

Social Dialogue Indicators

Trade union membership and collective bargaining coverage: Statistical concepts, methods and findings

Working Paper No. 59

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Preface

The focal point for social dialogue efforts in the ILO is the Social Dialogue, Labour Law and Labour Administration Department (DIALOGUE). The ILO Bureau of Statistics (STAT) is responsible for the development of international standards for the measurement of labour statistics and for their enhanced international comparability, amongst others. In view of the *Programme and Budget for the Biennium 2004-2005* placing the development of authoritative social dialogue indicators as one of the important means to achieve strategic objective number 4 (strengthening tripartism and social dialogue), these two units engaged in a collaborative effort. The project has covered 68 countries so far from all regions of the world, to document, collect and improve statistical indicators related to social dialogue. These indicators may help to measure progress towards the achievement of the ILO goal to ensure decent work for women and men everywhere.

Project preparations benefited from regular consultations with the ILO Bureau for Workers' Activities and the ILO Bureau for Employers' Activities, to ensure that the concerns of the social partners were addressed. The International Conference of Labour Statisticians was also consulted at its last session (17th ICLS, December 2003) through a Working Group on Social Dialogue Indicators that met to discuss the project's methodological observations and proposals. Other international experts were consulted at the outset. Working towards the goal of sound labour relations leads to increased participation of the social partners in economic and social policymaking. At the same time, governments need to develop or increase their capacities, strengthen their legislative framework where necessary, as well as to develop and improve their statistical standards.

This working paper discusses the main methodological considerations and some preliminary findings from the statistics collected, taking into account the variety of industrial relations systems. It documents the concepts and methods relating to the social dialogue indicators of trade union membership and collective bargaining coverage collected by the joint project during 2003 and 2004.

One aim of the paper is to highlight the observed methodological differences between these two social dialogue indicators, with a view to better understanding their statistical implications and improve them. The field of social dialogue is relatively weak with respect to statistics and to statistical standards and tools to capture and monitor progress in union membership and bargaining coverage. Although one-third of ILO member States actually compile, disseminate or make use of some kind of statistics related to social dialogue, there remains significant conceptual and methodological variation. No international consensus has been achieved so far. In this regard there is a need to develop international statistical guidelines on social dialogue indicators to improve the capacity of national (statistical) authorities and the social partners to make better use of them.

The work described and so ably carried out by Ms. Sophia Lawrence and Ms. Junko Ishikawa is an achievement in itself. It is also an important contribution to laying the foundation for the long-term objective of the Office to develop and provide users with an authoritative, internationally accepted set of social dialogue indicators.

Thanks go to all colleagues who provided useful comments and insights when preparing this project and to STAT's IT unit, headed by Mr. Patrick Cornu, assisted by Mr. Christophe Vittorelli, for creating the databases and outputs. Special thanks to Ms. Delphine Naville, Ms. Béatrice Auvray for data entry and formatting the country profiles, and Ms. Rita Natola for formatting the manuscript.

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Part I

A. Introduction

A long-term goal of the ILO is to help to ensure decent work for women and men everywhere. This overarching objective embraces the strategic objective of strengthening social dialogue by encompassing national institutions, legal frameworks, labour administrations and all tripartite consultation processes. The organization aims to promote sound labour relations and to increase the participation of the social partners in economic and social policy making.

In working towards productive jobs for women, men and young persons around the world, a series of indicators on trade union representation and collective bargaining coverage are fundamental to assess and monitor progress regarding the component of industrial relations. The contribution of such statistics to measuring progress in implementing decent work as well as the social impacts of globalization at the local, national and international levels, it has been argued, will foster the development of sound social and economic policies related to this phenomenon. These statistics could also be used to track trends concerning protection of the working population and provide a solid quantitative information base, with a qualitative foundation around which social dialogue might take place. At the micro-level, they can also serve to observe membership developments in relation to type of union, membership concentration, inter-union competition, union-related policy, changing bargaining behaviour from company or enterprise level to sectoral level, extension mechanisms and more. The long-term objective is to enable the ILO to provide assistance to countries on a systematic approach to the definition and collection of this set of statistics. While recognizing that they do not cover all industrial/labour relations processes and outcomes, the insight gained from the production, collection and analysis of these indicators would allow member States, at all levels of development, to better distinguish priorities for research and action.

Increasingly over the past few decades, the ILO has received many requests from governments, external users and the public for information and statistics relating to industrial relations and social dialogue. Industrial relations researchers and representatives of the social partners within the ILO are also faced with the need for an authoritative set of statistical data that allows for the analysis of trends over time. The few statistics of trade union representation and collective bargaining coverage that are currently available come from many national sources. However, there are significant differences between countries regarding the number of variables collected, data collection methods and definitions, calculation of union density or bargaining coverage rates, etc.

Wishing to meet this need but with limited resources for the activity in the mid-1990s, the ILO established a small database covering trade union membership statistics. It currently contains statistics compiled for 47 countries from official, national statistical publications.¹ The ILO does not attempt to adjust these statistics to enhance their comparability. There are considerable variations between countries in the methods used to collect the data, in the coverage of membership figures, in the definitions used and regarding the methods for calculating trade union density. It is clear that such variations affect the way these official statistics can be used, their comparability between countries as well as over time.

¹ These statistics can be provided to users on request to the ILO at stat@ilo.org

In 1997 a different set of statistics on trade union membership only were produced for the ILO for publication in the statistical annex of the *World Labour Report 1997-98: Industrial relations, democracy and social stability* (ILO, Geneva, 1997). Three tables presented harmonized estimates for 98 countries for 1985 and 1995 or closest year(s); however, these estimates were also subject to some of the same methodological shortcomings.²

With a view to responding to the long-standing statistical needs of the social partners, policy makers, academics and researchers for comparative indicators of industrial relations and social dialogue, in 2003 the ILO undertook a third data collection activity. Its long-term aim is the development of a core set of statistical indicators that can help to appreciate progress made towards improvement of social dialogue. The objective of this study was to examine, through an exploratory survey of 17 countries, followed by 51 countries or 68 in total to date, variables such as trade union membership, trade union density, number of workers covered by collective agreements and collective bargaining coverage rates, for assembly of the relevant statistics and methodology into a coherent database and meta-database³ relating to social dialogue and industrial relations indicators. In this context, we could formulate a concept of trade union membership that refers to the number of workers who are members of trade unions and the proportion of those union members in relation to all workers employed in the same units or all workers who are the potential members of unions for a given country. For collective bargaining coverage we could refer to the number and proportion of workers who are covered by a collective agreement because their pay and/or other conditions of employment have been negotiated through collective bargaining.

No matter which definitions are used, statistics regarding social dialogue and industrial relations suffer from significant methodological variation and benefit from no international consensus or comparability. Part of the problem is that the international statistical standards are either very old or non-existent. Another impediment to international consensus is that many statistics in this field derive from administrative systems that are closely linked to laws and practices that vary between countries and over time within countries. Needless to say, the international statistical community lacks solid, current guidelines that countries could apply.

The only international statistical standard in this field dates back to some eighty years ago, to October 1926, when the 3rd International Conference of Labour Statisticians (ICLS) approved the “Resolution concerning statistics of collective agreements”. At that time, the Conference recommended: “in each country information concerning collective agreements and their principal contents should be collected ...”. There is little information available as to the extent to which these guidelines were followed. It is clear, however, that in the almost eight decades since it was adopted, considerable changes have taken place in related national practices. No such standard within the international statistical community exists for statistics of trade union membership. The only related, official statistics in the area of industrial relations disseminated internationally by the ILO on a regular basis are statistics of strikes and lockouts that may be an extreme outcome of labour relations. Other measures of these relations, perhaps a more constructive part of the process, could be trade union membership and collective bargaining coverage; traditionally considered primary indicators of bipartite or tripartite industrial relations.

² The tables can be consulted at <http://www.ilo.org/public/english/dialogue/ifpdial/publ/wlr97/index.htm>

³ A meta-database contains source and methods information relating to its parent database.

To develop and promote relevant and useful statistical guidelines that will assist in achieving better comparability of statistical outputs, recommendations will need to be formulated concerning standard definitions, levels of detail, periodicity, and other significant variables. These guidelines will need to take into account the existing industrial relations frameworks in statistically developed and developing economies and reflect best practices in countries where consolidated experience exists. The use of statistics and indicators to describe social dialogue is not straightforward.

This working paper consists of two parts. Part I introduces the rationale behind the collection of social dialogue indicators, and how they can help our understanding of industrial relations. Secondly, it describes in detail the ILO data collection methodology, and statistical concepts and definitions and possible methods of measurement of trade union density and collective bargaining coverage discussed recently by the international statistical community in a working group of the 17th ICLS (December 2003). Thirdly, it presents an analysis of computed rates from the statistics collected from 36 countries on trade union membership and from 34 countries on collective bargaining coverage.⁴ This analysis relates to methodological considerations and to the industrial relations perspective in regions and selected countries. Part II introduces the methodological country profiles that are comprised of detailed source and methods notes relating to trade union membership and to collective bargaining coverage from the countries where statistics and/or meta-data were provided. The conclusions raise a number of challenges for the future; some of which the paper has attempted to address.

B. Indicators of social dialogue

Social dialogue is defined as all types of negotiation, consultation or simply exchange of information between representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. Currently, work on social dialogue indicators is focused on collecting key industrial relations statistics relating to trade union membership, trade union density and collective bargaining coverage. The collection and analysis of these statistics should assist the parties engaged in social dialogue to assess the state-of-play and the level of progress in the implementation of freedom of association and collective bargaining within their region, country or in different sectors.

Freedom of association and collective bargaining are at the basis of social justice and democracy. They form the core of fundamental principles and rights at work, as stipulated in the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). Freedom of association and the right to bargain are of paramount importance for both workers and employers to engage in negotiations of mutually beneficial collective agreements. Constructive negotiations promote fairer economic development through a collaborative effort to increase productivity and enhance conditions of work. (ILO 2004)

ILO's leading role

The ILO is not alone in its attempt to collect and analyse indicators related to industrial relations and social dialogue. Many researchers and institutions have worked on collection and analysis of trade union and employer organization density and collective bargaining coverage

⁴ The original data from this project can be requested from stat@ilo.org.

data in OECD (Organisation for Economic Cooperation and Development) and EU (European Union) countries. Only a few have analysed such statistics for selected developing countries. As an international organisation specialising in industrial relations issues and social dialogue, and responsible for the collection and dissemination of labour statistics internationally, the ILO plays a unique role to integrate the efforts to present different concepts and methods associated with social dialogue indicators on a worldwide scale.

As with other statistical indicators, social dialogue/industrial relations indicators need to be interpreted with caution. The primary reason has to do with the methodological difficulties to obtain statistics that are comparable. Firstly, each country has distinct rules regarding inclusion and exclusion of particular categories of workers or sectors. (The international comparison of such data should carefully take into account these differences.) Secondly, quantitative indicators do not necessarily reflect the diverse qualitative features associated with social dialogue. Hence the interpretation of statistics should go beyond the mere numerical information, by integrating institutional and socio-historical aspects associated with each industrial relations system.

Membership in organizations

Autonomous, independent and strong workers' and employers' organisations are the backbone of an efficient tripartite and bipartite social dialogue system. High membership can be important for organisational power. In addition, the degree and quality of influence of workers' and employers' organisations depends on the industrial relations framework of each country.

When analysing trade union membership only, we find out that the legal and legislative framework of industrial relations in some countries excludes workers in certain sectors from establishing organisations and engaging in collective bargaining. This applies most frequently to public servants (especially in essential services such as the armed forces and police), executive and managerial staff, agricultural workers, workers in free trade zones, seafarer migrants and domestic workers (para. 47, ILO 1994). The details of the different exclusions from trade union membership of covered countries are elaborated in the country profiles section (see Part II). Differences in membership also apply to the inclusion of non-employees such as retired persons or the unemployed labour force. For example, trade unions belonging to the so-called Ghent system administer unemployment benefits or insurances. Workers in countries with this system (e.g. Belgium, Denmark, Finland, Sweden) have incentives to maintain union membership during unemployment, a feature that boosts union membership figures in these countries (Ebbinghaus and Visser 1999).

Trade union membership

Trade union density is the common indicator to compare the degree of unionisation among countries. However, the diversity of the definition of trade union membership, corresponding to the various inclusion/exclusion regulations or practices mentioned above, makes it difficult to compare density statistics. Union density may be measured as gross or net density. **Gross density** takes wage and salary-earners as denominator, and all union members including unemployed and retired members as the numerator. **Net density** takes as numerator only employed union members. In their analysis of 20 OECD countries, Traxler et al. (2001) argue that net density is more adequate to measure union power in the labour market. However, this does not necessarily apply to many developing countries where agriculture and the informal economy dominate employment.

Though the informal economy is within the scope of the application of international labour standards, there exists in reality a problem of application or enforcement, as well as measurement. Although some workers and entrepreneurs in the informal economy are organised, their organisations suffer from intrinsic vulnerability from the volatility of informal activity and the lack of resources (ILO 2002, 2004). By applying one statistical convention where informal sector employment is counted as own-account workers and unpaid family workers, union density using total employment as a denominator may well reflect the economy reality of developing countries better than measurements which take only paid employment as denominator. This issue relating to statistical measurement is further elaborated in section D below in the light of international statistical standard setting.

Collective bargaining coverage

Collective bargaining is the process of workers' organizations and employers' organizations (or individual employers) to negotiate on all areas relating to wages and terms of employment. For workers, collective bargaining helps to convey their voice to ensure decent pay and working conditions. It is also a means to gain a share in the benefits of economic progress. For employers, collective bargaining is a means to maintain social peace and prosperity. Successful bargaining results in collective agreements.

Depending on the country, collective bargaining takes many different forms and takes place at different levels, which makes country-specific collective bargaining coverage data difficult to compare. There are two statistical challenges associated with collective bargaining coverage rates. First, the existence of several levels of collective bargaining (company, sector,⁵ region, nation-wide) makes accurate statistical measurement difficult. Some workers may have their working conditions regulated by more than one collective agreement at different levels. This may cause double counting and the amplification of coverage rates. (OECD 1994) Second, a problem may arise from the varied lengths of the validity of collective agreements. The reported figures may only include those in the first year of validity, leaving out other, still valid, multi-year agreements originating from an earlier year. (Eiroline 2005) This would effectively reduce coverage rates. Furthermore, the ILO questionnaires limited the collection of the statistics of workers covered by collective agreements to those involving determination of remuneration.

Collective bargaining coverage not only reflects the number of collective agreements, but also how administrative regulations and labour law interact with the collective bargaining processes. If countries have collective agreement extension mechanisms, the coverage rate increases to include those who have not participated in actual collective bargaining negotiations in a particular sector. This differs from country to country. In this specific case, collective bargaining coverage does not necessarily reflect the direct outcome of negotiations. Rather, it reflects the particularity of the industrial relations system and the type of labour regulation the country traditionally subscribes to.

There are two overall types of indicators for collective bargaining coverage: unadjusted and adjusted collective bargaining coverage rates. The former refers to all employees covered by a collective agreement as a proportion of the total number of employees (or other, larger denominators e.g. the labour force) while the latter stands for number of employees covered by

⁵ Information on industrial sectors is based on the International Standard Industrial Classification of all Economic Activities (ISIC-Rev.3) – see appendix.

a collective agreement as the percentage of total covered employees minus the number of employees excluded from the right to bargain. The latter would be more suitable to reflect on the degree of governance by a collective agreement in industrial relations (European Foundation 2005). Though desirable, there are some practical difficulties in arriving at such precise indicators in countries even where statistics are available. Statistical measurement will be further discussed below in section D.

C. ILO data collection methodology

Background

The ILO launched a research project to study and compile statistical indicators for both the general economy and selected economic sectors. Two rounds of data collection carried out in 2003 and in 2004 focused on the traditional industrial relations statistics of “Trade Union Representation and Collective Bargaining Coverage”. Based on extensive consultations with industrial relations experts outside and inside the Office as with representatives of the social partners, two separate questionnaires were designed to obtain statistics and methodological information on total union membership and by sector, and on total bargaining coverage and by sector. The first pilot survey covered 17 countries. The second round, administered with a slightly revised set of questionnaires, covered 51 countries. The questionnaires were sent out to Ministries of Labour and National Statistical Offices in the 68 countries, and to trade unions and employer organizations in the first round only.⁶

Based on the replies received, methodological country profiles by institution were prepared. They present a description of the different administrative and statistical sources and methods used to collect, maintain or compile statistics on these two social dialogue indicators.

Country selection

The project countries were selected to reflect the diversity in geopolitical, institutional and economic conditions. They range from the statistically less developed countries in major world sub-regions to the main industrialised economies. Four simple selection criteria were applied (countries meeting at least one): (i) the country has ratified ILO Convention 160 (Convention Concerning Labour Statistics) 1985; (ii) data reporting to the ILO on related social dialogue statistics, i.e. strikes and lock-outs, is stable and current; (iii) channels of communication between the national statistical authorities and the ILO Bureau of Statistics are well established; (iv) known, reliable statistical sources exist in the country from which the requested information could be provided. During the first phase, size, in terms of labour force and population, was an added variable to test the relevance of the study. Of the initial 17 countries, 11 were among the 30 largest countries in the world. The aim is to cover all countries, as for standard labour statistics topics under the ILO mandate.

⁶ Not all countries collect or compile relevant statistics. In some countries information may be compiled for internal use only rather than for publication. Most countries did provide some methodological information whether the statistics were available or not.

Round one – 17 countries**Africa: 3 countries**

Nigeria
Senegal
South Africa

Americas: 4 countries

Brazil
Chile
Mexico
USA

Asia/South-East Asia: 3 countries

Rep. of Korea
India
Indonesia

Europe: 6 countries

Italy
Sweden
Turkey
Poland
Romania
UK

Oceania: 1 country

Australia

Round two – 51 countries**Africa: 12 countries**

Algeria
Benin
Botswana
Egypt
Ethiopia
Madagascar
Mali
Mauritius
Morocco
Namibia
Togo
Tunisia

Americas: 10 countries

Argentina
Barbados
Canada
Costa Rica
El Salvador
Honduras
Nicaragua
Trinidad & Tobago
Uruguay
Venezuela

Asia: 10 countries

Azerbaijan
India
Japan
Korea
Malaysia

Nepal
Philippines
Singapore
Sri Lanka
Thailand

Europe: 18 countries

Czech Rep.
Denmark
Estonia
Finland
France
Germany
Hungary
Ireland
Latvia
Lithuania
Netherlands
Norway
Portugal
Russian Federation
Slovakia
Spain
Switzerland
Ukraine

Oceania: 1 country

New Zealand

D. Towards the development of statistical standards

The international statistical standard in this field dates back to 1926 and the 3rd ICLS, that approved the “Resolution concerning statistics of collective agreements”. At that time, the statistical Conference recommended that: “in each country information concerning collective agreements and their principal contents should be collected...”. No similar international statistical guidelines exist for statistics of trade union membership. At the 17th Session of the ICLS in December 2003,⁷ therefore, a working party was established to review the results of the research and data collection, to consider further the conceptual and measurement issues raised, and to advise the Office on practical and methodological problems for future work on statistics of social dialogue.

Statistical concepts

The concept of trade union membership requires a clear definition of what constitutes a trade union and who should be counted as its membership. For union density, the population group to be used as the universe of potential members should be specified. The national definitions of trade union differ across countries and within countries over time. In some cases they have expanded to include new types of professional associations or interest groups, and to include as members other groups of workers apart from those covered by trade unions traditionally, such as the self-employed. Many countries base their definitions on those set by legislation such as labour codes or trade union acts, or on administrative definitions used for union registration; these definitions may change over time as new laws or regulations are adopted in this field. In the absence of an agreed, international definition, several bases exist upon which to formulate one for statistical purposes.

Union membership definitional criteria

The 3rd ICLS Resolution concerning statistics of collective agreements (1926) refers to a wide definition of trade union: “1. [...] workers’ organisations of any kind...”. Taking as a basis the Freedom of Association and the Right to Organise Convention, (1948) No. 87, a union is an: “independent association of workers”, constituted for “furthering and defending the interests of workers”. More recently, a definition developed for the purpose of statistics is: “A trade union is defined as an [independent] organization, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members; excluding non-operating unions or branches, i.e. those with no members at the date of collection.”⁸ To arrive at a standard definition of the concept of trade union membership for statistical purposes, the following components or descriptive variables need to be described:

Organization

This may cover only formal, ‘live’ or operating union organisations, or also temporary groupings, a strike committee, informal club or association. It could include major interest groups such as the Indian women’s association SEWA, the Uganda Boys Organization, etc.

⁷ For more details, see ILO (2003).

⁸ This definition is applied by the Australian Bureau of Statistics, except for the insert “[independent]”.

Independent

This criterion indicates whether the organization has the right to draw up its constitution and rules, to elect representatives in full freedom, to organize its administration and activities and to formulate its programmes free from government or other third-party interference, and irrespective of political changes in the country. If organizations are not ‘independent’ according to these criteria, this might mean that aspiring trade union organizations (movements) could fall outside of the scope of measurement.

Composition

It is often predominantly full-time employees in employment. Other categories of persons in employment such as part-time, casual, home workers, military conscripts, the self-employed, could be included.⁹ Unions may also include the unemployed and some inactive persons – retired workers, students (not working nor seeking work) and spouses for reasons of benefits, etc. To what extent these categories perform union functions or influence union negotiations or strategy would need assessment to determine their inclusion or exclusion for purposes of statistics.

Activities/functions

The negotiation of pay and other employment conditions on behalf of its members is the principle union activity/function. Pay negotiations are most prevalent, therefore of interest for the development of a statistical definition. Based on this assumption, collective bargaining statistics might also refer only to agreements that determine workers’ remuneration. Organizations may perform many other lobbying, advisory, or representation activities and associated fees collection or data collection activities, but these could fall outside the scope of statistical measurement.

Membership

Membership may be defined in terms of dues-paying membership. Financial members could be those with dues in arrears of no more than a fixed, short period, say three or six months.¹⁰ However, if some member categories benefit from decreased dues or exempted payments (Poland’s Solidarnosc reported membership of the category “not paying dues”), including them in the definition of financial members would need agreement. It may also be hard to identify the financial members where payment of dues is automatic (not voluntary). For example some union revenues are levied on wages or raised as a tax on enterprises, unknown to ‘members’. Total number of persons regarded by unions as members may also include other non-financial, honorary, suspended, junior, etc. members.

Bargaining coverage definitional criteria

The concept of collective bargaining coverage could be measured on the basis of the number of workers in employment whose pay and/or conditions of employment are directly or indirectly determined by one or more collective agreements. Bargaining coverage may be viewed according to the type and level of negotiation, which may be bipartite between employers and

⁹ International Classification of Status in Employment (ICSE-1993).

¹⁰ In view of the recommended possible use of a long reference period of one year for statistical purposes, the period of arrears should ideally be less than 12 months.

unions or tripartite when government is involved. Collective bargaining takes place at the industry, workplace or local level and is also carried out at the inter-professional and national level. The statistics collected should reflect these structural differences by disaggregating the data by the relevant representative variables. These statistics are different from statistics of the number of collective agreements.

The 1926 ICLS Resolution defined the collective agreement for the purposes of statistics as: “1. [...] a written agreement concluded between one or more employers or an employers’ organization on the one hand, and one or more workers organizations of any kind on the other, with a view to determining the conditions of individual employment [...]”. This Resolution only required statistics on the number of agreements in force. Taking as a basis the Promotion of Collective Bargaining Convention, (1981) No. 154, its definition of collective bargaining is: “Article 2 [...] “collective bargaining” extends to all negotiations which take place between an employer, a group of employers or one or more employers’ organisations, on the one hand, and one or more workers’ organisations, on the other, for - (a) determining working conditions and terms of employment; [...]”.

Proposed definitions

For the dual purposes of international data collection and development of statistical standards, the research into statistical methodologies should assist to streamline a possible international definition. In this sense, proposed definitions concerning trade union membership and collective bargaining coverage can be based on existing international labour instruments that define their respective modalities.

A **trade union** is defined as an “independent association of workers, constituted for the purposes of furthering and defending the workers’ interests”... for purposes of the ILO Trade Union Membership Questionnaire.

(Article 10, ILO Freedom of Association and the Right to Organise Convention, 1948 (No. 87))

Workers’ organizations are **independent** if they “have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programmes”.

(Article 3, Convention No. 87)

In other words, an independent organization is free from government or other third-party interference in its internal affairs, and is able to carry out its economic and social mission irrespective of political changes in the country.

(consistent with Article 3, Convention No. 87)

and

Trade union membership is defined as dues-paying membership, i.e. all persons whose membership fee has been paid up.

(ILO Resolution Concerning the Independence of the Trade Union Movement, 1952)

The widest definition of a trade union is rather general as it allows for the possibility that unions organize workers in an actual wage relationship (wage and salaried employees in employment) as well as the unemployed, the self-employed, contributing family workers,

domestic workers and former members (retired workers). The issue of independence in the proposed definition of a union is framed around the concept of freedom from interference by the State and/or from employers, as defined in the ILO Conventions 87 (above), and 98 “Convention on the application of the principles of the right to organize and bargaining collectively”.

Collective bargaining decisions depend on the voluntary interaction between two parties and its outcome -- the collective agreement (generally based on the consent of both sides). These negotiations need to be distinguished from workplace or national consultations that are only advisory and where final decisions are generally taken by management or the State. Similarly, collective agreements often require registration that is, in certain systems, compulsory for their legal validity and enforcement. There are agreed international (non-statistical) definitions of collective bargaining, as follow:

Collective bargaining encompasses “all negotiations which take place between an employer, a group of employers or one or more employers’ organizations ... and one or more workers’ organizations ... for (a) determining working conditions and terms of employment; ...”, for the purposes of the ILO Collective Bargaining Coverage Questionnaire.

(Article 2, Promotion of Collective Bargaining Convention, 1981 (No. 154))

Collective bargaining should involve determination of remuneration, not just other terms and/or conditions of employment. Remuneration includes “the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker’s employment”.

(Article 1, ILO Equal Remuneration for Men and Women Workers for Work of Equal Value Convention, 1951 (No. 100))

In this regard, collective bargaining coverage may be measured as the number of workers in employment whose pay, and/or conditions of employment, is directly or indirectly (e.g. through extension clauses) determined by one or more collective agreements.

Rates of trade union density

The many problems associated with the use of current measures of unionization are mainly due to issues of data collection, reliability and consistency of denominator and definitions, which is what the formulation of international statistical standards would help to alleviate. As a measurement of relative rather than absolute size, union density rates are better suited to making comparisons, especially across countries, than absolute numbers of membership. The numerator, or unit of union membership for the calculation of union density, may be **number of all union members**. Another concept is: **net membership**, the number of active members minus or excluding the non-working members (e.g. retired workers, full-time students, unemployed, spouses). Whichever concept is used, union membership expressed as a percentage of a population group representing the ‘eligible workers’ or the ‘potential membership’ in a country produces the union density rate. Adjusted and unadjusted rates could be computed depending on the baselines adopted for the calculation. Several measures can be considered.

Adjusted density rate (ADR) takes account of the ineligibility of certain categories of worker to join unions by comparing net membership to only those wage and salaried workers

who have the legal right to union affiliation. This sets the situation of union membership clearly within the context of those workers who would be eligible to join unions as compared to those workers earning their living in certain activities or sectors who actually are members of trade unions:

$$\text{ADR} = (\text{Membership} - \text{retired, students, unemployed}) / (\text{Wage and salaried employees} - \text{ineligible groups}) * 100\%.$$

Unadjusted density rate (UDR1) could be net union membership compared to all wage and salaried workers,¹¹ whether or not the denominator includes certain categories of worker, as in the public sector or government service, not entitled to join a union because of legal limitations:

$$\text{UDR1} = (\text{Membership} - \text{retired, students, unemployed}) / \text{All wage and salaried employees} * 100\%.$$

For computation of density in predominantly agricultural countries in the developing world, the use of wage employment as a measure of the potential union membership may be inappropriate, as it would tend to bring density rates substantially downward because both ADR and UDR1 density rates are sensitive to the size of the formal, wage sector. Unionized farm workers in the developing world are only likely to exist where plantation systems function. Other unadjusted rates could be computed using as denominator, the non-agricultural labour force or the labour force, which may be total or civilian. Where non-agricultural labour force is selected, it would also be necessary to exclude from the numerator agricultural union members. Where the civilian labour force is selected, it would be necessary to exclude union members in the military (if entitled to affiliate as is the case in some countries) from the numerator. The civilian labour force is often the concept used in most household labour force sample surveys. Another problem with using union density rates calculated on the basis of wage and salary earners in employment only arises from the fact that, in many developing countries, the necessary employment data for the denominator are missing. In many of these countries the border between employment, underemployment, even unemployment, or between self-employment and wage employment is not easily drawn.

Unadjusted density rate (UDR2): net union membership (excluding retired and student members and members of agricultural unions, but including unemployed members) – compared to the non-agricultural labour force, (employed not in agriculture plus the unemployed).

$$\text{UDR2} = (\text{Membership} - \text{retired, students, in agricultural unions}) / \text{Non-agricultural labour force} * 100\%.$$

Unadjusted density rate (UDR3) could be net union membership (excluding retired and student members but including unemployed members) – compared to the total or civilian labour force, (total or civilian employed plus unemployed):

$$\text{UDR3} = (\text{Membership} - \text{retired, students [military]}) / \text{Total [or civilian] labour force} * 100\%.$$

¹¹ Employees hold paid employment jobs and are typically remunerated by wages and salaries (extract from International Classification by Status in Employment (ICSE-1993)).

Use of a labour force concept in the denominator introduces worker categories within self-employment (e.g. own-account workers, contributing family workers) that traditionally may not have belonged to the target population of trade unions, although this may be changing, particularly in countries with large informal sectors.

Rates of collective bargaining coverage

Different coverage rates assess the share of workers who have the legal right to collectively bargain. The numerator, or unit of workers covered for the calculation of coverage rates, may be:

number of all employees covered, or
number of all workers covered (including members who are not employees).

Adjusted and unadjusted coverage rates can be computed depending on the baselines adopted for the calculation:

Adjusted coverage rate (ACR) accounts for certain groups of workers not enjoying the right to bargain collectively. It evaluates the importance of bargaining by eligible groups as an alternative to unilateral decisions by employers and individual bargaining. Country practices vary considerably regarding groups of workers that may not be included in the right to bargain collectively. (Examples of some occupational groups that may not be included are teachers, other civil servants, police or military personnel, selected public sector employees, certain administrators or managers, some agricultural labourers, domestic service workers, foreign workers, etc.)

$$\text{ACR} = \frac{\text{Covered employees}}{\text{(Wage and salaried employees – ineligible groups)}} * 100\%.$$

Unadjusted coverage rate (UCR1) could be covered employees compared to all wage and salaried workers, whether or not the denominator includes certain categories of worker (e.g. teachers, police) not entitled to bargain collectively:

$$\text{UCR1} = \frac{\text{Covered employees}}{\text{All wage and salaried employees}} * 100\%.$$

Unadjusted coverage rate (UCR2) could be covered employees, excluding agricultural workers covered directly or indirectly by collective agreements, compared to the non-agricultural labour force (non-agricultural employed plus the unemployed):

$$\text{UCR2} = \frac{\text{(Covered employees – agricultural workers covered)}}{\text{The non-agricultural labour force}} * 100\%.$$

Unadjusted coverage rate (UCR3) could be covered total or civilian employees compared to the total or civilian labour force (total or civilian employed plus unemployed):

$$\text{UCR3} = \frac{\text{Covered employees [- military]}}{\text{Total [or civilian] labour force}} * 100\%.$$

Use of a labour force concept in the denominator introduces worker categories within self-employment (e.g. own-account workers, contributing family workers) that traditionally

may not have been covered by collective agreements. The unadjusted rates measure bargaining coverage, irrespective of differences between countries in legal limitations to collective bargaining. For developing countries with relatively small formal wage sectors and large agricultural sectors that are not involved in the collective bargaining process, an unadjusted rate may be more appropriate.

The effect of the various adjusted and unadjusted union density and bargaining coverage rates needs more testing in countries depending on whether their union representation base has been limited by law or by practice, or where it is extended beyond the formal wage earners to the informal economy, small firms or the self-employed, to domestic or migrant workers, to agriculture or the public sector (Visser, ILO 2002).

Measurement methods

Statistical coverage

Apart from the coverage problems associated with individual statistical sources of data discussed below, identifying small unions, new unions and deleting unions that cease to exist may be a problem, particularly in the case of unaffiliated unions or in countries where there is no obligation for a union to register. Locating them and keeping track of them is necessary to maintain a complete picture of the universe. Official registration is not always sufficient, however, because unions may have difficulty or fail to return their membership or financial files to the registrar or because pressures may exist that mask the formation of emerging unions of different policy orientation. Under-reporting of non-affiliated and non-registered trade unions constitutes a problem in many countries but in the absence of surveys, elections, and independent press reports it is difficult to estimate its size (ILO 1997).

Sources of statistics

There are several possible data sources for these statistics, mainly of an administrative nature or based on surveys of households in the case of trade union membership, but also of enterprises or employers, for collective bargaining coverage. Some countries carry out surveys or censuses of unions (these may be of infrequent periodicity, such as once every 2 or 5 years). These surveys typically collect information on several variables from unions directly. Other workplace surveys exist in a few statistically developed countries but whose purpose and scope can be very specific to the units surveyed or concern detailed employee-employer relations, etc. All sources of data produce statistics that are subject to a certain degree of inaccuracy, but for different reasons.

Administrative records as a statistical source

Administrative records were found to be the most frequently exploited source of existing statistics of social dialogue covered by the ILO project. There are three main types of administrative records that serve as valuable statistical sources for official information, which vary depending on the country model. These are records maintained by (i) organizations of workers and employers, their confederations, or bargaining units; (ii) offices established under a specific legal framework of industrial relations in (a range of) ministries often the Ministry of Labour or equivalent, or other public agencies e.g. Registrar of Associations, labour inspectorates; and (iii) other official or central authorities such as the National Statistical Office, legal courts or those responsible for national taxation. Surveys of unions are actually a gathering by union administrations of records of numbers of members, etc. from their own registers.

