	29.1	39.4	27.3	35.3	22.1
Sales and Customer Service Occupations	12.3	9.6	13.4	14.5	10.7
Process, Plant and Machine Operatives	33.2	34.8	24.8	34.7	18.0
Elementary Occupations	20.6	25.2	15.4	29.3	11.5
Managerial status					
Manager	30.5	25.6	38.2	30.4	31.7
Foreman or supervisor	35.1	33.6	36.8	35.5	33.7
Non-manager	25.3	27.9	23.1	29.7	17.4
Industry					
Agriculture, forestry and fishing	8.9	*	*	9.6	*
Mining and quarrying	32.2	37.7	*	35.4	
Manufacturing	24.7	27.9	15.5	26.1	9.4
Electricity, gas and water supply	45.4	52.3	*	48.4	*
Construction	17.4	19.0	*	18.2	*
Wholesale and retail trade	11.5	10.6	12.3	11.6	11.3
Hotels and restaurants	4.8	4.0	5.4	6.8	3.0
Transport and communication	41.6	47.0	26.7	43.8	25.4
Financial intermediation	24.3	20.2	28.3	21.8	36.6
Real estate and business services	10.4	11.1	9.5	10.8	8.6
Public administration	54.8	58.3	51.6	57.6	42.4
Education	53.1	58.3	51.2	66.5	32.3
Health	42.6	49.2	41.1	49.0	33.3
Other services	21.3	26.4	16.6	26.4	11.9

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

19 Wales: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	38.3	39.2	37.4	42.9	25.9
Age band					
16 to 24	14.0	13.3	14.6	16.3	*
25 to 34	36.9	34.4	39.2	39.9	27.2
35 to 49	47.4	48.8	46.1	51.5	33.9
50 plus	41.8	46.4	37.2	47.8	28.1
Workplace size					
Less than 50 employees	26.1	25.9	26.3	31.1	16.5
50 employees or more	50.9	51.2	50.6	53.0	42.3
Sector					
Private	24.0	30.0	16.1	28.5	12.1
Public	66.3	70.2	64.3	70.8	53.6
Occupation					
Managers and Senior Officials	29.6	28.9	30.7	30.3	*
Professional Occupations	58.9	48.0	71.7	58.1	64.7
Associate Professional and Technical Occs	55.0	46.7	60.4	54.9	55.3
Administrative and Secretarial Occupations	36.3	*	38.1	39.0	30.5
Skilled Trades Occupations	44.5	44.9	*	46.0	*
Personal Service Occupations	34.2	*	30.7	41.7	24.4
Sales and Customer Service Occupations	11.9	*	*	*	*
Process, Plant and Machine Operatives	39.9	43.2	*	42.0	*
Elementary Occupations	27.5	34.3	18.9	39.1	*
Managerial status					
Manager	46.5	40.4	54.7	44.9	65.6
Foreman or supervisor	54.4	52.8	56.0	56.5	*
Non-manager	32.0	35.4	29.1	38.0	21.2
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	39.1	43.7	*	41.2	*
Electricity, gas and water supply	*	*	*	*	*
Construction	29.6	30.0	*	30.8	*
Wholesale and retail trade	14.6	17.0	12.9	15.7	13.3
Hotels and restaurants	*	*	*	*	*
Transport and communication	39.8	40.6	*	42.5	*
Financial intermediation	35.6	*	*	*	*
Real estate and business services	*	*	*	*	*
Public administration	62.8	63.7	62.2	62.0	*
Education	61.5	74.8	56.8	72.2	42.3
Health	56.1	57.9	55.7	61.5	46.0
Other services	33.1	44.8	*	43.6	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

