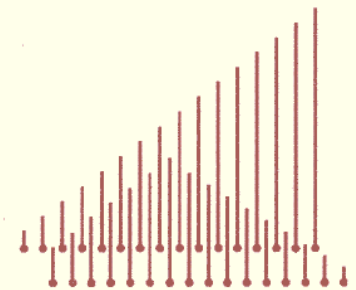


Trade Union Membership and Influence 1999-2012

with a focus on the public sector

TUC, 7th November 2013

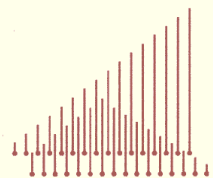
Alex Bryson and John Forth
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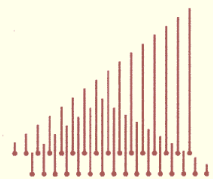
National Institute
of Economic and
Social Research

Overview

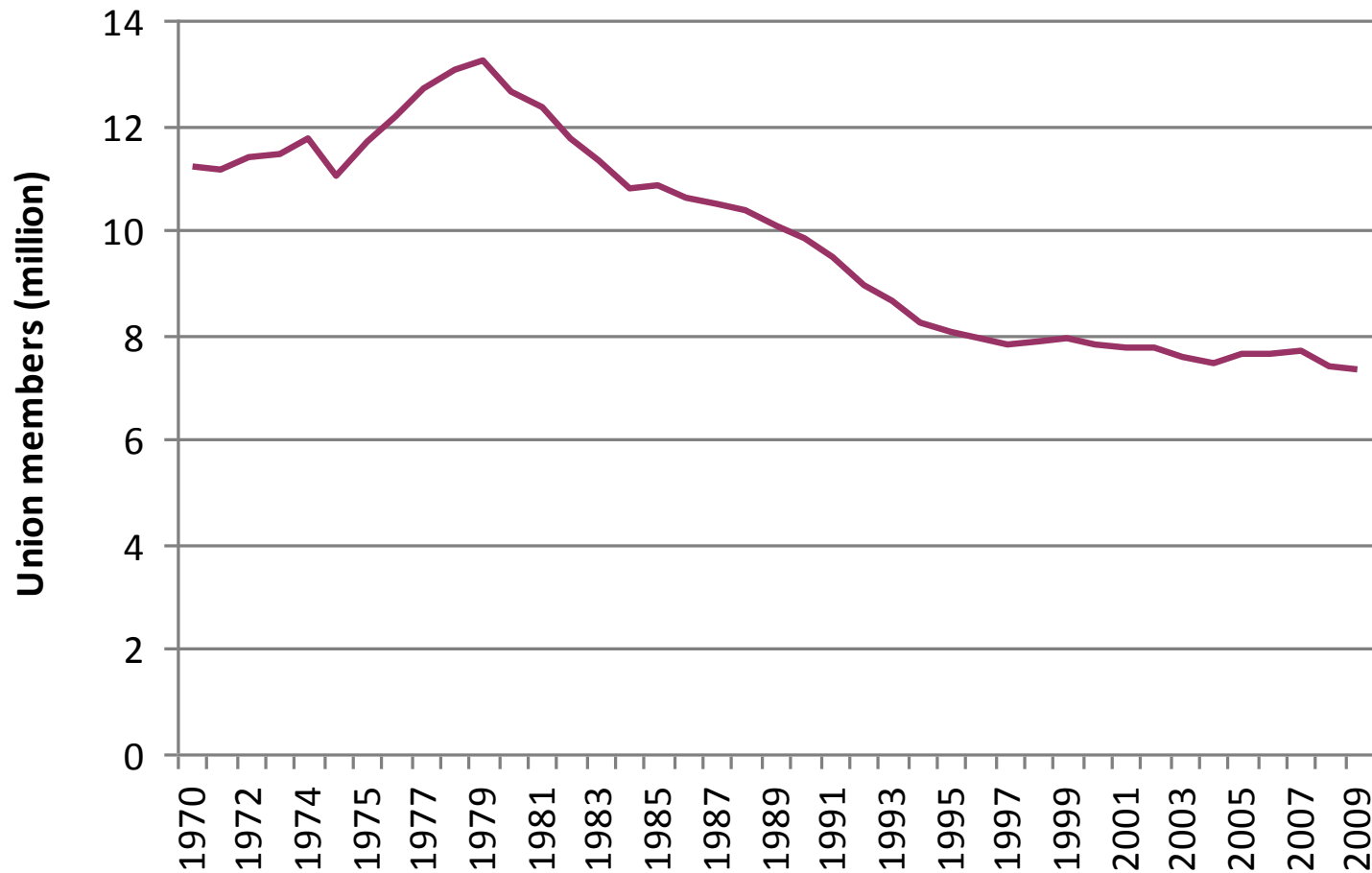
- Membership and bargaining coverage
- Other indicators of organizational capacity
- Union effectiveness