All of the above types of records may suffer from some at least of the problems or disadvantages associated with the use of administrative registers for statistics. Records are designed to fulfil internal functions (financial, administrative) rather than to provide overall statistics. In the context of social dialogue statistics, particular estimation problems may be associated with data confidentiality, verification, i.e. follow-up checks by the recording agency, reliability and timeliness. Problems of adequacy of scope and coverage may occur when not all recorded information is relevant while some necessary analytical units may be missing, even when collective agreements, for example, are legally required to be registered for enforcement. Variations in the reporting units over different reporting periods also reduce the statistical comparability over time. Registered collective agreements may have different or no expiry dates but are only recorded when first negotiated. Many unions have difficulty in keeping accurate and up-to-date records of their membership. Members who have left the union or who have died may not be deleted from the records for some time, and those joining another union may be counted in each for a certain period. Unions or their federations report on those they consider members, who do not necessarily correspond to the preferred statistical definition, while bargaining units do not always have information concerning extensions.

Differences in under/overestimation may occur in relation to whether reporting is obligatory or voluntary. Double counts produce overestimation for example due to overlapping membership, when a single person is a member of more than one union – or for bargaining coverage where bargaining may occur at different, non-exclusive levels, or where one or more agreements cover one single worker. Unions may over-report membership simply because the records of active members are never ‘cleaned’ to delete departures, or because of the turnover time it takes to do so or due to pressure of representation and other financial considerations. Certain of these considerations may on the contrary, produce under-reporting. Lack of coverage of units causes severe underestimation, as may be the case with non-registered or unaffiliated unions, unions that purposefully do not report membership, or those which cannot validate their data. Verification of the statistical results may be easier where the registration of collective agreements is obligatory.

Surveys of households

Household surveys as a source of social dialogue statistics are available when the survey includes (a) question(s) as to whether the respondent is member of a union or covered by a collective agreement. These are much less frequent within the countries covered by this research. Although the number of countries worldwide with a labour force or other type of household survey is steadily growing (over 100 in 2005), only a few labour force surveys in some statistically developed countries request information on membership or bargaining coverage. Surveys in a few countries refer to “contact with unions” as one method of job search for the unemployed, but this does not yield membership statistics.

Household surveys obtain information directly from workers or another member of the household. The information they can collect presents several advantages over union based or bargaining unit administrative registrations. They have more widespread, reliable coverage, i.e. information covers all types of household and thus reports on members in all types and sizes of unions (that satisfy the definition) as well as other categories of workers who could eventually be considered (e.g. casual and contract workers) to form part of a union. Double counting of membership or units is avoided and there is no problem with updating of records or slow reporting. A household survey is a good tool for cross-classification analysis of union representation or bargaining coverage by the other variables it collects from respondents, such as sex, employment status, economic activity, occupation, educational attainment, etc. What it

may not (be able to) collect, however, is information on variables such as the size and ownership of enterprises that can be very important for analysis of union density in different industry sectors.

The quality of information obtained in household surveys depends, among other things, on how respondents understand or assess the questions asked of them. Union membership and even affiliation to a union of the enterprise where the person works can be established through a few simple questions. Several surveys request this type of union information only from the respondents who have first been identified as ‘in employment’, sometimes specified as relating to their main job. According to that structure of questions, unemployed and inactive persons even though they may be union members, would not be captured by the survey. Similarly for collective bargaining coverage, one question may be sufficient to establish whether the person’s remuneration and employment conditions are covered by a collective agreement. Proxy responses (a household member answers for others) to questions may be a source of inaccuracy because a household member responding for an absent, employed person may not know whether the job is covered by a collective agreement, let alone the household members’ union affiliation.

Surveys of establishments

Establishment surveys can obtain information from employers’ records on collective agreements from which “number of workers covered” can be derived and on number of members of unions. These surveys, where available, tend to cover only establishments in the formal sector, sometimes only the non-agricultural formal sector. They may represent limited coverage of paid workers in large establishments. This is a serious limitation in countries with large agricultural sectors and where an important share of the labour force is working in small-scale establishments and in the informal economy. A cut-off by size of establishment will restrict information about small unions and the agreements covering them. For reporting about bargaining coverage, the advantage of establishment surveys is that employers generally have more accurate information about agreements they have entered into, including agreements extended to them by law. Figures from employers on: (i) number of workers who are trade union members; and on (ii) coverage of workers by agreement may not be reliable for the former because employers might not know about their workers’ membership and for the latter, due to the possible exclusion of certain employees, occupational groups, income or working time thresholds, from some agreements.

Periodicity and classification

The frequency of collection for social dialogue statistics while it may depend on the sources of information available and collection efficiency, needs also to be considered in reference to the amount of change (in levels) that can be observed over a longer period such as one year. In order to obtain trends or an indication of the direction of movement, statistics ideally would be collected on an annual basis. Where this is not possible quite a number of countries apply a periodicity of once every two or at least five years.

For union representation, the following classification variables are useful and feasible to collect, with regard to the individual’s characteristics: sex, age, occupation (at least broad occupational groups), industry (at least selected major industries or traditionally unionised sectors such as mining, manufacturing, construction, services (public and private), the institutional sector (public sector/private sector/informal sector or informal economy); and with regard to the institutional characteristics: size of enterprise, size class of unions, form of enterprise ownership, economic activity of the establishment or enterprise, sector, etc.

The key variables regarding classification of collective wage bargaining are similar as regards the individuals' characteristics. These differ when referring to the institutional set up or to describe collective negotiation units, and could include: level of bargaining (by company/enterprise, by provincial/regional, in a single sector, or in multi- sectors, at national level, in a single/multi-sector), length of agreements, size of agreements (number of workers covered), informal sector or informal economy, etc. The classification of negotiation units may be based on the characteristics of the employer, the trade union or the establishment. A classification scheme should be designed to attempt to capture all significant types of change (such as expansion in geographic scope) not only changes in the bargaining structure itself (Rose, 2002).

Labour force survey questions

To produce reliable results to examine social dialogue, complementary statistics covering employers' organisations should be added to the two sets of statistics on trade union membership and collective bargaining coverage seen in the wider context. These would ideally require regular statistical surveys, ad hoc inquiries as well as administrative records (including legal or court records). The following are examples of questions from actual surveys in countries that measure union membership or collective bargaining coverage from a labour force survey. These questions could be asked of all household members above a certain age but in practice in many cases they are only posed to those interviewees who have first been determined as belonging to the category of employed persons. This omits persons in unemployment or outside the category of economically active persons:

- “Do you belong to a trade union in connection with that job?”¹²
- “Is [the person] a union member at [.name of main job..]?” and
- “Is [...] covered by a union contract or collective agreement?”¹³
- “Are you affiliated to a trade union?” and
- “Are your remuneration and working conditions covered by a collective agreement?”¹⁴
- “Is there an organisation (trade union) representing the interests of the employees in your enterprise /organization?” if yes,
- “Are you a member of this organisation?” if yes,
- “Which trade union organization does it belong to?”¹⁵

When more countries develop a labour force survey as a tool for measurement of labour statistics in general and including social dialogue related statistics, the need for harmonisation of questions and concepts to produce simple, comparable indicators will become more apparent. Currently few surveys ask all persons all of the relevant information. A simple sequence of five questions might be sufficient to obtain both union representation and bargaining coverage:

¹² Australian Population Survey (September 1995).

¹³ Canadian Labour Force Survey (January 1997).

¹⁴ Peruvian National Household Survey (1999) (translation).

¹⁵ Estonian Labour Force Survey (1999) (translation).

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- Q1. Is (person) a member of a trade union /or/ employers' organization? if yes,
Q2. Which one? if no to Q1 then:
Q3. What is the reason (by choice, ineligibility, taxes, don't know, other)? if yes to Q1 then:
Q4. Is (person's) job/company/ covered by a collective agreement? if yes,
Q5. Which one?

It could be appropriate to include other forms of worker representation than union membership in Q1 in countries with diverse systems of industrial relations where worker representation and unionization or union organization is not strong but social dialogue is widely practiced through other channels (see the country profiles in Part II).

E. Analysis with the industrial relations perspective

For the purposes of this research, trade union density presented in the tables (see the appendix) was calculated using the absolute number of union membership reported as the numerator and three kinds of employment figures as the denominators, i.e. "reported" employment figures provided by the responding agency, total employment, as well as paid employment, respectively. There is a wide variety of definition in regards to trade union membership: in some countries, union membership reported only includes wage and salaried employees whereas others include those categorised as self-employed, unemployed, students and retired persons. The collective bargaining coverage rates presented in the tables (see the appendix) were calculated using number of persons covered by collective agreements as the numerator and three different employment figures, listed above, as the denominator. As in the case of trade union membership, countries differ with respect to persons covered; some include the self-employed covered in collective agreements whereas others restrict coverage to registered trade union members only. These reported national specifications, methodological details and particularities are documented in the country profiles in Part II. The complete sets of statistics collected are presented in Tables A to B in appendix.

Regional perspectives

Background

Although a lot of important information and evaluation of the situations of countries exists from experts, obtaining confirmation through official channels within countries proves to be much more difficult and has major implications for the replication of any assessments over time. A regional comparison of trade union density and collective bargaining coverage structures displays the following general pattern: although trade union density rates can be an indicator of collective bargaining coverage rates, other factors are equally important. Effective and widespread collective bargaining structures can be found in countries where they are the result of strong social partners interacting with each other in well developed and socially embedded institutional and organisational settings. Trade union density can be an indicator of such structures, although the statistical evidence has to be handled carefully, since union density not always indicates the strength of worker representation or strong collaborative social partnership mechanisms. An important factor for the strength of collective bargaining coverage is whether significant collective bargaining takes place between social partners at the sectoral level (in comparison to the fragmented company or enterprise level) and whether extension mechanisms exist to spread the agreements to the whole industry.

Against this background it is no surprise that trade union density rates and collective bargaining coverage are in general higher in institutionally mature industrialised countries and weaker in developing countries. Collective bargaining coverage is highest in western and northern European coordinated market economies (Visser 2002), due to strong social partners, institutionally embedded in the European social model, the predominance of sectoral bargaining and formal or informal extension mechanisms.

The picture for southern Europe, South America and East Asia is mixed, with the situation in specific countries often dependent on the role played by the state in industrial relations. In the Americas and Asia collective bargaining coverage rates are, as a rule, much lower than in Western Europe, mainly due to the decentralized and socially less embedded industrial relation systems predominant in these regions (Kuruvilla et al. 2002).

Within the industrialised world both union density and collective bargaining coverage are weakest in the liberal market economies (UK, USA, Canada and Australia and New Zealand) (Visser 2003), because of their pluralist and fragmented union structures, prevalence of company level agreements, and weak social partnership traditions or institutions.

In industrializing countries (Eastern Europe, Latin America and the emerging economies in South and South East Asia) collective bargaining coverage rate are low, despite some countries displaying relatively high union density rates. In many countries in these regions the institutional structures relating to social partnership are poor or still developing; union and employer organisations are often fragmented and often locked into confrontational relations. In addition, a large share of employment in the developing world takes place in the informal economy in which the structures of unionisation and collective bargaining hardly exist and where poor statistical evidence militates against a proper assessment of the situation.

Finally, a proper evaluation of unionisation and collective bargaining coverage in the many different countries in Africa is difficult, again due to a lack of reliable and consistent statistics and the related predominance of employment in the rural informal economy in most. Of the 15 countries queried from the different sub-regions of the continent representing diverse industrial relations systems, the information provided by four countries (Egypt, Ethiopia, Mauritius, Senegal) for trade union membership and two countries (Namibia and Senegal) for collective bargaining agreements resulted in the calculation of density and/or coverage rates.

In general, unionisation and collective bargaining coverage is declining across all sections of the private sector, with density and collective bargaining rates still highest in private manufacturing and construction. In a state of decline, government support of collective bargaining and extension of agreements can play an important role. Underlying this trend are liberalisation and deregulation and rising unemployment levels. Associated fragmentation of workers' representation and decentralization of wage bargaining structures resulted in falling collective bargaining coverage rates (Visser 2000, 2002).

Europe

In **northern, western and southern Europe** a large divergence in the degree of unionisation and collective bargaining coverage rates exists. This is the case despite some similarities in legal, social and economic developments promoted by the *acquis communautaire* and Single Market. As traditionally observed, there is a North-South divide with higher level of organisation in the North, especially in countries with social democratic and corporatist traditions (Scandinavia, but also Germany and the Benelux countries). This divide is clearly observable in collective bargaining coverage rates, but less so in unionisation rates. Although

in some southern European countries union density can be higher than in northern and western European countries (e.g. France), in southern Europe rivalry between different union centres or political/ideological rifts results in more fragmented union movements (OECD 1994). Among the countries where statistics are available, collective bargaining coverage is lowest in the UK with its Anglo-Saxon market liberal industrial relations structures. This institutional weakness of social partnership structures is not reflected in Britain's average unionisation rates. Thus, differences in institutional consistency and strength of national trade union movements are not necessarily reflected in the statistics of trade union membership and density.

In the Nordic countries, but also Germany, the Netherlands and Switzerland, the longstanding socially embedded and highly institutionalized collective bargaining structures with strong employer and employee organisations, supported by extension mechanisms or functional equivalents (e.g. Germany) and solid enforcement mechanisms, result in high collective bargaining coverage rates. A specific feature of the Nordic countries are their limited (Denmark and Finland) or absent (Norway and Sweden) extension provisions, but high collective bargaining coverage rates due to centralized collective bargaining within national-level social dialogue regimes (Visser 2000). However, with liberalisation the trend in northern and Western Europe is towards weakening of these structures through decentralization and flexibility, expressed in a growing importance of collective bargaining at the company level. (e.g. Keller 2003).

France represents a paradoxical case of low union density, not strong social partners and sectoral level institutionalization and growing importance of company level agreements, but high collective bargaining coverage. This is explained by a mechanism which allows for a government-led 'voluntaristic' extension policy by the Ministry of Labour, compensating for the structural weaknesses of collective bargaining institutions at the sectoral level (Freyssinet 2003: 158; 168).

In the United Kingdom, due to its Anglo-Saxon market liberal industrial relation system, pluralist and voluntary union arrangements prevail. The resulting institutional structure of weak and competing unions, together with the deregulatory market-oriented labour market policies of the government, is reflected in low union density and collective bargaining coverage outside the still highly organised public sector.

Ireland is special in so far as a more UK style voluntary and pluralist industrial relations structure at the sectoral level and only occasional extension of collective agreements coexists with strong national tripartite social partnership emphasizing the European social model. Six successive national tripartite social partnership agreements were agreed since 1987, setting the guidelines for wage increases, working conditions and social security measures.

In **Eastern Europe**, the transition to the market economy brought about rising unemployment rates, erosion of the old compulsory trade union system but rising voluntary-based union membership in the new private sector (Clarke and Fairbrother 1994; Crowley and Ost 2001). Overall, in the 1990s, massive losses of union membership resulted from market-liberalisation, restructuring, disintegration of old union structures, rising union pluralism and rising unemployment. Some trade union confederations are newly created anti-communist unions such as Solidarnosc in Poland, or the Fratia in Romania. Hungary and Poland are dominated by the reformed, ex-communist unions that subscribe to Western-style pluralism. In the Czech Republic, former communist trade unions have been taken over by a post-communist leadership.

With transition and liberal reform in the central European new EU member states, a dual structure emerged, with company level work councils competing in conflictual relations with workers' representation by unions (e.g. in Hungary). In Poland, in the private sector, unions have a legal monopoly of representation, with other institutional forms of representation abolished. In the 'Czech model' work council are only permitted where there is no trade union representation (Kohl and Platzer 2004).

Compared to Western Europe, collective bargaining coverage in Eastern Europe is poor, with collective bargaining decentralized and taking place mainly at the company level with only a minor role for industry or sector organisations (MacShane 1994, Visser 2002). Extension mechanisms are weak, poorly enforced or non-existent (Ghellab and Vaughan-Whitehead 2003).

A key reason for the generally poor state of collective bargaining in Eastern Europe and new EU member states is the weakness, especially at the sectoral level, of social partners and collective bargaining institutions. For example, Estonia has strong social dialogue at the national level but poor sectoral collective bargaining structures (Kaadu 2003). This may have led to the lack of statistical capacity regarding collective bargaining, whereby no statistics of collective bargaining coverage were provided. In Poland, collective bargaining structures are poor as a result of structural instability and rapid privatization (Kloc 2003). A similar picture emerges for Slovakia and for Romania and Turkey, two future candidate countries for EU accession. For example, in Turkey, large sections of the public sector are excluded from unionisation as well as managers who run and are responsible for the whole of the workplace, workers in small firms, atypical and migrant workers.

Generalizations of regional trends in Asia, Africa, the Americas and Oceania are difficult due to the diversely different levels of development and of statistical collection capacity within the respective regions. An individual, brief review of each region is thus required.

Americas

The liberal market economies of **North America** (USA and Canada) are characterized by low and declining union density and collective bargaining coverage rates (Visser 2000). The key reasons are institutional weakness (absence of sectoral employers' associations and comprehensive wage bargaining structures), decentralization and fragmentation of union organisations and industrial relations (Visser 2002). Extension provisions are not existent or weak. The higher union density and collective bargaining coverage rates for Canada, compared to the USA, have been explained by the larger size of the public sector in Canada (Troy 2000) and the more positive public sentiment towards unionisation (Lipset 1986; Kumar 1993).

In **South America**, in the old state-led-development model (Import Substitution Industrialisation) state regulated and guaranteed collective industrial relations and bargaining acted as *quid pro quo* for union acquiescence to populist governments. However, the wide spread military dictatorships of the 1970s and 80s in many countries weakened union influence. The relevance and influence of organised labour declined further in 1980s and 1990s with export-led structural adjustment policies, entailing deindustrialization, privatization, fragmentation of labour markets and a rise of the informal economy. In Brazil, for example, the influence of organised labour has undergone qualitative weakening with the rise of new social movements in civil society (Cardoso 2004).

Collective bargaining coverage is signified by a rapid shift to almost exclusively company level agreement (with agreements facilitating restructuring and labour market

flexibility in exchange for job guarantees). However, Brazil recently experienced a revival of collective bargaining under the new government, with renewed social dialogue at the national level (Cardoso 2004).

Trade union density and collective bargaining coverage is low in **Central America and Caribbean countries**, related to unfavourable institutional structures for social partnership, high unemployment and large informal economies. The voluntary labour relations of the Caribbean countries find collective bargaining occasionally at the company level. Only Barbados has social partnership functioning at the national level (Fashoyin 2001, Goolsarran 2002).

Asia

Industrial relations configurations in Asia have been interpreted by Kuruvilla et al. (2002) within a framework distinguishing between structures centred either on a logic of industrial peace, or a market-liberal logic of competition, or a logic of employment-income protection. According to these authors, in most Asian countries industrial relations structures increasingly are transforming towards a logic of competition, due to neo-liberal market reforms, deregulation, liberalisation and export-oriented outward orientation of economies. In general trade union density is in decline in Asia since the late 1970s. The current situation for unionisation and collective bargaining coverage is mixed in Asia, with South and South East Asian countries distinguished by a number of factors. Conflictual industrial relations hamper the private sector and unionisation is mainly confined to the public sector. Weak institutional structures, large informal economies and weak legal implementation and enforcement mechanisms of labour legislation are the problems of many countries in the region. In the East Asian developmental states, decentralized industrial relations and social partnership structures are often framed by the restrictions imposed by the state (see Cooney et al. 2002; Visser 2002).

In **East Asia**, despite moderate or low union density figures and collective bargaining coverage rates, East Asia displays, in contrast to South Asia, relatively strong and socially embedded social partnership structures in place or in emergence. (esp. Japan, South Korea and Singapore) (Kuruvilla et al. 2002). In Japan, unionisation is falling but the decline is moderate. A key reason for the decline is the changing economic structure of the Japanese economy, with a weakly unionised private service sector rapidly gaining in importance relative to the manufacturing sector and also the public sector, the traditional union strongholds (Kuruvilla et al. 2002). According to academic literature, collective bargain coverage is estimated in the range of 20 percent despite the fact that Japanese collective bargaining takes place mainly at the company level and the lack of a formal extension mechanism (Visser 2000). This can be explained by the national-level wage negotiations or "spring [wages] offensive" called "shunto", supplementing traditionally strong collaborative labour-management relations at the firm level. The shunto has an informal signaling effect for wider wage settlements, operating as a functional equivalent to a formal extension mechanism (Kuruvilla et al. 2002). However, this traditional system, providing for stability and flexibility through the combination of the logic of industrial peace, with the logic of employment-income is gradually being transformed towards a system reflecting the logic of competition with weakened industrial relations structures (Kuruvilla et al. 2002).

South Korean unionisation and collective bargaining coverage rates are low. Union density is moderately declining. Collective bargaining takes place mainly at the company level (Visser 2000; Song 2002). However, the social-political conditions for industrial relations and collective bargaining within South Korean 'social corporatism' are improving. Firstly, since the 1980s democratic governments have established greater freedom for union organisations and collective bargaining. Secondly both major union organisations and employers'

organisations seem increasingly to take a positive attitude to collective bargaining, after attempts to model tripartite social dialogue along western European lines in the 1990s (see Visser 2002). Rivalry between the two major union organisations is mitigated by the shared objective to centralize union organisation and move collective bargaining from the enterprise to the industry or regional level. The government, traditionally opposed to sectoral collective bargaining, recently supports the introduction of more centralized tripartite cooperative industrial relations. Thirdly, in the wake of the 1998 financial crisis, labour was involved in national economic policy restructuring through the creation of a tripartite commission (Kuruvilla et al 2002). Finally, the legal regime of collective bargaining in South Korea contains an extension provision similar to the German regime, raising the prospects for wider collective bargaining coverage in South Korea in the future (Lee 2002, Baccaro and Lee 2003). Nevertheless, economic restructuring as a consequence of the financial crisis has resulted in a weakening of the employment-income logic underlying South Korean industrial relations in favour of greater emphasis on the logic of competitiveness. This entailed a weakening of unions, together with the shrinking of the industrial sector in favour of the service sector (Kuruvilla et al. 2002).

In **South-East Asia**, Singapore has a long tradition of social dialogue and tripartite relations. With liberalisation policies it has not experienced fundamental change of its system, but a gradual decline of its unionisation and collective bargaining coverage rates in recent years. Collective bargaining takes place mainly at the company level, partially reflecting the logic of competition. Unions have close ties to the ruling party (Kuruvilla et al 2002; Visser 2000, 2002). Recently priority has shifted in industrial relations from employment security to 'employability', reflecting a greater emphasis on the logic of competitiveness (Kuruvilla et al 2002). In Malaysia, the low level of union density and collective bargaining coverage may be explained by the Malaysian developmental state substituting the role of social partners in industrial relations. Trade unions are fragmented and restricted by Malaysian labour law: especially the range of issues that can be covered by collective bargaining is limited. Employers tend to resort to negotiation with individual employees rather than collective bargaining (Ahmad 2002). In the Philippines, the political and legislative environment for tripartism and union activity is positive. However, the collective bargaining coverage rates (see the appendix) are very low, with collective bargaining taking place mainly at company level in the manufacturing sector (Visser 2000; Kuruvilla et al 2002). The key reason is a fragmented trade union movement, mainly confined to the formal manufacturing sector that is confronted with an export-led economic strategy, emphasizing competitive advantage through low labour costs (Kuruvilla et al 2002). The unionised formal share in economic activity is low and declining rapidly, due to the large informal economy and the rapid rise of the service sector. Consequently most economic activity takes place in non-unionised small and medium-sized enterprises (SMEs). Furthermore, official regulations supporting labour institutions are scantily enforced (Bacungan and Ofreneo 2002).

In **South Asia**, in India and Sri Lanka, the overwhelming importance of the informal economy (with unions geared exclusively to the small formal sector), fragmented unions, weak industrial relations structures and conflictual employer-employee relations, all work against organisation and a climate of collective bargaining (Harris-White and Gooptu 2000). The concentration of unionisation on the formal sector explains the large difference in densities calculated in union members as a percentage of total employment, as well as union members as a percentage of paid employment in both India and Sri Lanka (see appendix). In India, because of their strength in the public sector and their close political links, unions have substantial influence over national policy-making (Kuruvilla et al 2002). In the British colonial tradition, unions tend to operate through political channels, with close connections between union

organisations and political parties (Oberai, Sivananthiram and Ratnam 2001; Bhattacharjee 2002). However, as Kuruvilla et al (2002) argue, economic liberalisation has reduced this traditional political leverage in favour of the logic of competitiveness now shaping industrial relations.

Africa

Insofar as only 15 countries on the African continent were covered and statistics could not be obtained from many, this makes substantive analysis difficult. Even where partial membership information may be collected, not all appropriate employment figures to enable calculation of comparative density rates exist (e.g. Senegal). In **northern Africa**, trade unions are assessed by some experts as being quite weak. Despite the moderate unionisation figures that could be computed for Egypt (24.8 percent), unions in this sub-region would seem to still have their operations restricted by state controls (Galenson 1994). In contrast to the meagre social dialogue statistics in many countries of the continent, Mauritius has a better-developed statistical capacity, and the results indicate a moderate rate of trade union density. Although according to the Ministry of Labour collective bargaining coverage rates are not yet officially available, collective bargaining does take place mainly at the company level and new legislation to amend the Industrial Relations Act will lay emphasis on its further development.

The picture for **sub-Saharan Africa** is similarly lacking in statistical coverage. Union density rates for formal sector employment sometimes exist. These are of little significance, however, given the overwhelming share of economic activity taking place in the informal and rural economy. Unions in this part of the world still often display strong relations to political parties (as was the case in other world regions earlier on). The institutional and structural base of industrial relations has been eroded by the social, political and economic crises experienced by Sub-Saharan Africa over the last decades (Visser 2002). Density rates in Ethiopia are based on wage employment only and are under one per cent, while in Senegal, union density computed from union surveys, is closer to ten per cent.

In **southern Africa** according to some analysis, the situation is clearer and also more positive for parts of the sub-region. Both Namibia and South Africa were included in the project, although official statistics were not forthcoming for the latter. Namibia reported exceptionally high rates in collective bargaining coverage but these were percentage estimates without the corresponding levels provided for purposes of verification or computation. South Africa in the past decade had seen a drastic increase of unionisation due to the engagement of the COSATU (Congress of South African Trade Unions formed in 1985) union federation in the struggle against Apartheid (Macun and Frost 1994), but no new figures were available for a year close to 2000.

Oceania

Since the 1980s, Australia and New Zealand experienced an erosion of their traditional industrial relations systems which had been characterized by high unionisation and strong collective bargaining regimes with the shift to market-liberal restructuring of the economies in the Anglo-Saxon market liberal fashion (Visser 2002). This resulted in drastically falling union density rates in the 1980/90s and a decline of collective bargaining coverage rates (see ILO 1997). The statistics collected under this project showed even lower union density and collective bargaining coverage in both countries around 2000. Both Australia and New Zealand are now characterized by company level bargaining, a development encouraged by government policy. In New Zealand, only trade union members are eligible to be covered by a collective agreement, because only registered unions and employers' organizations can bargain for collective agreements.

Statistical results

Collective bargaining coverage levels and rates

The results show wide variation in coverage rates and levels, with northern European countries indicating the highest coverage rates. Central American and Asian developing countries are among the lowest (see Appendix: Table B1). Many industrialized and developing countries reported that the official statistics of collective bargaining do not exist or are not available (Algeria, South Africa, Mexico, Uruguay, India, Indonesia, Japan, Estonia, Germany, Italy and Norway). Collective bargaining coverage can be higher than unionization, especially in countries with functioning extension mechanisms. Among the 27 countries with data, only six of all 68 countries from which statistics were requested, provided collective bargaining coverage numbers with a sectoral and sex breakdown; all of them representatives of the industrialized economies (see Appendix: Table B2).

Table 1. Collective bargaining coverage
Selected countries (% reported employment as denominator)

Canada	2003	Total	32.4	14.3	32.1	34.6	15.8	65.5
		Men	32.9	17.2	36.3	38.3	18.5	68.5
		Women	31.9	6.2	21.4	6.7	13.2	64.0
Hungary	2004	Total	21.0	8.1	21.9	4.1	14.9	37.2
		Men	18.4	7.5	22.4	3.6	15.9	34.8
		Women	24.1	10.2	21.1	9.9	13.8	38.5
Romania ¹⁶	2001	Total	69.7	66.7	66.5	75.0	50.0	100.0
		Men	72.7	60.0	67.3	84.6	80.0	100.0
		Women	66.4	70.0	65.6	57.1	35.0	100.0
Finland	2003	Total	70.9	54.3	77.4	65.3	59.2	83.6
		Men	67.4	50.0	77.0	66.7	57.4	77.0
		Women	74.3	63.6	78.4	50.0	60.9	86.1
Switzerland	2001	Total	36.7	7.2	39.2	64.9	43.0	15.0
		Men	40.3	6.9	42.9	68.8	46.1	18.5
		Women	31.7	7.8	29.5	28.0	38.3	11.8
United Kingdom	2003	Total	36.2	14.3	31.0	23.7	20.4	73.3
		Men	35.2	15.5	33.2	25.4	22.3	76.7
		Women	37.4	11.1	24.8	12.6	18.6	71.4

Source: ILO project on social dialogue statistics, 2004.

Many countries showed high coverage rates in public services. This implies that public services still enjoy a degree of protection relating to pay and/or conditions of employment. In addition, manufacturing and construction sectors have relatively high share of collective bargaining coverage, helped by the extension mechanisms, if existent, particularly in these two sectors.

Statistics with a sectoral breakdown can be problematic because the classification of economic activity and the sectoral collective agreement coverage do not necessarily match in some countries. For example, this caused excessively high numbers in Spain for sectoral

¹⁶ Statistics in Romania should be interpreted with caution due to the particular legal system: collective negotiation is mandatory, except when the employer has fewer than 21 employees (see country profile).

breakdowns when paid employment was used as the denominator. This problem of classification was described in New Zealand, where employees covered by a collective agreement are categorised into industry according to the industry of their employer, regardless of their occupation. This means that a cleaner employed on a collective agreement by a university will be counted in the education category. As Table B2 shows, a few countries have coverage rates for certain industrial sectors of more than 100 per cent. This can be due to more than one industry being grouped together because disaggregates are not available for the numerators, as well as because of the multiple counting of collective bargaining agreements, explained earlier in Section B., due to overlapping coverage periods or multiple levels of coverage.

Collective bargaining on wage determination takes place at different levels. Table 1 below describes what countries reported as the most and second-most important level of collective negotiations regarding wage (minimally) setting. This qualitative assessment is usually made on the basis of number of workers covered by agreements at a given level. Decentralization is observed in most countries that replied to the questionnaire, making company or enterprise level bargaining the most dominant level among them (see Table 2 below).

Table 2. Countries by predominant collective bargaining levels

Level	Most important level	Second most important level
Company/enterprise	Egypt Morocco Namibia Nigeria/Brazil Canada Chile El Salvador Trinidad & Tobago United States/Malaysia Korea Philippines Sri Lanka Singapore Thailand/ Czech Republic Hungary Latvia Lithuania Poland Romania Turkey Ukraine/Switzerland United Kingdom/Australia New Zealand	Netherlands Sweden
Provincial/regional (single-sector)		Brazil Canada USA/ Korea/Latvia Portugal Spain Switzerland/New Zealand
Provincial/regional (multi-sector)		
National (single-sector)	Italy Netherlands Spain Sweden	Nigeria Tunisia/Malaysia/Czech Rep. Finland Italy Romania Turkey United Kingdom
National (multi-sector)	Senegal Tunisia/Venezuela/ Finland Italy Romania Portugal	Egypt Namibia/El Salvador Nicaragua
Other (multi or intra- establishment/company)		Chile/Poland

Source: ILO project on social dialogue statistics, 2004.

The length of collective agreements reported is between one and six years, depending on the country but irrespective of the level of agreement. Much of the information on bargaining levels comes from Ministries of Labour or trade unions and employer associations rather than from national statistical offices reporting on survey data, unless the NSO is the authority that maintains the administrative records originating from the social partners.

Trade union membership levels and rates

Among the results obtained (see Appendix: Table A1), whatever denominators are taken, trade union density is highest in northern European countries and lowest in Asian developing countries. However, one should note due to the small samples obtained, any decent comparison of density is not possible across countries. In addition, the methodological differences affect the comparability of the statistics obtained. For example, some developing countries showed more than 100 per cent density (e.g. agriculture (denominator: paid employment) in Brazil, Romania). These are due to the denominator used, especially regarding paid employment in Brazil. For Romania, it is a question of the numerator used: union membership includes the self-employed, unemployed, students and retired persons in addition to wage and salaried employees. Only about 30 per cent of Romanian union members are in paid employment (see country profile for details). Hence, rather than cross-country comparisons of total trade union density, our analysis focuses more on sectoral differences of density rates within countries, as well as on some gender differences.

Union density is affected by the changing structure of employment: employment in industries where the trade union movement is traditionally strong (manufacturing and construction) has been decreasing, whereas that in service sector is increasing (see Appendix: Table A2). Among the sectors covered (agriculture, manufacturing, construction, private and public services) some developed countries (e.g. Canada, France, Ireland, New Zealand (for reported employment)) showed highest unionisation rates in private services sector, comprised of wholesale and retail trade, repair of motor vehicles, motor cycles and personal and household goods, hotels and restaurants, transport, storage and communications, financial intermediation, real estate renting and business activities. (ISIC Rev.-3, Tabulation categories G-K). This is the case for some new EU member countries (e.g. Hungary, Latvia) where private services show higher unionisation rates than traditional manufacturing and construction sector. On the other hand, other developed countries (e.g. USA, Japan, Netherlands, Sweden, United Kingdom) showed the traditional pattern of higher unionisation in manufacturing and construction sectors relative to others. Some developing countries (e.g. Mauritius and Sri Lanka) showed the highest unionisation rates in the agricultural sector, indicating the predominance of formalized plantation in the sector. France is the only industrialised country with the highest share of unionisation in the agricultural sector, indicating the importance of its agricultural economy.