20 Scotland: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	35.5	35.6	35.4	38.5	27.1
Age band					
16 to 24	13.6	15.6	11.7	17.8	*
25 to 34	32.1	31.6	32.6	31.6	34.3
35 to 49	41.7	40.5	42.9	43.9	34.8
50 plus	43.0	44.4	41.4	47.9	30.8
Workplace size					
Less than 50 employees	25.9	24.8	26.8	28.5	20.0
50 employees or more	45.7	45.2	46.2	47.6	38.4
Sector					
Private	21.4	25.1	16.8	24.3	13.0
Public	66.2	71.5	63.3	71.0	54.3
Occupation					
Managers and Senior Officials	22.1	21.2	23.7	21.8	*
Professional Occupations	58.7	49.3	69.9	57.7	64.7
Associate Professional and Technical Occs	52.4	47.0	57.2	51.4	57.0
Administrative and Secretarial Occupations	31.9	40.2	30.2	33.9	27.7
Skilled Trades Occupations	33.4	34.4	*	34.6	*
Personal Service Occupations	34.6	37.9	33.8	39.6	28.8
Sales and Customer Service Occupations	14.1	*	13.4	*	13.5
Process, Plant and Machine Operatives	40.3	42.5	*	42.7	*
Elementary Occupations	26.2	27.9	24.4	32.6	18.4
Managerial status					
Manager	37.8	33.5	44.4	36.4	55.6
Foreman or supervisor	43.3	43.1	43.5	43.9	41.1
Non-manager	33.1	34.7	31.7	38.1	23.4
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	30.5	35.0	19.6	31.9	*
Electricity, gas and water supply	*	*	*	*	*
Construction	27.6	28.6	*	28.4	*
Wholesale and retail trade	12.4	12.2	12.7	12.9	11.9
Hotels and restaurants	*	*	*	*	*
Transport and communication	48.0	55.6	*	51.3	*
Financial intermediation	33.0	27.6	36.8	33.8	*
Real estate and business services	17.1	15.8	18.7	17.2	*
Public administration	65.6	67.8	64.0	67.3	57.9
Education	63.3	70.6	60.5	71.5	47.5
Health	52.0	54.2	51.4	56.2	45.1
Other services	30.3	41.0	20.7	37.7	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

21 Northern Ireland: Trade union density for employees^a by selected characteristics, Autumn 2003

Per cent

	All	Sex		Full-time/Part-time status	
		Men	Women	Full-time	Part-time
All employees	39.4	39.0	39.8	43.8	24.0
Age band					
16 to 24	21.0	20.4	21.6	26.6	*
25 to 34	35.8	33.0	38.4	37.3	*
35 to 49	47.9	46.7	49.0	51.1	36.9
50 plus	44.1	48.4	39.8	53.3	*
Workplace size					
Less than 50 employees	26.7	24.8	28.3	31.0	15.4
50 employees or more	53.6	53.0	54.3	56.2	39.7
Sector					
Private	22.4	26.5	17.0	26.2	*
Public	68.6	72.4	66.4	73.1	51.4
Occupation					
Managers and Senior Officials	29.0	*	*	30.5	*
Professional Occupations	69.1	61.4	76.2	70.3	*
Associate Professional and Technical Occs	56.5	48.5	63.4	56.8	*
Administrative and Secretarial Occupations	44.5	55.1	41.0	47.3	*
Skilled Trades Occupations	27.5	28.1	*	28.9	*
Personal Service Occupations	37.2	*	31.6	47.3	*
Sales and Customer Service Occupations	*	*	*	*	*
Process, Plant and Machine Operatives	43.2	44.1	*	44.7	*
Elementary Occupations	25.8	*	*	30.7	*
Managerial status					
Manager	46.5	42.1	53.2	47.0	*
Foreman or supervisor	50.3	43.9	58.0	50.4	*
Non-manager	35.1	36.7	33.7	40.8	20.5
Industry					
Agriculture, forestry and fishing	*	*	*	*	*
Mining and quarrying	*	*	*	*	*
Manufacturing	41.6	45.3	*	44.7	*
Electricity, gas and water supply	*	*	*	*	*
Construction	*	*	*	*	*
Wholesale and retail trade	*	*	*	*	*
Hotels and restaurants	*	*	*	*	*
Transport and communication	54.5	64.6	*	59.2	*
Financial intermediation	*	*	*	*	*
Real estate and business services	*	*	*	*	*
Public administration	62.7	65.5	60.8	68.3	*
Education	73.9	*	69.9	83.3	*
Health	49.8	*	47.7	55.0	*
Other services	*	*	*	*	*

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

* Sample size too small to provide a reliable estimate.