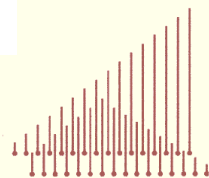
Membership and bargaining coverage



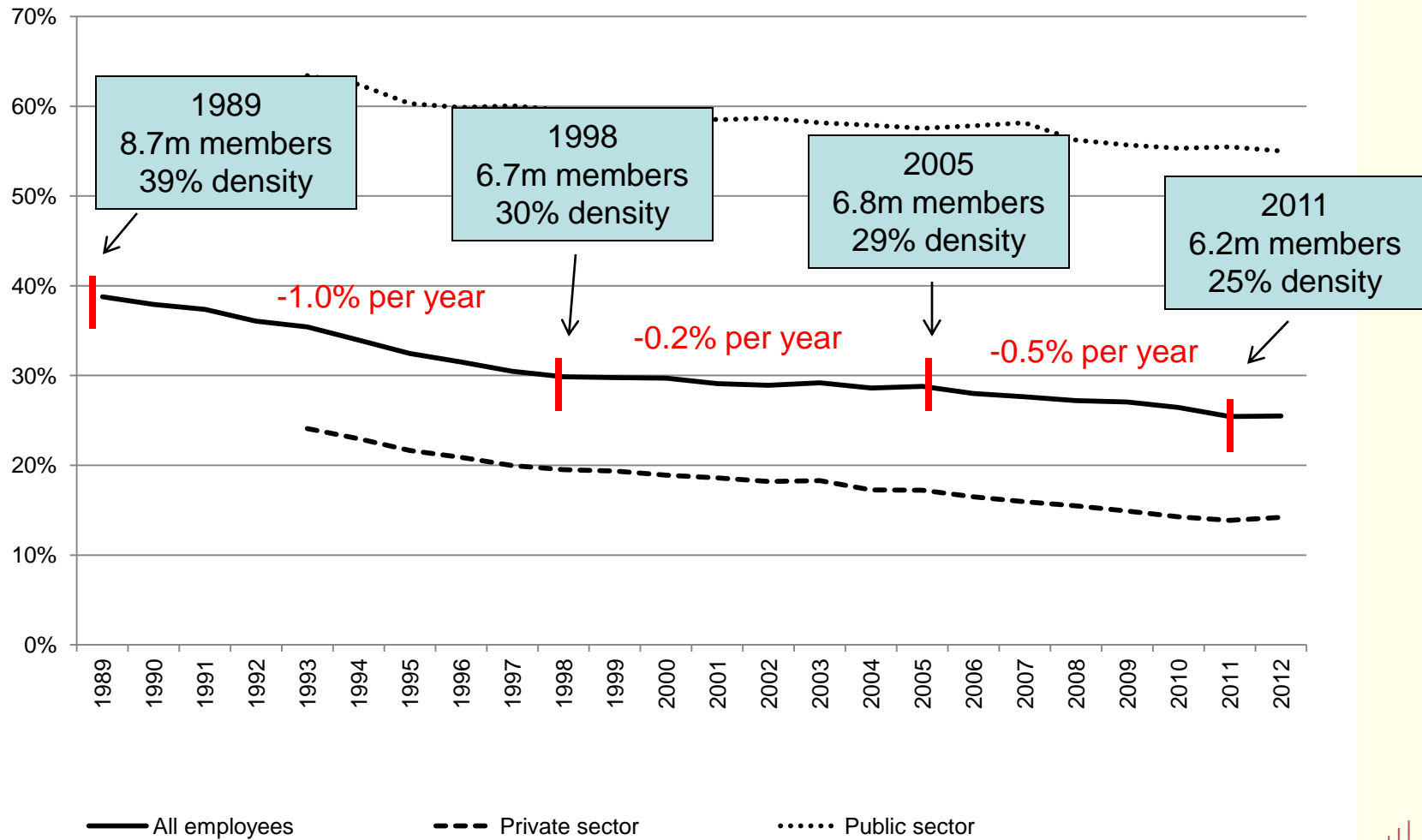
Union membership, 1970-2010



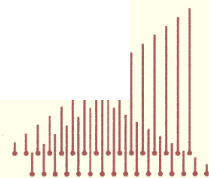
Source: Certification Officer



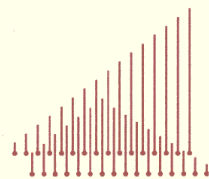
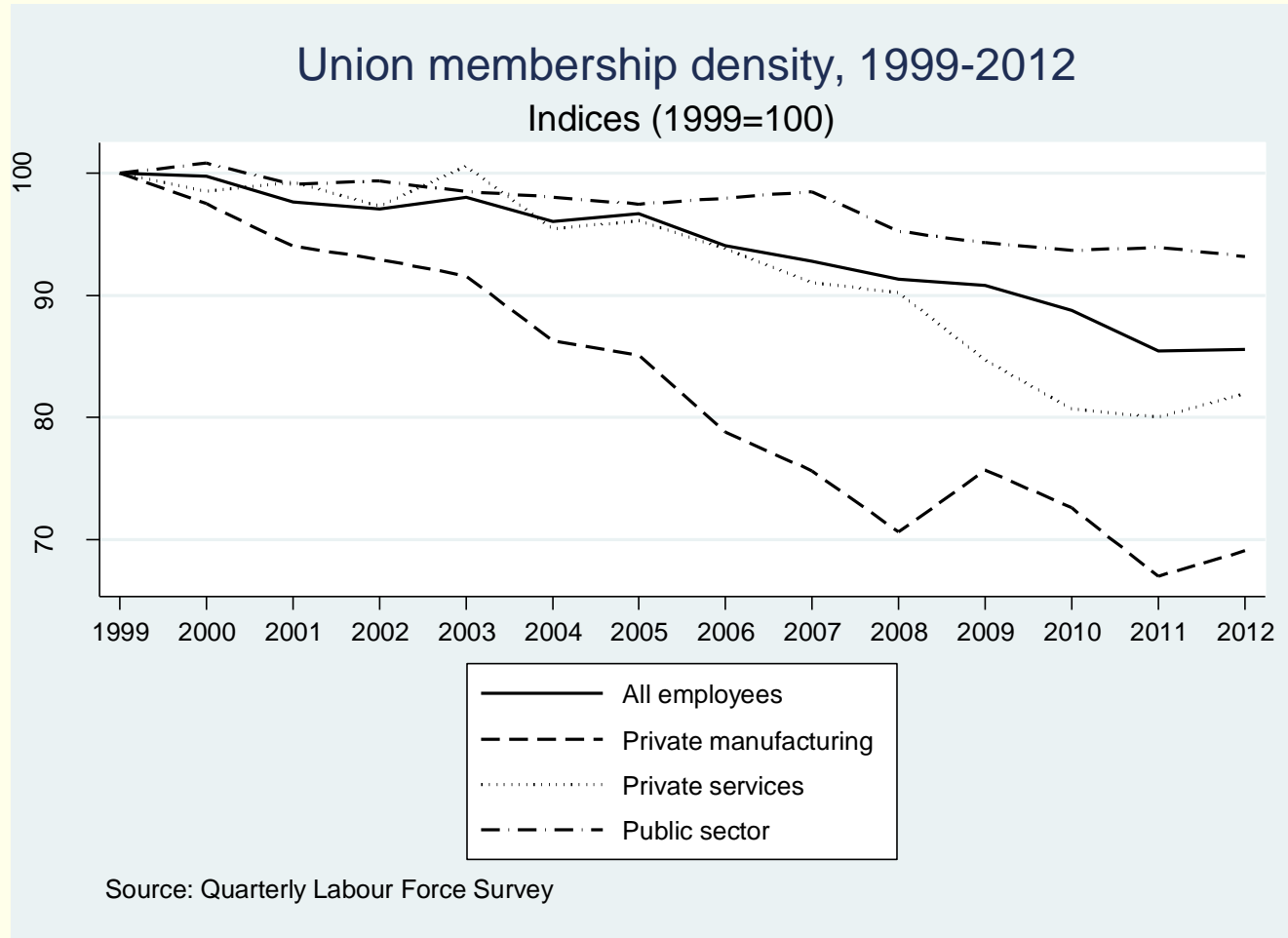
TU membership density, 1989-2012