Among the countries reporting on the ILO questionnaires, the calculation of trade union density (as per cent of paid employment) with a complete sectoral breakdown (agriculture, manufacturing, construction, private services, public services) that included the disaggregation by sex as well, was only possible for four countries worldwide (Mauritius, Canada, France, and Ireland). Many other countries have partial information about the sectoral breakdown in union membership although quite a number are unable to separate private from public services. Many European and industrialised countries do not have sex disaggregated data, which is a basic for any understanding of how men and women are faring specifically.

Gender differences

In the field of social dialogue as in all fields of social observation, it is fundamental to assess whether significant gender differences are discernible using statistics of trade union density and collective bargaining coverage collected, even if a complete gender analysis in respect of representation and negotiation cannot be carried out for lack of many other variables. Given women's traditional role, women workers more than men often work in the house, for pay or family profit in a family enterprise. Women may be limited to more low-skill occupations and

receive less pay than men. Women workers may therefore be less present, or active in leadership positions, in unions, or less vocal in the workplace and during collective bargaining.¹⁷

To check for potential patterns in membership or coverage according to any perceptible gender bias, the ILO project requested all statistics according to sex. The results draw out certain differences between men and women for overall density rates. The expectation that men are more unionized than women is only true in around half of the countries covered. As for overall collective bargaining, higher female bargaining coverage rates occur in a range of countries, from the developing (Chile) to industrialised (Finland, Hungary, Switzerland) and Eastern European (Romania). Other differences are more apparent when comparing different industrial sectors. In most regions, regardless of which methodology is adopted to calculate rates of density and coverage, women workers' are likely to be less well covered than men in some sectors. Classification of workers to a sector is generally done on the basis of the sector of activity of the enterprise in which the worker works, thus the actual occupation of the worker is not reflected. The construction sector (ISIC Rev-3, Tabulation category F) in many parts of the world is a typically male-dominated employment sector where collective bargaining for worker's conditions is quite prevalent. Men's density and coverage rates are often high while women's are low, (except in some transition economies). This is possibly because the women do not actually do construction work, which is heavily negotiated and where men are better represented, but are more likely to hold non-construction, clerical jobs such as administrator or secretary in a construction company.

The public services sector (ISIC Rev.-3, Tabulation categories E + L to N) contrary to the construction sector often tends to have similar or higher density rates for women than for men whether in developing or industrialised economies. The agricultural, forestry and fishing sector (ISIC Rev.-3, Tabulation categories A + B) is a complex sector to measure. Gender differences do not show up according to any specific pattern of countries (see Table 3 below).

Table 3. Differences in union density for men and women
In specified industry sectors, selected countries (percentage)

Country	Year	Employment denominator ¹⁸	Sex	Agriculture	Construction	Public services
Mauritius	2002	Total	Men	42.0	1.2	45.0
			Women	34.1	0.1	14.8
		Paid	Men	76.1	4.3	47.3
			Women	68.9	0.2	18.2
Canada	2003	Reported	Men	15.8	36.5	16.8
			Women	5.3	5.2	12.0
		= Paid	Men	6.7	24.9	42.9
			Women	2.4	3.9	14.7

¹⁷ For a more comprehensive discussion of gender issues, see STAT Working Paper 99-1: *Incorporating Gender Issues in Labour Statistics*, Adriana Mata-Greenwood, ILO, 1997.

¹⁸ Denominator used: employment figures reported by the country, total employment from ILO database LABORSTA, paid employment from LABORSTA. Reported numbers equal to LABORSTA numbers are indicated.

Country	Year	Employment denominator ¹⁸	Sex	Agriculture	Construction	Public services
Japan	2003	Total	Men	1.0	17.8	.
			Women	0.2	7.5	.
		Paid	Men	6.2	21.9	.
			Women	1.1	8.9	.
Philippines	2003	Total	Men	.	0.2	.
			Women	.	1.8	.
		Paid	Men	.	0.2	.
			Women	.	2.0	.
France	2002	Total	Men	29.4	3.3	10.3
			Women	4.4	8.7	5.0
		Paid	Men	106.3	4.5	17.6
			Women	21.4	16.1	5.3
Hungary	2003	Reported	Men	6.0	2.4	10.3
			Women	7.7	7.6	9.2
		Total	Men	5.8	2.4	23.9
			Women	7.8	8.2	10.3
Ireland	2003	Reported	Men	11.0	34.4	27.8
			Women	5.0	14.3	20.3
		= Paid	Men	1.9	24.4	67.7
			Women	1.5	11.7	26.3

Source: ILO project on social dialogue statistics, 2004.

F. Analysis with the methodological perspective

Impact of denominators

Calculations of both trade union density and collective bargaining coverage rates using reported numbers for the numerators were made according to three sets of denominators. The latter are, namely: 1) “reported” employment figures provided by the responding agency; 2) “total” employment figures and 3) “paid” employment. The last two sets are official, national labour statistics maintained in the Bureau of Statistics LABORSTA database (<http://laborsta.ilo.org>). In a number of cases, the reported numbers corresponded to one or the other set of employment numbers from LABORSTA and could, therefore, readily be identified. In two countries (Mexico and United Kingdom) the reported number of trade union members includes also some self-employed members. In another seven countries, (Estonia, France, Netherlands, Poland, Romania, Senegal and Sweden) a proportion of non-employed persons are included that affect the density rate (above 100 per cent) when calculated against only paid employment.

Is the use of reported numbers from countries a valid methodological approach? Based on the assessment of all rates, we conclude that for a wide-scale reporting of countries, this is not the most suitable methodology. The many different types of employment used are not comparable between countries. Rates computed from reported employment figures are valuable

for the analysis of trends over time within countries, but they will not allow for analysis of levels of membership or coverage between countries.

The other choice of denominator is between total employment as compared to paid employment, using as a basis the ILO international standards. Total employment is defined by the ICLS *Resolution I concerning statistics of the economically active population, employment, unemployment and underemployment, 1983*. In theory, for all countries it covers all persons above a specified age during a specified brief period, either one week or one day, who were in paid employment or self-employment and at work or temporarily absent from work. National practice to define and measure the concept of total employment may vary as regards a number of factors, including how groups of persons are counted (included or excluded), with respect to different thresholds for age categories, use of different reference periods, and others.

The International Classification by Status in Employment (ICSE-1993) refers to paid employment to define employees as persons who hold paid employment jobs that are typically remunerated by wages and salaries. Employees may also be paid by commissions from sales, by piece-rates, bonuses or in-kind payments such as food, housing or training. There are several issues raised to prefer the use of paid employment as denominator. Based on the methodological information obtained, most covered persons in the numerator are actually employees. In the countries where the majority of workers in the economy are in paid employment, use of either employment denominator (total or paid) for comparison will not have much of an effect on the rates calculated. However, between countries the share of workers who are covered by unions or by collective bargaining but who are not in the employee category (self-employed, retirees etc) may differ widely. Notably, the category of paid employment does not include those engaging in informal economy. Using paid employment only; this distinction will not be visible and will therefore decrease international comparability of union density or negotiation rates.

Table 4. Impact of denominator on coverage rates
Selected countries (percentage)

Country	Year	Reported employment	Denominator	
			Total employment	Paid employment
Senegal	2000	7.4	10.7	.
Chile	2001	23.6	2.1	.
El Salvador	2003	2.5	2.5	19.1
Nicaragua	2003	0.7	0.8	4.4
Canada	2003	32.4	27.4	32.4
United States	2002	14.6	13.0	13.6
Philippines	2003	19.7	1.6	3.2
Czech Republic	2003	33.3	27.5	33.4
Hungary	2004	21.0	20.8	29.7
Latvia	2002	24.2	12.2	14.1
Lithuania	2002	19.8	12.7	15.9
Romania	2002	69.7	43.8	70.9
Ukraine	2002	80.3	48.9	71.2

Country	Year	Denominator		
		Reported employment	Total employment	Paid employment
Denmark	2000	91.9	22.2	24.2
Finland	2003	70.9	61.8	71.5
France	1997	92.9	94.5	102.9
Netherlands	2003	84.8	76.3	86.0
Portugal	2002	45.7	45.6	62.4
Switzerland	2003	36.7	35.7	46.0
Sweden	2000	94.0	85.1	94.9
United Kingdom	2000	36.2	32.1	34.9
Turkey	2001	17.0	3.6	7.6
New Zealand	2004	12.9	13.4	16.6

Source: ILO project on social dialogue statistics, 2004.

While the use of total employment as denominator is conceptually sound (as discussed in Section D. above) it does not address the issue of the different shares of self-employment within economies. In countries where the proportion of covered employees to self-employment is so small, low density or coverage rates are not very meaningful and may actually be masking the fact that the (albeit small) employee category is very well covered.

The complete set of statistical tables in the appendix presents trade union density rates, total and by main industrial sectors for both sexes combined and by sex where available (Tables A1, A2), as well as collective bargaining coverage rates, total and by main industrial sectors for both sexes combined and by sex where available (Tables B1, B2).

Part II

G. Introduction to country profiles on statistics of social dialogue

The ILO is in a privileged position to be able to gather important basic statistical methodological information from countries in all parts of the world. In this second part, a full set of statistical data and methodology on specific social dialogue indicators by country is provided (Appendix 1). The country profiles serve to illustrate the range of differences and/or similarities in concepts and methods used when compiling such statistics. The profiles are presented under standard headings, which allow for easy comparison of the characteristics.

Overview

Many countries have the legal obligation for organizations and associations to register and to communicate certain basic statistics, such as number of members or workers covered when a union or collective agreement is registered. This information may also form a part of their regular statistical inquiry system through an establishment, household or labour force survey. In the case of surveys, the resulting statistics relating to social dialogue are the product of a complete survey system established to ensure reliability and data quality so that they are as sound as the survey itself. The data reported on are therefore drawn from the official reports of trade unions submitted in accordance with laws or regulations to the competent authority, such as a certification officer, registrar or ministry. The central authority processes the national-level statistics and government and researchers use these official figures.

Data from workers' or employer' organizations themselves can be difficult to obtain and may suffer from the same problems as administrative data on other subjects. The trade unions actually providing reports may vary from year to year. Non-affiliated and non-registered trade unions may not report at all. Unions often preserve a certain prerogative over their records or they are unable to maintain up-to-date information, even where registration of members may be compulsory by law. Registered data on active membership may not be checked or validated by the government authority. Double and even triple counting of members in different unions can exist, as well as parallel membership for one person in a union, a federation and the confederation simultaneously. Some official statistics (particularly unionization or density rates) are compiled at the national level, but different criteria are used so that comparison between countries is complicated, even within regions.

Despite the many difficulties associated with these procedures, administrative records have been found to be the most frequently exploited source for existing statistics of union membership covered by the ILO project. Collective bargaining coverage is even more rare, even for the statistically advanced countries. Despite efforts to collect information, in most of the developing countries neither unionisation nor bargaining coverage statistics are functional. With respect to information reported on collective agreements, the levels or duration of agreements that are negotiated are often not conveyed because not known at the national level. Coverage rates, where computed by countries, are difficult to compare as their calculation is based on varying denominators and in some cases includes labour-related associations that are not unions.

The following country profiles provide systematic information on the operational basis and state of statistical data collection within the countries reporting, for the year 2000 or closest available year. One hundred and forty replies were treated; 60 concerning trade union membership and 80 concerning collective bargaining coverage.

Profile structure

Each country profile is organized in a standard format, with a separate profile for trade union membership, and for collective bargaining coverage. Sequential profiles for distinct statistical sources from a same country are named COUNTRY NAME (1), (2), (3), etc. The profiles are based on the national replies to the set of two ILO questionnaires (see Appendix 2) and other information available at the ILO.¹⁹

Each profile has eight sections presenting information from the respondent agency(ies) on the sources, methods and relevant descriptive characteristics of unionization and negotiation that are the basis for the statistics for a given country. An explanation given below of the contents of each section provides the title, a brief description of its contents and the reference number of the relevant questions from each questionnaire (Appendix 2) used to complete the section:

- Section 1. Responding agency: The reference details of the national agency that completed the questionnaire.
(Questionnaires: TU: P.1; CB: P.1)
- Section 2. Source information: The title of the data source(s) used to compile and/or publish relevant social dialogue statistics in the country, and of the national authority(ies) responsible for collection, processing and/or publication of current information or statistics if the authority differs from the responding agency. The latest year available refers to the year for the statistics presented in the general tables.
(Questionnaires: TU: A1-A4, B3; CB: A1-A4, C1.)
- Section 3. Operational basis and coverage: The specific regulatory basis for data gathering and reporting that set the legal domain(s) of unions; in the case of administrative registrations, and of household (or labour force sample surveys) and establishment surveys, their periodicity, (geographical and other) scope and coverage.
(Questionnaires: TU: P.1; E1-2; CB: P.1, D3, E4, F1, F2 note.)
- Section 4. Exclusions: The type, nature and estimated size of excluded unions by type of union, and of excluded agreements, by reference period, type or sector; specific categories and estimated number of workers excluded from unionisation or collective bargaining, by law or regulation or from the scope of the statistical survey.
(Questionnaires: TU: C1-C3, D1-D3; CB: D1-D3, E1-E3.)

¹⁹ A valuable source of information is the ILO NATLEX national labour legislation database: http://www.ilo.org/dyn/natlex/natlex_browse.home

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- Section 5. Concepts and Definitions: A National Definition and the national criteria upon which it is based, or source-specific definition(s) of the relevant concepts of trade union membership and collective bargaining coverage, including conditions for registration or qualifications for inclusion, such as active membership. Where available, information on number of members registered during the year, cumulative membership, etc. is included.
(Questionnaires: TU: P.1, A2-A4; CB: P.1, A2-A4.)
- Section 6. Main characteristics: The economic activity status of union membership and the percentage of wage or salaried employment amongst union members. Levels across the country at which bargaining occurs, presence and the extent of negotiation extension mechanisms to non-organized firms by law, administrative or court decision, reported length of agreements by level, other characteristic variables obtained from the data source where available.
(Questionnaires: TU: B1, B4; CB: B1, B2, B5note, C3-C6.)
- Section 7. Quality of data: Information supplied by the agency to better understand the reliability, comparability and overall quality of the statistical results.
(Questionnaires: TU: B4; CB: C2.)
- Section 8. Dissemination references: The title and other reference information for national publications and Internet dissemination websites.
(Questionnaires: TU: A2-A4, CB: A2-A4.)

H. Conclusion: Challenges for the future

This working paper elaborated on the methodology applied for the collection of social dialogue indicators, notably statistics of trade union membership and collective bargaining coverage, by DIALOGUE and STAT. It also discussed various methods to measure these statistics; their advantages, disadvantages and relevance. Within countries, several different agencies are responsible either for collecting, estimating or analyzing statistics relating to social dialogue. Many countries, however, do not have official statistics on trade union membership and/or collective bargaining coverage. Our analysis points out the difficulties in comparing trade union density and collective bargaining coverage rates across countries, let alone within regions, and draws attention to the importance of gaining conceptual clarity and consensus within countries and at the international level. The country profiles indicate the variety of methodologies that countries apply in defining and collecting such statistics. There is a great deal of heterogeneity in the statistics presented. Not all sources of, or reasons for, the discrepancies between countries can necessarily be eliminated, nor would this be necessarily desirable. The particularity of industrial relations practices embedded in different social traditions makes it essential to consider the statistics carefully and to interpret them with caution. In a nutshell, it would require an agreed international statistical guideline in order to have a clearer picture of social dialogue based on what such statistics actually mean.

Trade union membership and collective bargaining coverage on their own cannot cover all the wide range of processes and outcomes that industrial relations encompass. To develop guidelines for a systematic approach to their definition and collection, there are a number of challenges. As in this first phase, the various methodologies from different national sources

reporting on industrial relations statistics need further analysis and evaluation.²⁰ A procedure to reconcile divergent data from multiple national sources needs to be designed. Appropriate methods need to be developed to enable an international standard approach. Specific definitions of the various components to measure union representation and bargaining coverage need to be established and (eventually) agreed upon by the international statistical community.

This work should be based on a wide consultative process and statistical guidelines should be applicable in broadly different industrial relations systems. Governments and the social partners must consider the resulting standards useful in order to achieve widespread acceptance and thereby improve the quality of the resulting statistics. International statistical guidelines built on research and national experience, are important for both developed and developing countries to be able to produce and use these statistics on a regular basis. The realisation of guidelines would assist the comparison of social dialogue indicators and longer-term objectives, such as developing the means to interpret trends in the progress of social dialogue and workplace relations: These would also assist countries to assess and counter gender-based differences that affect men, women and the process of social dialogue as a whole. Workers' and employers' organizations should be involved in this development because access to reliable statistics in relation to issues of representation and change in the collective bargaining arena is essential for their own policy-making and strategy building.

Statistical measurement should address technical issues such as the identification of union or bargaining agents by type of system, the selection of relevant, statistically significant survey units, determining methods to survey employees of small-scale enterprises, the self-employed and in the informal economy. Definitions and methods to produce general estimates at national level have to be agreed by governments, workers' and employers' organizations to be validated.

If agreement is reached on setting international guidelines on statistical collection of social dialogue indicators, systematic capacity building efforts can be undertaken. These would increase countries' data collection and data analysis programmes, especially in those regions where few or no industrial relations statistics exist. These activities will have obvious implications for future ILO technical work and for the development of databases of national statistics in this field. This is the reason why a common understanding of internationally agreed statistical standards will be crucial for governments and the social partners. On this basis, both will benefit from the use of reliable statistics of trade union membership and collective bargaining coverage for their future study, action and progress in the field of social dialogue.

²⁰ For a discussion of the difficulties faced when working with industrial relations indicators, see ILO 1997; Bamber and Lansbury 1998.

I. Methodological country profiles relating to trade union membership

Egypt

1. **Responding agency:** Ministry of Manpower and Migration, General Department of Trade Union Communication, 3 Yousef Abass Street, Nasr City.
2. **Source information**

Title: Reports based on administrative records.
National authority: General Department for Information and Statistics.
Latest year available: 2003.
3. **Operational basis and coverage**

Regulation:
Survey scope:
Periodicity: Every five years.
Legal right:
4. **Exclusions**
 - (a) *Source:*

Population groups:
Estimated number of excluded groups:
 - (b) *Administrative:*

Types of unions: There are no excluded trade unions or associations.
Size of unions:
Other associations:
Estimated number of membership in excluded unions:
 - (c) *Legal:*

Excluded worker categories: All armed forces (career and conscript) and police.
Estimated number of excluded categories: not available.
5. **Concepts and definitions**

Trade union membership – national definition: An independent association of workers, constituted for the purposes of furthering and defending the workers' interests.
Source-specific definition:
6. **Main characteristics**

Economic activity status of union members:
Percentage of members in paid employment:
Other characteristics:
7. **Quality of data:** No comments.
8. **Dissemination references**

Principal publication:
Website: www.manpower.gov.eg

Ethiopia

1. **Responding agency:** Confederation of Ethiopian Trade Unions (CETU), International Relations Department, Addis Ababa. Email: cetu@telecom.net.et
2. **Source information**

Title: Member Federation Reports.
National authority: CETU (as above).
Latest year available: 2001/2002.
3. **Operational basis and coverage**

Regulation:
Survey scope:
Periodicity: There is no specific periodicity for membership statistics.
Other:
4. **Exclusions**
 - (a) *Source:*

Population groups:
Estimated number of excluded groups:
 - (b) *Administrative:*

Types of unions: None.
Size of unions: None.
Other associations: All other types of association (e.g. for political, ethnic, religious purposes).
Estimated number of membership in excluded unions: Not available.
 - (c) *Legal:*

Excluded worker categories:
Estimated number of excluded categories:
5. **Concepts and definitions**

Trade union membership – national definition:
Source-specific definition:
5. **Main characteristics**

Economic activity status of union members: In employment.
Percentage of members in paid employment: 100 per cent wage and salaried employees.
Other characteristics:
7. **Quality of data:**
8. **Dissemination references:**

Principal publication:
Website:

Mauritius

1. **Responding agency:** Ministry of Labour, Industrial Relations and Employment, corner Barracks & St. Louis Streets, Port Louis. Email: mol@mail.gov.mu.
Website: <http://Labour.gov.mu>

2. **Source information**

Title: Register of members kept by trade unions and Annual returns submitted by Trade Unions to the Registry.

National authority: Registry of Associations.

Latest year available: 31 December 2002.

3. **Operational basis and coverage**

Regulation: Industrial Relations Act, 1973.

Survey scope:

Periodicity: Annual.

Other: The regulation stipulating exclusions (see 4C) is the Entract of Industrial Relations Act, 1973.

4. **Exclusions**

(a) *Source*:

Population groups:

Estimated number of excluded groups:

(b) *Administrative*:

Types of unions: No unions are excluded. Friendly associations with religious and other purposes that are governed by the Registration of Associations Act are excluded.

Size of unions: Not applicable.

Other associations:

Estimated number of membership in excluded unions:

(c) *Legal*:

Excluded worker categories: All Police Force, Fire and Mauritius Prison Services. There are no armed forces in Mauritius.

Estimated number of excluded categories: Total number is 15,152. Fire services: 764; prison service: 1216. Prison service, fire service and police figures are obtained from the Budget 2004-2005 (Expenditure).

5. **Concepts and definitions**

Trade union membership – national definition: Membership: (1) no person shall be eligible to be a member of a trade union unless residing in Mauritius and (a) is bona fide engaged in a trade which the trade union purports to represent; or (b) if not so engaged, has been so engaged at any time for a period of, or periods amounting in the aggregate to, not less than 18 months. Minimum age is 16 years.

Source-specific definition: not applicable.

5. **Main characteristics**

Economic activity status of union members: In employment.

Percentage of members in paid employment: 100 per cent wage and salaried employees.

Other characteristics:

7. **Quality of data**: No comments.

8. **Dissemination references**

Principal publication: Annual Returns of Trade Unions.

Website:

Morocco

1. **Responding agency:** Ministère de l'Emploi et de la Formation Professionnelle (Ministry of Employment and Vocational Training), Department of Labour, 6 Boulevard CYM, Rabat Chellah.
2. **Source information**

Title: Reports based on administrative records maintained in the Ministry, and in Labour circumscriptions (administrative units).
National authority: Same as above.
Latest year available:
3. **Operational basis and coverage**

Regulation: Based on the Labour Code, nine of the most representative unions can negotiate.
Survey scope:
Periodicity:
Other:
4. **Exclusions**
 - (a) *Source:*

Population groups:
Estimated number of excluded groups:
 - (b) *Administrative:*

Types of unions: None.
Size of unions:
Other associations: There are no excluded professional associations.
Estimated number of membership in excluded unions:
 - (c) *Legal:*

Excluded worker categories:
Estimated number of excluded categories:
5. **Concepts and definitions**

Trade union membership – national definition:
Source-specific definition:
6. **Main characteristics**

Economic activity status of union members:
Percentage of members in paid employment:
Other characteristics:
7. **Quality of data:**
8. **Dissemination references**

Principal publication:
Website:

Namibia

1. **Responding agency:** Office of the Labour Commissioner, Private Bag 13367, Windhoek. Email: bro.matthew@mol.gov.na.

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2. **Source information**

Title: Annual Reports (based on administrative records, relevant statistics are not tabulated).
National authority: Same as responding agency.
Latest year available: 2003.
 - 2b. **Source information**

Title: The Namibia Labour Force Survey 2000.
National authority: Ministry of Labour.
Latest year available: 2000.
 3. **Operational basis and coverage**

Regulation: Labour Act No. 6, 1992.
Survey scope: Whole country.
Periodicity: Annual.
Other: Trade unions do not report their membership by sex.
 4. **Exclusions**
 - (a) *Source:*

Population groups: not available.
Estimated number of excluded groups:
 - (b) *Administrative:*

Types of union: None.
Size of unions: None.
Other associations: All, as they do not meet the requirements for trade unions of the Labour Act.
Estimated number of membership in excluded unions:
 - (c) *Legal:*

Excluded worker categories: All members of the Namibia Defence Force; the Namibian Police Force and some Manager Cadres if mutually agreed between the union and management.
Estimated number of excluded categories: Total 25,000. The Defence Force represents some 15,000; the police some 10,000; managers approximately 1,000 persons.
 5. **Concepts and definitions**

Trade union membership – national definition: “Trade union” means any number of employees in one or more industries associated principally for purposes of regulating relations in that industry between themselves or some of them and their employers or some of their employers.
Source-specific definition: Not provided for the labour force survey.
 5. **Main characteristics**

Economic activity status of union members:
Percentage of members in paid employment:
Other characteristics:
 7. **Quality of data:**

-
8. **Dissemination references**
Principal publication: Annual reports
Website:

Senegal

1. **Responding agencies**: Union des travailleurs libres du Sénégal (UTLS), (Union of Free Workers of Senegal) rue Abébé Bikila No.457, BP 26181, Dakar and Union Nationale des Syndicats Autonomes du Sénégal (UNSAS – Senegal), (National Union of Autonomous Trade Unions), Villa No. 12, behind the Raby Clinic, Dakar. Email: UNSAS@sentoo.sn
2. **Source information**
Title: UTLS inquiry of membership based on member union administrative records.
National authority: Responding agency No. 1 above.
Latest year available: 2000.
2. **Source information**
Title: UNSAS Activity Report.
National authority: Responding agency No. 2 above.
Latest year available: 2001.
3. **Operational basis and coverage**
Regulation: The Labour Code, Law No. 97-17 of 1 December 1997.
Survey scope: Census of members in all sectors of activity.
Periodicity:
Other:
4. **Exclusions**
 - (a) *Source*:
Population groups: Survey covers only UTLS membership.
Estimated number of excluded groups: No statistics are available for excluded groups.
 - (b) *Administrative*:
Types of unions: Some independent and non-affiliated unions.
Size of unions: The Labour Code refers to the most representative unions without mention of size.
Other associations: Some union federations.
Estimated number of membership in excluded unions: not available.
 - (c) *Legal*:
Excluded worker categories: Armed forces, police, customs agents, magistrates etc.
Estimated number of excluded categories: not available.
5. **Concepts and definitions**
Trade union membership – national definition: All persons legally residing in Senegal of 16 years and above, in the same occupation, or with similar jobs or occupations producing specific products, or with the same liberal occupation may freely constitute a trade union. Any worker or employer can freely join the professional trade union related to their occupation.
Source-specific definition:

5. **Main characteristics**

Economic activity status of union members: Membership consists of persons in employment as self-employed or wage and salaried workers and not in employment, as unemployed, retired or students.

Percentage of members in paid employment: According to UTLS results, approximately 18 percent of their total members are wage and salaried workers, 21 percent of men, 14 per cent of women. According to UNSAS approximately 80 percent total and men members are wage and salaried workers, almost 90 per cent of women.

Other characteristics: According to a recent Survey of Daily Workers, 2002, the Employment Directorate estimated a trade union density rate of 16 per cent for daily workers.

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website:

Brazil (1)

1. **Responding agency:** Ministério do Trabalho e Emprego, Coordenação Geral de Relações do Trabalho (Ministry of Labour and Employment, Labour Relations General Coordinating Unit).

2. **Source information**

Title: Survey of Unions in establishments.

National authority: Brazilian Institute of Geography and Statistics (IBGE) with the Ministry of Labour.

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation:

Scope of source: The union survey of establishments is universal and covers all Union Federations, major regions and the whole country. Data are disaggregated by urban and rural membership- (estimated at URBAN: 36853.594; RURAL: 17225.721). Statistics collected cover the size of Brazilian unions, their institutional and organizational structure and their activities.

Periodicity:

Other: IBGE interviewers administer the questionnaires by personal interview in the presence of union representatives or at union headquarters. Analysis of the results shows the transformations that have taken place in union organizations between 1991 and 2001.

4. **Exclusions**

(a) *Source:*

Population groups: None.

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: All armed forces.

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition: All representatives of employers, workers, agents or independent workers or the liberal professions respectively who occupy the same activity or occupation or similar or related activities or occupations may join together in associations in order to study, defend or coordinate their economic or professional interests.

6. **Main characteristics** (past five years)

Economic activity status of union members:

Percentage members in paid employment:

Other characteristics: Number of unions and associations, union density rate, characteristics of members, different forms of workplace representation, main services rendered, activities offered by unions, training and retraining, etc., contributions, central, federated and confederations of unions, etc.

7. **Quality of data:** Problems of overcounting of associations, or of workers in companies, and of double counting of membership.

8. **Dissemination references**

Principal publication: Sindicato – Indicadores Sociais 2001, IBGE includes technical notes, glossary of concepts and terminology, historical time series of selected variables, including classification by occupation and economic activity.

Website: <http://www.ibge.gov.br/>

Brazil (2)

1. **Responding agency:** Brazilian Institute of Geography and Statistics (IBGE).

2. **Source information**

Title: National Household Sample Survey.

National authority: Brazilian Institute of Geography and Statistics (IBGE).

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation:

Scope of source: The resident population 10 years of age or above present in the household or temporarily absent for a period of not more than 12 months from the reference period, excluding the rural areas of Rondônia, Acre, Amazonas, Roraima, Pará and Amapá.

Periodicity: Annual.

Other:

4. **Exclusions**

(a) *Source:*

Population groups: None.

Estimated number in excluded groups:

-
- (b) **Administrative:**
Type of unions:
Size of unions:
Other associations:
Estimated membership in excluded unions:
- (c) **Legal:**
Worker categories: All armed forces and some migrant workers.
Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – source-specific definition: Persons in employment during the previous period of 365 days are surveyed concerning union membership, if during the reference month they were affiliated to any union, without regard to their work characteristics or their economic activity status during the month. Considered as member of a union or association of one or more worker categories are all those who, in order to study, defend or coordinate the economic or professional interests of workers who exercise identical, similar or related activities or occupations and who held a union Recognition Card issued by the Ministry of Labour and Employment. Not considered as association or union member, are all persons who represent an enterprise or are affiliated to an employer's organization.

6. **Main characteristics (past five years)**

Economic activity status of union members:

Percentage members in paid employment:

Other characteristics: The number of employed union members is approximately 17 per cent (one of the highest results in the past decade. The lowest density rate was in 1998 at 15.9 percent. Trade union density is highest in the education, health and social services (29.2%), and in second place in the public administration (26.6%). At the other extreme, it is lowest (1.6%) amongst domestic services and in construction (6.9%).

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Pesquisa nacional por amostra de domicilios, 2001, IBGE.

Website: <http://www.ibge.gov.br/>

Canada (1)

1. **Responding agency:** Statistics Canada, 120 Parkdale Avenue, Ottawa, Ontario, K1A 0T6. Email: Labour@statcan.ca

2. **Source information**

Title: Labour Force Survey (LFS).

National authority: Statistics Canada.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation:

Scope of source: Whole country, excluding institutional populations.

Periodicity: Monthly and annual.

Other:

4. Exclusions

(a) *Source:*

Population groups: There are four exclusions to the LFS target population, each one having a longstanding history. Two of these exclusions are based on geography: (i) the Northern territories – Yukon, Northwest Territories and Nunavut, and (ii) Indian Reserves. The two other exclusions are based on person-level characteristics: (iii) inmates of institutions and, (iv) full-time members of the Canadian Forces.

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: All armed forces (career and conscript), some police force members. Some management or confidential posts in the private or public sector. Certain self-employed workers in small enterprises and atypical workers who do not have an employer-employee relationship.

Estimated number in excluded categories:

5. Concepts and definitions

Trade union membership – source-specific definition: To be a union member, the respondent must have actually joined a union and signed a union card.

6. Main characteristics (past five years)

Economic activity status of union members: In employment.

Percentage members in paid employment: 100 per cent.

Other characteristics:

7. Quality of data:

8. Dissemination references

Principal publication: Labour Force Survey Results, Statistics Canada, 2004.

Website: <http://www.statcan.ca/english/>

Canada (2)

1. **Responding agency:** Ressources humaines et développement des compétences Canada, Programme de travail, Direction de l'Information sur les milieux de travail (Human Resources and Capacity Building Canada, Workplace Information Directorate), 165 Hôtel de Ville, Place du Portage, Phase II, 9^{ème} étage, Gatineau, K1A0J2.

2. **Source information**

Title: Surveys of unions based on trade union registers, and annual reports of Joint Committees transmitted to the Ministry of Labour.

National authority: Same as responding agency above, Management of work stoppages, workers' organizations and agreements (conventions).

Latest year available: 2004 and 2003.

3. **Operational basis and coverage**

Regulation: The Labour Code.

Scope of source: Unions covered by telephone or mail survey.

Periodicity: Annual.

Other: Relate to information gathered by the Government of Canada although each Canadian provincial or territorial government may also collect information concerning its jurisdiction.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions: None.

Size of unions: Unions with less than 50 members.

Other associations: None.

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: the Canadian Forces.

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition: A trade union is defined as proposed by the ILO, an “independent association of workers, constituted for the purposes of furthering and defending the workers’ interests”.

6. **Main characteristics** (past five years)

Economic activity status of union members: in employment.

Percentage members in paid employment: 100 per cent.

Other characteristics: The concept of organized employee refers to union membership based on the Labour Code.

7. **Quality of data:**

8. **Dissemination references**

Principal publication: The data collected from Unions by the Workplace Information Directorate are published as statistics covering trade union organizations in the Labour Gazette.

Website: www.110.hrdc-drhc.gc.ca/millieudetravail_workplace

Chile

1. **Responding agency:** Direccion del Trabajo (Labour Directorate), Agustinas, 7th Floor, 1253 Santiago.

2. **Source information**

Title: Union reports maintained by the Labour Directorate.

National authority: Same as responding agency above.

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation: The Labour Code.

Scope of source:

Periodicity:

Other: The University of Chile and the Catholic University also have data on the subject.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions: None.

Size of unions: None.

Other associations: None.

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: All armed forces (41,970); all police (50,000), some managers (10,000).

