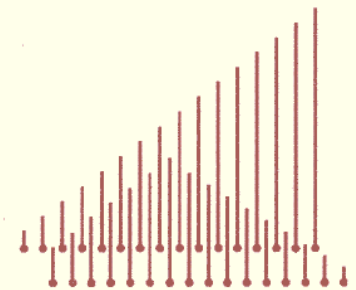


Union Coverage and Bargaining Outcomes

Leading Change
University of Warwick
9th January 2014

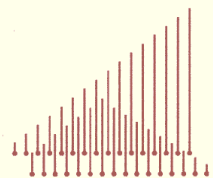
Alex Bryson and John Forth
NIESR



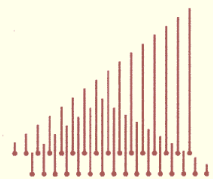
National Institute
of Economic and
Social Research

Overview

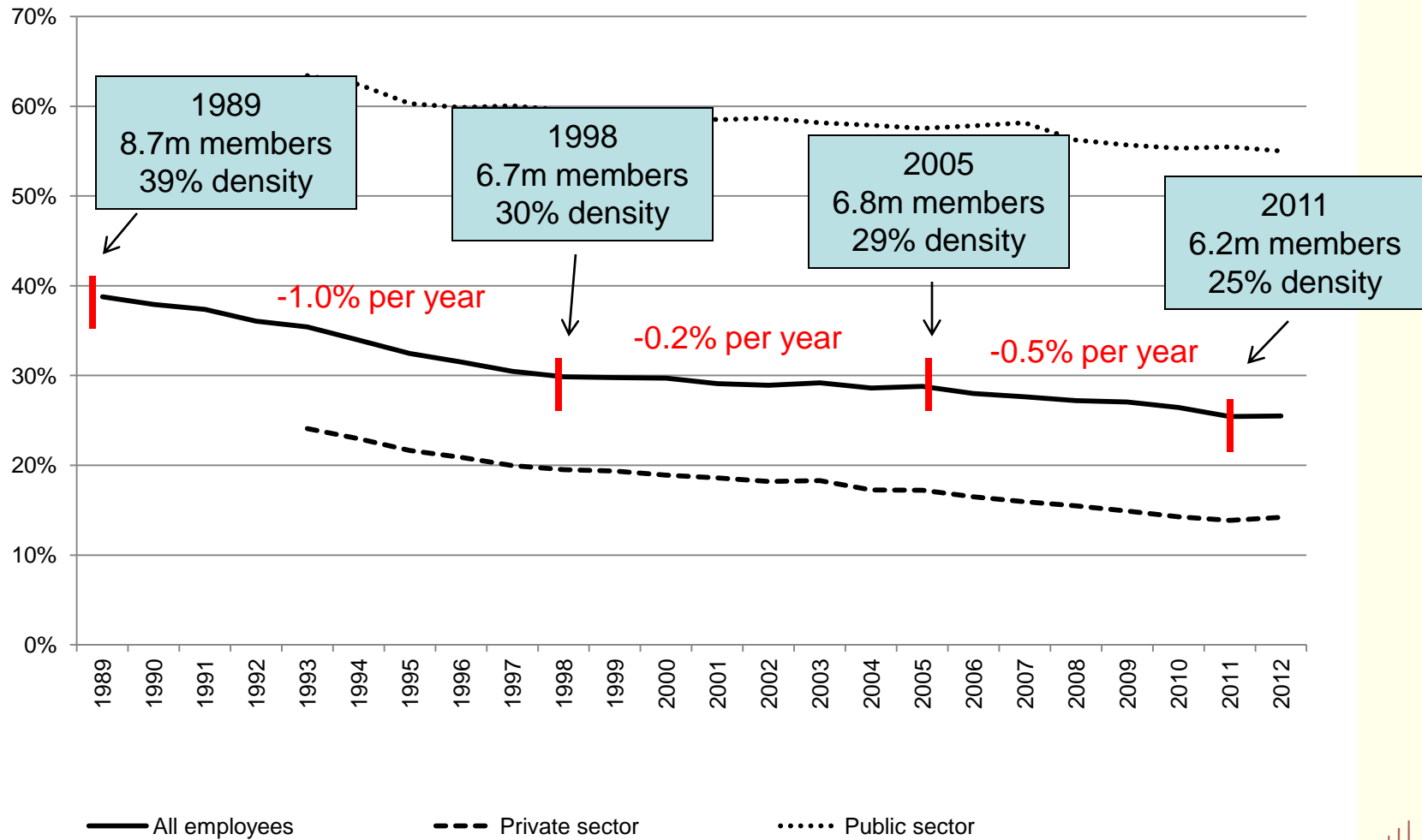
- Membership and bargaining coverage
- Other indicators of organizational capacity
- Union effectiveness