Source: Labour Force Survey



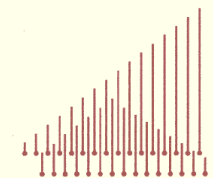
TU membership density, 1989-2012



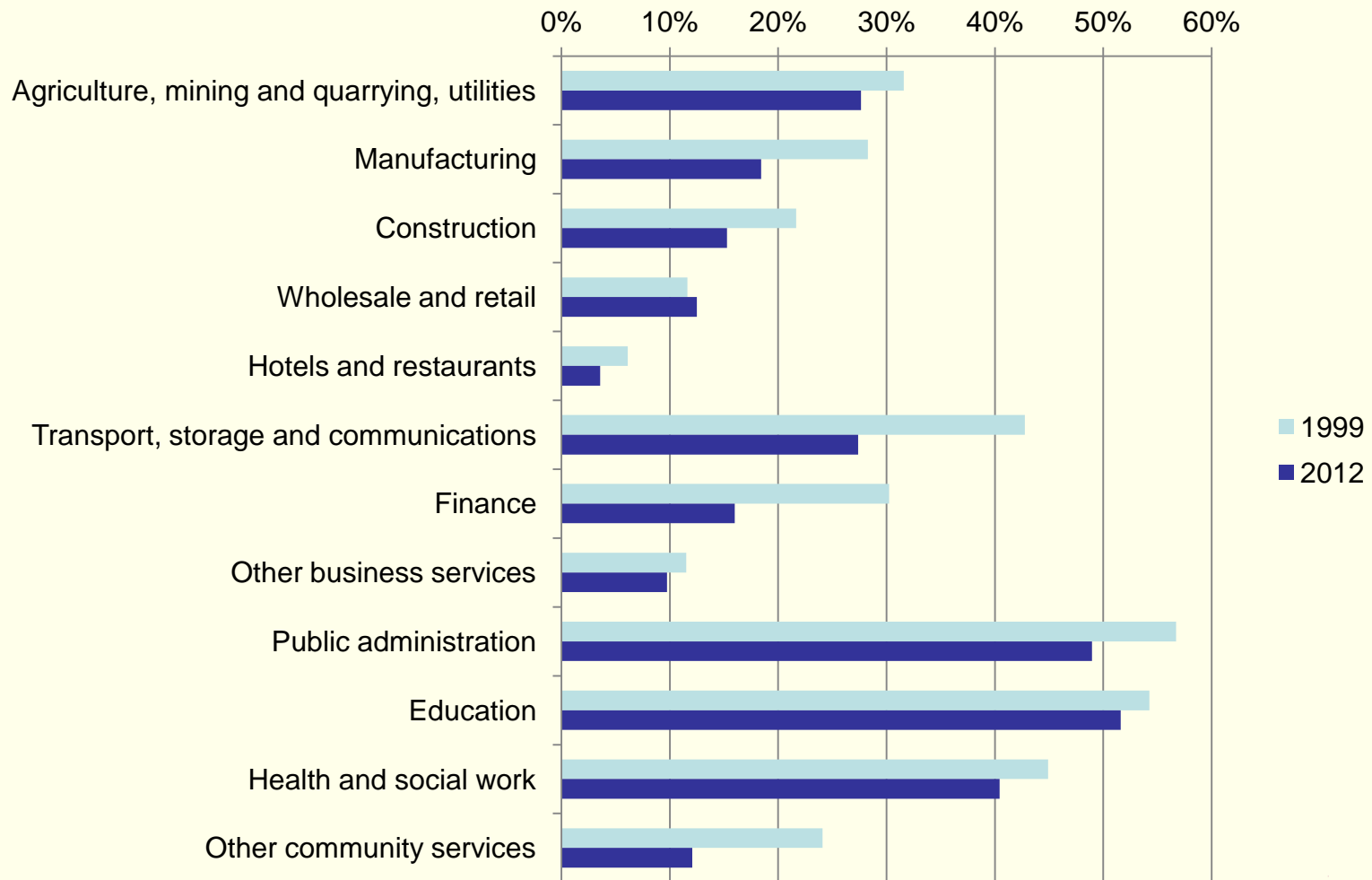
Membership change

	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%

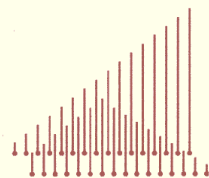
Source: Certification Officer



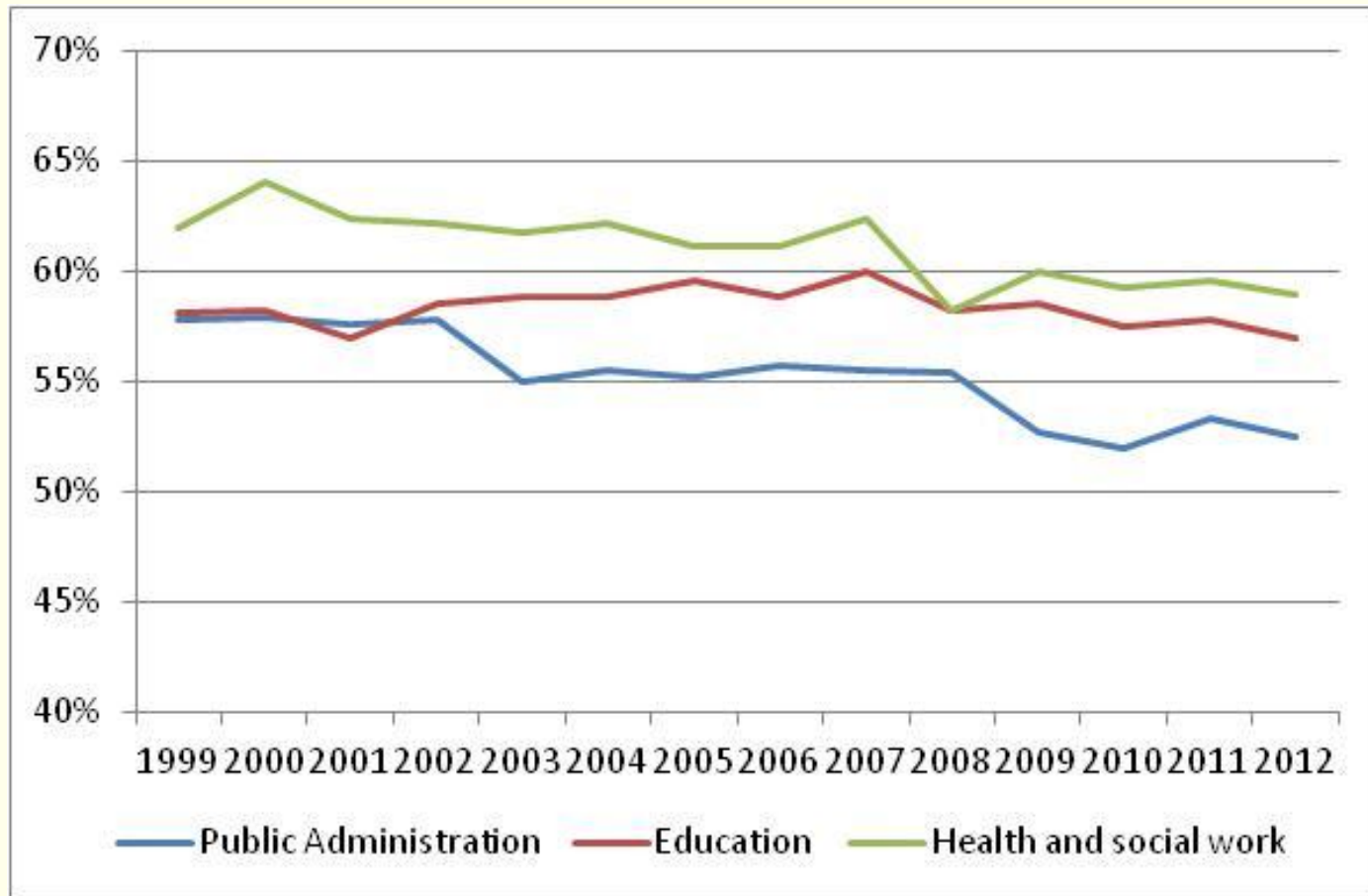
Membership change



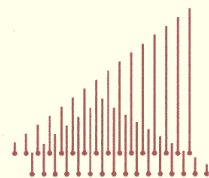
Source: Labour Force Survey



Membership change



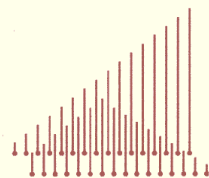
Source: Labour Force Survey



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

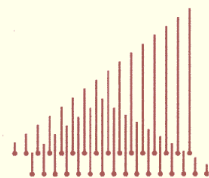
Source: Workplace Employment Relations Survey