Estimated number in excluded categories: Approximately 101,970 in total (estimated by the National Statistical Office).

5. **Concepts and definitions**

Trade union membership – national definition: According to the Labour Code, trade unions are organizations freely formed by workers in the private sector and/or in State-run establishments, of all legal types. Their objective is to, amongst others, take on the legitimate representation and defence of their members, as well as to promote their economic, social and cultural interests. The right to form trade unions is guaranteed by the Political Constitution of the State.

6. **Main characteristics (past five years)**

Economic activity status of union members:

Percentage members in paid employment:

Other characteristics: start

7. **Quality of data:** start

8. **Dissemination references**

Principal publication: Anuario sindical, 2000 and Estadística sindical, 2001, Department of Labour Relations.

Website: <http://www.dt.gob.cl/1601/channel.html>

Mexico

1. **Responding agency:** Instituto Nacional de Estadística, Geografía e Informática (National Institute of Statistics, Geography and Information Technology, Torre el Dorado Fracc. El Dorado. C.P. 20235, Aguascalientes.

2. **Source information**

Title: National Household Income and Expenditure Survey (for complete information on this survey consult Sources and Methods Labour Statistics, Volume 6, ILO).

National authority: Same as responding agency above.

Latest year available: 2002.

3. **Operational basis and coverage**

Regulation:

Scope of source: The whole country, nationals and foreigners residing in households; excluding foreign diplomats' households.

Periodicity: Irregular, approximately every two to three years.

Other:

4. **Exclusions**

(a) *Source*:

Population groups: Persons living in hostels.

Estimated number in excluded groups:

(b) *Administrative*:

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) *Legal*:

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition or source-specific definition:

6. **Main characteristics** (past five years)

Economic activity status of union members: In employment, either wage and salaried employees or self-employed.

Percentage members in paid employment: Approximately 98 per cent.

Other characteristics:

7. **Quality of data**: Data processing is by computer.

8. **Dissemination references**

Principal publication: Special bulletins from the Survey, INEGI, Mexico City.

Website: <http://www.inegi.gob.mx/>

Nicaragua

1. **Responding agency**: Ministerio del Trabajo (Ministry of Labour), Estadio Nacional 400 mts. al Norte, Managua.

2. **Source information**

Title: Monthly reports maintained in the Registry of the Planning Directorate, Ministry of Labour and based on monthly Controls by the Directorate of Trade Unions.

National authority: Same as responding agency above.

Latest year available: 2003

3. **Operational basis and coverage**

Regulation: Labour Code, Law 185.

Scope of source: Unions in different trades covered by the Control Registry.

Periodicity: Monthly.

Other: The Control Registry controls renewals, confederations, etc.

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) **Legal:**

Worker categories: All armed forces and police forces with respect to their work in those functions.

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition: Article 23 of the Labour Code, and Article 1 of the Decree 55-97 on Regulations of Trade Unions and Associations both stipulate that a union is an association of workers and employers set up to represent and defend their respective interests.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees and self-employed.

Percentage members in paid employment:

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Monthly reports to the Planning Directorate, Ministry of Labour, 2004.

Website:

United States

1. **Responding agency:** U.S Bureau of Labor Statistics (USBLS), Washington, D.C. 20212.

2. **Source information**

Title: Current Population Survey (CPS).

National authority: U.S. Census Bureau.

Latest year available: 2000.

3. **Operational basis and coverage**

Regulation:

Scope of source: The whole country. Union membership questions are limited to wage and salary workers, all self-employed are excluded.

Periodicity: Monthly. Union membership data are annual averages based on one-quarter of each monthly sample in the CPS.

Other: National data are also collected for workers “represented by unions” that refers to union members, as well as workers who have no union affiliation but whose jobs are covered by a union or an employee association contract.

4. Exclusions

(a) **Source:**

Population groups: Persons in the armed forces are not in the universe of the CPS.

Estimated number in excluded groups:

(b) **Administrative:**

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) **Legal:**

Worker categories:

Estimated number in excluded categories:

5. Concepts and definitions

Trade union membership – national definition: According to the Labor-Management Reporting and Disclosure Act of 1959, As Amended, a “Member” or “member in good standing”, when used in reference to a labor organization, includes any person who has fulfilled the requirements for membership in such organization, and who neither has voluntarily withdrawn from membership nor has been expelled or suspended from membership after appropriate proceedings consistent with lawful provisions of the constitution and bylaws of such organization.

Source-specific definition: Union membership data refer to wage and salary workers who report that they are members of a labour union or an employee association similar to a union.

6. Main characteristics (past five years)

Economic activity status of union members: Wage and salaried employees.

Percentage members in paid employment: 100 per cent.

Other characteristics: (In 2004), about 36 percent of government workers were union members compared with about 8 percent of workers in private-sector industries. Two occupational groups (education, training, library occupations and protective service occupations, including fire fighters and police officers) had the highest unionization rates, 37 percent each. About 1.6 million wage and salary workers were represented by a union on their main job, while not being union members themselves.

7. Quality of data:

There is about a 90-percent chance, or level of confidence, that the estimates based on the CPS sample will differ by no more than 1.6 standard errors from the “true” population value because of sampling error.

8. Dissemination references

Principal publications: Union Members in 2002, USDL 03-88, February 2003 and Union Members Summary, USBLS website report, 2005.

Website: <http://www.bls.gov/>

India (1)

1. **Responding agency:** Ministry of Statistics and Programme Implementation, Central Statistical Organization, West Block VIII, Wing 6, R.K. Puram, New Delhi-66, and Ministry of Labour, New Delhi
2. **Source information**
Title: General Verification of Membership of CTUOS.
National authority: Ministry of Labour (MOL).
Latest year available: 31.12.1989. The results were declared by MOL on 21.12.1996.
3. **Operational basis and coverage**
Regulation:
Scope of source: Whole country.
Other:
4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*
Type of unions: All independent unions. Some federations with less than 500,000 membership and that spread over fewer than four States and operate in fewer than four industries.
Size of unions: None.
Other associations:
Estimated membership in excluded unions: Not available.
 - (c) *Legal:*
Worker categories:
Estimated number in excluded categories:
5. **Concepts and definitions**
Trade union membership – National definition – Source-specific definition:
6. **Main characteristics (past five years)**
Economic activity status of union members: Not available.
Percentage members in paid employment:
Other characteristics:
7. **Quality of data:**
8. **Dissemination references**
Principal publication: Results of General Verification of Membership of CTUOS, Ministry of Labour, 1996.
Website: <http://www.nic.in/stat/>

India (2)

1. **Responding agency:** Centre of Indian Trade Unions (CITU), B T Ranadive Bhawan, 13A Rouse Avenue, New Delhi 110002. Email: citu@vsnl.com

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2. **Source information**
Title: Membership particulars of CITU.
National authority:
Latest year available: 2000.
 3. **Operational basis and coverage**
Regulation:
Scope of source: Reports from 3,366 enterprises and industry-based affiliated unions.
Periodicity:
Other: Membership in the agricultural sector covers non-farm workers.
 4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*
Type of unions: Non CITU member unions.
Size of unions:
Other associations:
Estimated membership in excluded unions:
 - (c) *Legal:*
Worker categories:
Estimated number in excluded categories:
 5. **Concepts and definitions**
Trade union membership – source-specific definition: Affiliated members of the CITU.
 6. **Main characteristics (past five years)**
Economic activity status of union members:
Percentage members in paid employment:
Other characteristics:
 7. **Quality of data:**
 8. **Dissemination references**
Principal publication:
Website:

Japan (1)

1. **Responding agency:** Ministry of Health, Labour and Welfare, 2-2 Kasumigaseki 1-Chome, Chiyoda-Ku, Tokyo, 100-8916. Website: www.mhlw.go.jp
2. **Source information**
Title: Basic Survey on Labour Unions.
National authority: Same as responding agency above.
Latest year available: 2003.
3. **Operational basis and coverage**
Regulation: Trade Union Law [Law No. 174 of 1 June 1949 as amended], Article 2.
Scope of source: Whole country.

Periodicity: Annual.

Other: Workers regardless of their kind of occupation.

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Type of unions: None.

Size of unions: None.

Other associations: Those whose objectives are confined to mutual aid work or other welfare work; or principally political or social movements.

Estimated membership in excluded unions:

(c) **Legal:**

Worker categories: See National definition below; some workers in supervisory positions.

Estimated number in excluded categories: Not available.

5. **Concepts and definitions**

Trade union membership – national definition: Trade Union Law, Article 2: “Trade Unions” under this Law shall be those organizations or federations formed autonomously and composed mainly of workers, for the main purpose of maintaining and improving working conditions and raising the economic status of the workers, provided, however, that this shall not apply to those (1) “who declare themselves as membership officers: workers in supervisory positions having direct authority with respect of hiring, firing, promotions or transfers; having access to confidential information relating to the employer’s labour relations plans and policies so that their official duties and responsibilities directly conflict with their loyalty and responsibilities as members of the trade union concerned; and other persons who represent the interests of the employer.”

Trade union membership – source-specific definition: The member of a collective or combination of collectives where employees take initiative to organize independently for the main purpose of maintenance and improvement of their working conditions and improvement of their economic status.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees.

Percentage members in paid employment: 100 per cent.

Other characteristics: start

7. **Quality of data:** No comments.

8. **Dissemination references**

Principal publication: General Survey on Labour Relations – Report of Basic Survey on Labour unions, Ministry of Health, Labour and Welfare, 2003.

Website: www.mhlw.go.jp/toukei/itiran/roudou/roushi/kiso/03/index.html

Japan (2)

1. **Responding agency:** Ministry of Education, Culture, Sports, Science and Technology, 2-5-1 Marunouchi, Chiyoda-Ku, Tokyo, 100-8959. Website: www.mext.go.jp

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2. **Source information**
Title: Current Survey of Teachers Unions.
National authority: Same as responding agency above.
Latest year available: 2003.
 3. **Operational basis and coverage**
Regulation: Trade Union Law.
Scope of source: Public schools in Japan.
Periodicity: Annual.
Other:
 4. **Exclusions**
 - (a) *Source*:
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative*:
Type of unions: None.
Size of unions: None.
Other associations:
Estimated membership in excluded unions:
 - (c) *Legal*:
Worker categories: Not applicable.
Estimated number in excluded categories:
 5. **Concepts and definitions**
Trade union membership – source-specific definition: The full-time teachers and staff who join in a union at public schools.
 6. **Main characteristics** (past five years)
Economic activity status of union members: Wage and salaried employees.
Percentage members in paid employment: 100 per cent.
Other characteristics:
 7. **Quality of data**: No comments.
 8. **Dissemination references**
Principal publication: The monthly report on School Board, Ministry of Education, Culture, Sports, Science and Technology, 2003.
Website: www.mext.go.jp/b-menu/houdou/15/12/03/2220/.htm

Korea

1. **Responding agency**: Ministry of Labour, International Cooperation Division, Gyeonggi-do Gwacheon City, Jungong-Dong 1. Email: molcos@hanmail.net
2. **Source information**
Title: Administrative records.
National authority: Same as responding agency above.
Latest year available: 2001.

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3. **Operational basis and coverage**
Regulation: Labour Standards Act.
Scope of source: Whole country.
Periodicity:
Other: Article 10 (Scope of Application) (1) This Act shall apply to all businesses or workplaces in which more than 5 workers are ordinarily employed. This Act, however, shall not apply to any business or workplace that employs only relatives living together, and to a worker who is hired for domestic work.
 4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:* Data by sector of economic activity are not available.
Type of unions: None.
Size of unions: None.
Other associations: None.
Estimated membership in excluded unions:
 - (c) *Legal:*
Worker categories: All armed forces (690 thousand), all police forces (95,200), all civil servants (427 thousand) and all workers in private households (1.6 million).
Estimated number in excluded categories: Over 2.8 million persons in total.
 5. **Concepts and definitions**
Trade union membership – national definition: Members of a trade union of a business or workplace formed by the consent of the majority of all regular workers. This excludes non-standard workers whose terms of employment, compared with regular workers, are explicitly or implicitly shorter or temporary, or whose working hours are short (less than 15 hours per week) under their contracts with their companies. These non-standard workers usually refer to: part-time, temporary, contract or on-call workers; leased or dispatched employees; independent contractors.
 6. **Main characteristics (past five years)**
Economic activity status of union members: Wage and salaried employees.
Percentage members in paid employment: 100 per cent.
Other characteristics: According to the Korea Employers Federation, membership of trade unions is dominated by regular workers, yet participation of non-regular workers in trade unions is growing as local unions seek to embrace such workers. The exclusion of non-regular workers is due to the constitution of trade unions.
 7. **Quality of data:**
 8. **Dissemination references**
Principal publication: National Defence White Paper, Ministry of National Defence, 2000; The Current Status of the Organization of Trade Unions in Korea, Ministry of Labour, 2001; The Korea Monthly Statistics Review, Korea National Statistical Office, January 2002; Statistical Year Book, Ministry of Government Administration and Home Affairs, 2001.
Website: <http://www.nso.go.kr/>

Malaysia

1. **Responding agency:** Ministry of Human Resources, Department of Trade Union Affairs, Director General of Trade unions, 8th floor, Block D4, Parcel D, Federal Government Administrative Centre, 62502 Putrajaya. Website: <http://jheks.mohr.gov.my>. Email: jheks@mohr.gov.my
2. **Source information**

Title: Administrative records from the Register of trade union, Trade unions' annual return, and Statutory inspection report.

National authority: Same as responding agency above.

Latest year available: 2003.
3. **Operational basis and coverage**

Regulation: Trade Unions Act 1959 and Employment Act (various amendments).

Scope of source: Whole country: West Malaysia, Sabah and Sarawak.

Periodicity: Annual.

Other:
4. **Exclusions**
 - (a) **Source:**

Population groups:

Estimated number in excluded groups:
 - (b) **Administrative:**

Type of unions: None.

Size of unions: None.

Other associations: None.

Estimated membership in excluded unions: Not applicable.
 - (c) **Legal:**

Worker categories: According to legislation, 27 (1) and (2), no public officer shall join or be a member of any trade union or shall be accepted as a member of any trade union, such as: (a) members of the Royal Malaysian Police; (b) members of any prison service; (c) members of the armed forces; (d) public officers engaged in a confidential or security capacity; (e) public officers prohibited under any written law from forming or being members of a trade union; and (f) public officers holding any post in the managerial and professional group, except those excluded from the operation of this paragraph by a direction in writing issued by the Chief Secretary of the Government.

Estimated number in excluded categories: Armed Forces are 167,071 (Ministry of Finance sources).
5. **Concepts and definitions**

Trade union membership – national definition: “Trade union” or “union” means an association or combination of workers or employers, being workers whose place of work is in West Malaysia, Sabah or Sarawak, as the case may be, or employers employing workers in West Malaysia, Sabah or Sarawak, as the case may be: (a) within any particular establishment, trade, occupation or industry or within any similar trades, occupations or industries; and (b) whether temporary or permanent; and (c) having among its objects one or more of the following objects; (i) the regulation of relations between workers and employers for the purposes of promoting good industrial relations between workers and employers, improving the working conditions of workers or

enhancing their economic and social status, or increasing productivity; (ia) the regulation of relations between workers and employers in trade disputes; (ii) the representation of either workers or employers in trade disputes; (iia) the conducting of, or dealing with, trade disputes and matters related thereto; or (iii) the promotion or organization or financing of strikes or lock-outs in any trade or industry or the provision of pay or other benefits for its members during a strike or lock-out.

6. **Main characteristics** (past five years)
Economic activity status of union members:
Percentage members in paid employment:
Other characteristics: Data for Private Services include Public Services.
7. **Quality of data:**
8. **Dissemination references**
Principal publication: Internal reports.
Website:

Philippines

1. **Responding agency:** Bureau of Labor and Employment Statistics, Department of Labor and Employment, 3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila. Website: www.manila-online.net/bles. Email: blesod@bles.dole.gov.ph
2. **Source information**
Title: 2003 BLES Integrated Survey.
National authority: Same as responding agency above.
Latest year available: 2003.
3. **Operational basis and coverage**
Regulation:
Scope of source: All non-agricultural establishments in the whole country of 20 or more employees, in 58 non-agricultural industries with an average total employment of at least 20 persons, as follows: Mining and Quarrying; Manufacturing; Electricity, Gas and Water supply; Construction; Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods; hotel and restaurants; transport, storage & communications; financial intermediation; real estate; renting & business activities; health & social work except public medical, dental and other health services; other community, social & personal service activities.
Periodicity: Annual.
Other: Administrative records exist also c/o the Bureau of Labor Relations, DOLE.
4. **Exclusions**
 - (a) *Source:*
Population groups: Firms with less than 20 workers.
Estimated number in excluded groups:
 - (b) *Administrative:*
Type of unions:
Size of unions:
Other associations:
Estimated membership in excluded unions:

-
- (c) **Legal:**
Worker categories:
Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – source-specific definition: Group of employees that exists in whole or in part in an establishment for the purpose of collective bargaining or dealing with employers concerning terms and conditions of employment.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees.

Percentage members in paid employment: 100 per cent.

Other characteristics:

7. **Quality of data:** Not comparable with the administrative DOLE statistics. These are only estimates.

8. **Dissemination references**

Principal publication: LABSTAT Updates, Bureau of Labor and Employment Statistics, 2003.

Website: www.bles.dole.gov.ph/download/2003-2004BITS.pdf

Singapore

1. **Responding agencies:** Ministry of Manpower (MOM), Labour Relations Department, 18 Havelock Road #04-02, Singapore 059764, and Singapore National Trade Union Congress. Email: mom_lrd@mom.gov.sg.

2. **Source information**

Title: Registry of Trade Unions (SNTUC).

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: The Industrial Relations Act (and the Employment Act).

Scope of source: Records obtained from trade unions on a regular basis, collated and maintained by the Registry in MOM covering the whole territory.

Periodicity: Annual.

Other: In July 2002, the Industrial Relations (Amendment) Act 2002 was passed in Parliament to allow executives who are not employed in senior management positions and who are not performing such roles, to be represented by recognized trade unions on an individual basis on specific issues related to retrenchment benefits, dismissal and breach of contracts of employment. This Act came into effect on 1 September 2002.

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Type of unions: The SNTUC records exclude the Federation of Employee Trade Unions. The NTUC records exclude 5 non-affiliated unions: Singapore Transport-

Vessel Workers' Association, Singapore Motor Workshop Employees' Union, Singapore Catering Services, Staff & Workers' Trade Union, Film Industrial Employees Union of Singapore and Airline Pilots.

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) **Legal:**

Worker categories: All armed forces (28,000) and police (8,000), some civil servants (4000 civil defence, prison services and narcotic services – rank-and-file are allowed to join unions), some managers and all domestic workers and workers in private households.

Estimated number in excluded categories: Some 40,000 persons.

5. **Concepts and definitions**

Trade union membership – national definition: Trade union means a trade union that has been – (a) registered under any written law in force at the time, relating to the registration of trade unions; and (b) accorded recognition by the employer pursuant to section 16 (1) of the Industrial Relations Act.

6. **Main characteristics (past five years)**

Economic activity status of union members:

Percentage members in paid employment:

Other characteristics:

7. **Quality of data:** Total membership number from the Singapore Yearbook of Manpower Statistics is slightly different from the Registry (less than 7,000 persons).

8. **Dissemination references**

Principal publication: Singapore Yearbook of Manpower Statistics, MOM, 2004.

Website: www.singstat.gov.sg/pdtsvc/pubn/yoscontents.html

Sri Lanka

1. **Responding agency:** Department of Labour, Labour Secretariat, PO Box 575, Colombo 05.

2. **Source information**

Title: Administrative records in the Main Register of the Trade Union.

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: The Constitution.

Scope of source: All registering unions.

Periodicity: Annual.

Other:

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

-
- (b) **Administrative:**
Type of unions: Some 60 per cent of independent unions; some 20 per cent of union federations.
Size of unions: All unions with fewer than seven members.
Other associations:
Estimated membership in excluded unions:
- (c) **Legal:**
Worker categories:
Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition: “Trade Union” means any association or combination of workers or employers, whether temporary or permanent, having among its objects: (a) regulating relations between workers and employers, or between workers themselves or between employers and employers; (b) imposing restrictive conditions on the conduct of any trade or business; (c) representing either workers or employers in trade disputes; (d) promoting or organizing financing of strikes or lock-outs in any trade or industry or providing pay or other benefits for its members during a strike or lock-out, and includes any federation of 2 or more trade unions.

Source-specific definition: “Worker” means any person who has entered into or works under a contract with an employer in any capacity, whether the contract is express or implied, oral or in writing, and whether it is a contract of service or apprenticeship, or a contract personally to execute any work or labour and includes any person ordinarily employed under any such contract, whether such person is or is not in employment at any particular time.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees.

Percentage members in paid employment: 100 per cent.

Other characteristics:

7. **Quality of data:** Due to the poor response rate of the annual returns in this administrative source, the national authorities estimate that around two million employees out of seven million are actually organized in trade unions (28.6%).

8. **Dissemination references:**

Principal publication:

Website:

Czech Republic

1. **Responding agency:** Ministry of Labour and Social Affairs (MOLSA), Na Poricním právu 1, 12801 Prague 2.

2. **Source information**

Title: Trade Union estimates.

National authority: Report prepared in cooperation with the Czech-Moravian Confederation of Trade Unions (CMKOS), the most representative organization of workers.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: Labour Code.

Scope of source: CMKOS member unions.

Periodicity: Ad hoc.

Other:

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative*

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: All members of the armed forces.

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition: “Trade Union” means any association or combination of workers or employers, whether temporary or permanent, having among its objects: (a) regulating relations between workers and employers, or between workers themselves or between employers and employers; (b) imposing restrictive conditions on the conduct of any trade or business; (c) representing either workers or employers in trade disputes; (d) promoting or organizing financing of strikes or lock-outs in any trade or industry or providing pay or other benefits for its members during a strike or lock-out, and includes any federation of 2 or more trade unions.

Source-specific definition: “Worker” means any person who has entered into or works under a contract with an employer in any capacity, whether the contract is express or implied, oral or in writing, and whether it is a contract of service or apprenticeship, or a contract personally to execute any work or labour and includes any person ordinarily employed under any such contract, whether such person is or is not in employment at any particular time.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees.

Percentage members in paid employment: 100 per cent.

Other characteristics:

7. **Quality of data:** The Association of Independent Trade Unions (second biggest workers’ organization) did not reply so the statistics represent only CMKOS membership, uniting 34 sectoral associations, with some 714,000 members in 2004 (48% women).

8. **Dissemination references**

Principal publication:

Website: www.mpsv.cz

Estonia

1. **Responding agency:** Confederation of Estonian Trade Unions (EAKL), Pärnu Road 41A, 10119 Tallinn. Website: www.eakl.ee
2. **Source information**

Title: Reports from member trade unions.
National authority:
Latest year available: 2004
3. **Operational basis and coverage**

Regulation:
Scope of source: Member unions in the whole country.
Periodicity: Annual.
Other:
4. **Exclusions**
 - (a) *Source:*

Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*

Type of unions: All independent, non-affiliated unions.
Size of unions: None.
Other associations: EAKL collects data from member organizations only.
Estimated membership in excluded unions:
 - (c) *Legal:*

Worker categories:
Estimated number in excluded categories:
5. **Concepts and definitions**

Trade union membership – national definition:
6. **Main characteristics** (past five years)

Economic activity status of union members: Wage and salaried employees, self-employed and some persons not in employment.
Percentage members in paid employment: 85 per cent.
Other characteristics: Youth are counted as up to 35 years old.
7. **Quality of data:**
8. **Dissemination references**

Principal publication:
Website:

Finland

1. **Responding agency:** Statistics Finland, FIN-00022, Työpajakatu 12, 00580 Helsinki.
2. **Source information**

Title: Finnish Labour Force Survey (LFS).

National authority: Same as responding agency above.

Latest year available: 2004.

3. **Operational basis and coverage**

Regulation: start

Scope of source: All persons 15 to 74 years residing in the country. Union membership questions are limited to wage and salary workers, all self-employed are excluded.

Periodicity: Quarterly.

Other:

4. **Exclusions**

(a) *Source*:

Population groups: Non-resident citizens and persons in institutions are not in the universe of the LFS.

Estimated number in excluded groups:

(b) *Administrative*:

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) *Legal*:

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – source-specific definition: Union membership data refer to wage and salaried employees who report that they are members of an employees' union (SAK, STTK, AKAVA) or any independent union.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees.

Percentage members in paid employment: 100 per cent.

Other characteristics: start

7. **Quality of data**: The LFS provides shares of employees who are members of a union, which are of better quality and more correct than the statistics based on Statistics Finland's Statistical Yearbook.

8. **Dissemination references**

Principal publication: Labour Force Survey, Statistics Finland, 2004.

Website: www.stat.fi

France

1. **Responding agency**: Ministère du Travail de l'Emploi et de la Cohésion, Direction de l'Animation de la Recherche, des Etudes et des Statistiques (DARES) (Ministry of Labour-DARES) 39-43 quai A. Citroen, 75902 Paris Cedex 15. Website: www.travail.gouv.fr

2. **Source information**

Title: Enquête permanente sur les conditions de vie des Ménages (Permanent Household Living Conditions Survey).

National authority: Institut National de la Statistique et des Etudes Economiques (INSEE) (National Statistical and Economic Studies Institute).

Website: http://www.insee.fr/fr/home/home_page.asp

Latest year available: 2002

3. **Operational basis and coverage**

Regulation:

Scope of source: Whole country

Periodicity: Annual since 1996.

Other:

4. **Exclusions**

(a) **Source:**

Population groups: Persons living in hostels and the trans-Atlantic territories (DOM-TOM).

Estimated number in excluded groups: 192,000 economically active persons living in hostels or welcome centres (1999 Population Census).

(b) **Administrative:**

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) **Legal:**

Worker categories: All career members of the armed forces.

Estimated number in excluded categories: 287,000 (1999 Population Census).

5. **Concepts and definitions**

Trade union membership – source-specific definition: Persons who declare themselves “member of a trade or professional union”.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees, self-employed, unemployed and retired.

Percentage members in paid employment: 66 percent all members, 60 per cent for men and 70 per cent for women.

Other characteristics:

7. **Quality of data:** The survey furnishes homogeneous time series.

8. **Dissemination references**

Principal publication: Première information Première synthèse, DARES, 2004.

Website: www.travail.gouv.fr/etudes/etudes_h.html

Hungary

1. **Responding agency:** Hungarian Central Statistical Office, Labour Statistics Section, Keleti K. u. 5-7, Budapest, 1024.

2. **Source information**

Title: Labour Force Survey (LFS), Ad hoc modules (2001Q2 and 2004Q2)..

National authority: Same as responding agency above.

Latest year available: 2004.

3. **Operational basis and coverage**

Regulation: The Constitution and the Labour Code.

Scope of source: The LFS covers the whole population aged 15-74 years living in private households during the reference week. The LFS ad hoc sample covers a sample of enterprises with more than four employees and all budgetary organizations.

Periodicity: The ad hoc modules have been attached to the regular, quarterly survey twice to date, during the second quarter (Q2).

Other:

4. **Exclusions**

(a) *Source:*

Population groups: Living in situations, such as: conscript members of the armed forces; international migrant workers whose permanent address is abroad; disabled workers, rural population groups, in specific industries.

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions: None.

Size of unions: None.

Other associations: None.

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: No categories of workers are excluded from the right to join a trade union which is provided to all by the Constitution (Act XX of 1949) and Act II of 1989 on the Right of Association. Regarding the Armed Forces and the Police, Act II regulates special conditions for representation.

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition: According to the Labour Code, a member of a trade union is an individual who has a valid declaration of his/her joining the trade union and who is recorded by the trade union as its member. Trade union membership does not depend on the payment of dues, provided it is stipulated in the statutes of the trade union.

6. **Main characteristics (past five years)**

Economic activity status of union members: The Ad hoc modules of the Survey do not provide information on union membership by status in employment.

Percentage members in paid employment:

Other characteristics:

7. **Quality of data:** As trade union data are collected as part of the LFS, their reliability is rather high (estimated as 95 per cent).

8. **Dissemination references**

Principal publication: Working time arrangements and work organization, Hungarian Central Statistical Office, 2004.

Website: ww.ksh.hu

Ireland

1. **Responding agency:** Central Statistics Office, Skehard Road, Cork.

2. **Source information**

Title: Irish Quarterly National Household survey, 2003 (QHNS).

National authority: Same as responding agency above.

Latest year available: 2003.

2. **Source information**

Title: Report of the Registrar of Friendly Societies, 2003

National authority:

Latest year available: 2002.

3. **Operational basis and coverage**

Regulation: Trade Union Act of 1913 and Industrial Relations Act, 1990.

Scope of sources: Non-institutional population aged 15 years and above in the whole country. / Number of registered trade unions at 31 December 2003.

Periodicity: Quarterly (annual figure is 2nd Quarter). / Annual reports.

Other: In the total 69 registered trade unions, there were 11 employer associations and 9 trade associations.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions: None.

Size of unions: None.

Other associations: None.

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition: A trade union is defined in section 2(1) of the Act as “any combination, whether temporary or permanent, the principal objects of which are under its constitution statutory objects”. The statutory objects are defined in section 1(2) as: “ the regulation of the relations between workmen [workers] and masters [employers], or between workmen, or between masters and masters, or the imposing of restrictive conditions on the conduct of any trade or business, and also the provision of benefits to members.”

Source-specific definition: Employees who answered that they are a member of a trade union or staff association which represents its’ members in labour and industrial relations issues.

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6. **Main characteristics** (past five years)
Economic activity status of union members: Survey data: Wage and salaried employees.
Percentage members in paid employment: Survey: 100 per cent; Registrar: 98.7 per cent.
Other characteristics: Trade unions, as registered, fall into 2 broad groups, employee associations (including professional unions and public service unions), employer associations and trade associations.
 7. **Quality of data**: The household survey data are estimates so do not necessarily reflect the number of paid up union members. The registrar data
 8. **Dissemination references**
Principal publication: Quarterly National Household surveys – Main Results, Central Statistics Office, 2004 and Report of the Registrar of Friendly Societies, 2003.
Website: www.cso.ie

Italy

1. **Responding agency**: Ministero del Lavoro e delle Politiche Sociali (Ministry of Labour and Social Affairs), Direzione Generale della Tutela delle Condizioni di Lavoro, Divisione II – Affari Internazionali, Via Flavia 6, 00100 Rome.
2. **Source information**
Title: Trade Union and Employer Organization Declarations.
National authority: Same as responding agency above.
Latest year available: 2000.
3. **Operational basis and coverage**
Regulation: The Constitution, Article 39.
Scope of source: Self-declared membership in union and employer confederations, either on their own websites or to the Ministry at its request.
Periodicity: Irregular.
Other:
4. **Exclusions**
 - (a) *Source*:
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative*:
Type of unions:
Size of unions:
Other associations:
Estimated membership in excluded unions:
 - (c) *Legal*:
Worker categories: All career members of the armed forces and police forces (127,724 and 316,672 respectively) although there is some form of representation foreseen legally. (Conscripts not performing military duties may adhere to unions). Some civil servants (59,917).
Estimated number in excluded categories: Some 504,300 persons.

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5. **Concepts and definitions**
Trade union membership – national definition:
 6. **Main characteristics** (past five years)
Economic activity status of union members:
Percentage members in paid employment:
Other characteristics: The self-declared reports from unions and employer organizations do not make any distinctions according to sector of industrial activity for statistical purposes.
 7. **Quality of data:** No verifications are possible as this is considered trespassing on the internal rights of the unions.
 8. **Dissemination references**
Principal publication: Various statistical publications and reports, Ministry of Labour, National Statistical Institute.
Websites: www.cnel.it
www.istat.it
www.aranagenzia.it

Latvia

1. **Responding agency:** Central Statistical Bureau, Lacplsa Street 1, Riga, LV-1301; www.csb.lv
2. **Source information**
Title: Trade union reports from the Free Trade Union Confederation of Latvia (LBAS).
National authority: Same as responding agency above.
Latest year available: 2003.
3. **Operational basis and coverage**
Regulation: Law on Trade Unions and State Civil Service Law.
Scope of source: All unions that are members of the confederation.
Periodicity: Annual.
Other: Fire fighters and personnel of prisons previously prohibited by law may now participate in trade unions.
4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*
Type of unions:
Size of unions:
Other associations:
Estimated membership in excluded unions:
 - (c) *Legal:*
Worker categories: The armed forces (6,400); police officers (14,600); and some civil servants (2,200). According to the Military Service Law (2002) Article 15, soldiers are prohibited from joining trade unions and participating in their activities. However, Article 10 allows non-political activities and representation to

protect their interests. The Law on Police (1991) Article 23, prohibits police officers from joining trade unions.

According to the State Civil Service Law (2000), there is the general State civil service (administration) and the specialized State civil service (diplomats, police, Ministry of Interior communications, border guard, fire-fighting, prison administration, revenue etc). The law makes no restrictions on their rights of association, unless limited by special laws.

Estimated number in excluded categories: 23,200 in total.

5. **Concepts and definitions**

Trade union membership – national definition: According to the Law on Trade Unions of December 13, 1990, “Trade unions are independent social organizations”.

6. **Main characteristics** (past five years)

Economic activity status of union members:

Percentage members in paid employment:

Other characteristics: The Public Service includes railway workers (ISIC I).

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Internal reports.

Website:

Netherlands

1. **Responding agency:** Statistics Netherlands, Prinses Beatrixlaan 428, 2273XZ Voorburg.
Email: lrsl@cbs.nl.

2. **Source information**

Title: Labour Force Survey.

National authority: Same as responding agency above.

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation:

Scope of source: Persons aged 15 to 64 years, living in the Netherlands, except persons living in institutions.

Periodicity: Annual, however Statistics Netherlands will no longer compile information in the field of trade unions in the future.

Other: Statistics of Trade Unions, from administrative records, are also available in Statistics Netherlands (2003).

4. **Exclusions**

(a) *Source:*

Population groups: Persons working short hours (less than 12 hours per reference period) and family workers.