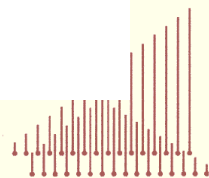
Membership and bargaining coverage



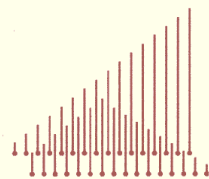
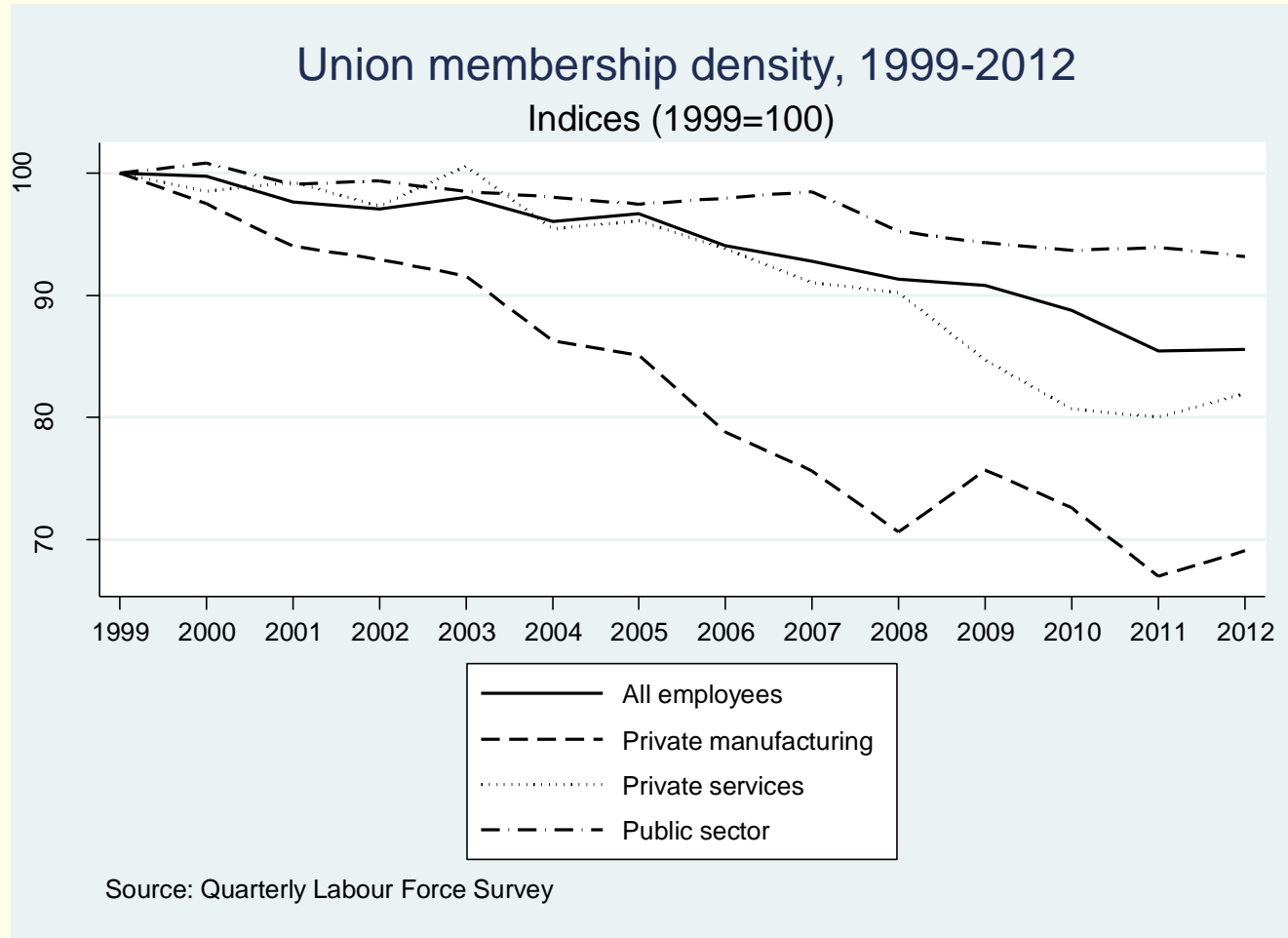
TU membership density, 1989-2012