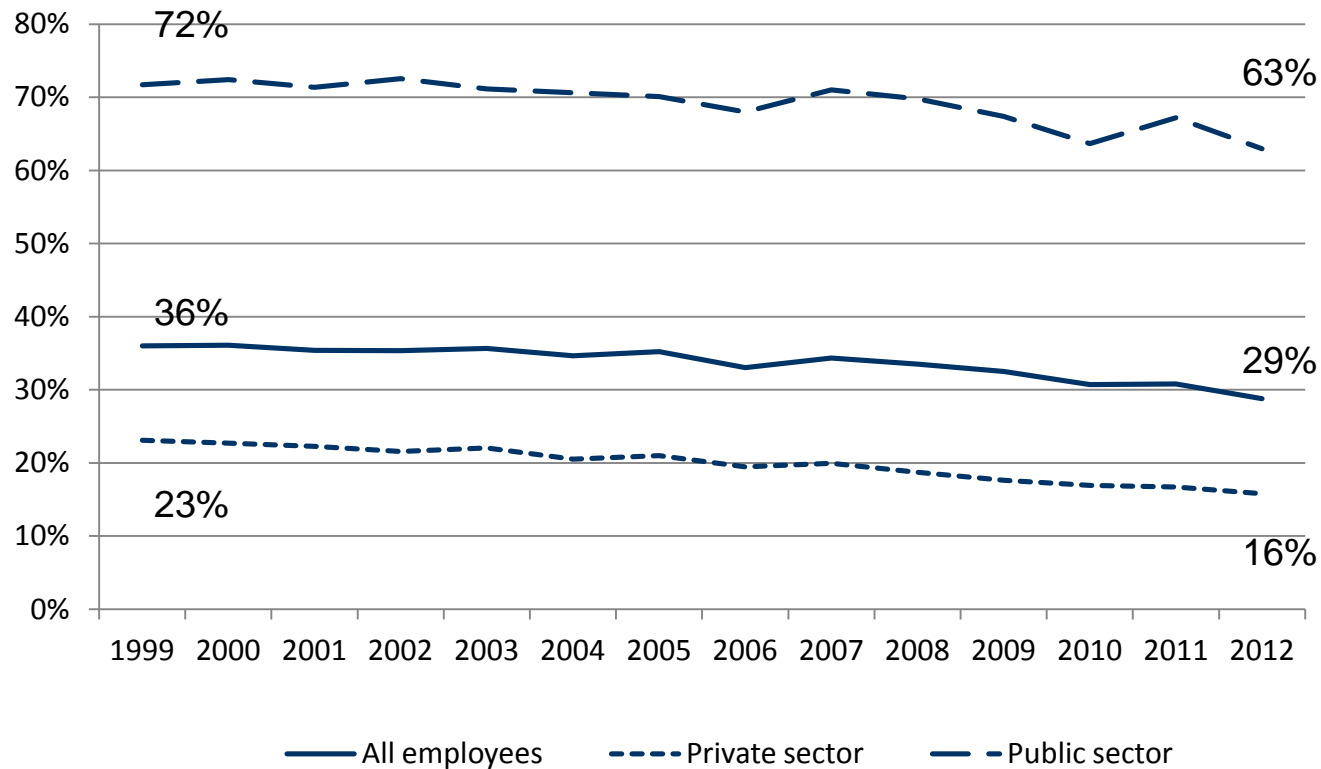
Link with membership density

	Private sector		Public sector	
	2004	2011	2004	2011
All workplaces with 5+ employees:				
Management in favour	48	41	59	58
Management neutral	9	9	51	42
Management not in favour	2	2	n/a	n/a

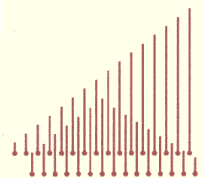
Source: Workplace Employment Relations Survey



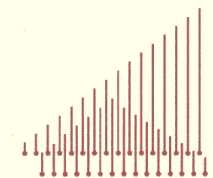
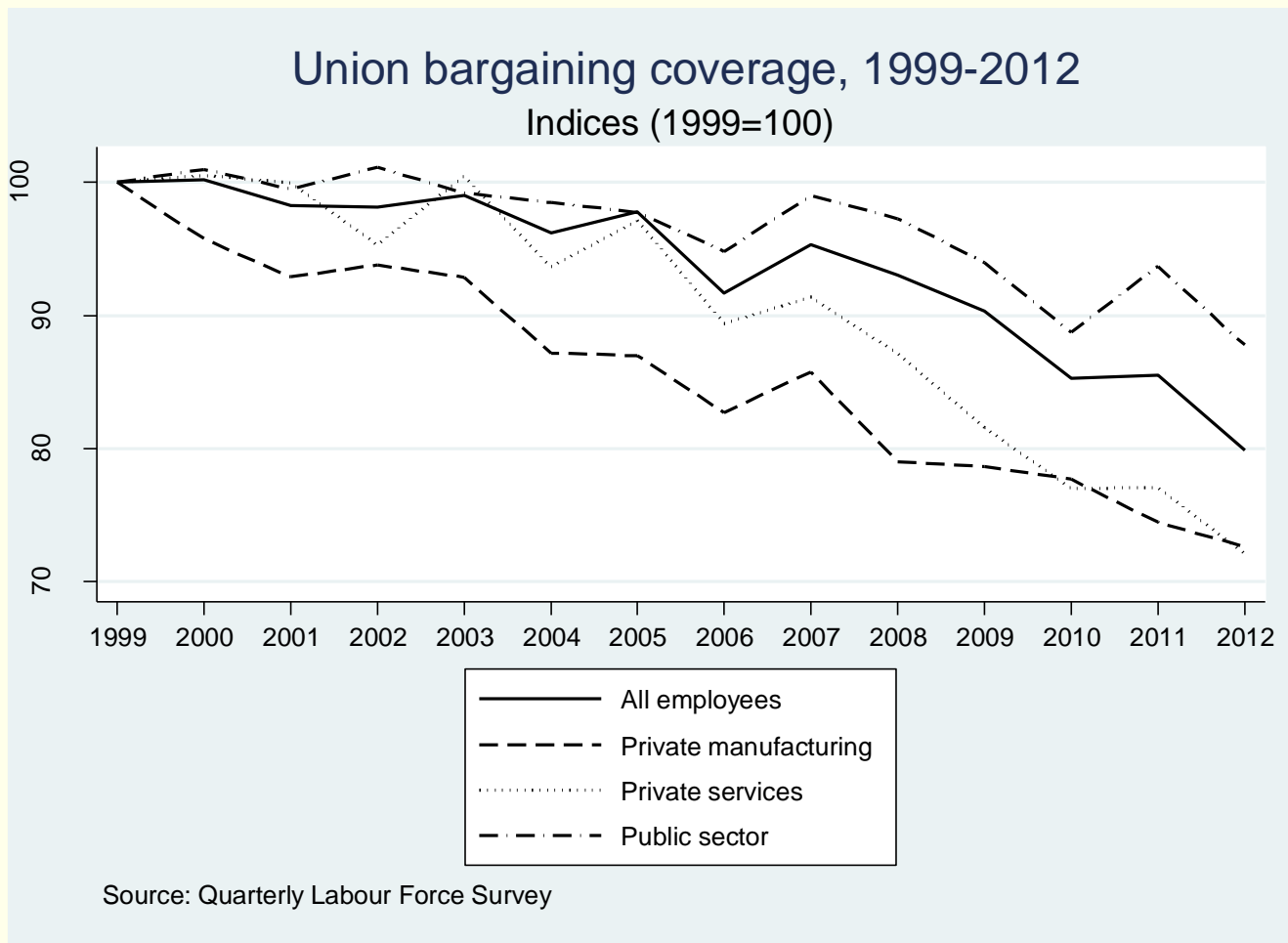
Bargaining coverage