Estimated number in excluded groups: 709, 000 (short hours) and 101,000 family workers.

(b) *Administrative:*

Type of unions: None.
Size of unions: None.
Other associations: None.
Estimated membership in excluded unions:

- (c) *Legal:*
Worker categories: None.
Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition: Membership in a union of employees, that seeks to promote the collective and individual interests of its members with respect to the employers or the authorities, who have an influence over their terms of employment. An organized member is a member of a trade union, who may be an employee or not in employment (unemployed, retired or persons receiving invalidity benefits).

Source-specific definition: The LFS union membership of employees is the number of organized employees aged under 65 with paid work for at least 12 hours a week as a percentage of the total number of employees with paid work for at least 12 hours a week.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees, unemployed, inactive.

Percentage members in paid employment: Eighty per cent for the total. Percentages for men and women separately are not known, as data on the unemployed and inactive persons are not broken down by sex.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Sociaal economische Maandstatistiek 2003/3, Statistics Netherlands, 2003.

Website: www.cbs.nl.

Norway

1. **Responding agency:** Statistics Norway, 2225 Kongsvinger. Website: www.ssb.no. Emails: liv.tove.hytjan@ssb.no or herald.lunde@ssb.no.

2. **Source information**

Title: Members of employer and trade union organizations.

National authority: Administrative records maintained by the responding agency above.

Latest year available: 31 December 2003.

3. **Operational basis and coverage**

Regulation: Act No. 83.

Scope of source: Employers and nation-wide associations for wage earners and the main associations to which the individual organizations belong. This covers the Norwegian Confederation of Trade Unions, Confederation of Vocational Unions, Confederation of Higher Education Unions, Federation of Norwegian Professional Associations and

employers' associations covering the Confederation of Norwegian Business and Industry and Federation of Norwegian Commercial and Service Enterprises.

Periodicity: Annual.

Other: Statistics on trade unions are not available broken down by sex, age or economic sectors.

4. Exclusions

(a) **Source:**

Population groups: None.

Estimated number in excluded groups:

(b) **Administrative:**

Type of unions: None.

Size of unions: None.

Other associations: All political, ethnic, religious or professional organizations that limit their activities to questions of a purely professional nature, etc.

Estimated membership in excluded unions:

(c) **Legal:**

Worker categories:

Estimated number in excluded categories:

5. Concepts and definitions

Trade union membership) – source-specific definition: Members of employers and nation-wide associations of wage earners (comprising registered members, nonworking students and pensioners) that assist their members in wage agreements and wage negotiations.

6. Main characteristics (past five years)

Economic activity status of union members: Wage earners and inactive persons.

Percentage members in paid employment:

Other characteristics: start

7. Quality of data: Available statistics are exhaustive.

8. Dissemination references

Principal publication: Internet and Yearbook of Statistics, Statistics Norway, 2004.

Website: www.ssb.no/english/subjects/07/02/10/arborg-en/

Poland

1. **Responding agency:** National Commission of Independent Self-Governing Trade Unions (NSZZ “Solidarnosc”), Economic Policy and Social Dialogue Department, ul. Waly Piastowskie 24, 80-855 GDAŃSK. Email: zagr@solidanosc.org.pl (International Department).

2. **Source information**

Title: Periodic surveys of trade union membership; carried out by the Regional Department, and by the Branch Department, of the National Commission of NSZZ “Solidarnosc”.

National authority:

Latest year available: 2002.

3. **Operational basis and coverage**

Regulation: The Polish Labour Codex of 26 June 1974 as amended.

Scope of source: Membership in regional departments of the of NSZZ “Solidarnosc” National Commission and in the branch secretariats and national sections of NSZZ “Solidarnosc”.

Periodicity: Regional updates every six months; Branch and National updates every year.

Other: According to the Ministry of Economy, Labour and Social Policy, Department of Social Dialogue, there are currently three trade union centrals in the country.

4. **Exclusions**

(a) *Source:*

Population groups: Public sector – civil servants, employees of state administration in high-level positions such as ministers, court jurists, intelligence services, etc.

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions: None.

Size of unions: None.

Other associations: None.

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: The police force may organize only one trade union (no trade union pluralism).

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition:

6. **Main characteristics** (past five years)

Economic activity status of union members: Wage and salaried employees, unemployed, students, retired persons and members not paying dues.

Percentage members in paid employment: Almost 90 per cent for men and for women.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publications: CBOS – “Trade Union: Membership, composition, attitudes” – Research Study BS/55/2003 – March 2003 (Polish only). Labour Force Survey in Poland, III Quarter 2002 – Information & statistical paper, National Statistical Office (GUS), 2003.

Website: <http://www.solidarnosc.org.pl/eng1.htm> and www.stat.gov.pl

Romania

1. **Responding agency:** Bloc National Syndical (Trade Union Confederation), Bucharest. Email: bns@bns.ro

2. **Source information**

Title: Declaration of the annual situation of membership and joint registration of union members with enterprises (1999).

National authority:

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation: Law No. 53 of 24 January 2003.

Scope of source: Administrative records in member unions of the confederation and declaring enterprises.

Periodicity: Annual records. Joint registration/declaration was in 1999.

Other: The number of employed members represents one third of total membership as compared to members in retirement, the unemployed and student members.

4. **Exclusions**

(a) *Source:*

Population groups: Persons living in hostels, migrant workers and the armed forces.

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions: None.

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: Some armed forces, ministers and high-level officials, and atypical workers not covered by the COR. All workers in private households.

Estimated number in excluded categories: Total of 200 thousand workers: 180,000 in the armed forces, 20,000 high officials.

5. **Concepts and definitions**

Trade union membership – national definition: According to Law No. 53, trade unions are independent legal entities, without a patrimony purpose, established for the purpose of defending and promoting the collective and individual rights, as well as the professional, economic, social, cultural, and sporting interests of their members. The trade unions shall participate by means of their own representatives, according to the law, in negotiations and the conclusion of collective labour contracts, in talks or agreements with the public authorities and the employers' organizations, as well as in the typical structures of social dialogue. Gross national minimum basic wages guaranteed to be paid, according to the normal work schedule, shall be established by Government decision after consultation with the trade unions and employers' organizations.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees, self-employed, unemployed, students and retired persons.

Percentage members in paid employment: Approximately 30 per cent.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website:

Spain

1. **Responding agency:** Ministerio de Trabajo y Asuntos Sociales (Ministry of Labour and Social Affairs) – Subdirección General de Estadísticas Sociales y Laborales, C/ Maria de Guzmán 52 – 28071 Madrid. Email: estadistica@mtas.es.
2. **Source information**

Title: The Quality of Work Life Survey (QWLS) and related estimates by the Ministry.
National authority: National Institute of Statistics.
Latest year available: 2000.
3. **Operational basis and coverage**

Regulation: Spanish Constitution.
Scope of source: The QWLS is a small-scale sample survey of 6,020 households within the country.
Periodicity:
Other: Two questions concerning union membership are asked of members of sampled households: (1) Have you ever been a member of a union?: yes: 22.9 per cent / no: 74.9 per cent (non-response: 2.2 per cent). (2) Have you always been a member of the same union? yes: 60.6 per cent / yes, but I left it: 33.4 per cent (non-response: 6 per cent).
4. **Exclusions**
 - (a) *Source:*

Population groups: Institutional populations.
Estimated number in excluded groups:
 - (b) *Administrative:*

Type of unions:
Size of unions:
Other associations:
Estimated membership in excluded unions: The trade unions and federations maintain data on the number of workers affiliated to their corresponding organization; however these statistics are not made public.
 - (c) *Legal:*

Worker categories: No category of worker is excluded from union membership and activity.
Estimated number in excluded categories:
5. **Concepts and definitions**

Trade union membership – national definition: According to the Constitution, the independence of employer and worker unions is recognized in Articles 7 to 28. Regarding union representation with a view to collective bargaining, this is done through union elections at each establishment. All workers in the establishment may take part in these elections, whether or not they are affiliated to a union. Since 1996, elections are carried out on a continuous basis with the dates for each union available on their websites.
6. **Main characteristics (past five years)**

Economic activity status of union members:
Percentage members in paid employment:
Other characteristics: Taking into account its small sample size, the survey results indicate a union density of only 23 per cent. Low membership can be related to the fact

that it is not necessary for workers to be affiliated, in order to be represented in union elections (see 5. above).

7. **Quality of data:** Trade union membership is therefore not a good indicator of freedom of association and representation because workers are represented without needing to be union members.
8. **Dissemination references**
Principal publication: Internal reports of the QWLS are not published.
Website:

Sweden (1)

1. **Responding agency:** Statistics Sweden, Karlavägen 100, Box 24, 300 Stockholm
Website: www.scb.se.
2. **Source information**
Title: Labour Force Survey.
National authority: Same as responding agency above.
Latest year available: 2002.
3. **Operational basis and coverage**
Regulation: Labour Code
Scope of source: All residents aged 15 to 74 years covered by civil registration, including volunteer and career members of the armed forces in the whole country.
Periodicity: Monthly.
Other: Data on membership refer to annual averages.
4. **Exclusions**
 - (a) *Source:*
Population groups: Institutional populations.
Estimated number in excluded groups:
 - (b) *Administrative:*
Type of unions:
Size of unions:
Other associations:
Estimated membership in excluded unions:
 - (c) *Legal:*
Worker categories:
Estimated number in excluded categories:
5. **Concepts and definitions**
Trade union membership – source-specific definition: Union membership data refer to persons (employed or unemployed) who report that they are members of a trade union.
6. **Main characteristics (past five years)**
Economic activity status of union members: Wage and salaried employees and unemployed.
Percentage members in paid employment: 95 per cent for men and 96 per cent for women.
Other characteristics:

-
7. **Quality of data:**
 8. **Dissemination references**
Website:

Sweden (2)

1. **Responding agency:** Swedish Trade Union Confederation, 10553 Stockholm.
2. **Source information**
Title: Statistical Information from the Trade Unions.
National authority: Same as responding agency above.
Latest year available: 2002.
3. **Operational basis and coverage**
Regulation: Labour Code.
Scope of source: Full time students are excluded from union membership.
Periodicity:
Other:
4. **Exclusions**
 - (a) *Source:*
Population groups: no exclusion.
Estimated number in excluded groups:
 - (b) *Administrative:*
Type of unions:
Size of unions:
Other associations:
Estimated membership in excluded unions:
 - (c) *Legal:*
Worker categories:
Estimated number in excluded categories:
5. **Concepts and definitions**
Trade union membership – national definition (repeat legislation) – or – source-specific definition:
6. **Main characteristics** (past five years)
Economic activity status of union members: Wage and salaried employees and unemployed – full time students
Percentage members in paid employment: 78 per cent for men and 79 per cent for women
Other characteristics:
7. **Quality of data:**
8. **Dissemination references**
Principal publication:
Website:

Switzerland

1. **Responding agency:** Union Syndicale Suisse (USS),(Swiss Federation of Trade Unions) BP, 3000 Bern 23. Website: www.uss.ch
2. **Source information**

Title: Survey of Union Members: The Evolution of Union Membership in 2003; and Census of USS Member Unions, 2004.
National authority:
Latest year available: 2003.
3. **Operational basis and coverage**

Regulation: Ordinance 1 on Labour Law (OLT1), 10 May 2000.
Scope of source: General census of all associations in the country by direct contact.
Periodicity: Annual, since 1960.
Other: Complete count of USS members, partial count of other workers' organizations.
4. **Exclusions**
 - (a) *Source:*

Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*

Type of unions: None.
Size of unions: Some.
Other associations: Some.
Estimated membership in excluded unions: Unknown.
 - (c) *Legal:*

Worker categories:
Estimated number in excluded categories:
5. **Concepts and definitions**

Trade union membership – national definition:
6. **Main characteristics** (past five years)

Economic activity status of union members:
Percentage members in paid employment:
Other characteristics:
7. **Quality of data:**
8. **Dissemination references**

Principal publication: Dossier/USS, n° 31, Union Syndicale Suisse (USS), 2003.
Website: www.sgb.ch

Turkey (1)

1. **Responding agency:** Calisma ve Sosyal, Güvenlik Bakanligi (Ministry of Labour and Social Security), İnönü Bulvari No. 42, 06520 Emek, Ankara. Website: <http://www.die.gov.tr/>. Email: calismag@calisma.gov.tr.

2. **Source information**

Title: Administrative records of membership based on Trade Union Reports.

National authority: Same as responding agency above.

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation:

Scope of source: All legal trade unions organized within the whole country

Periodicity:

Other:

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions: None.

Size of unions: None.

Other associations:

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: All armed forces and police and managers. Some civil servants, workers in small firms, atypical and migrant workers.

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition:

6. **Main characteristics** (past five years)

Economic activity status of union members: Wage and salaried employees from the establishment survey.

Percentage members in paid employment: 100 per cent.

Other characteristics: The statistics of members by sectors from these registrations do not match statistics of total wage and salaried membership numbers from an establishment survey of 2001.

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Labour Statistics 2001, Ministry of Labour and Social Security, 2001.

Website: www.calisma.gov.tr

Turkey (2)

1. **Responding agency:** Confederation of Public Employees Trade Union – KESK, International Relations, Law and Collective Agreements Department, Atatürk Bulvari, No.23, B-Block, Kat:4-5, Unkapars, Istanbul.

2. **Source information**

Title: Estimates based on declared membership.

National authority:

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation:

Scope of source: Public Service member unions in the whole country.

Periodicity:

Other: Union membership figures are misleading due to the fact that the authorization of unions is linked to ten per cent representation.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions: All non public service employee unions.

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: Some members of the armed forces, police forces, some civil servants and managers who run and are responsible for the whole of the workplace. There are no legal but many practical barriers for different categories of workers to join trade unions

Estimated number in excluded categories:

5. **Concepts and definitions**

Trade union membership – national definition:

6. **Main characteristics (past five years)**

Economic activity status of union members:

Percentage members in paid employment:

Other characteristics: According to KESK and to DISK (Confederation of Progressive Trade Unions of Turkey) they represent some 731,275 members.

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Internal reports.

Website:

United Kingdom (1)

1. **Responding agency:** Ministry of Labour, Dept. of Trade and Industry (DTI); www.dti.gov.uk

2. **Source information**

Titles: Labour Force Survey (LFS); Workplace Employee Relations Survey (WERS).

National authority: Same as responding agency above.

Latest year available: Labour Force Survey (2000); Workplace Employee Relations Survey (1998).

3. **Operational basis and coverage**

Regulation:

Scope of source:

Periodicity:

Other:

4. **Exclusions**

(a) *Sources:*

Population groups: Living in hostels (living in communal establishment, i.e., those living in hostels, boarding houses, hostels, common lodging houses and other miscellaneous establishments); those participating in government college based training schemes.

Estimated number in excluded groups: Living in hostels (26,000); those participating in government college based training schemes (9,000)

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories: All members of the armed forces; all members of export processing zones.

Estimated number in excluded categories: Total excluded: 287,000; all members of the armed forces (112,000); all members of export processing zones.

5. **Concepts and definitions**

Collective bargaining coverage – national definition: No definition provided.

6. **Main characteristics (past five years)**

Bargaining levels by prevalence: Company level is the most prevalent, followed by national single sector and regional single sector.

Estimated number of workers by level:

Extension mechanisms:

Length of agreements:

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website:

United Kingdom (2)

1. **Responding agency:** Ministry of Labour, Department of Trade and Industry.

2. **Source information**

Title: registrations from the Certification Officer.

National authority: Certification Office, Branden House, 180 Borough High Street, London; www.certoffice.org

Latest year available: 2001

3. **Operational basis and coverage**

Regulation:

Scope of source: The certification data includes the unemployed. It is also possible for one person to be a member of more than one union.

Periodicity: Annual

Other:

4. **Exclusions**

(a) *Source:*

Population groups: Living in hostels (those living in communal establishments, i.e., hostels, boarding houses, common lodging houses and other miscellaneous establishments); on a college based training scheme or temporarily away from this scheme.

Estimated number in excluded groups: Living in hostels and other (on a college based training scheme) totals 175,000.

(b) *Administrative:*

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: Armed forces

Estimated number in excluded categories: Armed forces (112,000)

5. **Concepts and definitions**

Trade union membership – national definition:

6. **Main characteristics (past five years)**

Economic activity status of union members:

Percentage members in paid employment:

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website:

United Kingdom (3)

1. **Responding agency:** Office for National Statistics; www.statistics.gov.uk

2. **Source information**

Title: Labour Force Household Survey.

National authority: Same as responding agency above.

Latest year available: Autumn, 2002.

3. **Operational basis and coverage**

Regulation:

Scope of source: The union membership question only applies to those in employment. It excludes those on college based schemes and unpaid family workers. Sectoral breakdown is based on the Standard Industrial Classification (SIC 92).

Periodicity:

Other:

4. Exclusions

(a) **Source:**

Population groups: Living in hostels (those living in communal establishments, i.e., hostels, boarding houses, common lodging houses and other miscellaneous establishments); all communal establishments except those living in National Health Service accommodation and halls of residence.

Estimated number in excluded groups:

(b) **Administrative:**

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) **Legal:**

Worker categories:

Estimated number in excluded categories:

5. Concepts and definitions

Trade union membership – national definition (repeat legislation) – or – source-specific definition:

6. Main characteristics (past five years)

Economic activity status of union members:

Percentage members in paid employment: 95 per cent for men; 97 per cent for women.

Other characteristics:

7. Quality of data:

8. Dissemination references

Principal publication:

Website:

Australia

1. **Responding agency:** Australian Bureau of Statistics (ABS), Labour Market Area, Box 10, Belconnen ACT 2616. Website: <http://www.abs.gov.au/>

2. Source information

Title: Employee Earnings, Benefits and Trade Union Membership (EEBTUM), conducted as a supplement to the ABS monthly Labour Force Survey (LFS).

National authority: Same as responding agency above.

Latest year available: 2000

3. Operational basis and coverage

Regulation: start

Scope of source: The whole country. Employed persons aged 15–69 years who worked in their main job for a public or private sector employer and: received remuneration in wages or salary; retainer fee from their employer while working on a commission basis; in tips or piece-rates; or operated his or her own incorporated enterprise with or without employees.

Periodicity: Annual.

Other: Private services: electricity, gas and water supply; wholesale trade; accommodation; cafes, restaurants; retail trade; transport, storage; communication services; finance and insurance; property, business services; cultural, recreational services; personal, other services. public services: government administration, defence; education; health, community services.

4. Exclusions

(a) **Source:**

Population groups: The LFS itself excludes members of the permanent defence forces; certain diplomatic personnel of overseas governments; overseas residents in Australia; members of non-Australian defence forces (and dependants); students at boarding schools, patients in hospitals, residents of homes (e.g. retirement, for persons with handicaps), inmates of prisons, as well as approximately 80,000 persons living in remote, sparsely settled parts. In addition, employees who worked solely for payment in kind in their main job are excluded from EEBTUM.

Estimated number in excluded groups: Estimates are not available.

(b) **Administrative:**

Type of unions:

Size of unions:

Other associations:

Estimated membership in excluded unions:

(c) **Legal:**

Worker categories:

Estimated number in excluded categories:

5. Concepts and definitions

Trade union membership – source-specific definition: Trade union members are employees with membership in a trade union in conjunction with their main job. Trade union is an organization consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members.

6. Main characteristics (past five years)

Economic activity status of union members: Mainly wage and salaried employees. Data are available for some women who are unpaid family workers.

Percentage members in paid employment: Almost 100 per cent.

Other characteristics:

7. Quality of data:

Sectoral estimates are based on ANZSIC, the Australian New Zealand Standard Industry Classification. Overall, there are about two chances in three (67%) that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two standard errors.

8. **Dissemination references**

Principal publication: Employee Earnings, Benefits and Trade Union Membership (EEBTUM), ABS Catalogue No. 6310.0, ABS, August 2002. Statistics cover August 1996 to August 2001.

Website:

<http://www.abs.gov.au/Ausstats/abs@.nsf/0/F93069B86DBC15CCA256CFA00020F61?Open>

New Zealand

1. **Responding agency:** Department of Labour, PO Box 3705, Wellington. Website: www.dol.govt.nz

2. **Source information**

Title: Registered Unions: number of unions

National authority: Registrar of Unions, Department of Labour.

Latest year available: 2004.

3. **Operational basis and coverage**

Regulation: Employment Relationship Act 2000 (section 16).

Scope of source: Number of unions and membership on the register.

Periodicity: Irregular.

Other:

4. **Exclusions**

(a) *Source:*

Population groups: No population groups are excluded.

Estimated number in excluded groups:

(b) *Administrative:*

Type of unions: None.

Size of unions: None.

Other associations: None.

Estimated membership in excluded unions:

(c) *Legal:*

Worker categories: All members of the armed forces.

Estimated number in excluded categories: 8,700 persons.

5. **Concepts and definitions**

Trade union membership – national definition: All persons who belong to a registered union and whose membership fee is paid up.

6. **Main characteristics (past five years)**

Economic activity status of union members: Wage and salaried employees.

Percentage members in paid employment: 100 per cent.

Other characteristics:

7. **Quality of data:** The public/private sector data are not mutually exclusive to the other categories, but exclude agriculture and fishing. Sectoral groupings are according to the Australian and New Zealand Standard Industrial Classification 1996 (ANZSIC).

8. **Dissemination references**

Principal publication: Labour Market Statistics, Statistics New Zealand, 2004.

Website:

www.stats.govt.nz/domino/external/web/prod_ser.nsf/htmldocs/Labour+Market+statistics+-+Reference+Reports

The following countries/agencies replied that no statistics (or methodological information) were available:

Algeria (TU)

1. **Responding agency:** Office National des Statistiques (ONS) (National Statistical Office), 8-10 rue des Moussebiline, Algiers. Website www.ons.dz.
2. **Source information:** No statistics on trade union membership are available.

South Africa (TU)

1. **Responding agency:** Department of Labour.
2. **Source information:** No statistics on trade union membership are available.

Tunisia (TU)

1. **Responding agency:** Ministry of Social Affairs and Solidarity.
2. **Source information:** No statistics are available, however, the Labour Code of 1966 as modified by Law No. 96-62, 1996, Articles 242 and 243 stipulate that a trade union is a professional association of persons having the same profession, similar jobs or related occupations working to produce specific outputs or the same liberal occupation, that is freely constituted and whose exclusive aim is the study and defence of the economic and social interests of its members.

Venezuela (TU)

1. **Responding agency:** Ministerio del Trabajo, Dirección de Estadística, (Ministry of Labour, Statistics Department), Torre sur, Centro Simón Bolívar, El silencio – Caracas.
2. **Source information:** No statistics are available although administrative records on unions are kept in the Ministry. All members of the police force are excluded from union membership.

Indonesia (TU)

No statistics on collective bargaining coverage are available.

Thailand (TU)

1. **Responding agency:** National Statistical Office, Lan Iuana Road, Pomprob, Bangkok. Website: www.nso.go.th
2. **Source information:** No statistics on trade union membership are available, although the number of persons excluded from the right to become a union member is estimated at

14.7 million (report of Labor Force Survey, Quarter 1, Jan-March 2004) covering legislators, senior officers and managers, agricultural workers and in private households.

Denmark (TU)

1. **Responding agency:** Statistics Denmark, Sejrogaade 11, 2100 Kopenhagen. Website: www.dst.dk
2. **Source information:** Yearly trade union reports for all unions irrespective of size or type are provided to the national statistical office with number of members by sex. No other variable is reported. In 2003 for 2.1 million members the density rate is 87.4 per cent of paid employees.

Germany (TU)

1. **Responding agency:** Federal Statistical Office, 65180 Wiesbaden. Website: www.destatis.de
2. **Source information:** No statistics on trade union membership are available.

Italy (TU)

1. **Responding agency:** National Statistical Office, Via Cesare Balbo 16, 00184 Rome. Website: www.istat.it/ Email: richieste.dati@istat
2. **Source information:** No statistics on trade union membership are available.

Romania (TU)

1. **Responding agency:** Ministry of Labour and Social Solidarity, Dem I Dobrescu Street, No. 2-4, Sector 1, Bucharest. Email: drici@mmss.ro
2. **Source information:** Administrative records on trade union membership are maintained in the Register of Evidence, Ministry of Justice, according to Law No. 53/2003, Article 17 – however no statistics are made available.

J. Methodological country profiles relating to collective bargaining coverage

Egypt

1. **Responding agency:** Ministry of Manpower and Migration, General Department of Collective Bargaining, 3 Yousef Abass Street, Nasr City.
2. **Source information**
Title: Records of Collective Bargaining Department.
National authority: Same as responding agency.
Latest year available: 2004
3. **Operational basis and coverage**
Regulation: Labour Law No. 12/2003.
Scope of survey:
Periodicity: Will become monthly, quarterly and annual.

Other: All collective agreements give advantages to workers with no discrimination based on sex.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Reference period: None.

Sectors, firms: Public services and the Informal economy.

Types of agreements: None.

(c) *Legal:*

Worker categories: not available.

Estimated number of excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: Collective bargaining is the negotiations and discussions that take place between one or more workers' organizations and one or more employers' organizations in order to: (a) determine or improve working conditions and terms of employment, (b) establish cooperation for the social development of the workers, (c) solve disputes between both parties.

Source-specific definition:

6. **Main characteristics**

Bargaining levels by prevalence: Collective bargaining takes place at all levels – company/enterprise, provincial/regional (single and multi-sector) and national (single and multi-sector). The most published levels are company/enterprise and national multi-sectoral levels.

Estimated number of workers by level:

Extension mechanisms: None

Length of agreements: Three years at the company/enterprise level. One year at national level.

Other characteristics:

7. **Quality of data:** Collective bargaining is newly established since the labour law of December 2003.

8. **Dissemination references**

Principal publication: Al-Wakala al-Masrya

Website: www.manpower.gov.eg

Morocco

1. **Responding agency:** Ministry of Manpower and Migration, General Department of Collective Bargaining, 3 Yousef Abass Street, Nasr City.

2. **Source information**

Title: Reports from administrative records of Unions, Employers and registers maintained by the General Department of Collective Bargaining and in labour circumscriptions (administrative units) under the employment delegation.

National authority: Same as responding agency.

Latest year available: No statistics are available.

3. **Operational basis and coverage**

Regulation: Labour Code of 2003, First Book, Title IV on Collective Labour Agreements.

Scope of survey:

Periodicity:

Other:

4. **Exclusions**

(a) *Source*:

Population groups:

Estimated number of excluded groups:

(b) *Administrative*:

Sectors, firms: Public service.

Types of agreements: None.

(c) *Legal*:

Worker categories:

Estimated number of excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: The Collective Agreement is a collective contract that regulates the labour relations negotiated between the representatives of one or more of the most representative workers' trade organizations or their unions and on the other hand, one or more employers negotiating in their own name, or the representative of one or more professional organizations of employers, concerning: °) wages, salaries and skills qualifications; °) working conditions, social coverage and terms of employment; °) conflict resolution between the parties; °) conditions for continuous training and social development of workers.

Source-specific definition:

6. **Main characteristics**

Bargaining levels by prevalence: Collective bargaining takes place at the company/enterprise level and the national, single and multi-sectoral level. Negotiations are mainly carried out at the enterprise level and in the sectors.

Estimated number of workers by level: not available.

Extension mechanisms: None

Length of agreements: Three years at the company/enterprise level; two years at the national single sector level.

Other characteristics:

7. **Quality of data**: Data on collective bargaining are insufficiently reliable and not exhaustive.

8. **Dissemination references**

Principal publication:

Website:

Namibia

1. **Responding agency:** Office of the Labour Commissioner, Private Bag 13367, Windhoek. Email: bro.matthew@mol.gov.na.
2. **Source information**

Title: Register of Trade Unions and Employers' Organizations.
National authority: Same as responding agency.
Latest year available: 2004 annual report; however statistics are not tabulated.
3. **Operational basis and coverage**

Regulation: Labour Act No. 6, 1992.
Scope of survey: The whole country.
Periodicity: Annual.
Other: Trade unions and employers are not statutorily required to inform the authorities about CB efforts; only "recognition agreements" and labour disputes that bargaining could not address go to higher level.
4. **Exclusions**
 - (a) **Source:**

Population groups:
Estimated number of excluded groups:
 - (b) **Administrative:**

Types of agreements: None.
Sectors, firms: Public Sector army and police.
 - (c) **Legal:**

Excluded worker categories: All members of the Namibia Defence Force (15,000); the Namibian Police Force (10,000) and some Manager Cadres (1,000) if mutually agreed between the union and management.
Estimated number of excluded categories: Total approximately 25,000 workers.
5. **Concepts and definitions**

Collective bargaining coverage – national definition: "Collective agreement" means any agreement in writing, the terms of which are negotiated by, entered into between, and signed by or on behalf of: (a) on the one hand: (i) any employer or group of employers; (ii) any registered employers' organization or group of registered employers' organizations; (iii) any employer or group of employers and any registered employers' organization or group of registered employers' organizations; and (b) on the other hand any registered trade union or group of registered trade unions in relation to any terms and conditions of employment and any other matter of mutual interest (based on ILO Convention No. 154).
6. **Main characteristics**

Bargaining levels by prevalence: The most important level of collective bargaining takes place at the company level which is encouraged so that parties own and manage the process. If this fails, then the process can take place at national level – single and multi-sector.
Estimated number of workers by level: Not available.
Extension mechanisms: Exist; mainly in construction.

Length of agreements: One to three years at the company level. One year at national multi-sector level. One to two years at national single-sector level. Parties are not willing in most cases to reach long-term agreements due to many factors.

Other characteristics: Based on the number of “substantive agreements”, the national authorities estimate that agriculture is least unionized with 40 per cent of workers covered by collective bargaining; in manufacturing 60 per cent, in construction 70 per cent, with public and private services around 90 per cent.

7. **Quality of data:** The statistics provided are percentages only. Reliability may not be accurate, as parties are not obliged to notify the Labour Office of successfully bargained agreements.
8. **Dissemination references**
Principal publication: Annual reports.
Website:

Nigeria

1. **Responding agency:** Federal Secretariat, Federal Republic of Nigeria, P.M.B. 4, Abuja.
2. **Source information**
Title: Reports based on employer organization sources.
National authority:
Latest year available: No statistics are available.
3. **Operational basis and coverage**
Regulation: Trade Unions Act, 1973.
Scope of survey:
Periodicity:
Other:
4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number of excluded groups:
 - (b) *Administrative:*
Sectors, firms: None.
Types of agreements:
 - (c) *Legal:*
Worker categories: Members of the Nigerian armed forces, customs and prison services, Central Bank, and certain other government bodies are prohibited from forming unions, although they may set up joint consultative committees. Workers in private households.
Estimated number of excluded categories: Not available.
5. **Concepts and definitions**
Collective bargaining coverage – national definition:
Source-specific definition:

-
6. **Main characteristics:**
Bargaining levels by prevalence: Company level is the most important bargaining level; the national single-sector level comes second.
Estimated number of workers by level: Not available.
Extension mechanisms: None
Length of agreements: One year for company level agreements; two years for national single-sector agreements
Other characteristics:
 7. **Quality of data:**
 8. **Dissemination references**
Principal publication:
Website:

Senegal (1)

1. **Responding agencies:** A. (Union of Free Workers of Senegal), Union des travailleurs libres du Sénégal (UTLS), rue Abébé Bikila No.457, BP 26181, Dakar; B. (National Union of Autonomous Trade Unions), Union Nationale des Syndicats Autonomes du Sénégal (UNSAS – Senegal), Villa No. 12, behind the Raby Clinic, Dakar. Email: UNSAS@sentoo.sn
2. **Source information**
Title: UTLS inquiry of membership based on member union administrative records.
National authority: Responding agency No. 2 above.
Latest year available: 2000.
Title: UNSAS Activity Report based on member union administrative records.
National authority: Responding agency No. 3 above.
Latest year available: 2001.
3. **Operational basis and coverage**
Regulation: The Labour Code, Law No. 97-17 of 1 December 1997.
Scope of survey:
Periodicity:
Other: In November 2002, Government, worker and employer central organizations and informal sector representatives signed a National Chart on Social Dialogue.
4. **Exclusions**
 - (a) *Source:*
Population groups: UNSAS excludes workers in small and medium size enterprises and local organizations.
Estimated number of excluded groups: not available.
 - (b) *Administrative:*
Sectors, firms:
Types of agreements: UNSAS reports cover only 23 collective agreements applied to workers in the private sector.
 - (c) *Legal:*
Worker categories: All military, police, some civil servants and managers. Also excluded are atypical workers because of precarious employment, all agricultural

workers and workers in export processing zones, some dockers and all workers in private households.

Estimated number of excluded categories: According to UNSAS, the above categories represent some 2.3 million workers (the largest group being agricultural workers at 2 million). Another 2,7 million workers in the informal economy are estimated to be excluded from the right to negotiate collectively.

5. **Concepts and definitions**

Collective bargaining coverage – national definition: A labour related collective agreement is an agreement about working conditions concluded between, on the one hand, the representatives of one or more union or professional group of workers, and, on the other hand, one or more employers' organizations, or one or more individual employers. The collective agreement determines its scope of application, which may be national, regional or local.

Source-specific definition:

6. **Main characteristics**

Bargaining levels by prevalence: Collective bargaining takes place at all levels, including in the informal economy. The national multi-sectoral level is the most predominant.

Estimated number of workers by level:

Extension mechanisms: Exist in all main sectors and are regularly extended to related sectors by administrative or court decision; most prevalent in manufacturing and trade.

Length of agreements: Except where signatory parties to an agreement denounce or terminate it by agreement, collective agreements are of an unlimited duration.

Other characteristics: One national inter-professional collective agreement (CCIN82), negotiated in 1982 and revised in 1999 between employers and workers covers all branches of economic activity in the formal sector.

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website:

Senegal (2)

1. **Responding agency:** Ministry of Labour, Labour Statistics Service, 18 rue Ramez Bourgi, B.P. 3177 Dakar.

2. **Source information**

Title: Survey of Representative Membership of Professional Organizations, December 1998.

National authority: As above.