Source: Labour Force Survey



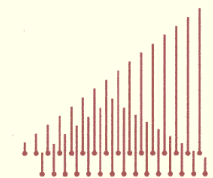
TU membership density, 1989-2012



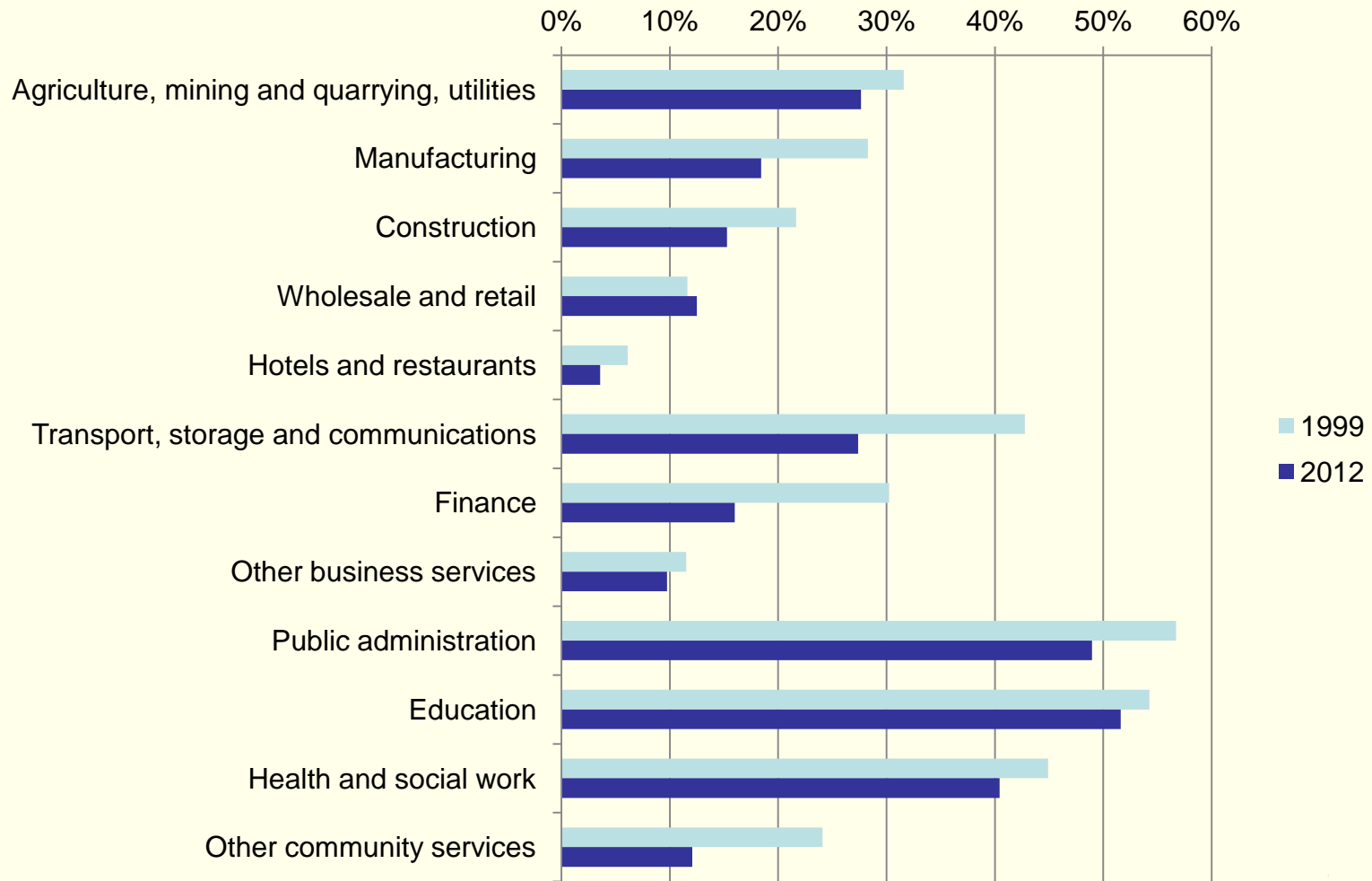
Membership change

	1999	2013	1999-2013	
	Members	Members	Membership change	% change
Unite	2,715,660	1,510,026	-1,205,634	-44%
UNISON	1,272,330	1,317,500	45,170	4%
GMB	712,010	610,116	-101,894	-14%
RCN	320,206	417,821	97,615	30%
USDAW	303,060	412,441	109,381	36%
CWU	287,732	204,419	-83,313	-29%
NUT	286,503	386,668	100,165	35%
NASUWT	250,783	338,688	87,905	35%
PCS	245,350	280,547	35,197	14%
ATL	168,027	211,506	43,479	26%
UCATT	111,804	87,760	-24,044	-22%
BMA	106,864	147,682	40,818	38%
Total for these unions	6,780,329	5,925,174		-13%