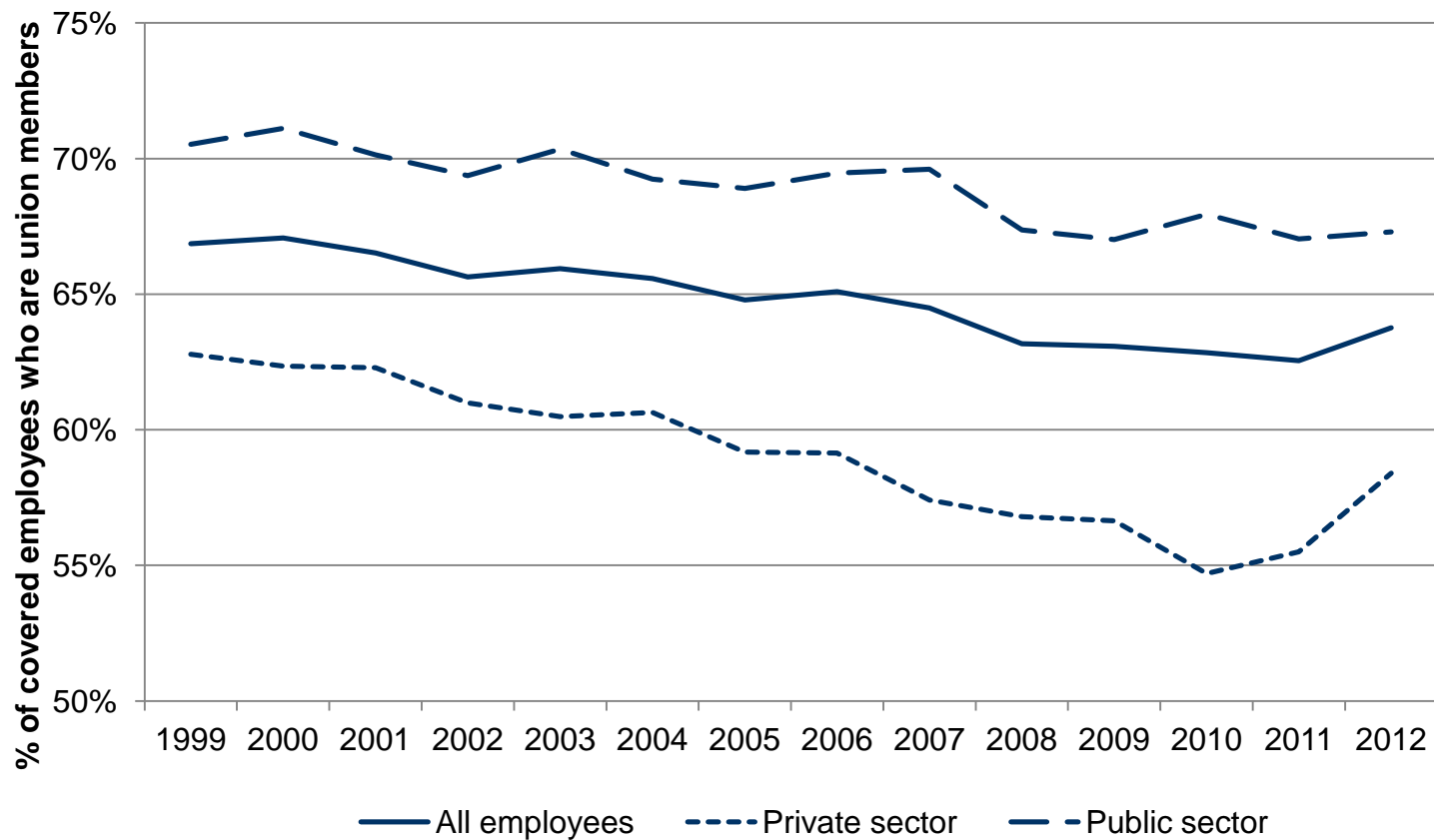
Source: Labour Force Survey



Bargaining coverage

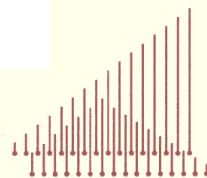


Membership where bargaining

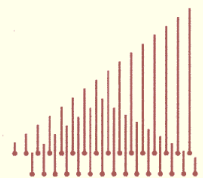
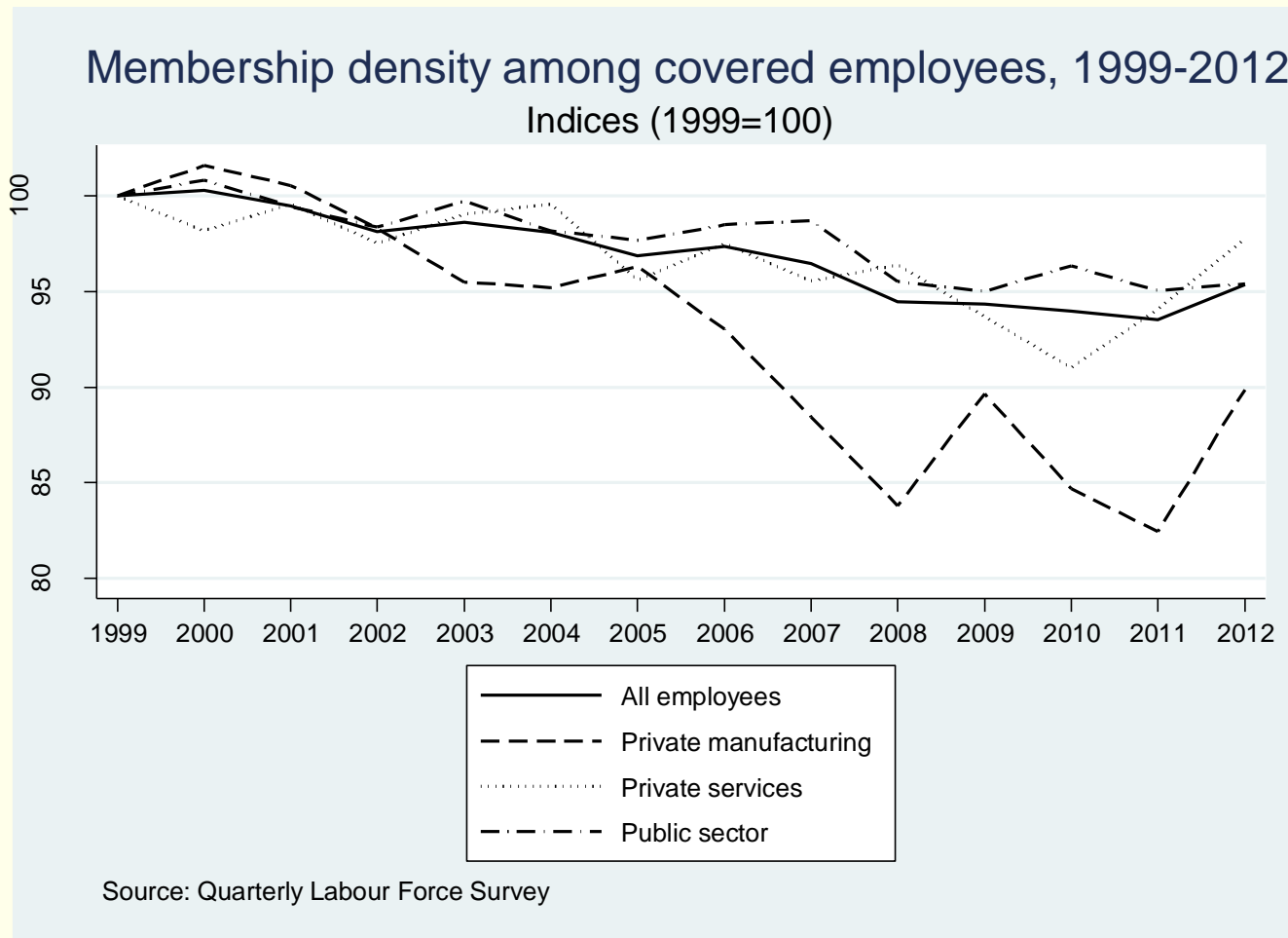