Latest year available: 1998.

3. **Operational basis and coverage**

Regulation: The Labour Code, Law No. 97-17 of 1 December 1997.

Scope of survey: All establishments in the formal sector.

Periodicity:

Other:

4. Exclusions

(a) *Source:*

Population groups: Survey of all establishments whose main objective is to measure the representativeness of the different unions. No sectoral breakdown is available.

Estimated number of excluded groups:

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories: Some civil servants and managers.

Estimated number of excluded categories:

5. Concepts and definitions

Collective bargaining coverage – national definition: A labour related collective agreement is an agreement about working conditions concluded between, on the one hand, the representatives of one or more union or professional groups of workers, and, on the other hand, one or more employers' organizations, or one or more individual employers. The collective agreement determines its scope of application, which may be national, regional or local.

Source-specific definition:

6. Main characteristics

Bargaining levels by prevalence: Collective bargaining takes place at all levels, including in the informal economy. The national multi-sectoral level is the most predominant.

Estimated number of workers by level:

Extension mechanisms: Exist in all main sectors and are regularly extended to related sectors by administrative or court decision; most prevalent in manufacturing and trade.

Length of agreements: Except where signatory parties to an agreement denounce or terminate it by agreement, collective agreements are of an unlimited duration.

Other characteristics: One national inter-professional collective agreement (CCIN82) negotiated in 1982 and revised in 1999 between employers and workers covers all branches of economic activity in the formal sector.

7. Quality of data:

8. Dissemination references

Principal publication:

Website:

Tunisia

1. **Responding agency:** Ministry of Social Affairs and Solidarity.

2. **Source information**

Title:

National authority:

Latest year available: No statistics are available (see regulation).

3. **Operational basis and coverage**

Regulation: The Labour Code of 1966, Articles 31 and beyond relating to collective agreements: collective bargaining is any dialogue and discussion between, on the one hand, employers, organized in a group or individually, and on the other hand, one or more trade union organizations of workers, with a view to concluding a written agreement concerning employment conditions.

Scope of survey:

Periodicity:

Other:

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number of excluded groups:

(b) **Administrative:**

Sectors, firms:

Types of agreements:

(c) **Legal:**

Worker categories:

Estimated number of excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition:

Source-specific definition:

6. **Main characteristics**

Bargaining levels by prevalence: 1. National multi-sector level (framework collective agreement). 2. National single-sector level (sectoral collective agreements) 3. Enterprise level (establishment agreements).

Estimated number of workers by level: Sectoral collective agreements are estimated to cover around 90 per cent of non-agricultural workers under the Labour Code.

Extension mechanisms: The Framework agreement and currently 51 sectoral collective agreements are extended to all employers and workers falling within the scope of application of the agreements, by decree of the Ministry.

Length of agreements: Unlimited.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website:

Brazil

1. **Responding agencies:** (1) Ministério do Trabalho e Emprego Coordenação Geral de Relações do Trabalho (Ministry of Labour and Employment, Labour Relations General Coordinating Unit). (2) Brazilian Institute of Geography and Statistics (IBGE).

Website: <http://www.ibge.gov.br/>

2. **Source information**

Title: Survey of Unions in establishments.

National authority: Brazilian Institute of Geography and Statistics (IBGE) with the Ministry of Labour.

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation:

Scope of source: All establishments. Number of workers covered by collective bargaining is disaggregated by urban and rural areas- (estimated at URBAN: 32760; RURAL: 3369).

Periodicity:

Other:

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories: All armed forces and some migrant workers.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – source-specific definition: Collective bargaining takes place between workers' unions and employers' organizations at the municipal, state and national level (referred to as Collective Conventions) and between workers unions and individual companies (referred to as Collective Agreements) which represent a significant portion

6. **Main characteristics**

Bargaining levels by prevalence: All levels, with the most important being company, then regional single sector, followed by regional multi sector, national single sector, followed by the least prevalent being national multi sector.

Estimated number of workers by level: Not available. This survey collects information on the number of collective agreements concluded in 2001 without the number of workers covered.

Extension mechanisms: Legal mechanisms exist.

Length of agreements: One to two years at both the regional and national single-sector levels.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Indicadores Sociais 2001, IBGE.

Website:

www.ibge.gov.br/home/estatistica/populacao/condicaodevida/sindical/default_result_completos.shtm

Canada (1)

1. **Responding agency:** Statistics Canada, 120 Parkdale Avenue, Ottawa, Ontario, K1A 0T6. Email: Labour@statcan.ca
2. **Source information**

Title: Labour Force Survey (LFS).
National authority: Statistics Canada.
Latest year available: 2003.
3. **Operational basis and coverage**

Regulation:
Scope of source: The whole country, excluding institutional populations.
Periodicity: Monthly and annual.
Other:
4. **Exclusions**
 - (a) *Source:*

Population groups: There are four exclusions to the LFS target population, each one having a longstanding history. Two of these exclusions are based on geography: (i) the Northern territories – Yukon, Northwest Territories and Nunavut, and (ii) Indian Reserves. The two other exclusions are based on person-level characteristics: (iii) inmates of institutions and, (iv) full-time members of the Canadian Forces.
Estimated number in excluded groups:
 - (b) *Administrative:*

Sectors, firms:
Types of agreements:
 - (c) *Legal:*

Worker categories: All armed forces (career and conscript), some police force members. Some management or confidential posts in the private or public sector. Certain self-employed workers in small enterprises and atypical workers who do not have an employer-employee relationship.
Estimated number in excluded categories:
5. **Concepts and definitions**

Collective bargaining coverage – source-specific definition: The respondent is covered by a union contract or collective agreement, regardless of whether or not the respondent belongs to a union.
6. **Main characteristics**

Bargaining levels by prevalence: Company level is the most prevalent followed by regional single sector (and national multi-sector) negotiations. Denouncements mainly take place at the level of establishments.
Estimated number of workers by level:
Extension mechanisms: Legal mechanisms exist.
Length of agreements:
Other characteristics:
7. **Quality of data:**

8. **Dissemination references**

Principal publication: Labour Force Information, Catalogue No. 71-001-XIE, 2003.

Website: <http://www.statcan.ca/english/Cansim-table 282-0078>

Canada (2)

1. **Responding agency:** Ressources humaines et développement des compétences Canada (RHDCC), Programme de travail, Direction de l'Information sur les milieux de travail (Human Resources and Capacity Building Canada, Workplace Information Directorate), 165 Hôtel de Ville, Place du Portage, Phase II, 9^{ème} étage, Gatineau, K1A0J2.

2. **Source information**

Title:

National authority: Same as responding agency above, Management of work stoppages, workers' organizations and agreements (conventions).

Latest year available: 2004.

3. **Operational basis and coverage**

Regulation: Labour Code.

Scope of source: Information on collective bargaining and the work place is collected by the RHDCC through a large network of resource persons from different areas: within enterprises, trade unions, ministries and other federal, provincial and territorial bodies. This network is the key that enables RHDCC to update its databases. The information covers changes: (i) in the parties to collective agreements, (ii) to currently negotiated collective agreements, and iii) to previously ratified agreements.

Periodicity: Monthly follow-up through the network.

Other: Data collected by telephone contacts with unions, employers, newspapers, Internet and specialized publications.

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms: None.

Types of agreements: At the provincial level, the data exclude collective agreements covering fewer than 100 workers.

(c) **Legal:**

Worker categories: In some jurisdictions, certain professionals are not allowed to collectively bargain, such as dentists, architects, medical doctors, etc.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – source-specific definition: Not provided.

6. **Main characteristics**

Bargaining levels by prevalence: Company level is the most prevalent followed by regional single sector (and national multi-sector) negotiations. Denouncements mainly take place at the level of establishments.

Estimated number of workers by level:

Extension mechanisms: Legal mechanisms exist and the manufacturing and services sectors are most affected. According to Travail Quebec (the Labour Ministry), the number of workers affected by extensions is 77,331.

Length of agreements: 3.3 years at the company level in the private sector only. Length does not apply at the other levels.

Other characteristics: Some collective agreements apply to all persons with the same job or profession (ex. provincial police), or to all workers working for a group of employers (ex. dockers at the port of Montreal), or to a majority (but not the totality) of workers in various establishments (ex. the federal public service). Data are however not available according to sector of activity.

7. **Quality of data:**

8. **Dissemination references**

Principal publications: Bulletin de la Négociation Collective and Labour Gazette, RHDCC, 2004.

Website: www.110.hrdc-drhc.gc.ca/millieudetravail_workplace

Chile

1. **Responding agency:** Direccion del Trabajo (Labour Directorate), Agustinas, 7th Floor, 1253 Santiago.

2. **Source information**

Title: Administrative records.

National authority: Same as responding agency above.

Latest year available: 2000.

3. **Operational basis and coverage**

Regulation: Labour Code.

Scope of source:

Periodicity:

Other:

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms: None.

Types of agreements: None.

(c) **Legal:**

Worker categories: Employees of the Ministry of National Defence, employees of public or private companies or institutions financed for over 50 per cent by the State within the past two years – except for educational institutions.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: According to the Labour Code collective bargaining is the process by which one or more employers relate to one or more trade unions or with workers who join together for this purpose or with one or the

other group, with the objective of establishing common conditions of employment and remuneration during a specified period.

6. **Main characteristics**

Bargaining levels by prevalence: Company/establishment level is first, intra-establishments is second in importance. Data at the provincial level are not available.

Estimated number of workers by level:

Extension mechanisms:

Length of agreements:

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Anuario estadística, 2000, Department of Labour Relations.

Website: <http://www.dt.gob.cl/1601/propertyvalue-23054.html>

Costa Rica

1. **Responding agency:** Ministerio de Trabajo y Seguridad social (Ministry of Labour and Social Security), Registro de Organizaciones Sociales, (Register of Civil Organizations) and Unidad de Investigación del Mercado Laboral (Labour Market Research Unit) (UNIMEL), Barrio Tournon, San Jose.

2. **Source information**

Title: Administrative records registered by the Ministry of Labour.

National authority: Same as responding agency above.

Latest year available: No data available.

3. **Operational basis and coverage**

Regulation: Labour Code.

Scope of survey:

Periodicity:

Other: Data collected only refer to the number of negotiations.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: Article 49. of the Labour Code: The Employment collective agreement is agreed upon between one or more workers' unions and one or more employers, or one or more employers' organizations...whose members carry out specified work for remuneration that is adjusted individually for each

member and is received in the same manner for all. Article 54. Collective agreement has the objective of regulating working conditions and other relevant matters...In all collective agreements, considered as included minimally, are all standards relating to trade union rights established in the Conventions of the International Labour Organization (ILO), ratified by the government.

6. **Main characteristics**

Bargaining levels by prevalence:

Estimated number of workers by level:

Extension mechanisms: None.

Length of agreements: Two years for company level agreements.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website: <http://www.ministrabajo.go.cr>

El Salvador (1)

1. **Responding agency:** Ministerio de Trabajo y Previsión Social (Ministry of Labour and Social Protection), Paseo General Escalón N° 4122, San Salvador.

2. **Source information**

Title: Administrative records in the Labour General Directorate, Department of Social Organizations.

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: Labour Code.

Scope of survey:

Periodicity: Annual.

Other:

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms: Public, rural and informal sectors are excluded from the Labour legal framework.

Types of agreements: None.

(c) *Legal:*

Worker categories: All armed forces, police forces, teachers, civil servants, managers, small and multi-national firms, atypical, migrant and agricultural workers.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: According to the Labour Code, Art. 268, Labour Collective Agreements and Labour Collective Conventions have the objective, during the duration of their validity, of regulating the conditions that will apply to individual labour contracts in companies or establishments covered; and to the rights and obligations of the contractual parties.

6. **Main characteristics**

Bargaining levels by prevalence: The data provided refer to company level only.

Estimated number of workers by level:

Extension mechanisms: None.

Length of agreements:

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Estadísticas Laborales, 2003, Statistical Office, Ministry of Labour.

Website: www.mtps.gob.sv

El Salvador (2)

1. **Responding agency:** Ministerio de Trabajo y Previsión Social (Ministry of Labour and Social Protection), Paseo General Escalón N° 4122, San Salvador.

2. **Source information**

Title: Confidential Report on Collective Bargaining.

National authority: Statistical Office.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: Labour Code.

Scope of survey: Establishments in the private, urban sector.

Periodicity: Annual.

Other:

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories: Other than worker categories, the public, rural and informal sectors are excluded from the Labour legal framework.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – source-specific definition: Total number of workers employed in companies with a Collective Contract.

6. **Main characteristics**

Bargaining levels by prevalence: Company is most prevalent, then national multi-sector level.

Estimated number of workers by level:

Extension mechanisms: None.

Length of agreements: Two years for national single sector.

Other characteristics: Collective negotiations and revisions are presented to the Ministry of Labour.

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Estadísticas Laborales, 2003, Statistical Office, Ministry of Labour.

Website: www.mtps.gob.sv

Nicaragua

1. **Responding agency:** Ministerio del Trabajo (Ministry of Labour), Estadio Nacional 400 mts. al Norte, Managua.

2. **Source information**

Title: Monthly reports maintained in the Registry of the Labour Relations Directorate, Ministry of Labour.

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: Labour Code, Law 185.

Scope of survey: The whole country.

Periodicity: Monthly and annual.

Other:

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms: None.

Types of agreements: None.

(c) *Legal:*

Worker categories: All armed forces (career and conscript) and all police forces.

Estimated number in excluded categories: Not available.

5. **Concepts and definitions**

Collective bargaining coverage – national definition: The Labour Code, Article 235: The collective agreement is a written agreement between an employer, or group of

employers and one or several workers' organizations with a legal entity. Article 237 stipulates that the clauses of the collective agreement apply to all persons in the categories covered by the agreement who work in the company, shop or establishment, whether or not they are union members.

6. **Main characteristics**

Bargaining levels by prevalence: Company level then national multi-sector.

Estimated number of workers by level:

Extension mechanisms: Exist.

Length of agreements: One to two years at company level; 2 years at national level.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Anuario Estadístico, Collective Agreements, Ministry of Labour, 2003.

Website:

Trinidad & Tobago

1. **Responding agency:** Ministry of Labour & Small & Micro Enterprise Development, Level 11, Riverside Plaza, Besson Street, Port of Spain. Email: rplann@tstt.net.tt

2. **Source information**

Title: Trade Dispute register.

National authority: Trade Union Unit, Ministry of Labour

Latest year available: Varied.

3. **Operational basis and coverage**

Regulation: Industrial Relations Act, 2000.

Scope of survey: Collective agreements, certification of recognition of trade unions, in the whole country.

Periodicity: Annual.

Other:

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms:

Types of agreements: Agreements are confined to a specific period.

(c) *Legal:*

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: Collective bargaining means treating and negotiating with a view to the conclusion of a collective Agreement or the revision or renewal thereof or the resolution of disputes.

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6. **Main characteristics**
Bargaining levels by prevalence: Company level.
Estimated number of workers by level:
Extension mechanisms:
Length of agreements: Three years.
Other characteristics:
 7. **Quality of data:**
 8. **Dissemination references**
Principal publication:
Website: www.labour.gov.tt

United States (1)

1. **Responding agency:** U.S Bureau of Labor Statistics (USBLS), Washington, D.C. 2012.
2. **Source information**
Title: Current Population Survey (CPS).
National authority: U.S. Census Bureau.
Latest year available: 2002.
3. **Operational basis and coverage**
Regulation:
Scope of survey: The whole country.
Periodicity:
Other:
4. **Exclusions**
 - (a) *Source:*
Population groups: Persons in the armed forces are not in the universe of the CPS.
Estimated number in excluded groups:
 - (b) *Administrative:*
Sectors, firms:
Types of agreements:
 - (c) *Legal:*
Worker categories: All members of the armed forces, all managers, and workers in private households, some members of the police force, teachers, civil servants, migrant workers and agricultural workers.
Estimated number in excluded categories:
5. **Concepts and definitions**
Collective bargaining coverage – source-specific definition: Collective bargaining is the method whereby representatives of employees (unions) and employers negotiate the conditions of employment, normally resulting in a written contract setting forth the wages, hours, and other conditions to be observed for a stipulated period (e.g., 3 years). The term also applies to union-management dealings during the term of the agreement. Data refer to wage and salaried workers covered by collective bargaining agreements.

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6. **Main characteristics**
Bargaining levels by prevalence: Company level; regional single-sector; and finally, Multi-State single employer level.
Estimated number of workers by level:
Extension mechanisms: None.
Length of agreements: Three years.
Other characteristics:
 7. **Quality of data:** There is about a 90-percent chance, or level of confidence, that the estimates based on the CPS sample will differ by no more than 1.6 standard errors from the “true” population value because of sampling error.
 8. **Dissemination references**
Principal publication: Union Members in 2002, USDL 03-88, February 2003
Website: <http://www.bls.gov/>

United States (2)

1. **Responding agency:** U.S Bureau of Labor Statistics (USBLS), Washington, D.C. 2012.
2. **Source information**
Title: Reports from labour union sources and Employer organizations, kept at www.bls.gov/cba/cbaccess.htm
National authority: Collective Bargaining Group, USBLS.
Latest year available: No statistics were made available.
3. **Operational basis and coverage**
Regulation: The Labor-Management Reporting and Disclosure Act of 1959, as amended. The USBLS is authorized by the Labor-Management Relations Act of 1947 (Taft-Hartley Act) to collect labour agreements in Section 211 (a): For the guidance and information of interested representatives of employers, employees, and the general public... all available collective-bargaining agreements and other available agreements and actions there under.
Scope of survey: The whole country.
Periodicity:
Other: The Collective Bargaining Agreements (CBA) program gathers agreements for bargaining units of 1,000 or more workers. The source of the data are contract documents, memorandums of agreement, letters of understanding, and other support documents, voluntarily provided by signatories.
4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*
Sectors, firms: The administrative records exclude agreements in the railroad and airline industries (those are collected by the National Mediation Board).
Types of agreements: None.

(c) **Legal:**

Worker categories: All members of the armed forces, all managers, and workers in private households, some members of the police force, teachers, civil servants, migrant workers and agricultural workers.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: “Labor organization” means a labor organization engaged in an industry affecting commerce and includes any organization of any kind, any agency, or employee representation committee, group, association, or plan so engaged in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions of employment, and any conference, general committee, joint or system board, or joint council so engaged which is subordinate to a national or international labor organization, other than a State or local central body.

6. **Main characteristics**

Bargaining levels by prevalence: Company level; regional single-sector; and finally, Multi-State single employer level.

Estimated number of workers by level: Data not available.

Extension mechanisms: None.

Length of agreements: Data not available.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Union Members in 2002, USDL 03-88, February 2003.

Website: www.bls.gov/cba/cbaccess.htm.

Venezuela

1. **Responding agency:** Ministerio del Trabajo, Dirección de Estadística, (Ministry of Labour, Statistics Department), Torre sur, Centro Simón Bolívar, El silencio – Caracas.

2. **Source information**

Title: Registro Físico de Contratos (Physical Register of Contracts).

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: National Labour Law, Art. 507 Chapter IV.

Scope of survey: Local, regional y national scope.

Periodicity: Annual.

Other: Labour inspectors set fines and sanctions.

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

-
- (b) **Administrative:**
Sectors, firms: None.
Types of agreements: None.
- (c) **Legal:**
Worker categories: All armed forces, all migrant and private household workers; some police forces, managers and agricultural workers.
Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: According to the Labour Law, a collective labour agreement is one made between one or more unions, union federations or confederations of workers on the one hand, and one or more employers or unions or associations of employers on the other hand, in order to establish the conditions under which their labour should be remunerated and the rights and obligations that correspond to each of the parties.

6. **Main characteristics**

Bargaining levels by prevalence: Regional and national multi-sector with no order of importance indicated.

Estimated number of workers by level: Some 55 thousand at the regional level, some 1.2 million at the national level.

Extension mechanisms: None.

Length of agreements: Two years for both levels.

Other characteristics:

7. **Quality of data:** The information concerning collective agreements is legitimated by inspectors from the Labour Ministry at the national level.

8. **Dissemination references**

Principal publication: Internal memoranda and reports.

Website: www.mintra.gov.ve

Japan

1. **Responding agency:** Ministry of Health, Labour and Welfare, 2-2 Kasumigaseki 1-Chome, Chiyoda-Ku, Tokyo, 100-8916. Website: www.mhlw.go.jp

2. **Source information:** No statistics are available.

Title:

National authority:

Latest year available:

3. **Operational basis and coverage**

Regulation: Trade Union Law [Law No. 174 of 1 June 1949 as amended].

Scope of survey:

Periodicity:

Other:

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories: None. No national law or regulation stipulates an exclusion.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: Trade Union Law, Article 14: A collective agreement between a trade union and an employer or an employers' organization concerning conditions of work and other matters.

6. **Main characteristics**

Bargaining levels by prevalence:

Estimated number of workers by level:

Extension mechanisms: Exist.

Length of agreements: A term of validity exceeding three years shall not be provided for in a collective agreement.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website:

Korea

1. **Responding agency:** The Korea Employers Federation (KEF), KEF Building, 276-1, Daheung-dong, Mapo-ku, 121-726 Seoul. Email: delee@kef.or.

2. **Source information**

Title: Administrative records maintained by the Ministry of Labour (MOL).

National authority: MOL

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation: Labour Standards Act.

Scope of survey: The whole country.

Periodicity:

Other: Public services include public utilities, telecommunications, transport, lodging and education.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms: Small firms with fewer than 49 workers.

Types of agreements:

(c) **Legal:**

Worker categories: Regular civil servants, military servicemen, police officers and fire fighters are not granted rights to collective bargaining so are excluded from collective agreements. Managers who work on behalf of a business owner in terms of matters relating to workers in the business. (Comment: Civil servants in technical areas as railroad and postal services, as well as schoolteachers, are granted the right to bargain collectively. Other civil servants are now trying to organize unions and government has committed itself to granting this.)

Estimated number in excluded categories: According to KEF, 522,000 (including some 56,333 university professors) in 2001. The Ministry of Labour estimates over 2.8 million persons in total.

5. **Concepts and definitions**

Collective bargaining coverage – national definition:

6. **Main characteristics**

Bargaining levels by prevalence: Company level is most prevalent, followed by regional single sector, then national single sector. For the last three decades, collective bargaining has taken place mostly at the company/enterprise level. Yet, bargaining at the industry level is now gradually expanding, as national central and industry-based unions are pushing for such upper-level bargaining.

Estimated number of workers by level:

Extension mechanisms: Exist, predominantly in the manufacturing sector.

Length of agreements: Up to two years for all bargaining levels. Korean law stipulates that collective bargaining agreements remain in effect up to two years. Meanwhile, wage agreements remain effective for one year at a large number of companies. 40 per cent of company/regional/national level single sector agreements only last one year.

Other characteristics: Article 3 (Determination of Conditions of Employment) of the Labour Standards Act indicates that the conditions of employment shall be determined based upon mutual agreement between employers and workers on an equal footing. Article 4 stipulates that both employers and workers shall comply with collective agreements.

7. **Quality of data:**

8. **Dissemination references**

Principal publication: National Defence White Paper, Ministry of National Defence, 2000; The Current Status of the Organization of Trade Unions in Korea, Ministry of Labour, 2001

Website: www.molab.go.kr

Malaysia

1. **Responding agency:** Ministry of Human Resources, International Division, 7th floor, Block D3, Parcel D, Federal Government Administrative Centre, 62502 Putrajaya. Website: <http://jheks.mohr.gov.my> / Email: ksm@mohr.gov.my

2. **Source information**

Title: Records maintained by the Industrial Relations Department based on questionnaire forms from the Industrial Courts.

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: Industrial Relations Act, 1967.

Scope of survey: Whole country: West Malaysia, Sabah and Sarawak.

Periodicity: Annual.

Other:

4. **Exclusions**

(a) *Source*:

Population groups:

Estimated number in excluded groups:

(b) *Administrative*:

Sectors, firms: None.

Types of agreements: Only those reached during an (unspecified) period.

(c) *Legal*:

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: As per section 2 of Industrial Relations Act 1967, “Negotiating with a view to the conclusion of a collective agreement”.

6. **Main characteristics**

Bargaining levels by prevalence: Company level is the most important, followed by the national single sector.

Estimated number of workers by level:

Extension mechanisms: None.

Length of agreements: Three years for both company and national level, as stipulated in section 14, Industrial Relations Act.

Other characteristics:

7. **Quality of data**: The statistics supplied are purely based on the questionnaires returned to the Industrial Court by the concerned parties.

8. **Dissemination references**

Principal publication: Annual report, Ministry of Human Resources, 2004.

Website: www.mohr.gov.my

Philippines (1)

1. **Responding agency**: Bureau of Labor and Employment Statistics, Department of Labor and Employment, 3/F DOLE Bldg., Gen. Luna St., Intramuros, Manila. Website: www.manila-online.net/bles. Email: blesod@bles.dole.gov.ph

2. **Source information**

Title: 2003 BLES Integrated Survey.

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation:

Scope of survey: All non-agricultural establishments in the whole country of 20 or more employees, in 58 non-agricultural industries with an average total employment of at least 20 persons, as follows: Mining and Quarrying; Manufacturing; Electricity, Gas and Water supply; Construction; Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods; hotel and restaurants; transport, storage & communications; financial intermediation; real estate; renting & business activities; health & social work except public medical, dental and other health services; other community, social & personal service activities.

Periodicity: Annual.

Other:

4. **Exclusions**

(a) **Source:**

Population (Industry) groups: Agriculture and forestry, fishing, national postal activities, central banking, public administration and defense and compulsory social security (e.g. DOLE, PNP, SSS, GSIS), Public education service, public medical, dental and other health services, activities of membership organizations (e.g. ECOP, TUCP), extra-territorial organizations and bodies (ILO, UNDP). Firms with less than 20 workers.

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms:

Types of agreements:

(c) **Legal:**

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – source specific definition: The collective bargaining agreement (CBA) covers all the regular employees of an appropriate bargaining unit who are not excluded by law or by express provisions of the CBA itself.

6. **Main characteristics**

Bargaining levels by prevalence: Company level only.

Estimated number of workers by level: 508,000 workers.

Extension mechanisms: None.

Length of agreements: Five years.

Other characteristics: The representation status of the collective bargaining agent is for a period of 5 years. All other CBA provisions are renegotiated no later than 3 years after its execution.

7. **Quality of data:** Not comparable with the administrative DOLE statistics. These are only estimates.

8. **Dissemination references**

Principal publication: LABSTAT Updates, Bureau of Labor and Employment Statistics, 2003.

Website: www.bles.dole.gov.ph/download/2003-2004BITS.pdf

Philippines (2)

1. **Responding agency:** Bureau of Labor and Employment Statistics, Department of Labor and Employment (DOLE), Velco Center, South Harbor, Port Area, Manila. Website: www.blr.dole.gov.ph. Email: cacdac@skyinet.net.
2. **Source information**

Title: Application for Registration: administrative records based on data/information provided by the employer and the bargaining agent upon registration of a collective bargaining agreement (CBA).

National authority: Same as responding agency above, Labour Relations Division.

Latest year available: 2003.
3. **Operational basis and coverage**

Regulation: Republic Act No. 6715 amends the Labor Code (Presidential Decree No. 442; LS 1974-Phi.1A) to promote collective bargaining.

Scope of survey: The whole country.

Periodicity: Annual.

Other: The Bureau of Labor Relations is charged with registering “legitimate trade unions”, whose rights are spelled out, and maintaining a file of collective agreements. The amendments set forth procedures to follow in collective bargaining, and increase the term of agreements from three to five years
4. **Exclusions**
 - (a) **Source:**

Population groups:

Estimated number in excluded groups:
 - (b) **Administrative:**

Sectors, firms: Employees in Government, managerial employees, confidential employees, migrant workers and workers in private households.

Types of agreements: Collective negotiation agreements (CNA) (exclusive for government employees only).
 - (c) **Legal:**

Worker categories:

Estimated number in excluded categories:
5. **Concepts and definitions**

Collective bargaining coverage – source-specific definition: Number of workers in the bargaining unit whose wages, hours of work, and all other terms and conditions of employment are established in the CBA.
6. **Main characteristics**

Bargaining levels by prevalence: Company level only: single enterprise bargaining – one bargaining unit in a single employer unit; multiple enterprise bargaining – different bargaining units involving different establishments.

Estimated number of workers by level: 293,000 workers.

Extension mechanisms: None.

Length of agreements: Five years. The duration of CBAs was extended from 3 years to 5 years because of the implementation of RA6715 which took effect in 1989.

Other characteristics: The right of employees in the public service to organize and bargain collectively is covered in executive orders amending the Labour Code.

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7. **Quality of data:** The data cover all registered CBAs. Concerning the up-to-date aspect of the statistics: newly registered CBAs and their worker coverage are only included in the total numbers after receiving the copy of those records from the regional offices of the DOLE.
 8. **Dissemination references**
Principal publication: None.
Website: None.

Singapore

1. **Responding agency:** Ministry of Manpower (MOM), Labour Relations Department, 18 Havelock Road #04-02, Singapore 059764 and Singapore National Trade Union Congress. Email: mom_lrd@mom.gov.sg.
2. **Source information**
Title: Registry of Trade Unions (SNTUC).
National authority: Same as responding agency above.
Latest year available: 2003.
3. **Operational basis and coverage**
Regulation: The Industrial Relations Act (and the Employment Act).
Scope of survey: The whole territory.
Periodicity: Annual.
Other:
4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*
Sectors, firms:
Types of agreements:
 - (c) *Legal:*
Worker categories: All armed forces (28,000) and police (8,000), some civil servants (4000 civil defence, prison services and narcotic services – rank-and-file are allowed to join unions), some managers and all domestic workers and workers in private households.
Estimated number in excluded categories: Some 40,000 persons.
5. **Concepts and definitions**
Collective bargaining coverage – national definition: Collective agreement is defined under the Industrial Relations Act as an agreement concerning industrial matters; “industrial matters” means matters pertaining to the relations of employers and employees which are connected with the employment or non-employment or the terms of employment, the transfer of employment or the conditions of work of any person.
6. **Main characteristics**
Bargaining levels by prevalence: Mostly at the company/enterprise level.
Estimated number of workers by level:

Extension mechanisms: Coverage of collective bargaining agreements is not extended to non-organized firms.

Length of agreements: Usually around two to three years.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Singapore Yearbook of Manpower Statistics, MOM, 2004.

Website: www.singstat.gov.sg/pdtsvc/pubn/yoscontents.html

Sri Lanka

1. **Responding agency:** Department of Labour, Labour Secretariat, PO Box 575, Colombo 05.

2. **Source information**

Title: Administrative records in the Register maintained by the Industrial Relations Division – no statistics on collective bargaining coverage are available.

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: The Constitution.

Scope of survey: 507 collective agreements in 2003.

Periodicity: Annual.

Other:

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms:

Types of agreements:

(c) **Legal:**

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: Collective agreement means an agreement which is between: (1) any employer or employee and (2) any worker or trade union or trade unions consisting of workers and which relates to the terms and conditions of employment of any worker or the privileges, rights or duties of any employer or employers or any worker or any trade union or trade unions consisting of workers or to the manner of settlement of any industrial dispute.

6. **Main characteristics**

Bargaining levels by prevalence: Company level.

Estimated number of workers by level:

Extension mechanisms: None.

Length of agreements:

Other characteristics:

7. **Quality of data:** It is necessary to amend the collective agreement regulations to include “basic information required for statistical purposes such as number of employees covered, industry, etc.
8. **Dissemination references**
Principal publication: Internal reports only.
Website:

Thailand

1. **Responding agency:** Department of Labour Protection and Welfare, Ministry of Labour (MOL), Mitmitri Road, Dindaeng, Bangkok 10400. Website: www.labour.go.th. Email: Devi15_1@labour.go.th.
2. **Source information**
Title: Notification of labour disputes.
National authority: Labour Relations Bureau, MOL,
Latest year available: 2003.
3. **Operational basis and coverage**
Regulation: Labour Relations Act B.E. 2518.
Scope of survey: Notification may be by any of the parties, who may be employer, employee or trade union, in the whole country.
Periodicity:
Other: Employers must register collective agreements with the Director General or the person authorized by the Director General, regardless of the bargaining period of time or whether agreements are agreed by the bipartite system or by mediation of the authority.
4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*
Sectors, firms: Public sector and work which bears no legal employment relation between employer and employee.
Types of agreements:
 - (c) *Legal:*
Worker categories: All armed forces (number is not available), all police (224,559) and civil servants (426,767), international migrants (not available), agricultural workers (13.9 million) and in private households (not available). Some teachers (523,391).
Estimated number in excluded categories: Some 15 million workers in 2003.
5. **Concepts and definitions**
Collective bargaining coverage – national definition: Collective bargaining coverage of labour is based on the labour dispute and settlement procedure under the Labour relations Act B.E. 2518.

Source-specific definition: Negotiation carried out by 2 parties, collective employees (or union) and employer (or employer organization), in improving of employment conditions, welfare, working time, dismissal or any other benefits of each party.

6. **Main characteristics**

Bargaining levels by prevalence: Only company level, referred to as in-house negotiation, is legally provided for and prescribed by the Labour Relations Act. Other levels may make demands of government as this right and freedom of the people is ensured by the constitution.

Estimated number of workers by level: 156,545 workers.

Extension mechanisms: Exist mainly in manufacturing. Number of workers is not available.

Length of agreements: Most of the agreements come into effect for a period of one year.

Other characteristics:

7. **Quality of data:** In view of the requirement to register, the data are comprehensive.

8. **Dissemination references**

Principal publication:

Website:

Czech Republic

1. **Responding agency:** Ministry of Labour and Social Affairs (MOLSA), Na Porichním právu 1, 12801 Prague 2.

2. **Source information**

Title: Official Czech Statistical Office (CSO) estimates of trade unions and employer organizations.

National authority: MOLSA and CSO.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: Labour Code.

Scope of survey: The Ministry of Labour has information on sectoral collective bargaining agreements and on extensions of these agreements only.

Periodicity:

Other:

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms: None.