22 Average hourly earnings by trade union membership and sector, UK employees^a Autumn 1995 to 2003

	All employees	Union membership		Union wage premium*
		Member	Non-member	
All employees				
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%
Private sector				
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%
Public sector				
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%

Source: Labour Force Survey, Office for National Statistics.

^a Excludes members of the armed forces.

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

23 Characteristics of trade union members, UK employees^a

Autumn 2003

Per cent

Characteristic	Per cent of trade union members
Sex	
Male	50.5
Female	49.5
Sector	
Private	45.1
Public	54.9
Full-time/Part-time	
Full-time	81.0
Part-time	19.0
Age band	
16 to 24	5.6
25 to 34	19.7
35 to 49	45.3
50 plus	29.4
Ethnicity	
White	94.6
Mixed	0.4
Asian or Asian British	2.6
Black or Black British	1.8
Chinese and other ethnic groups	0.7
Highest qualification	
Degree or equivalent	25.3
Other higher education	15.6
A-level or equivalent	22.5
GCSE or equivalent	17.3
Other qualifications	11.2
No qualifications	8.0
Length of service	
Less than one year	7.8
One to two years	6.8
Two to five years	18.4
Five to ten years	18.6
Ten to twenty years	28.0
Twenty years or more	20.4
Workplace size	
Less than 50 employees	31.6
50 employees or more	68.4
Occupation	
Managers and Senior Officials	9.0
Professional Occupations	20.2
Associate Professional and Technical Occupations	19.8
Administrative and Secretarial Occupations	11.8
Skilled Trades Occupations	8.8
Personal Service Occupations	8.2
Sales and Customer Service Occupations	3.7
Process, Plant and Machine Operatives	9.0
Elementary Occupations	9.3
Industry	
Agriculture, forestry and fishing	0.2
Mining and quarrying	0.3
Manufacturing	13.6
Electricity, gas and water supply	1.2
Construction	3.6
Wholesale and retail trade	6.5
Hotels and restaurants	0.8
Transport and communication	9.9
Financial intermediation	4.3
Real estate and business services	3.7
Public administration	14.7
Education	18.2
Health	19.2
Other services	3.9

Source: Labour Force Survey, Office for National Statistics.
^a Excludes members of the armed forces.

24 Trade union presence and coverage of collective agreements for UK employees^a, Autumn 1996 to Autumn 2003

Thousands and
per cent

	Number of employees where trade union members are present in the workplace (000's) ^b	Per cent of employees working where a trade union is present in the workplace	Number of employees whose pay is affected by collective agreements (000's) ^c	Per cent of employees whose pay is affected by collective agreements
All employees				
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	8,514	36.2
Autumn 2000	11,684	49.1	8,642	36.3
Autumn 2001	11,611	48.3	8,574	35.7
Autumn 2002	11,769	48.6	8,656	35.7
Autumn 2003	11,759	48.8	8,655	35.9
Private sector				
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	4,071	23.1
Autumn 2000	6,223	35.2	4,042	22.8
Autumn 2001	6,128	34.3	4,024	22.4
Autumn 2002	6,155	34.3	3,914	21.6
Autumn 2003	6,079	34.4	3,933	22.1
Public sector				
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	4,443	73.0
Autumn 2000	5,461	87.7	4,599	73.5
Autumn 2001	5,483	88.0	4,550	72.5
Autumn 2002	5,614	88.2	4,743	73.8
Autumn 2003	5,680	87.4	4,722	72.2

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces.

b Those who did not report their recognition status or sector have been allocated on a pro-rata basis.

c Those who did not report their collective agreement coverage status or sector have been allocated on a pro-rata basis.