Base: employees covered by collective bargaining

Source: Labour Force Survey

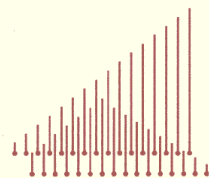


Membership where bargaining

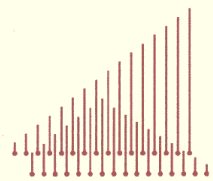


Membership and bargaining: summary

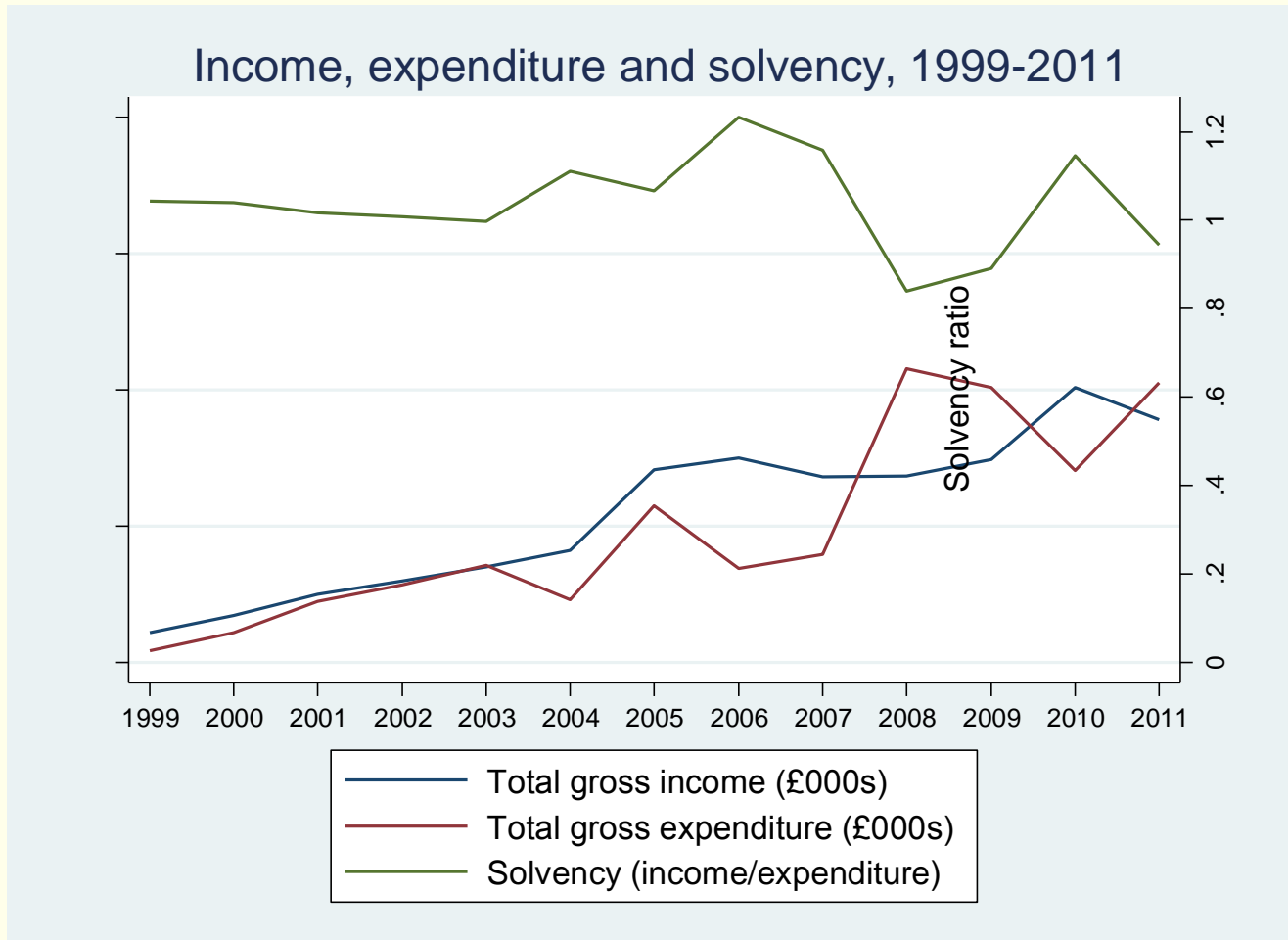
- Membership density stabilized 1998-2003, but now declining once more
- Decline in bargaining coverage
- Increase in free-riding over past decade
- All trends less pronounced in the public sector than in the private sector – but still evident nonetheless



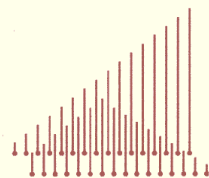
Organizational capacity



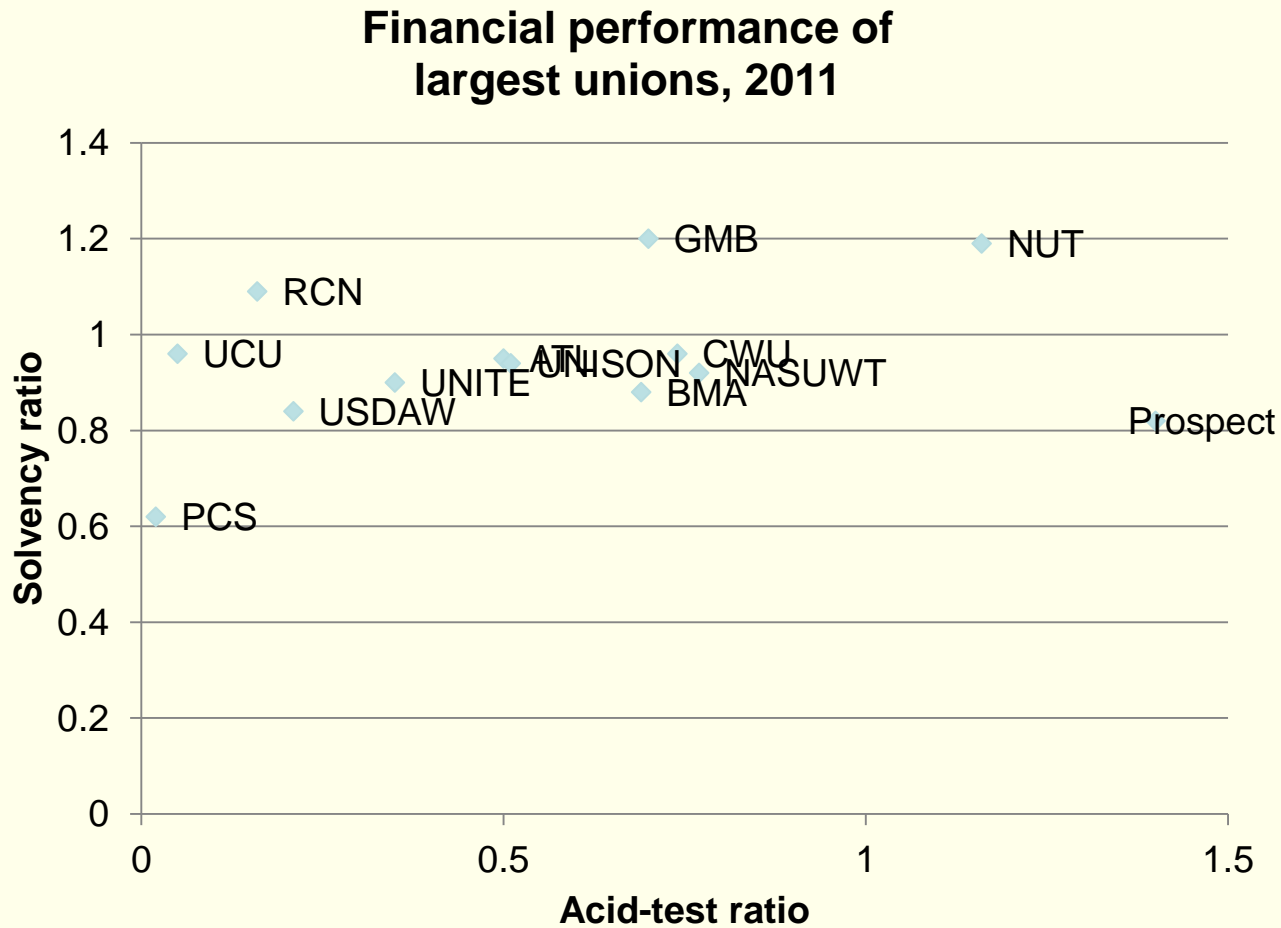
Financial resources



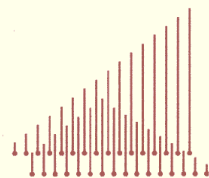
Source: Certification Officer



Financial resources



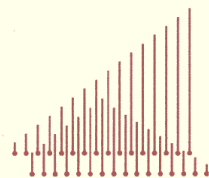
Source: Certification Officer



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

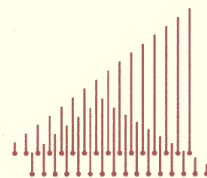
Source: Workplace Employment Relations Survey