Types of agreements: Agreements concluded at the company/enterprise level.

(c) **Legal:**

Worker categories: All members of the armed forces.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: No special definition.

Source-specific definition: Higher (sectoral) collective agreements.

6. **Main characteristics**

Bargaining levels by prevalence: Company level is the most prevalent, national single and multi sector. In the agricultural sector, collective bargaining at national level is strongly prevalent while company level is unusual.

Estimated number of workers by level:

Extension mechanisms: Exist. Some 306,000 workers are affected, mainly in the construction sector. The legal provisions for extending sectoral collective agreements were abolished by the Constitutional Court in 2003. A Bill proposing a new mechanism for extending agreements that respects the opinion of the Court was submitted to Parliament, June 2004.

Length of agreements: One to two years at company level, two to three years at the national single-sector level. There is a trend to prolong the length of collective bargaining agreements, sometimes by adopting framework agreements for longer periods accompanied by special 1-year agreements, or by adopting supplements to previous agreements.

Other characteristics: Actual wages are negotiated at company level. At sectoral level the lowest step of the wage scale is guaranteed. The process of concluding higher-level collective agreements has faced problems of legitimacy from contracting partners on the part of an employer or unwillingness of some employers to collectively bargain since the beginning of their existence. The problems are: i) a union has no partner for higher-level collective bargaining, (ii) there is no employer's organization, (iii) the employer's association is not registered by the Ministry of Interior as an employers' organization in accordance with Section 9a of Act N° 2/1991 Coll. on collective bargaining, (iv) the employer's organization rejects collective bargaining because it has no mandate, (v) a Union enters into negotiations but no higher-level collective agreement is concluded. In 2004, only 13 of the 34 Federations of Trade Unions concluded higher-level collective agreements because of these reasons.

7. **Quality of data:** The statistics are approximations from the Czech Statistical Office based on estimates of the social partners. There are no official statistics. The Czech-Moravian Confederation of Trade Unions (CMKOS) carries out its own survey on collective bargaining at both company and sectoral levels. The statistics were prepared in cooperation with CMKOS only, the Association of Independent Trade Unions (second biggest workers' organization) did not reply.

8. **Dissemination references**

Principal publications: Information system on average wage and Information system on working conditions, Trexima Agency, 2nd Quarter, 2004.

Website: www.mpsv.cz

Denmark

1. **Responding agencies:** Statistics Denmark, Sejrogade 11, DK 2100 Copenhagen; website: www.dst.dk, and Danish Confederation of Employers (DA), c/o Ministry of Employment, Ved Stranden 8, DK 1061 Copenhagen K.

2. **Source information**

Title: Estimates by the Danish Employers' Confederation (DA).

National authority:

Latest year available: 2000.

3. **Operational basis and coverage**

Regulation:

Scope of survey: The DA consists of 16 employer organizations in different sectors: industry, trade, transport, services and construction. DA has the status of a "main labour market organisation" to co-ordinate the collective bargaining process and to promote the interests of its member organizations vis-à-vis the political system. The wage statistics within the Employers' Confederation were used as the basis for the calculation of the coverage estimates.

Periodicity:

Other: All persons in Denmark have a right to participate in collective bargaining.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories:

Estimated number in excluded categories: The DA estimates about 50,000 in its areas (in 2000).

5. **Concepts and definitions**

Collective bargaining coverage – national definition:

6. **Main characteristics**

Bargaining levels by prevalence: Company level, national single and multi sector with no order of importance indicated.

Estimated number of workers by level:

Extension mechanisms: None.

Length of agreements: The last two collective bargaining rounds in the DA's area resulted in four (2000-2004) and three (2004-2007) years, at national level.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references:**

Principal publication:

Website:

Finland

1. **Responding agency:** Statistics Finland, FIN-00022, Työpajakatu 12, 00580 Helsinki.
2. **Source information**

Title: Finnish Labour Force Survey (LFS)
National authority: Same as responding agency above.
Latest year available: 2003, second quarter.
3. **Operational basis and coverage**

Regulation:
Scope of survey: The survey covers all persons 15 to 74 years residing in the whole country.
Periodicity: Quarterly.
Other: Administrative records also exist covering all persons on union membership registers.
4. **Exclusions**
 - (a) *Source:*

Population groups: Conscript members of the armed forces.
Estimated number in excluded groups: 20,000 persons.
 - (b) *Administrative:*

Sectors, firms: None.
Types of agreements: None.
 - (c) *Legal:*

Worker categories: Some armed forces, civil servants, and managers.
Estimated number in excluded categories: In total some 7,446 workers (in 2003).
5. **Concepts and definitions**

Collective bargaining coverage – national definition:
Source-specific definition: Data refer to wage and salaried workers covered by collective bargaining agreements.
6. **Main characteristics**

Bargaining levels by prevalence: National multi-sector is the most prevalent, followed by national single sector then company level. The income policy agreement (IPA) is agreed by the central organizations of employers and employees. Government normally appoints a mediator to coordinate the negotiations. Typical duration of an IPA has been 2 years. The current IPA expires February 2005. In addition to pay issues, IPA often contains agreements on working hours, social policy issues and other employment and working issues. If the central organizations do not reach an agreement, negotiations continue at sectoral level. When the central parties do agree over an IPA, the sectoral parties normally negotiate collective agreements that follow the lines set in the income policy agreement.

Estimated number of workers by level:
Extension mechanisms: At present 147 agreements covering 347000 workers. All sectors are affected by extension, including IT-sector, services, transport and construction.
Length of agreements: One to two years for all levels although it may differ according to agreements.
Other characteristics:

-
7. **Quality of data:** The LFS provides quality estimates.
 8. **Dissemination references**
Principal publication: LFS 202 SVT Series Labour market 2002: 14, Statistics Finland, 2004.
Website: www.stat.fi

France (1)

1. **Responding agency:** Ministère du Travail de l'Emploi et de la Cohésion, Direction de l'Animation de la Recherche, des Etudes et des Statistiques (DARES) (Ministry of Labour-DARES) 39-43 quai A. Citroen, 75902 Paris Cedex 15. Website: www.travail.gouv.fr
2. **Source information**
Title: Enquête trimestrielle sur l'activité et les conditions d'emploi de la main-d'oeuvre (ACEMO) sur les Conventions Collectives (ACEMO Establishment Survey on Collective Agreements).
National authority: Same as responding agency above.
Latest year available: 1997.
3. **Operational basis and coverage**
Regulation:
Scope of survey: The following sectors: non-agricultural, non-governmental, domestic personnel in private households, international organizations, and temporary workers in enterprises of 10 or more workers. The survey is completed using the results of the ACEMO survey of October 1997 (1996 data) covering all establishments of less than 10 workers in the same sectors of activity.
Periodicity: Latest survey was 1998.
Other:
4. **Exclusions**
 - (a) *Source:*
Population groups: Persons living in hostels, workers in agriculture, all members of the career armed forces and the public sector, which comprises the national administration (i.e. police, education justice), provincial authorities (for example local communes) and hospital civil servants.
Estimated number in excluded groups:
 - (b) *Administrative:*
Sectors, firms:
Types of agreements:
 - (c) *Legal:*
Worker categories:
Estimated number in excluded categories:
5. **Concepts and definitions**
Collective bargaining coverage – national definition: Collective bargaining corresponds to the collective relations between employers and workers. Article L131-1 of the Labour Code defines the rules governing workers' right to collective bargaining over all employment conditions, vocational and on-the-job training, and social guarantees. Article

L132-2 defines a collective agreement as a written act concluded between two parties (unions of workers and employers).

Source-specific definition: All workers covered by collective agreements in the covered sectors.

6. **Main characteristics**

Bargaining levels by prevalence: Collective bargaining takes place at all levels: enterprise, regional (single and multi-sector), national (single and multi-sector), and inter-professional (multi-sector). Enterprise-level negotiations complete, specify or adapt higher-level negotiations (at industry or inter-industry levels). Depending on the year, some 20 to 30 percent of workers in the private, non-agricultural sector are involved. In terms of number of workers covered, the national single-sector level is the most important. However, the metallurgy and construction sectors have regional agreements that change or adapt the national agreements.

Estimated number of workers by level:

Extension mechanisms: Industry-level agreements apply to all enterprises in the sector, either because they are all members of the signatory employers' federation, or by extension. All sectors are concerned by extension mechanisms, unless the employer organization has a monopoly on representation and negotiation within the sector (for example: attorneys at law).

Length of agreements: Collective agreements are generally concluded for an undetermined duration.

Other characteristics: The ACEMO result provided was in percentage: some 94 per cent of workers were indicated as covered.

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Premières information n°29, DARES, 1998.

Website: www.travail.gouv.fr/etudes/etudes_h.html

France (2)

1. **Responding agency:** Ministère du Travail de l'Emploi et de la Cohésion, Direction de l'Animation de la Recherche, des Etudes et des Statistiques (DARES) (Ministry of Labour-DARES) 39-43 quai A. Citroen, 75902 Paris Cedex 15. Website: www.travail.gouv.fr

2. **Source information**

Title: A register of Enterprise Agreements, maintained by DARES.

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: The Labour Code.

Scope of survey: All enterprises, outside of the agricultural sector, the public sector and households of at least one employee.

Periodicity: Annual.

Other:

4. Exclusions

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms: The agricultural sector.

Types of agreements: Agricultural sector collective agreements.

(c) *Legal:*

Worker categories: Public servants, however their exclusion is purely formal as collective bargaining specific to the sector exists and public service employees are protected by their own statutes.

Estimated number in excluded categories:

5. Concepts and definitions

Collective bargaining coverage – national definition: Collective bargaining corresponds to the collective relations between employers and workers. Article L131-1 of the Labour Code defines the rules governing workers' right to collective bargaining over all employment conditions, vocational and on-the-job training, and social guarantees. Article L132-2 defines a collective agreement as a written act concluded between two parties (unions of workers and employers).

Source-specific definition: Workers covered by collective agreements in the covered sectors.

6. Main characteristics

Bargaining levels by prevalence: Enterprise-level negotiations complete, specify or adapt higher-level negotiations (at industry or inter-industry levels). Depending on the year, some 20 to 30 percent of workers in the private, non-agricultural sector are involved. In terms of number of workers covered, the national single-sector level is the most important. However, the metallurgy and construction sectors have regional agreements that change or adapt the national agreements.

Estimated number of workers by level: Four million employees at the enterprise level (in 2003).

Extension mechanisms: Industry-level agreements apply to all enterprises in the sector, either because they are all members of the signatory employers' federation, or by extension. All sectors are concerned by extension mechanisms, unless the employer organization has a monopoly on representation and negotiation within the sector (for example: attorneys at law).

Length of agreements: Collective agreements are generally concluded for an undetermined duration.

Other characteristics:

7. Quality of data:

8. Dissemination references

Principal publication: Bilan annuel de la négociation collective, DARES, 2003.

Website: www.travail.gouv.fr

Hungary (1)

1. **Responding agencies:** Ministry of Employment and Labour, Alkotmány u. 3. Budapest 1054 and Central Statistical Office.

2. **Source information**

Title: Compulsory registration of collective agreements.

National authority: Same as responding agency above.

Latest year available: 31 December 2003.

3. **Operational basis and coverage**

Regulation: The Labour Code.

Scope of survey: Returns of questionnaires from all establishments except for small firms, at the moment registration is made of the signature or modification of an agreement.

Periodicity: Quarterly.

Other: Changes in the number of workers covered are not reflected in the register until a new registration is made.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms: Those working in establishments of less than 5 workers.

Types of agreements:

(c) *Legal:*

Worker categories: All armed forces; all police officers; all civil servants; all managers; all working in private households.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – source-specific definition: Registrations do not provide a coverage definition.

6. **Main characteristics**

Bargaining levels by prevalence: Company level and ‘institutional’ level (civil employees of educational, healthcare institutions and armed forces) are equally important, followed by national single sector.

Estimated number of workers by level: Company level: 891,200 workers, national level: 263,890 workers. Levels are not mutually exclusive and one worker may be covered by agreements at both levels.

Extension mechanisms: Exist, mainly in manufacture of bread and fresh pastry goods (partly), electricity production, hotels and restaurants (partly). Estimated to cover some 50,000 persons.

Length of agreements: Are usually concluded for an unlimited time except the provision on wages and benefits which is re-bargained yearly.

Other characteristics:

7. **Quality of data:** Reliability of the registration is assumed to be around 95 per cent.

8. **Dissemination references**

Principal publication: There are no regular publications. See: Nacsa B.; Neumann, L. *Collective Agreement in Hungary*, National ILO Council (Budapest, 2001).

Website: www.fmm.gov.hu

Hungary (2)

1. **Responding agency:** Hungarian Central Statistical Office, Labour Statistics Section, Keleti K. U. 5-7, Budapest, 1024. Website: www.Ksh.hu
2. **Source information**

Title: Labour Force Survey (LFS) ad hoc modules (2001Q2 and 2004Q2).
National authority: Same as responding agency above.
Latest year available: 2004
3. **Operational basis and coverage**

Regulation: Labour Code
Scope of survey: The LFS covers the whole population aged 15-74 years living in private households during the reference week. The Ad hoc modules of the Survey provide information on collective bargaining only at enterprise level.
Periodicity: The ad hoc modules have been attached to the regular, quarterly, survey twice to date, during the second quarter (Q2).
Other: The survey results note a declining tendency in collective bargaining coverage.
4. **Exclusions**
 - (a) *Source:*

Population groups: Excluded are unsettled and institutional populations, such as armed force conscripts as well as household members temporarily absent and those residing abroad provided they have common consumption with the surveyed household. International migrant workers; and persons working in private households.
Estimated number in excluded groups:
 - (b) *Administrative:*

Sectors, firms: Statistics refer to enterprise level collective bargaining only in 2004.
Types of agreements:
 - (c) *Legal:*

Worker categories: All armed forces (27,000); all police officers (32,000); all civil servants (110,000); some managers (100,000). Civil servants do not have the right for collective bargaining similarly to commissioned officers and non-commissioned officers, although they can form or join a trade union. In general, a collective agreement covers all employers having an employment relationship with the employer. Managers are not excluded in legal terms from being covered by a collective agreement. Collective agreements themselves can, however, exclude managers exercising employer rights, but this must be precisely stipulated in the agreement.
Estimated number in excluded categories: 269,000 workers in total.
5. **Concepts and definitions**

Collective bargaining coverage – national definition: There is a valid collective agreement between the employee and employer at the person's workplace (extended by law to all employees), which determines pay and working conditions. Usually the notion of coverage ratio (in percentage) is used: the ratio between the number of workers covered by collective agreements and the average number of workers employed.
Source-specific definition: The number of workers who responded "yes" to the question of whether there is a collective agreement at their workplace.

6. **Main characteristics**

Bargaining levels by prevalence: Company level is most prevalent followed by sectoral level. Trade unions are present within the enterprises, thus most of the collective agreements are concluded at enterprise level. As more than one trade union might be present within the same enterprise, the Labour Code provides for detailed rules as regards the authorization for collective bargaining and concluding an agreement. The prime principle however, is to bargain jointly, including all trade unions present. Should no consensus be reached among the trade unions themselves, the detailed rules guarantee that the contracting trade unions still act on behalf of the majority of workers. No collective agreements at national level exist that cover the entire economy or more than one sector.

Estimated number of workers by level:

Extension mechanisms: Exist and are estimated to cover some 50,000 persons. Collective agreements are extended by administrative decision of the Ministry of Employment and Labour should the signatory sectoral social partners so request and be deemed representative in a given sector.

Length of agreements: Undetermined); In case of public employees (covered by the Act on their Legal Status), there are collective agreements which are not modified for two or three years. Strictly wage bargaining is annual.

Other characteristics: Manufacture of bread and fresh pastry goods (pastry), electricity production, hotels and restaurants (partially) is most affected by extension.

7. **Quality of data:** LFS is considered to be highly reliable with estimated reliability of 95 per cent.

8. **Dissemination references**

Principal publication: *Working time arrangements and work organisation*, (in Hungarian), Central Statistical Office, 2004.

Website: www.ksh.hu

Italy

1. **Responding agencies:** Ministero del Lavoro e delle Politiche Sociali (Ministry of Labour and Social Affairs), Direzione Generale della Tutela delle Condizioni di Lavoro, Divisione II – Affari Internazionali, Via Flavia 6, 00100 Rome, and Istituto Nazionale di Statistica (ISTAT) (Statistical Institute), Via C. Balbo 16, 00184 Rome. Email: richieste.dati@istat.

2. **Source information**

Title: Administrative registrations.

National authority: Ministry of Labour.

Latest year available: 2000.

3. **Operational basis and coverage**

Regulation: The Constitution, Article 39.

Scope of survey: The whole country.

Periodicity:

Other: The Inter-Confederation Agreement of 3 July 1993.

4. Exclusions

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms: None.

Types of agreements: None.

(c) *Legal:*

Worker categories: All members of the career armed forces and police forces (127,724 and 316,672 respectively) and some civil servants (59,917).

Estimated number in excluded categories: According to ISTAT some 503,307 employees in total; another group of non-standard workers “parasubordinati” or coordinated and continuous collaborators, are legally self-employed workers but their actual status is intermediate between self-employed and employee, whose number is estimated at 1.3 million workers.

5. Concepts and definitions

Collective bargaining coverage – national definition:

6. Main characteristics

Bargaining levels by prevalence: Takes place at all levels but the national level is the primary one for labour relations. The lowest is company level to Regional single sector, Regional multi sector, National single sector and highest level, National multi sector. At the sectoral level, multiple agreements may overlap in covering sub-sectors or several establishments (example in the manufacturing sector, 80 agreements exist).

Estimated number of workers by level:

Extension mechanisms: Although not strictly envisaged by legislation, legal mechanisms have been developed. Some 70,000 workers are affected.

Length of agreements: At the national single sector level: 4 legal years; national multi sector: 2 financial years to re-determine economic aspects. The inter-confederation agreement (1993) sets the length of company agreements at 4 years.

Other characteristics: Some 300 collective agreements are in force.

7. Quality of data:

8. Dissemination references

Principal publication: Annuario statistico ISTAT, National Statistical Institute, 2000.

Website: www.Istat.it.

Latvia

1. **Responding agency:** Central Statistical Bureau, Lacplesa Street 1, Riga, LV-1301; www.csb.lv

2. **Source information**

Title: Structure of Earning Survey (SES).

National authority: Same as responding agency above.

Latest year available: 2002.

3. **Operational basis and coverage**

Regulation: Labour Law (especially Section 18 “Parties to a Collective Agreement”).

Scope of survey: Establishments and enterprises of all sizes. For the sectoral breakdown, the SES only covers ISIC C to K; the manufacturing sector includes ISIC C, D, and E. Private and public services are given under private and public sector.

Periodicity: 4 years (The first survey carried out in 2002)

Other:

4. Exclusions

(a) **Source:**

Population groups: Agricultural workers.

Estimated number in excluded groups: 20,000

(b) **Administrative:**

Sectors, firms: The SES survey did not include branches B and L to O.

Types of agreements:

(c) **Legal:**

Worker categories: All in the armed forces; all police officers; some civil servants (State revenue office authorities does not accept the collective bargaining agreements as well as other public authorities (ministries, etc.).

Estimated number in excluded categories: 6,400; 14,000; 2,200

5. Concepts and definitions

Collective bargaining coverage – national definition: Parties to a collective agreement shall reach agreement on the provisions regulating the content of employment legal relationships, in particular the organization of work remuneration and labour protection, establishment and termination of employment legal relationships, improvement of qualifications, work procedures, social security of employees and other issues related to employment legal relationships, and shall determine mutual right and duties (Labour Law, Section 17, p.1.)

A collective agreement shall be binding on the parties and its provisions shall apply to all employees who are employed by the relevant employer or in a relevant undertaking of the employer, unless provided for otherwise in the collective agreement. It shall be of no consequence whether employment legal relationships with employees were established prior to or after the coming into effect of collective agreement (Labour Law, Section 20, p.1)

6. Main characteristics

Bargaining levels by prevalence: Company level is most prevalent, followed by regional single sector and national single sector.

Estimated number of workers by level: Company level (105200 in total, men – 56400, women – 48800); national single sector (15000 in total, men – 8900, women – 6100).

Extension mechanisms: Exist.

Length of agreements: Non-terminated – at all levels.

Other characteristics: Bargaining level data are obtained from the Free Trade Union Confederation of Latvia (LBAS). If a collective agreement does not specify a duration of effect, the collective agreement shall be deemed to have been entered into for one year (Labour Law Section 19). The statistics for private and public services are actually private and public sector.

7. Quality of data: The survey has a high reliability of estimates.

8. **Dissemination references**

Principal publication:

Website:

Lithuania

1. **Responding agency:** Statistics Lithuania, 29 Gedimino Ave., LT 01500 Vilnius.

2. **Source information**

Title: Structure of Earnings Survey

National authority: Same as responding agency above.

Latest year available: 2002 is the first year of the survey.

3. **Operational basis and coverage**

Regulation: Labour Code of the Republic of Lithuania.

Scope of survey: The Structure of Earnings Survey covers employees who have contracts in all enterprises (including small enterprises of one to nine employees) in the whole country. In addition, officials working on a statutory basis (in the service of Internal Affairs, National Defence, etc.); State politicians, public servants who are exempt from concluding employment contracts according to the Law on Public Service of the Republic of Lithuania etc. are assigned too. All economic activities defined in sections C to O (NACE, Rev 1) are covered. The whole economy consists of 2 sectors: public and private. The public sector includes public enterprises, institutions and organizations, also enterprises where the state controls 50 per cent or more of the authorized capital. The private sector includes joint-stock companies and limited joint-stock companies, commercial banks, agricultural partnerships, cooperative enterprises and other enterprises where the state owns less than 50 per cent of capital.

Periodicity: Every four years.

Other: The survey collects average number of employees in full-time units, meaning full-time employees and part-time employees converted into full-time units irrespective of the type of working place (main or secondary).

4. **Exclusions**

(a) *Source:*

Population groups: Sole proprietorship establishments are excluded from the scope of the survey.

Estimated number in excluded groups: Not available.

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: Negotiations which take place between an employer, a group of employers or one or more employers' organizations and one or more workers' organizations for determining working conditions and terms of employment. According to the Labour Code, the specific features of conclusion of collective agreements of an enterprise in the national defence, police and state public

administration services are established by laws regulating the activities of the respective services.

Source-specific definition: Number of employees in employment whose pay or other employment conditions is directly covered by one or more collective agreement.

6. **Main characteristics**

Bargaining levels by prevalence: Information is available only on collective agreements at enterprise or its structural subdivision level; no other levels were registered in 2002. Collective agreements may be concluded at the following levels according to the Labour Code: 1-State National level, 2- Sectoral (production, services, professional) level or territorial (municipality, county) level, 3-enterprise (agency, organization) level or on the level of its structural subdivision.

Estimated number of workers by level: At enterprise level some 901,000 workers, of which 430,244 men and 470,647 women.

Extension mechanisms: None.

Length of agreements: An enterprise collective agreement enters into force upon signature, unless otherwise established in the agreement. It remains valid until the signing of a new one or until the deadline set in the agreement. The same applies for national, sectoral and territorial agreements.

Other characteristics: Where several collective agreements are applicable in an enterprise, the provisions of the agreement that provide for more favourable conditions for the employees apply.

7. **Quality of data:** This first survey was conducted applying sampling methods. The relative standard errors of estimates are between 1 and 3 per cent.

8. **Dissemination references**

Principal publication:

Website: www.std.lt

Netherlands

1. **Responding agency:** The Dutch Ministry of Social Affairs and Employment (SZW), P.O. Box 90801, 2509 LV, The Hague. Website: www.minszw.nl.

2. **Source information**

Title: Reported new collective bargaining agreements to the Ministry of Labour.

National authority: Same as responding agency above.

Latest year available: 2004.

3. **Operational basis and coverage**

Regulation:

Scope of survey: In order to be effective, involved Parties in the whole country have to supply the number of workers falling under the reported agreement.

Periodicity:

Other:

4. **Exclusions**

(a) **Source:**

Population groups: Not applicable.

Estimated number in excluded groups:

(b) **Administrative:**
Sectors, firms: None.
Types of agreements: None.

(c) **Legal:**
Worker categories: None.
Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – source-specific definition: Signatory parties can choose their own definition of the workers who are covered under their agreements.

6. **Main characteristics**

Bargaining levels by prevalence: National single sector is most dominant, followed by company level.

Estimated number of workers by level: National level: 5,336,000; company: 716,000.

Extension mechanisms: Exist affecting some 686,000 workers in 2004 (see Voorjaarsrapportage 2004, table 7.9). In absolute terms (workers): wholesale/retail trade, hotels and restaurants, manufacturing and construction. In relative terms (percentage of all workers under collective bargaining agreements): transport, storage and communication, wholesale/retail trade and hotels/restaurants, construction in that order.

Length of agreements: Company level: 1½ years on average (usual length is 1 or 2 years);

National single sector: 1½ years (slightly higher than company level). Regional single and multi sector and national multi sector are not available. Information is based on SZW calculations for collective bargaining agreements in the sample of the ministry (containing some 80% of all employees under collective bargaining agreements). Two observations are that the length has declined during the period 1999-2003 and the average length of government agreements is longer than other collective bargaining agreements.

Other characteristics: The statistics for private services = total – (agriculture + manufacturing+ construction+ public services). Public services = primary/secondary education + national/state/municipality civil servants + police/defence (calculations by SZW).

7. **Quality of data:** The numbers of workers under collective bargaining agreements may be a (limited) overestimation of actual figures.

8. **Dissemination references**

Principal publication: Voorjaarsrapportage CAO-afspraken 2004, Appendix 7, Ministry of Social Affairs and Employment, 2004.

Website: www.cao.szw.nl

Poland (1)

1. **Responding agency:** Ministry of Economy, Labour and Social Policy, Department of Social Dialogue, pl. Trzech Krzyży 3/5, 00-507 Warsaw. Website: www.mpips.gov.pl
Email: bpi@mpips.gov.pl and Central Statistical Office, al. Niepodleglosci 208, 00-925 Warsaw. Website: <http://www.stat.gov.pl/english/index.htm>.

2. **Source information**

Title: Register of multi-company agreements and Registers of company agreements.

National authority: Ministry of Economy, Labour and Social Policy for the multi-company agreements; National Labour Inspection (District Labour Inspectors) for company agreements.

Latest year available: 2002.

3. **Operational basis and coverage**

Regulation: The Polish Labour Codex of 26 June 1974 as amended.

Scope of survey: The whole country.

Periodicity:

Other: Agreements negotiated in 1995 to 2000 were registered but the number of employed covered was not required – it is estimated at some 750,000 workers in total.

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms:

Types of agreements:

(c) **Legal:**

Worker categories: Armed forces, some police forces and civil servants.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition:

6. **Main characteristics**

Bargaining levels by prevalence: Company level, followed by multi-company agreement level. The multi-company collective agreements may cover almost all (or at least most of the) major employers in a given sector and thus regulate the dominant segment of the sector; or may cover only some employers (at least two, in principle), and thus regulate only a small(er) segment of the sector. The legislation does not include the opt of “sectoral” collective agreement. The levels at which collective bargaining take place are independent and equivalent.

Estimated number of workers by level: Estimated number at company level: 236,000 workers and at multi-company level: 7,000 (in 2002). Since May 2002 due to changes in the Regulation of the Ministry (Journal of Laws, No. 34, item 408) applications to register agreements must include the number of workers coming within these agreements.

Extension mechanisms: None.

Length of agreements: The Labour Codex provides that there will be a procedure to broaden the multi-company agreement but this mechanism has not been used yet.

Other characteristics: According to the Labour Codex, Article 241 14§1 multi-company agreements contain: (1) on the part of the workers, the statutorily appropriate body of a multi-company trade union organization, (2) on the part of the employers, the statutorily appropriate body of the employers’ organization. Negotiation levels are independent; the only relation between them is subsequent to a further provision that says that provisions of company agreements cannot be less beneficial for the employed than provisions of the multi-company agreement referring to them.

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Internal reports.

Website:

Poland (2)

1. **Responding agency**: National Commission of Independent Self-Governing Trade Unions (NSZZ “Solidarnosc”), Economic Policy and Social Dialogue Department, ul. Waly Piastowskie 24, 80-855 GDAŃSK. Email: zagr@solidanos.org.pl (International Department).

2. **Source information**

Title: Administrative records based on registrations of collective agreements.

National authority: Ministry of Labour, National Labour Inspectorate, NSZZ “Solidarnosc”.

Latest year available: 2002.

3. **Operational basis and coverage**

Regulation: The Polish Labour Codex of 26 June 1974 as amended.

Scope of survey: All collective agreements in the whole country.

Periodicity:

Other: Practical impediments to the right to trade union membership and collective bargaining: (a) informal pressure on employees not to organize in private sector; (b) insufficient representative branch employer organizations that limits the number of sectoral agreements; (c) non-application of the legal provision for extension of coverage (Article 243/18).

4. **Exclusions**

(a) *Source*:

Population groups:

Estimated number in excluded groups:

(b) *Administrative*:

Sectors, firms: None.

Types of agreements: None.

(c) *Legal*:

Worker categories: Some members of the armed forces (40,000) and police forces (3,000) and some civil servants (1,500).

Estimated number in excluded categories: 100,000 in total.

5. **Concepts and definitions**

Collective bargaining coverage – national definition:

6. **Main characteristics**

Bargaining levels by prevalence: Based on number of worker requests, the multi-company and the national single sector levels are most important.

Estimated number of workers by level: Company level (11,784 agreements registered to end 2001). The number of provincial/regional single and multi sector agreements is included in the national single sector level.

Extension mechanisms: None.

Length of agreements: Seven years at company level, one year at regional single sector level, six years at national single sector level. Approximately 85 per cent at company level exist continuously from the day of registration (25 per cent with additional protocols). At national level 75 per cent exist continuously from the day of registration.

Other characteristics: In the construction sector (since 2003) new agreements exist concerning only minimum wages per hour.

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Annual Review of the collective bargaining agreements / Statistics Materials, Ministry of Labour, 2003.

Websites: www.pip.gov.pl and www.mpips.gov.pl

Portugal

1. **Responding agency:** Direction Général de l'Emploi et des Relations de Travail (DGERT) (Employment and Labour Relations Directorate) Pra. De Londres, n°2-7, 1049-056 Lisbon. Website: www.dgert.msst.gov.pt.

2. **Source information**

Title: Quadros de Pessoal (Compulsory registration of collective agreements by employers).

National authority: Same as responding agency above.

Latest year available: 2002.

3. **Operational basis and coverage**

Regulation: Law 99/2003 approving the Labour Code.

Scope of survey: Covered workers in enterprises throughout the whole country, whether directly or by extension.

Periodicity: Annual.

Other: Data must be supplied on the number of employees, their wages, the length of employment contracts and all collective agreements in force.

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms: There are no collective agreements for the Public Services.

Types of agreements:

(c) **Legal:**

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: All negotiations which take place between an employer, a group of employers or one or more employers' organizations and one or more workers' organizations for determining working conditions and terms of employment (in conformity with ILO Convention No. 154).

6. **Main characteristics**

Bargaining levels by prevalence: Based on the number of workers covered, the most important level is: (1) national multi sector, followed by (2) regional multi sector, then (3) regional single sector, (4) national single sector, and finally (5) company level.

Estimated number of workers by level: (1) 705,449, (2) 569,535, (5) 190,564.

Extension mechanisms: Exist, mainly in manufacturing, construction, wholesale and retail trade, hotels and restaurants and transport, storage and communications.

Length of agreements:

Other characteristics:

7. **Quality of data:** High reliability.

8. **Dissemination references**

Principal publication and website:

Romania (1)

1. **Responding agency:** Ministry of Labour and Social Solidarity, Dem I Dobrescu Street, No. 2-4, Sector 1, Bucharest. Email: drici@mms.ro

2. **Source information**

Title: Annual Statistical Survey of Earnings. Another source of information is the Register of Evidence, Ministry of Justice, which according to Law No. 53/2003 contains number of collective agreements – no statistics on number of workers covered are available.

National authority: National Commission for Statistics, email: romstat@insse.ro.

Latest year available: 2000.

3. **Operational basis and coverage**

Regulation:

Scope of survey: All national employees.

Periodicity:

Other: 100 per cent of employees are covered by collective agreements.

4. **Exclusions**

(a) ***Source:***

Population groups:

Estimated number in excluded groups:

(b) ***Administrative:***

Sectors, firms: None.

Types of agreements: None.

(c) ***Legal:***

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition: According to the Law No. 53 of 24 January 2003, wages are established by means of individual and/or collective negotiations between the employer and the employees or their representatives. Article 236 (1) The collective labour contract is the agreement concluded in a written form between the employer or the employers' organization, on the one hand, and the

employees, represented by the trade unions or in any other manner stipulated by the law, on the other, by means of which clauses are set up concerning the work conditions, the wages, as well as other rights and liabilities deriving from the labour relationships. (2) Collective negotiation is mandatory, except when the employer has less than 21 employees.

6. **Main characteristics**

Bargaining levels by prevalence: National multi-sector is the most prevalent. National single-sector, single-agreement is second most, then multi-enterprise level, then company/enterprise level.

Estimated number of workers by level:

Extension mechanisms: None.

Length of agreements: One year, at all levels.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website: www.insse.ro

Romania (2)

1. **Responding agency:** Confederatia Nationala a Sindicatelor Libere din Romania – Fratia (CNSLR-FRATIA) (National Confederation of Free Trade Unions of Romania-Fratia,) Cristian Popisteanu Street No. 1-3, Sector 1, cod 010024, Bucharest. Website: biroupresa@cnslr-fratia.ro Email: secretariat_general@cnslr-fratia.ro

2. **Source information**

Title: Administrative records from member unions.

National authority:

Latest year available:

3. **Operational basis and coverage**

Regulation: Law No. 53 of 24 January 2003.

Scope of survey: Member Unions in the whole country.