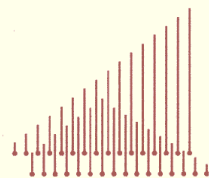
Source: Certification Officer



Membership change



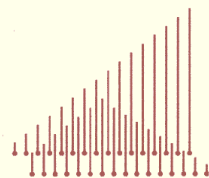
Source: Labour Force Survey



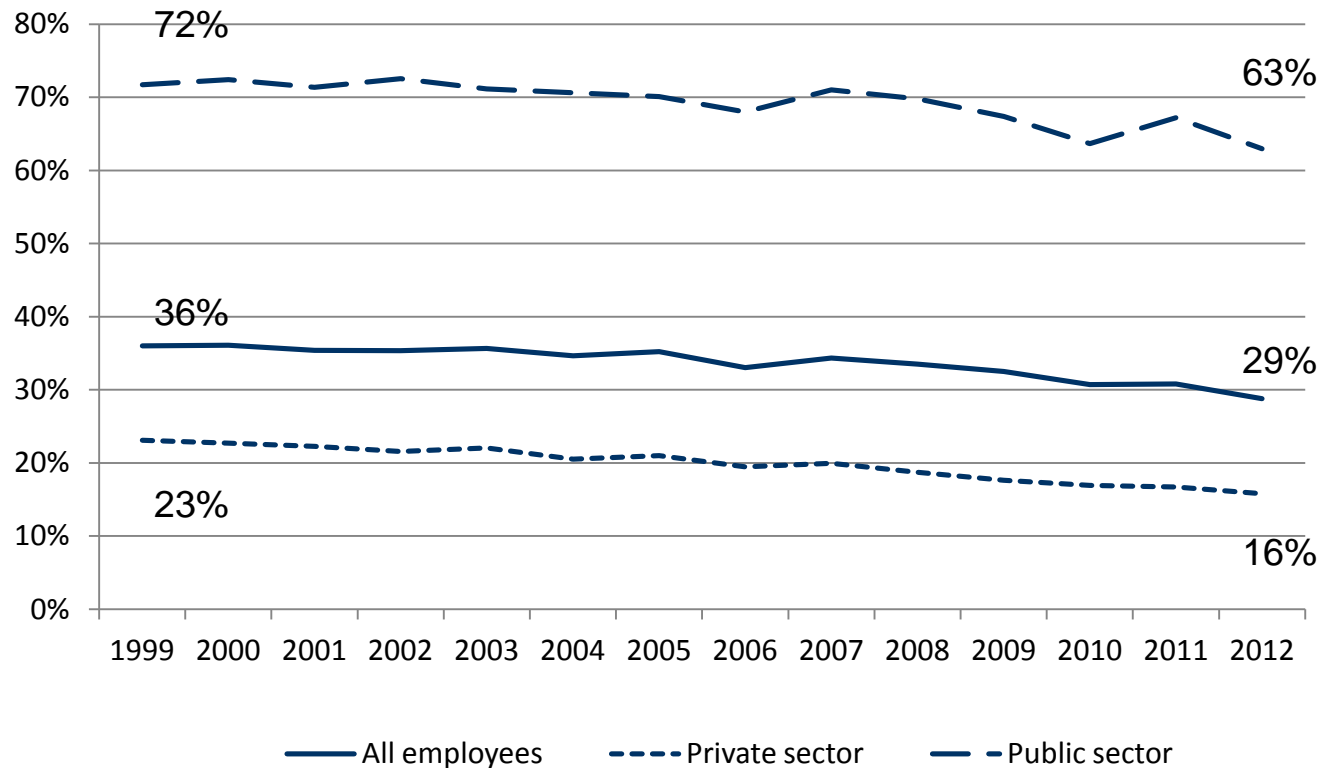
Managerial attitudes

	1998	2004	2011
% of workplaces where manager is in favour of union membership:			
Private manufacturing	15	8	5
Private services	13	11	9
Public sector	69	70	69

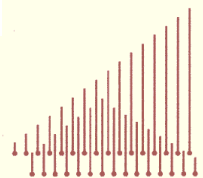
Source: Workplace Employment Relations Survey



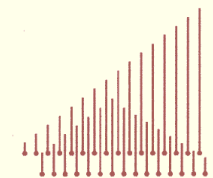
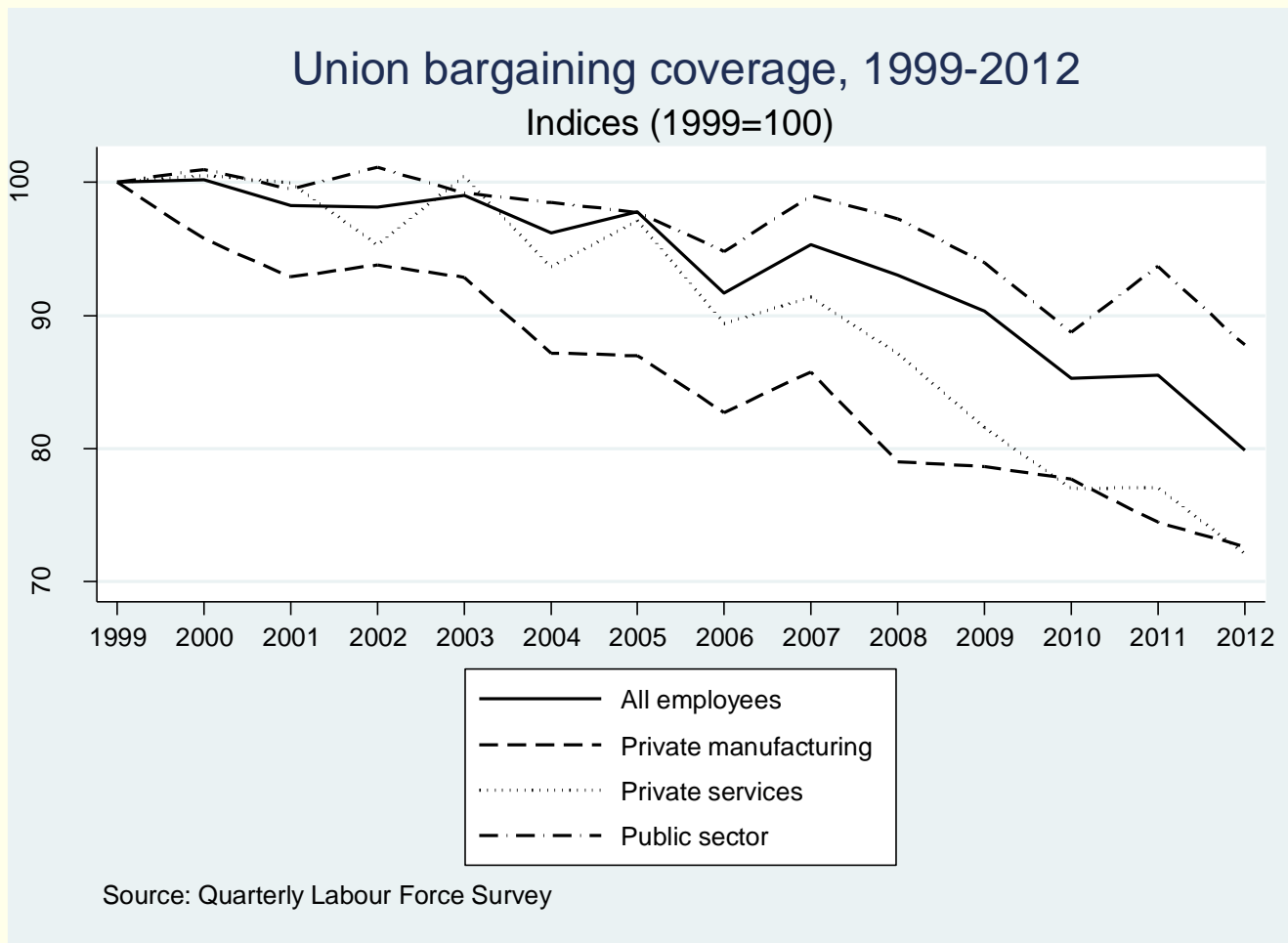
Bargaining coverage