Organizational resources

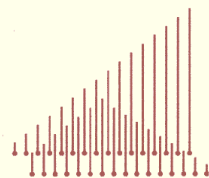
<i>Average number of hours spent by senior rep on union duties:</i>	2004	2011
All workplaces with <u>recognised unions</u> and 10+ employees:	11	13
Private manufacturing	6	11
Private services	8	9
Public sector	14	15

Source: Workplace Employment Relations Survey

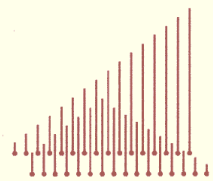


Organizational capacity: summary

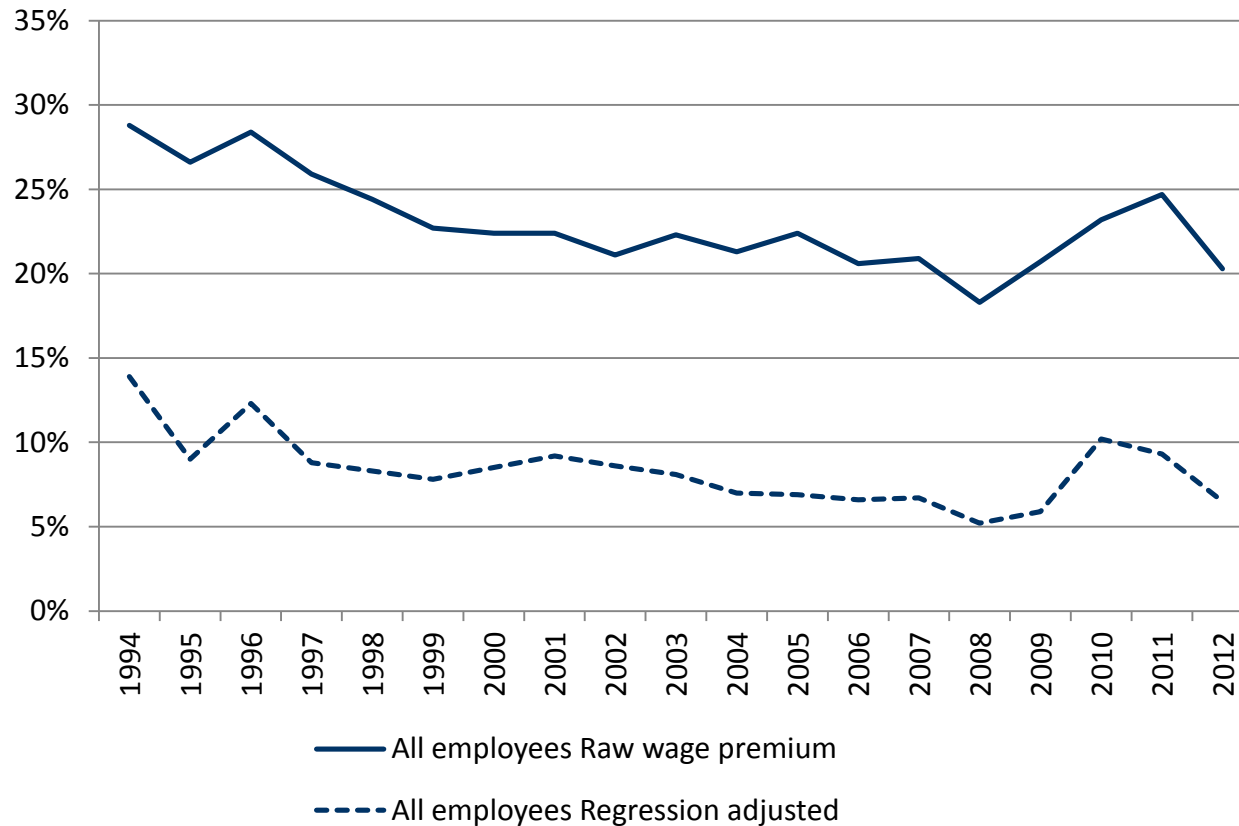
- Financial resources increasingly strained, although lot of variation between individual unions
- Rep network stable in public sector in most recent period
- Facility time not out of line with private sector reps on a 'per capita' basis