25 Trade union presence and coverage of collective agreements for UK employees^a by selected characteristics, Autumn 2003

Thousands and
per cent

	Number of employees where trade union members are present in the workplace (000's) ^b	Per cent of employees working where a trade union is present in the workplace	Number of employees whose pay is affected by collective agreements (000's) ^c	Per cent of employees whose pay is affected by collective agreements
All employees	11,759	48.8	8,655	35.9
Sector				
Private	6,079	34.4	3,933	22.1
Public	5,680	87.4	4,722	72.2
Industry				
Agriculture, forestry and fishing	27	15.6	23	12.8
Mining and quarrying	46	52.8	28	31.7
Manufacturing	1,758	47.6	1,110	29.8
Electricity, gas and water supply	140	80.7	113	64.7
Construction	419	30.8	319	23.3
Wholesale and retail trade	1,132	28.5	737	18.4
Hotels and restaurants	154	14.2	102	9.3
Transport and communication	1,004	60.2	821	48.8
Financial intermediation	604	51.0	425	35.6
Real estate and business services	512	21.4	279	11.6
Public administration	1,565	86.4	1,390	76.1
Education	1,942	84.4	1,455	62.7
Health	1,988	65.4	1,520	49.6
Other services	467	39.5	334	28.0
Workplace size				
Less than 50 employees	3,544	30.7	2,595	22.4
50 employees or more	8,216	66.0	6,060	48.6
Region				
North East	561	58.0	422	43.5
North West	1,484	54.3	1,145	41.8
Yorkshire and the Humber	1,099	53.3	822	39.8
East Midlands	862	48.8	607	34.3
West Midlands	1,004	47.3	740	34.8
East of England	1,017	44.1	712	30.8
London	1,246	43.6	890	31.1
South East	1,428	42.0	955	28.0
South West	955	47.0	691	33.9
Wales	634	56.1	488	43.1
Scotland	1,156	54.4	876	41.2
Northern Ireland	314	52.7	309	51.8

Source: Labour Force Survey, Office for National Statistics.

a Excludes members of the armed forces.

b Those who did not report their recognition status or sector have been allocated on a pro-rata basis.

c Those who did not report their collective agreement coverage status or sector have been allocated on a pro-rata basis.

	Full-time/Part-time		Permanent/Temporary	
	Full-time	Part-time	Permanent	Temporary
All employees	37.3	32.0	36.2	30.9
Union membership				
Member	78.0	74.7	77.8	66.6
Non-member	16.7	19.5	17.1	22.2
Sector				
Private	23.7	17.1	22.4	16.4
Public	75.6	64.1	73.7	55.2
Workplace size				
Less than 50 employees	23.1	21.0	22.4	22.3
50 employees or more	48.2	50.0	49.0	40.6
Industry				
Agriculture, forestry and fishing	14.0	*	13.2	*
Mining and quarrying	33.1	*	32.4	*
Manufacturing	31.2	14.5	30.2	19.9
Energy and Water	66.4	*	66.2	*
Construction	24.0	14.6	22.8	34.0
Wholesale and retail trade	15.8	22.6	18.5	16.1
Hotels and restaurants	11.1	7.6	9.4	*
Transport and communication	50.0	40.1	49.5	33.6
Financial intermediation	33.2	47.0	36.6	*
Real estate and business services	12.0	10.0	11.5	13.6
Public administration	77.0	72.0	77.6	49.6
Education	67.4	54.3	63.1	59.3
Health	53.6	43.3	50.4	37.2
Other activities	31.3	21.3	28.7	20.8

Source: Labour Force Survey, Office for National Statistics.
a Excludes members of the armed forces.



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