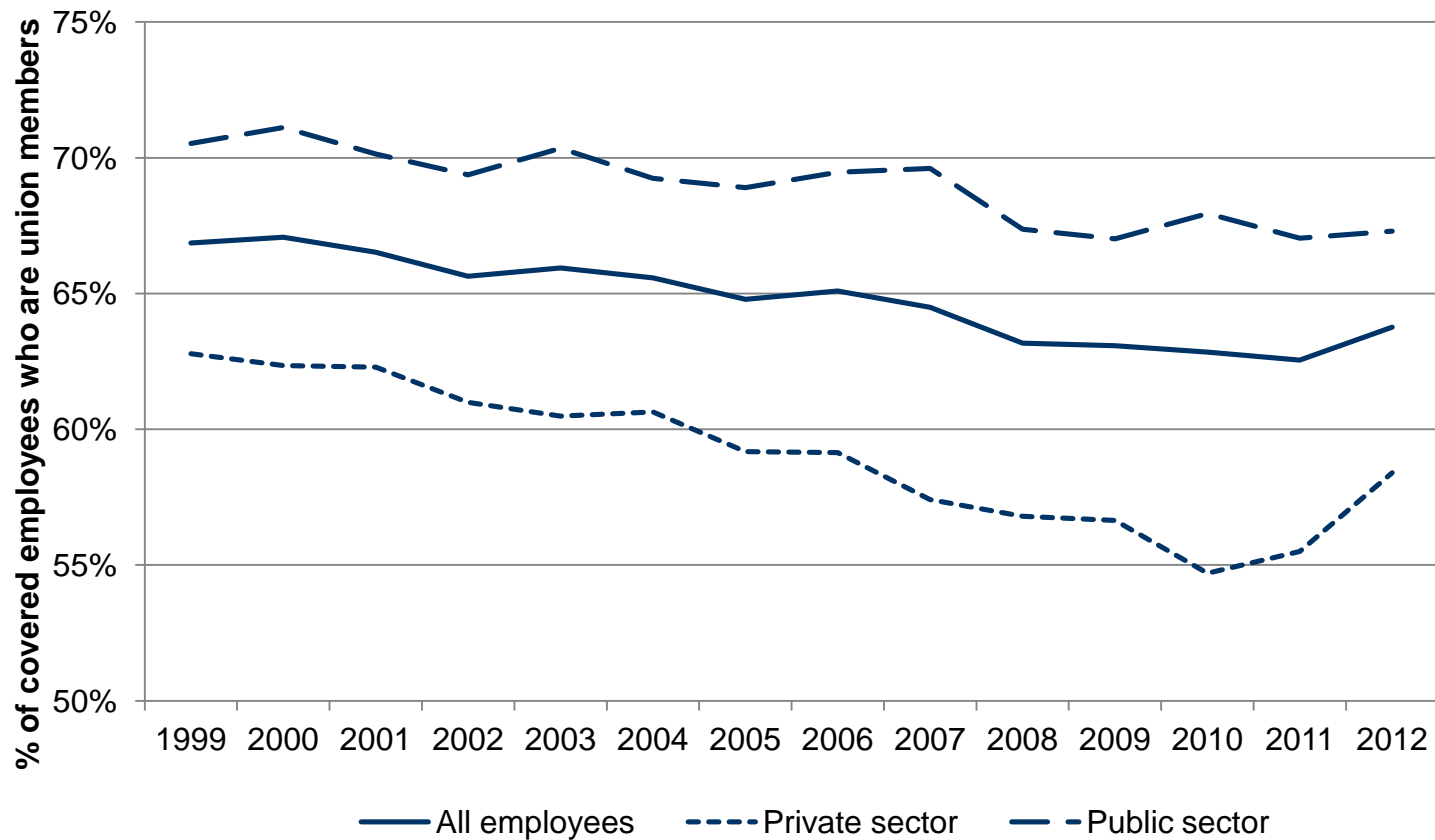
Source: Labour Force Survey



Bargaining coverage

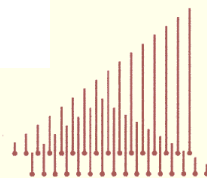


Membership where bargaining



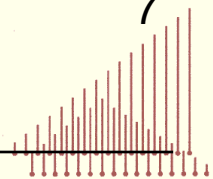
Base: employees covered by collective bargaining

Source: Labour Force Survey



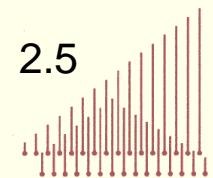
Collective Bargaining Coverage,

	<i>Public Sector</i>		<i>Private sector</i>		<i>All workplaces</i>	
	<i>2004</i>	<i>2011</i>	<i>2004</i>	<i>2011</i>	<i>2004</i>	<i>2011</i>
Any employees covered by collective bargaining	70	<u>57</u>	7	7	15	13
All employees covered by collective bargaining	49	<u>37</u>	4	4	10	8
At least one union recognised	90	92	13	12	22	22
Last pay settlement for core employees negotiated with a trade union	40	<u>24</u>	5	4	9	7



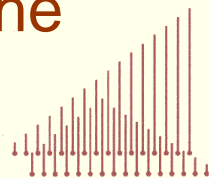
Whether recognised union normally negotiates....