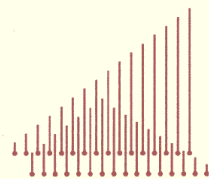
Union effectiveness



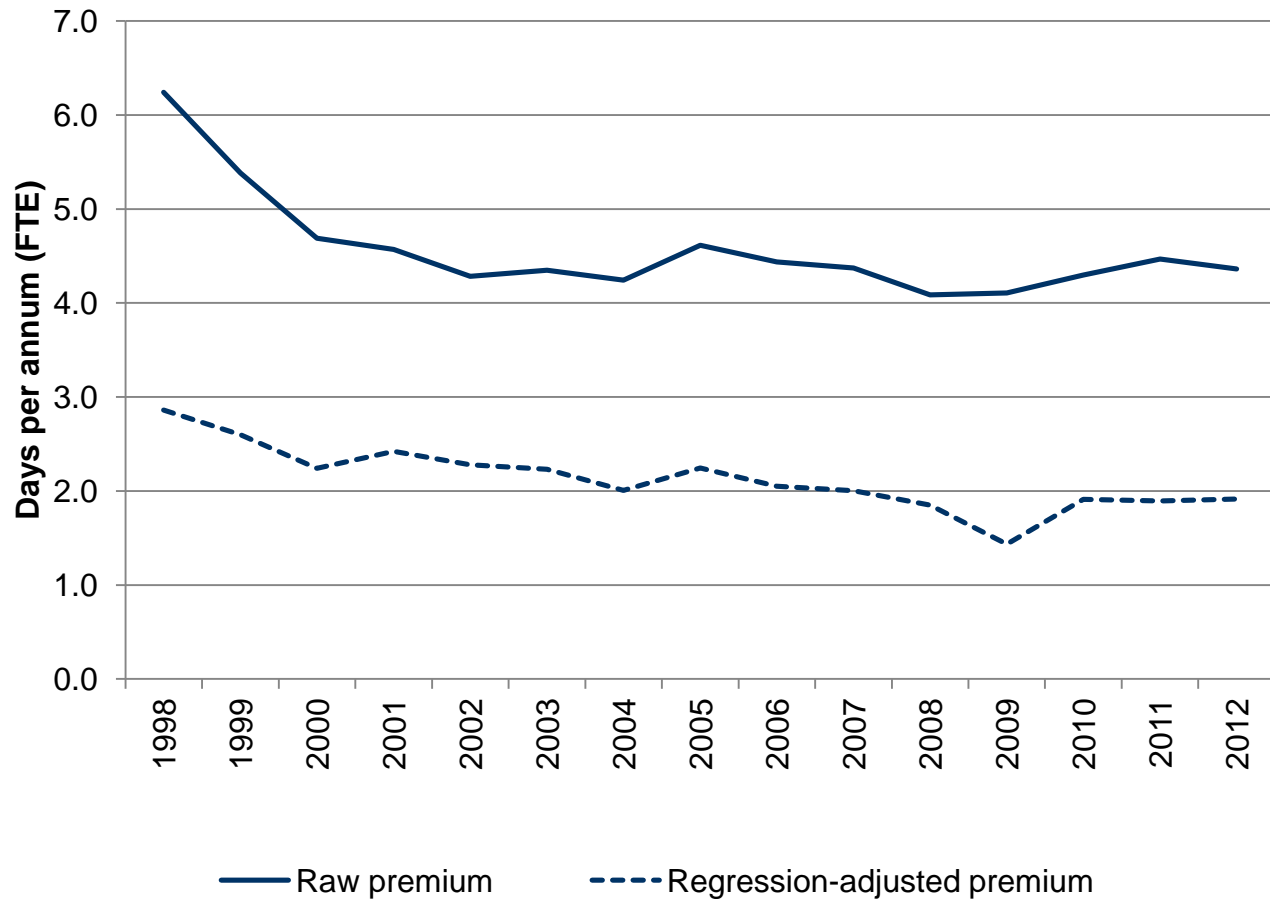
Union wage premium



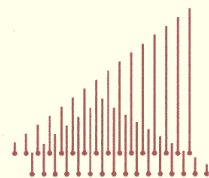
Source: Labour Force Survey



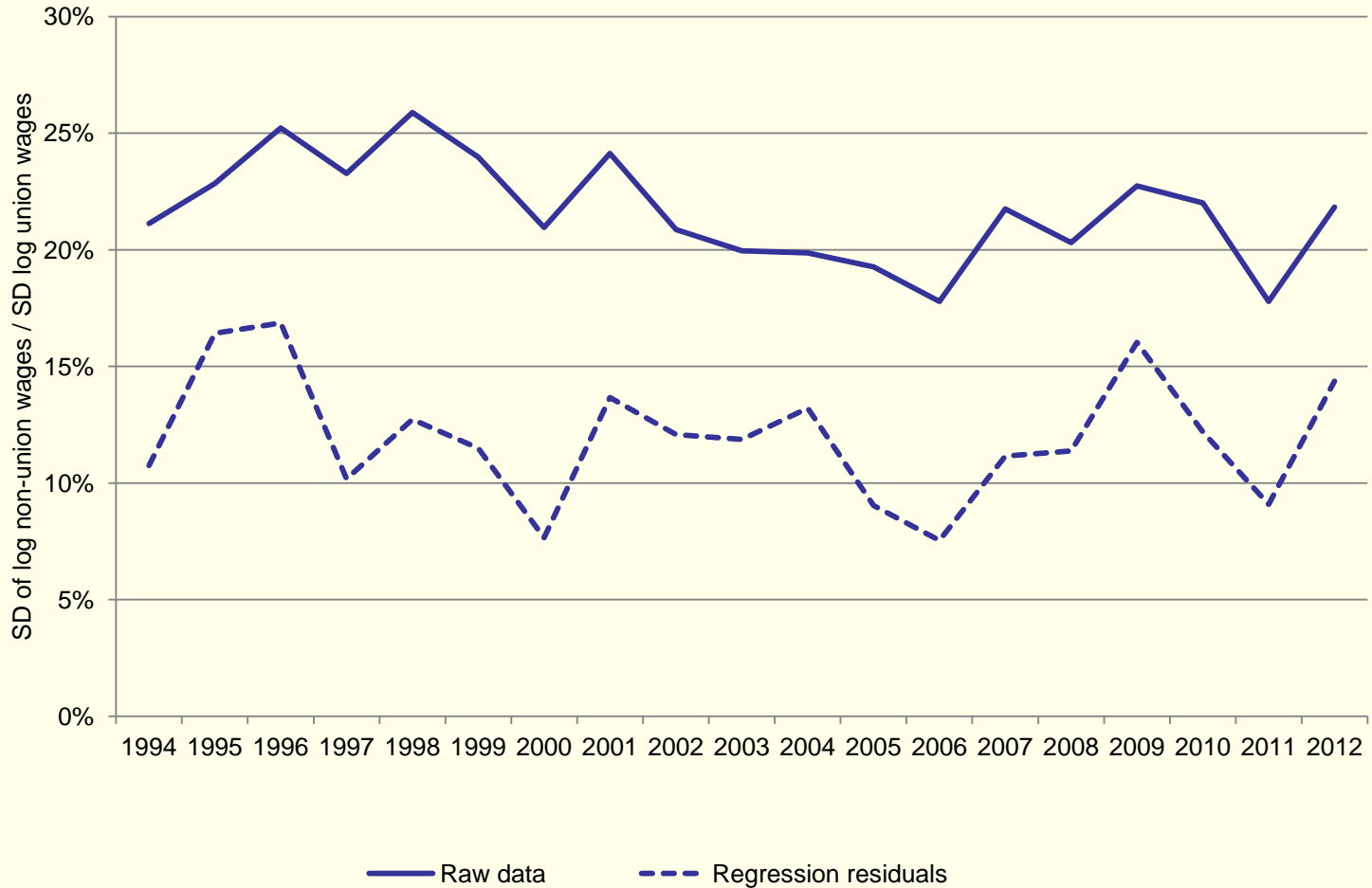
Union holiday premium



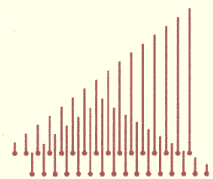
Source: Labour Force Survey



Unions and wage dispersion



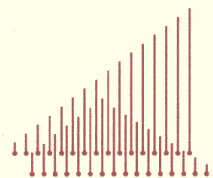
Source: Labour Force Survey



Employees' evaluations

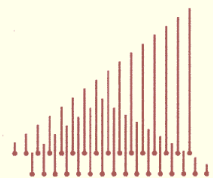
	1998	2004	2011
% of public sector employees agreeing that unions at this workplace...			
Take notice of members problems or complaints	68	66	70
Are taken seriously by management	53	57	55
Make a difference to what it is like to work here	39	42	41

Source: Workplace Employment Relations Survey



Characteristics of 'effective unions'

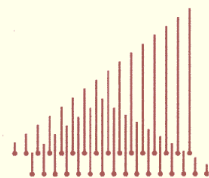
- Index of employee perceptions of union effectiveness
 - Take notice of members' problems/complaints
 - Taken seriously by management
 - Make a difference to what it is like to work here
- Private sector
 - On-site lay rep is key
 - High membership density
 - High bargaining coverage
- Public sector
 - 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

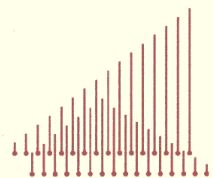
<i>% of workplace managers 'strongly agreeing' or 'agreeing'</i>	1998	2004	2011
Unions help to find ways to improve workplace performance:			
Private manufacturing	13	19	19
Private services	20	15	18
Public sector	46	53	53
We would rather consult directly with employees than with unions:			
Private manufacturing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

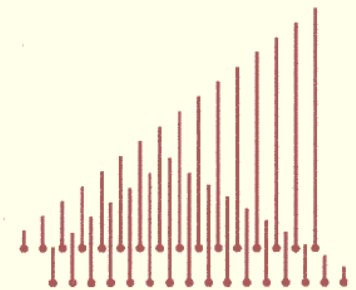


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