	<i>Public Sector</i>		<i>Private sector</i>		<i>All workplaces</i>	
	<i>2004</i>	<i>2011</i>	<i>2004</i>	<i>2011</i>	<i>2004</i>	<i>2011</i>
Pay	56	52	61	56	58	54
Hours	55	45	50	37	52	<u>42</u>
Holidays	51	44	52	41	51	43
Pensions	34	38	38	24	36	33
Training	10	<u>17</u>	13	6	11	13
Grievances	29	30	31	<u>19</u>	30	25
Health and safety	16	22	18	10	17	17
Mean N items	2.5	2.4	2.7	<u>2.0</u>	2.6	2.5
negotiated						

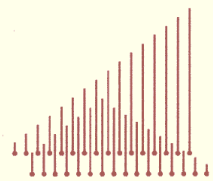


Membership and bargaining: summary

- Membership density stabilized 1998-2003, but now declining once more
- Decline in bargaining coverage
- Increase in free-riding over past decade
- Reduction in scope of bargaining in private sector
- Trends less pronounced in the public sector than in the private sector – but still evident nonetheless



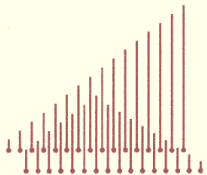
Organizational capacity



Organizational resources

<i>Any lay rep at the workplace:</i>	1998	2004	2011
All workplaces with <u>recognised unions</u> and 10+ employees:	57	46	49
Private manufacturing	59	58	73
Private services	42	51	50
Public sector	67	46	46

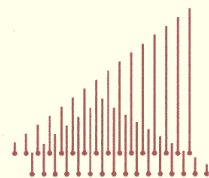
Source: Workplace Employment Relations Survey



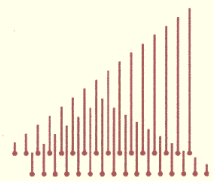
Organizational resources

<i>Average number of hours spent by senior rep on union duties:</i>	2004	2011
All workplaces with <u>recognised unions</u> and 10+ employees:	11	13
Private manufacturing	6	11
Private services	8	9
Public sector	14	15

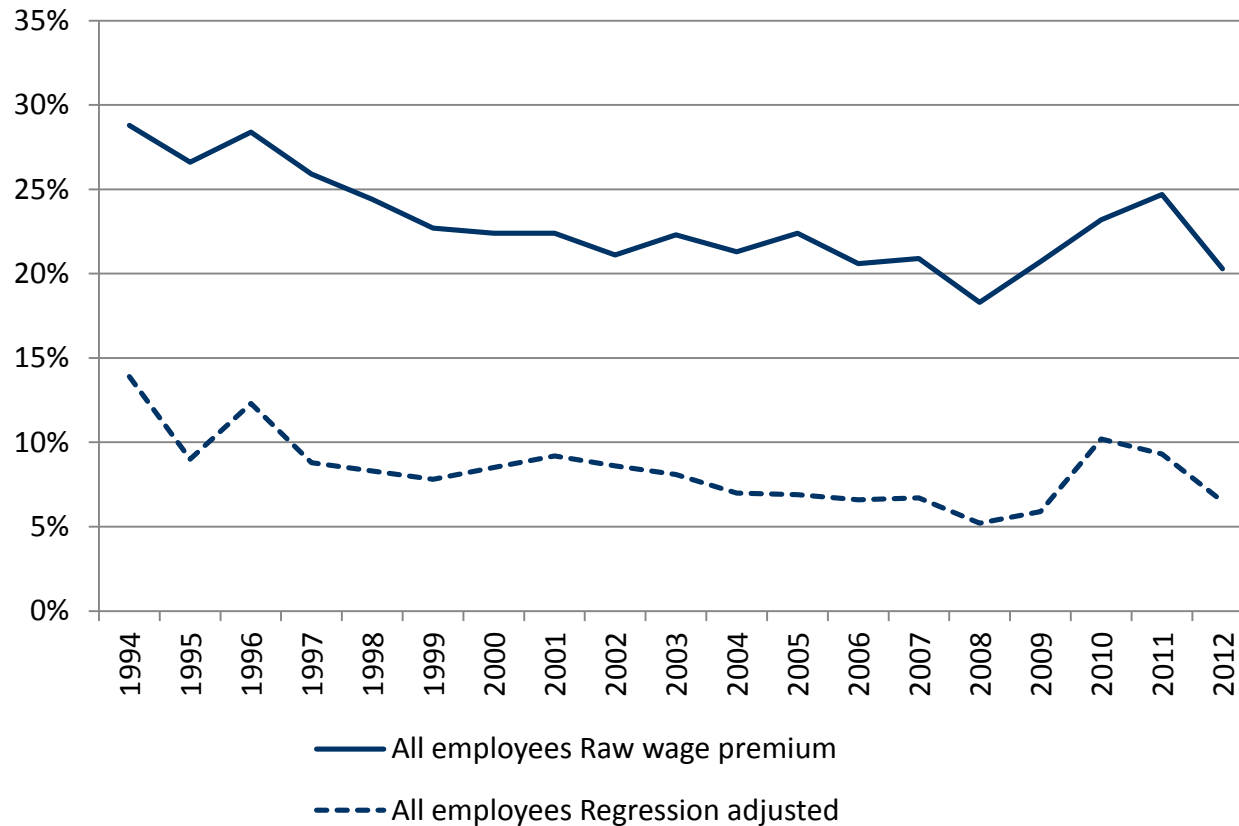
Source: Workplace Employment Relations Survey



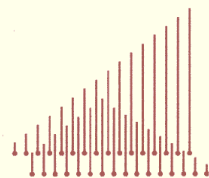
Union effectiveness



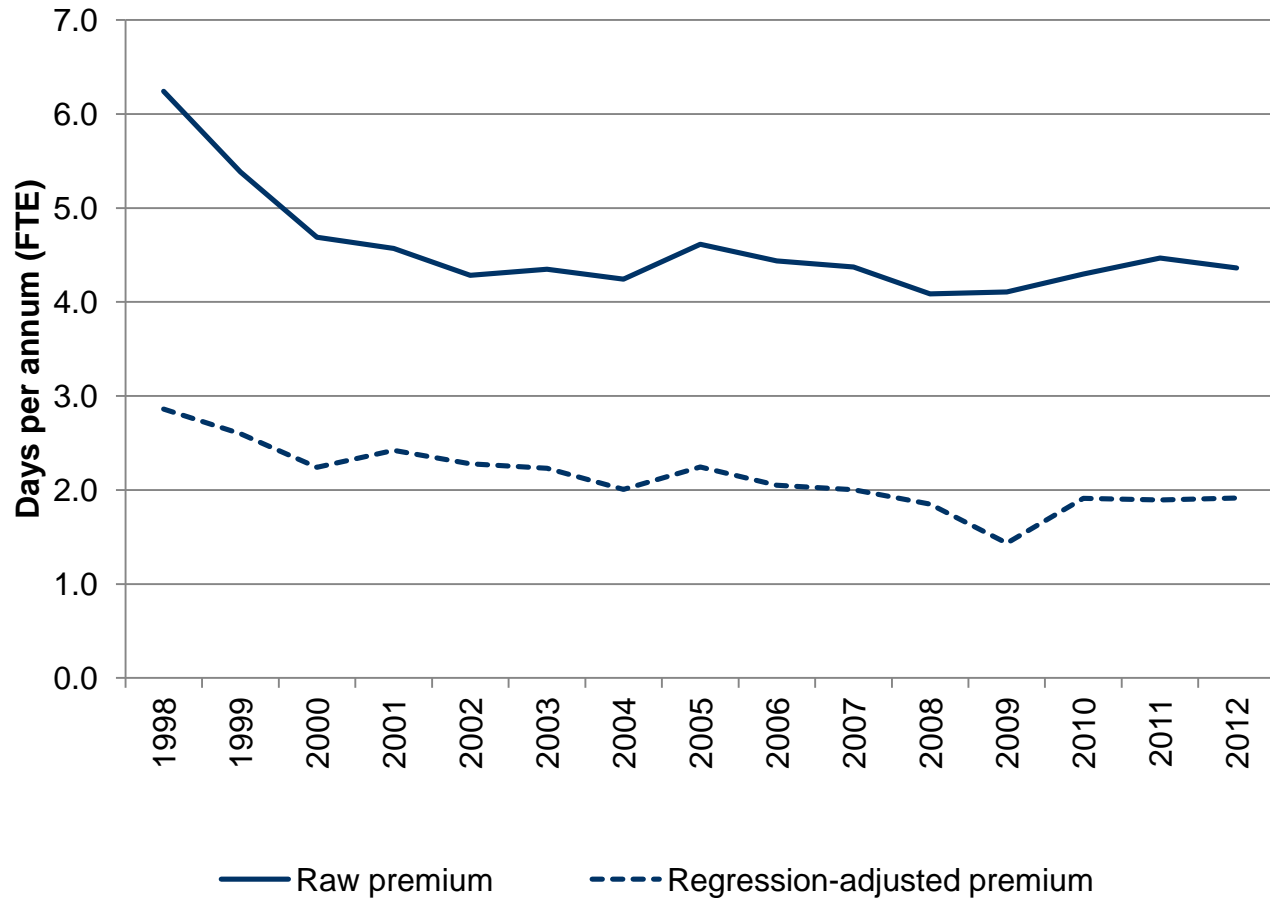
Union wage premium



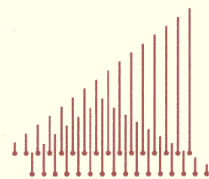
Source: Labour Force Survey



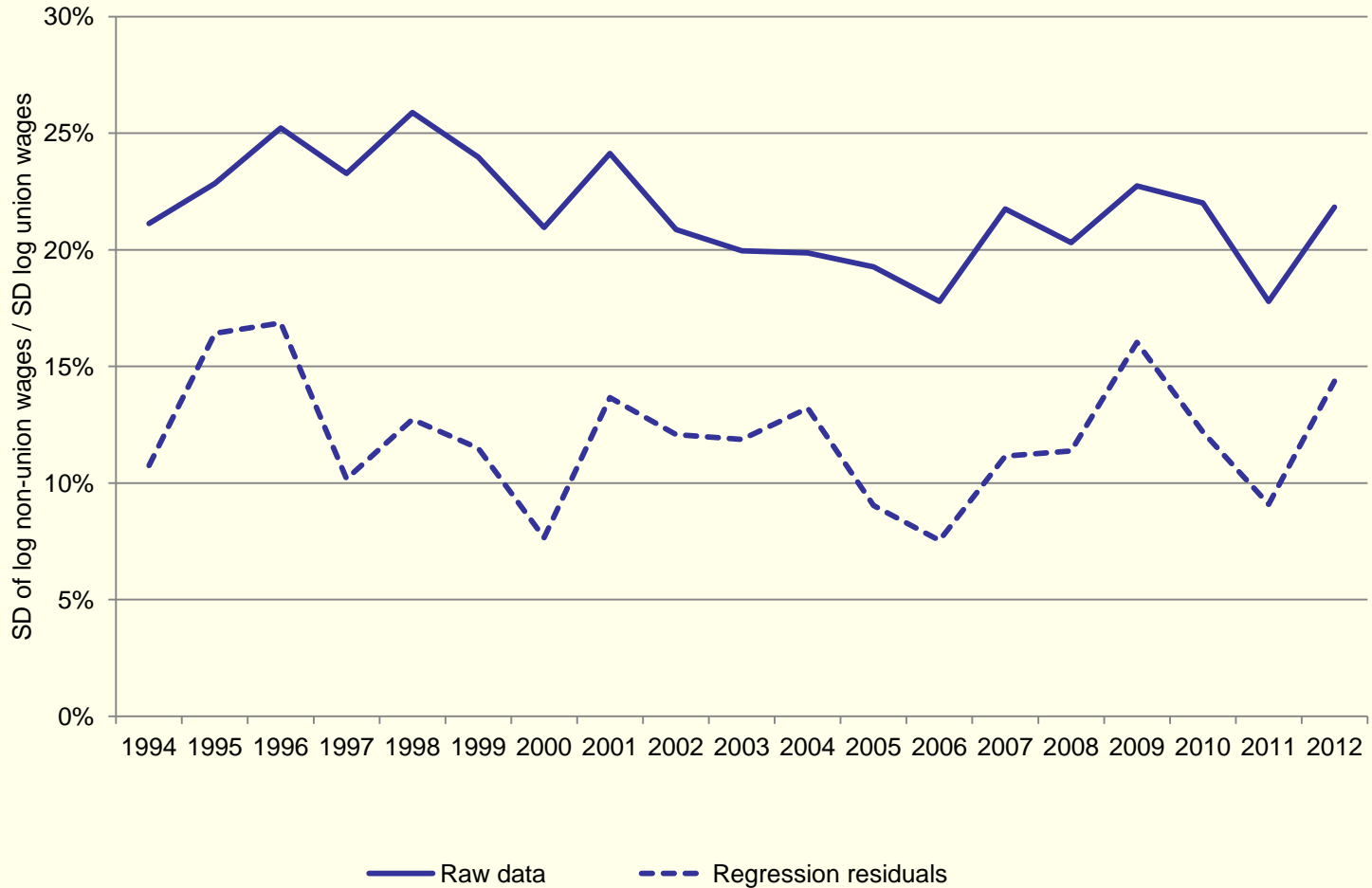
Union holiday premium



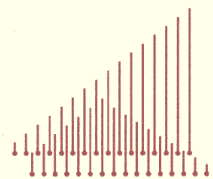
Source: Labour Force Survey



Unions and wage dispersion

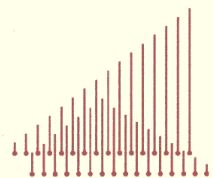


Source: Labour Force Survey



Pay Freezes

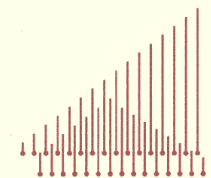
- Public sector: 58% in 2011, 5% 2004
- Private sector: 26% 2011, 12% 2004
- Public admin 78%; Education 58%; Health 56%
- Pay freezes more common where adversely affected by recession



Employees' evaluations

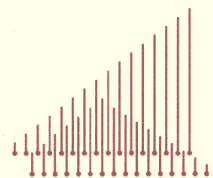
	1998	2004	2011
% of public sector employees agreeing that unions at this workplace...			
Take notice of members problems or complaints	68	66	70
Are taken seriously by management	53	57	55
Make a difference to what it is like to work here	39	42	41

Source: Workplace Employment Relations Survey



Characteristics of 'effective unions'

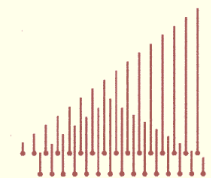
- Index of employee perceptions of union effectiveness
 - Take notice of members' problems/complaints
 - Taken seriously by management
 - Make a difference to what it is like to work here
- Private sector
 - On-site lay rep is key
 - High membership density
 - High bargaining coverage
- Public sector
 - No strong associations (bargaining is beyond the workplace)
 - But on-site lay reps enhance ratings of union's responsiveness to member problems



Workplace managers' evaluations

<i>% of workplace managers 'strongly agreeing' or 'agreeing'</i>	1998	2004	2011
Unions help to find ways to improve workplace performance:			
Private manufacturing	13	19	19
Private services	20	15	18
Public sector	46	53	53
We would rather consult directly with employees than with unions:			
Private manufacturing	86	87	91
Private services	82	82	85
Public sector	52	55	53

Source: Workplace Employment Relations Survey



Union effectiveness: summary

- Union effects on wage levels, holiday entitlements and wage dispersion still apparent overall, but have declined
- Employee evaluations of union effectiveness in the public sector stable, but not as strongly influenced by local rep as in private sector
- Local managers' evaluations also stable, despite Ministerial rhetoric