Periodicity:

Other: The CNSLR-FRATIA is a national, independent organization, with a membership of some 800,000 persons. It represents the professional, social, economic and cultural interests and protects the fundamental rights of its members. It participates, as a representative partner, in negotiations of labour collective agreements and the elaboration/modification of regulatory texts regarding trade union activities.

4. **Exclusions**

(a) ***Source:***

Population groups: All agricultural workers.

Estimated number in excluded groups: Some 3.3 million.

(b) ***Administrative:***

Sectors, firms:

Types of agreements:

(c) ***Legal:***

Worker categories: In 2000: some members of the armed forces (250,000), some police (100,000), some civil servants (10,000), some managers (5,000), all workers in private households (3,000).

Estimated number in excluded categories: Some 368,000 workers.

5. **Concepts and definitions**

Collective bargaining coverage – national definition: Law No. 53, Article 236 (1) The collective labour contract is the agreement concluded in a written form between the employer or the employers' organization, on the one hand, and the employees, represented by the trade unions or in any other manner stipulated by the law, on the other, by means of which clauses are set up concerning the work conditions, the wages, as well as other rights and liabilities deriving from the labour relationships. (2) Collective negotiation is mandatory, except when the employer has less than 21 employees.

6. **Main characteristics**

Bargaining levels by prevalence: Company, national multi-sector, informal economy in that order.

Estimated number of workers by level: Company level: 3.6 million of which 1.4 million women; at national level: 4 million which 1.55 million women.

Extension mechanisms: None.

Length of agreements: One year, at all levels.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website: <http://www.cnslr-fratia.ro/eng/despre/prezentare.asp>

Romania (3)

1. **Responding agency:** Bloc National Syndical (BNS) (Central Trade Union), Bucharest.
Email: bns@bns.ro

2. **Source information**

Title: Registration of members.

National authority: BNS and Ministry of Labour and Social Solidarity

Latest year available: BNS, 1998; MOLSS (2002).

3. **Operational basis and coverage**

Regulation: Law No. 53 of 24 January 2003.

Scope of survey: All collective agreements concluded since 1990.

Periodicity:

Other:

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms: None.

Types of agreements: None.

(c) *Legal:*

Worker categories: In 2002: some members of the armed forces (180,000), some managers (20,000).

Estimated number in excluded categories: Some 200,000.

5. **Concepts and definitions**

Collective bargaining coverage – national definition: According to the Law No. 53 of 24 January 2003, Article 236(1) The collective labour contract is the agreement concluded in a written form between the employer or the employers' organization, on the one hand, and the employees, represented by the trade unions or in any other manner stipulated by the law, on the other, by means of which clauses are set up concerning the work conditions, the wages, as well as other rights and liabilities deriving from the labour relationships. (2) Collective negotiation is mandatory, except when the employer has less than 21 employees.

6. **Main characteristics**

Bargaining levels by prevalence: According to BNS, company/enterprise level is the most prevalent, second is the national single-sector, then national multi-sector.

Estimated number of workers by level:

Extension mechanisms: Exist, mainly in construction, retail trade and textiles.

Length of agreements: One to two years at company level, one year at other levels except since 2000, agreements have begun to be concluded for periods of two up to five years.

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website:

Spain

1. **Responding agency:** Ministerio de Trabajo y Asuntos Sociales (Ministry of Labour and Social Affairs) – Subdirección General de Estadísticas Sociales y Laborales, C/ Maria de Guzmán 52 – 28071 Madrid. Email: estadistica@mtas.es

2. **Source information**

Title: Hója estadística de Convenios (Statistical Forms on Agreements) recorded by the Ministry.

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation: The Law on the Status of Workers (BOE 29-3-95), and Royal Decree 1040/1981 that established specific statistical questionnaires on the registration and deposit of labour collective agreements.

Scope of survey: The legal scope as defined in the Law, Article 1.1 applying to relevant employees.

Periodicity: Monthly.

Other: There are two separate forms, one for enterprise agreements and one for sectoral agreements. All agreements have been covered since 1984.

4. Exclusions

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms:

Types of agreements: Agreements covering public servants.

(c) **Legal:**

Worker categories: The Law (Article 1.3) excludes the following: (a) civil servants (2.3 million, covered by the Public Service Statute (civil servants have the right to collective bargaining with some limitations); State Security Corps, and Armed Forces (609,600); (b) compulsory personal service workers; (c) counsellors or members of the administrations of enterprises that are share companies; (d) volunteer, free and good-works workers; (e) family workers unless they can demonstrate that they are employees; (g) persons who serve as commercial intermediaries for one or more employer, even if they retain responsibility for risks and outcomes; (h) generally all workers outside of the scope such as some teachers, workers in export processing zones (301,800).

Estimated number in excluded categories: Over 3.2 million persons.

5. Concepts and definitions

Collective bargaining coverage – national definition: Collective agreements are the result of bargaining carried out by representative of workers and employers, and constitute the expression of a freely adopted agreement between them, in virtue of their collective independence. All workers (employees) are those who voluntarily furnish their services for remuneration to another physical or legal person, referred to as employer.

6. Main characteristics

Bargaining levels by prevalence: National single sector, then regional single sector followed by company level in that order. According to the Law, (Title III: collective bargaining and collective agreements, Articles 82 to 92) higher-level agreements (national, inter-autonomous or regional, provincial, local-delegations, enterprise or group of enterprises) cannot be lowered. Inferior conditions cannot be established by lower level agreements, unless legitimate unions or enterprise associations; decide to negotiate agreements of a specified scope above enterprise level that affect the higher level ones. The majority required to constitute a negotiating committee for corresponding negotiation units must support their decision.

Estimated number of workers by level: Over one million workers at company level; 6.2 million at single sector regional level and 2.4 million at national single sector level.

Extension mechanisms: Exist; however no documentation is available to make reliable estimates. Agreements may be extended by administrative decision if the employer or worker organizations request it; if no agreement exists for the activity to be extended and there is no possibility to negotiate one; and if no major differences between the wage conditions and established workday would occur by the extended agreement and other workers without an agreement. Extensions mainly affect the new services sector and activities where no employer or worker representation exists because of non-fulfillment of the legal requirements for representation.

Length of agreements: Basically three years at all levels, however, it may vary from one agreement to another, including of the same scope, at a same level. The length is a factor of the economic situation. Even though agreements are multi-annual, every year agreed wages and work days are revised.

Other characteristics: Data by sex and by age group are not available. The statistics presented for private services include public services.

7. **Quality of data:** Due caution must be taken in evaluating the number of workers covered because no matter what the territorial scope of a sectoral agreement may be, the activities covered by each agreement may not correspond exactly to the Classification of Economic Activities in force (NACE-93). The negotiating committee that completes the Statistical Forms do not always have actual data and must make estimates. The number of workers does not include civil servants (see above) who are outside of the scope, although they may cover those workers who without being civil servants, provide services for remuneration to the public administration (labourers).
8. **Dissemination references**
Principal publication:
Website: www.mtas.es

Sweden (1)

1. **Responding agency:** Confederation of Swedish Enterprise, Storgaton 19, 11482 Stockholm; www.svensktnaringsliv.se
2. **Source information**
Title: Records from insurance company (Administrative records from employers' organizations)
National authority: Same as responding agency above.
Latest year available: 2000.
3. **Operational basis and coverage**
Regulation: Labour Code.
Scope of survey:
Periodicity:
Other:
4. **Exclusions**
 - (a) *Source:*
Population groups: No population groups are excluded.
Estimated number in excluded groups:
 - (b) *Administrative:*
Sectors, firms: No exclusion.
Types of agreements: No exclusion.
 - (c) *Legal:*
Worker categories: No workers are excluded.
Estimated number in excluded categories:
5. **Concepts and definitions**
Collective bargaining coverage – national definition:

6. **Main characteristics**

Bargaining levels by prevalence: National single sector most prevalent followed by company and local levels.

Estimated number of workers by level: National single-sector (3,505,000); company/enterprise (1,520,000); local (1,330,000).

Extension mechanisms: No.

Length of agreements: No usual average length.

Other characteristics: In the public sector, negotiations take place at the local level.

7. **Quality of data:**

8. **Dissemination references**

Principal publication:

Website:

Sweden (2)

1. **Responding agency:** Swedish Trade Union Confederation, 10553 Stockholm.

2. **Source information**

Title: Arbetsgivarstrategier Isverige Under100 Ar

National authority: Same as responding agency above.

Latest year available: 2000.

3. **Operational basis and coverage**

Regulation: Labour Code.

Scope of survey:

Periodicity:

Other:

4. **Exclusions**

(a) *Source:*

Population groups: No population groups are excluded.

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms: No exclusion.

Types of agreements: No exclusion.

(c) *Legal:*

Worker categories: No workers are excluded.

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition:

6. **Main characteristics**

Bargaining levels by prevalence: National single sector most prevalent followed by equally important company and local levels.

Estimated number of workers by level: National single-sector (3,505,000); company/enterprise (1,520,000); local (1,330,000).

Extension mechanisms: No.

Length of agreements: 3 years on average for all sectors.

Other characteristics: In the public sector, negotiations take place at the local level.

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7. **Quality of data:**
 8. **Dissemination references**

Principal publication:

Website:

Switzerland

1. **Responding agency:** Office Fédéral de la Statistique (OFS/BFS) (Federal Statistical Office), Espace de l'Europe 10, CH-2010 Neuchatel. Website: www.statistique.admin.ch

2. **Source information**

Title: Enquête auprès des partenaires sociaux (syndicats et associations patronales) sur les Conventions Collectives de Travail (Survey of the Social Partners on Collective Agreements).

National authority: Same as responding agency above.

Latest year available: 2003.

3. **Operational basis and coverage**

Regulation:

Scope of survey: The social partners are interviewed and transmit to OFS the data coming from their own registers and the collective agreement documents to which they are signatories. The only agreements that are not exhaustively received by OFS are those coming from enterprises referred to as "household" enterprises.

Periodicity: Every two years.

Other: In order to obtain an exhaustive response regarding internal enterprise (household) agreements, a specific question concerning collective agreements is being introduced into the Census of Enterprises questionnaire.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms: None.

Types of agreements: None.

(c) *Legal:*

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition:

6. **Main characteristics**

Bargaining levels by prevalence: Enterprise level negotiations cover the greatest number of workers, and relate to workers covered by collective agreements of associations and of enterprises.

Estimated number of workers by level: Enterprise level: 562,600 workers (333,100 men, 229,400 women. Regional (Cantonal) single sector: 314,300 (205,200 men, 109,100 women). National single sector: 533,700 (361,000 men, 172,700 women).

Extension mechanisms: Legal mechanisms exist, affecting some 363,200 workers in 2003, mainly in construction and to a lesser degree, manufacturing.

Length of agreements: Six years at all three levels.

Other characteristics: The statistics presented under private and public services refer to private and public sectors.

7. **Quality of data:** The employer and worker social partners are interviewed. Their numbers for each collective agreement are compared in order to reconcile the data.
8. **Dissemination references**
Principal publication: Enquête ECS, Federal Statistical Office, 2004.
Website: www.statistique.admin.ch

Turkey (1)

1. **Responding agency:** Calisma ve Sosyal, Güvenlik Bakanligi (Ministry of Labour and Social Security), İnönü Bulvari No. 42, 06520 Emek / Ankara. Website: <http://www.die.gov.tr/>. Email: calismag@calisma.gov.tr
2. **Source information**
Title: Administrative records maintained by the Ministry.
National authority: Same as responding agency above.
Latest year available: 2001.
3. **Operational basis and coverage**
Regulation:
Scope of survey: The whole country.
Periodicity: The records are updated regularly.
Other:
4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*
Sectors, firms: None.
Types of agreements: None.
 - (c) *Legal:*
Worker categories: All armed forces and police and managers. Some civil servants, workers in small firms, atypical and migrant workers.
Estimated number in excluded categories:
5. **Concepts and definitions**
Collective bargaining coverage – national definition:
6. **Main characteristics**
Bargaining levels by prevalence:
Estimated number of workers by level:
Extension mechanisms: Exist.
Length of agreements:

Other characteristics: The statistics presented for private services include public services.

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Labour Statistics 2001, Ministry of Labour and Social Security, 2001.

Website: www.calisma.gov.tr

Turkey (2)

1. **Responding agency:** Confederation of Public Employees Trade Union – KESK, International Relations, Law and Collective Agreements Department, Atatürk Bulvarı, No.23, B-Block, Kat: 4-5, Unkapars, İstanbul.

2. **Source information**

Title: Estimates based on collective negotiations of public employee trade unions.

National authority: Ministry of Labour.

Latest year available: 2001.

3. **Operational basis and coverage**

Regulation:

Scope of survey: The whole country.

Periodicity:

Other:

4. **Exclusions**

(a) *Source:*

Population groups: This administrative source excludes all non-public employees.

Estimated number in excluded groups: In the public sector (1.7 million), consisting of Education, Health, Tax offices, Public employees in municipalities, State enterprises, Public Bank; the armed forces (65,000). From the State Statistics Institute for 2001: unpaid family workers in agriculture (4.9 million) and unregistered workers (12 million).

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – national definition:

6. **Main characteristics**

Bargaining levels by prevalence: Company level, followed by national single and multi sector, with national multi-sector being the most important level for public sector workers.

Estimated number of workers by level:

Extension mechanisms: None, although the possibility exists legally.

Length of agreements:

Other characteristics:

7. **Quality of data:**

8. **Dissemination references**

Principal publication: Internal reports.

Website:

Turkey (3)

1. **Responding agency:** Turkish Confederation of Employer Associations – TISK, Mesrutiyet Caddesi No. 1/4, Kizilay – Ankara. Email: gensec@tisk.

2. **Source information**

Title: Register of collective agreements completed by TISK member employer associations maintained by the Ministry of Labour and Social Security, Labour Statistics Unit.

National authority: Ministry of Labour and Social Security.

Latest year available: 2002.

3. **Operational basis and coverage**

Regulation:

Scope of survey: Twenty employer associations (veering 8000 enterprises) in the whole country.

Periodicity:

Other: TISK's annual Labour Statistics and Labour Cost Research.

4. **Exclusions**

(a) *Source:*

Population groups:

Estimated number in excluded groups:

(b) *Administrative:*

Sectors, firms:

Types of agreements:

(c) *Legal:*

Worker categories: All military, police, teachers and civil service.

Estimated number in excluded categories: 2 million (all public servants).

5. **Concepts and definitions**

Collective bargaining coverage – national definition:

6. **Main characteristics**

Bargaining levels by prevalence: Company level, national single sector and Group Collective Agreements, that cover more than one enterprise in the same sector.

Estimated number of workers by level:

Extension mechanisms: Exist, mainly in manufacturing.

Length of agreements: Two years at all levels.

Other characteristics: The statistics presented for private services include public services.

-
7. **Quality of data:**
 8. **Dissemination references**
Principal publication: 2001 Labour Statistics and Labour Cost, TISK, and Turkey in Figures, 2002.
Website:

Ukraine

1. **Responding agency:** State Statistics Committee of Ukraine, Department for International Relations, 3, Shota Rustaveli St., Kyiv-23, 01023. Email: labour@ukrstat.gov.ua.
2. **Source information**
Title: Establishment Survey.
National authority: Same as responding agency above.
Latest year available: 2002.
3. **Operational basis and coverage**
Regulation: Labour Code (Chapter II: Collective agreement) of 1972, as amended.
Scope of survey: Complete enumeration of establishments in the whole country reporting as at 31 December on registered employees by their main employment.
Periodicity: Annual.
Other:
4. **Exclusions**
 - (a) *Source:*
Population groups:
Estimated number in excluded groups:
 - (b) *Administrative:*
Sectors, firms:
Types of agreements:
 - (c) *Legal:*
Worker categories: None.
Estimated number in excluded categories:
5. **Concepts and definitions**
Collective bargaining coverage – national definition:
6. **Main characteristics**
Bargaining levels by prevalence: Company level is the only level.
Estimated number of workers by level: 9,829,000 persons (statistics are not available by sex).
Extension mechanisms:
Length of agreements:
Other characteristics: Statistics for public services exclude electricity, gas and water.
7. **Quality of data:** Data are processed and checked by computer.
8. **Dissemination references**
Principal publication:
Website:

United Kingdom

1. **Responding agency:** Ministry of Labour, Dept. of Trade and Industry (DTI);
www.dti.gov.uk
2. **Source information**

Title: Labour Force Survey (LFS); Workplace Employee Relations Survey (WERS).
National authority: Same as responding agency above.
Latest year available: Labour Force Survey (2000); Workplace Employee Relations Survey (1998).
3. **Operational basis and coverage**

Regulation:
Scope of survey:
Periodicity:
Other:
4. **Exclusions**
 - (a) *Source:*

Population groups: Living in hostels (living in communal establishment, i.e., those living in hostels, boarding houses, hostels, common lodging houses and other miscellaneous establishments); those participating in government college based training schemes.
Estimated number in excluded groups: Living in hostels (26,000); those participating in government college based training schemes (9,000)
 - (b) *Administrative:*

Sectors, firms:
Types of agreements:
 - (c) *Legal:*

Worker categories: All members of the armed forces; all members of export processing zones.
Estimated number in excluded categories: Total excluded: 287,000; all members of the armed forces (112,000); all members of export processing zones.
5. **Concepts and definitions**

Collective bargaining coverage – national definition: No definition provided.
6. **Main characteristics**

Bargaining levels by prevalence: Company level is the most prevalent, followed by national single sector and regional single sector.
Estimated number of workers by level:
Extension mechanisms:
Length of agreements:
Other characteristics:
7. **Quality of data:**
8. **Dissemination references**

Principal publication:
Website:

Australia

1. **Responding agency:** Australian Bureau of Statistics (ABS), Labour Market Area, Box 10, Belconnen ACT 2616. Website: <http://www.abs.gov.au/>.
2. **Source information**

Title: Survey of Employee Earnings and Hours (EEH), a sample survey of employers and employees.

National authority: Same as responding agency above.

Latest year available: 2000.
3. **Operational basis and coverage**

Regulation:

Scope of survey: All employing organizations in the whole country (public and private sectors) except: enterprises primarily engaged in agriculture, forestry and fishing; private households employing staff; foreign embassies, consulates, etc. Employees of employers covered in the survey are in scope if they received pay for the reference period, except: members of the Australian permanent defence forces; employees based outside Australia; employees on workers' compensation who are not paid through the payroll. The information collected relates to methods of setting pay for employees: by award only, collective agreement or individual arrangement and since May 2000, on whether agreements (individual or collective) were certified, approved or registered with an industrial tribunal or authority.

Periodicity: Every two years.

Other: A two-stage sample approach of employers than employees, was used to select a sample of approximately 9,000 employer (selection) units and approximately 55,000 employees, to ensure adequate industry and state/territory representation. Private services: electricity, gas and water supply; wholesale trade; accommodation; cafes, restaurants; retail trade; transport, storage; communication services; finance and insurance; property, business services; cultural, recreational services; personal, other services. Public services: government administration, defence; education; health, community services.
4. **Exclusions**
 - (a) **Source:**

Population groups: Persons working in agriculture.

Estimated number in excluded groups: Not available.
 - (b) **Administrative:**

Sectors, firms:

Types of agreements:
 - (c) **Legal:**

Worker categories:

Estimated number in excluded categories:

5. **Concepts and definitions**

Collective bargaining coverage – source-specific definition: Collective agreements, which include enterprise and workplace agreements, are agreements between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees). A collective agreement sets the terms of employment (pay and/or conditions) for a group of employees, and is usually registered with a Federal or state industrial tribunal or authority. Employees whose pay is set by collective agreements refers to employees who had all or any part of their wages or salaries paid by registered or unregistered collective agreements and enterprise awards. This group also includes employees who had their pay set by both collective agreements and awards.

Awards are legally enforceable determinations made by federal or state industrial tribunals that set the terms of employment (pay and/or conditions) usually in a particular industry or occupation. Awards may be the sole mechanism used to set the pay and/or conditions for an employee or group of employees, or alternatively may be used in conjunction with an individual or collective agreement.

6. **Main characteristics**

Bargaining levels by prevalence: The data are available by type of jurisdiction, that is the federal or state industrial tribunal or authority with which written individual or collective agreements have been certified, approved or registered.

Estimated number of workers by level:

Extension mechanisms:

Length of agreements:

Other characteristics: Employees may be covered by either a federal or state registered agreement (individual or collective) depending on the circumstances that prevail in the workplace. Employees are classified as managerial if they have strategic responsibilities in the conduct or operations of the organization and/or are in charge of a significant number of employees.

7. **Quality of data:** Efforts to reduce non-sampling error are careful design of questionnaires, detailed checking of returns and quality control of processing. For sampling errors, there are about two chances in three that the sample estimate differs from the true value by less than one standard error, and about 19 chances in 20 that the difference will be less than two standard errors.

8. **Dissemination references**

Principal publication: Survey of Employee Earnings and Hours (EEH), ABS Cat. No. 6306.0, ABS, 2002

Website:

[http://www.abs.gov.au/Ausstats/abs@.nsf/0/27641437D6780D1FCA2568A9001393DF?](http://www.abs.gov.au/Ausstats/abs@.nsf/0/27641437D6780D1FCA2568A9001393DF?Open)
Open

New Zealand

1. **Responding agency:** Department of Labour, PO Box 3705, Wellington. Website: www.dol.gov.nz
2. **Source information**
Title: Register of Unions.

National authority: Registrar of Unions, Department of Labour.

Latest year available: 2004.

3. **Operational basis and coverage**

Regulation: Employment Relations Act 2000.

Scope of survey: Registered unions and employers in the whole country.

Periodicity: Quarterly.

Other:

4. **Exclusions**

(a) **Source:**

Population groups:

Estimated number in excluded groups:

(b) **Administrative:**

Sectors, firms:

Types of agreements: The records include only current collective agreements, or those that have expired but are not yet replaced, negotiated under the Employment Relations Act 2000. In other words, all agreements included have been reached subsequent to 2 October 2000.

(c) **Legal:**

Worker categories: Armed forces. Non-civilian members in the armed forces, workers not defined as “employees” under the Act, and “employees” who do not belong to any union are excluded from the right to collectively bargain. However, employees gain the right to collectively bargain once they join a union.

Estimated number in excluded categories: 8,700 in the armed forces.

5. **Concepts and definitions**

Collective bargaining coverage – national definition: The number of employees in employment whose terms and conditions of employment are determined by a collective agreement. Only union members are eligible to be covered by a collective agreement, as only registered unions and employers can bargain for collective agreements.

6. **Main characteristics**

Bargaining levels by prevalence: Company level is most prevalent followed by regional single sector then national single sector.

Estimated number of workers by level:

Extension mechanisms: None.

Length of agreements: Average length: Company level (1.5 years); Regional single sector (1.75 years); National single sector (1.3 years).

Other characteristics: Collective employment agreements have a maximum length of 3 years under the Employment Relations Act 2000.

7. **Quality of data:** The sectoral data are grouped using the Australian and New Zealand Standard Industrial Classification 1996 (ANZSIC) but do not separate public and private services. The quarterly Employment Survey conducted by Statistics New Zealand provides employment by public/private sector. These categories overlap by industry and sex but exclude agriculture and fishing. No data is available on collective agreements covered by industry and sex.

Employees covered by a collective agreement are categorised into industry according to the industry of their employer, regardless of their occupation. For example, a cleaner

employed on a collective agreement by a University will be counted in the education category.

8. **Dissemination references**

Principal publication: ERA Information, Department of Labour, 2004.

Website: www.ers.dol.govt.nz/publications/era_info.html

The following countries/agencies replied that no statistics (or methodological information) were available:

Algeria (CB)

1. **Responding agency**: Office National des Statistiques (ONS) (National Statistical Office), Directorate in charge of Statistical Dissemination, 8 and 10 rue des Moussebiline, 16000 Algiers. Website www.ons.dz.
2. **Source information**: No statistics on collective bargaining coverage are available.

Mauritius (CB)

1. **Responding agency**: Ministry of Labour, Industrial Relations and Employment, Corner Barracks & St. Louis Streets, Port Louis. Email: mol@mail.gov.mu. Website: <http://Labour.gov.mu>
2. **Source information**: No statistics are available; the Industrial Relations Act, 1973 does not privilege the development and promotion of collective bargaining. There is no obligation on the parties to have a collective agreement registered with a public authority. Wages and conditions of employment in the private sector are fixed by Government to a large extent. Salaries and employment terms in the public and parastatal sectors are determined by an independent body (Pay Research Bureau). Consultations with workers' and employers' organizations have been held to replace the current Act by new legislation that will lay emphasis on the development of collective bargaining at enterprise level.

South Africa (CB)

1. **Responding agency**: Department of Labour.
2. **Source information**: No statistics on collective bargaining coverage are available.

Mexico (CB)

No statistics on collective bargaining coverage are available.

Uruguay (CB)

1. **Responding agency**: Ministerio de Trabajo y Seguridad Social (Ministry of Labour and Social Security), Juncal 1511.C.A.O. 049 Correo Central, 11000 Montevideo. Website: www.mtes.gub.uy
2. **Source information**: All armed forces and some police (approximately 31,946 persons) are excluded from the right to bargain. No statistics on collective bargaining coverage are available.

India (CB)

1. **Responding agencies:** Ministry of Labour, New Delhi, and Ministry of Statistics and Programme Implementation, Central Statistical Organization, West Block VIII, Wing 6, R.K. Puram, New Delhi-66, and Ministry of Labour, New Delhi.
2. **Source information:** No statistics on collective bargaining coverage are available.

Indonesia (CB)

1. **Responding agency:** Badan Pusat Statistik (BPS) (Bureau of Statistics), BPS-Statistics Indonesia, Jl. Dr. Sutomo No.6-8, JAKARTA 10710. Website: www.bps.go.id
2. **Source information:** No statistics on collective bargaining coverage are available.

Japan (CB)

1. **Responding agencies:** Ministry of Health, Labour and Welfare, 2-2 Kasumigaseki 1-Chome, Chiyoda-Ku, Tokyo, 100-8916. Website: www.mhlw.go.jp
2. **Source information:** No statistics on collective bargaining coverage are available.

Estonia (CB)

1. **Responding agencies:** Ministry of Social Affairs, Gonsiori 29, 15027 Tallinn. Website: www.sm.ee. Email: info@sm.ee and Statistical Office of Estonia, Endia 15, 15174 Tallinn, Email: stat@stat.ee.
2. **Source information:** No statistics on collective bargaining coverage are available.

Germany (CB)

1. **Responding agency:** Federal Statistical Office, 65180 Wiesbaden. Website: www.destatis.de
3. **Source information:** No statistics on collective bargaining coverage are available. However, selected establishments in the Structure of Earnings Survey (SES2001) are asked to report the name of the collective bargaining contract that is applied in the establishment.

Italy (CB)

No statistics on collective bargaining coverage are available.

Norway (CB)

1. **Responding agency:** Statistics Norway, 2225 Kongsvinger. Website: www.ssb.no.
2. **Source information:** No statistics on collective bargaining coverage are available.

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Country	Year	Total membership/ total employment			Total membership/ paid employment			Members in wage employment/ paid employment			Members in wage employment/ total members		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Philippines	2003	1.7	1.8	1.3	3.2	3.6	2.7	3.2	3.6	2.7	100.0	100.0	100.0
Singapore	2003	20.2	19.5	21.1	23.3	23.7	22.9						
Sri Lanka	2003	5.9			45.0			45.0			100.0		
Europe													
Spain	2000	23.0			23.0								
Estonia	2004	8.1	7.0	9.3	9.0	8.1	9.9	7.6			84.6		
Finland	2004	61.2			70.8			70.8			100.0		
France	2002	11.7	14.2	8.6	12.4	15.5	9.0	8.2	9.3	6.9	65.7	60.0	77.2
Hungary	2004	14.1	12.2	16.3	19.7								
Ireland	2003	31.0	29.3	33.2	37.6	39.0	36.0	37.6	39.0	36.0	100.0	100.0	100.0
Italy	2000	75.5			104.9								
Latvia	2003	17.4	14.2	20.7	20.0	16.7	23.3						
Netherlands	2001	24.6	23.8	14.3	27.7	27.1	15.8	22.1	27.1	15.8	79.9	100.0	100.0
Norway	2003	66.5			71.9			71.9			100.0		
Poland	2002	6.5	7.1	5.7	9.1	10.3	7.7	8.1	9.2	6.9	89.7	89.6	89.8
Romania	2001	135.6			243.2			67.1	42.5	97.4	27.6		
Switzerland	2003	19.7			25.4								
Sweden2	2002	88.6	82.2	95.5	98.2	95.6	100.8	77.3	74.6	79.9	78.7	78.1	79.3
Sweden1	2002	73.4	68.2	79.0	81.4	79.3	83.4	78.0	75.4	80.5	95.8	95.1	96.5
Turkey1	2001	12.1	14.2	6.6	25.7	27.1	19.9	25.7	27.1	19.9	100.0	100.0	100.0
United Kingdom2	2001	36.0			36.0								
United Kingdom1	2000	25.6	24.9	26.4	27.8	29.6	26.0	26.7	28.1	25.3	96.0	94.9	97.3
Oceania													
Australia	2000	21.2	21.9	20.4	24.7	26.3	22.9						
New Zealand	2004	14.5	13.8	15.3	17.9	18.2	17.7	17.9	18.2	17.7	100.0	100.0	100.0

Table A2. Trade union density (numerator: total membership)
Sectoral breakdown (per cent)

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
Africa								
Mauritius	2002	Employment from LABORSTA	Total	40.2	7.2	1.2	37.3	34.6
		Employment from LABORSTA	Men	42.0	7.8	1.2	35.9	45.0
		Employment from LABORSTA	Women	34.1	6.6	0.1	41.1	14.8
		Paid employment	Total	74.6	9.2	4.1	80.8	38.3
		Paid employment	Men	76.1	11.5	4.3	75.4	47.3
		Paid employment	Women	68.9	7.3	0.2	96.7	18.2
Americas								
Brazil	2001	Reported employment	Total	21.1	23.1	6.9	14.4	25.6
		Paid employment	Total	291.9	46.7	30.1	56.2	10.9
		Paid employment	Men					
		Paid employment	Women					
Canada ¹	2003	Reported employment	Total	13.1	29.7	32.9	62.1	14.4
		Reported employment	Men	15.8	33.9	36.5	63.9	16.8
		Reported employment	Women	5.3	19.2	5.2	61.2	12.0
		Employment from LABORSTA	Total	5.6	28.5	22.7	28.7	23.9
		Employment from LABORSTA	Men	6.7	32.3	24.9	18.0	42.9
		Employment from LABORSTA	Women	2.4	18.6	3.9	41.0	14.7
		Paid employment	Total	13.1	29.7	32.9	34.9	25.7
		Paid employment	Men	15.8	33.9	36.5	23.2	46.3
		Paid employment	Women	5.3	19.2	5.2	46.5	15.7

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
Mexico	2002	Reported employment	Total	0.2	14.9	1.6	13.8	
		Employment from LABORSTA	Total	0.2	16.3	1.9	19.5	
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total	0.7	21.4	2.7	35.8	
		Paid employment	Men					
		Paid employment	Women					
United States	2000	Reported employment	Total	2.1	14.7	18.3	5.6	
		Paid employment	Total		15.3	18.0	3.0	
		Paid employment	Men					
		Paid employment	Women					
Asia								
Japan1	2003	Employment from LABORSTA	Total	0.7	24.1	16.3	1.6	
		Employment from LABORSTA	Men	1.0	30.2	17.8	2.0	
		Employment from LABORSTA	Women	0.2	12.0	7.5	1.1	
		Paid employment	Total	4.1	26.0	20.0	1.9	
		Paid employment	Men	6.2	32.0	21.9	2.4	
		Paid employment	Women	1.1	13.4	8.9	1.3	
Malaysia	2003	Employment from LABORSTA	Total	5.3	5.1		13.4	
Philippines	2003	Reported employment	Total		23.1	5.0		
		Employment from LABORSTA	Total		7.4	0.2		
		Employment from LABORSTA	Men		9.2	0.2		
		Employment from LABORSTA	Women		5.1	1.8		
		Paid employment	Total		10.0	0.3		
		Paid employment	Men		11.6	0.2		

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
Singapore	2003	Paid employment	Women		7.6	2.0		
		Employment from LABORSTA	Total		26.6	15.8	3.6	
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total		28.1	20.3	4.4	
		Paid employment	Men					
Sri Lanka	2003	Paid employment	Women					
		Reported employment	Total	29.1	9.9			
		Employment from LABORSTA	Total	3.0				
		Paid employment	Total		12.0			
Europe								
Estonia	2003	Employment from LABORSTA	Total	2.1	9.4	0.2	8.7	11.9
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total	3.4	9.8	0.3	9.8	12.0
		Paid employment	Men					
		Paid employment	Women					
France	2002	Reported employment	Total	21.7	7.4	3.9	14.6	7.7
		Reported employment	Men	29.4	8.8	3.3	18.7	10.3
		Reported employment	Women	4.4	4.4	8.7	11.8	5.0
		Paid employment	Total	85.3	9.0	5.6	11.8	10.0
		Paid employment	Men	106.3	10.2	4.5	10.9	17.6
		Paid employment	Women	21.4	6.1	16.1	12.9	5.3
Hungary	2003	Reported employment	Total	6.4	13.6	2.8	26.2	9.8
		Reported employment	Men	6.0	13.4	2.4	25.5	10.3

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
		Reported employment	Women	7.7	14.0	7.6	26.5	9.2
		Employment from LABORSTA	Total	6.2	13.2	2.9	19.4	15.1
		Employment from LABORSTA	Men	5.8	13.2	2.4	12.4	23.9
		Employment from LABORSTA	Women	7.8	13.2	8.2	27.5	10.3
		Paid employment	Total	12.5	16.7	7.0	30.6	16.9
Ireland	2003	Reported employment	Total	10.0	40.7	33.3	63.2	24.0
		Reported employment	Men	11.0	42.7	34.4	71.7	27.8
		Reported employment	Women	5.0	36.3	14.3	59.0	20.3
		Employment from LABORSTA	Total	1.9	37.3	23.8	34.1	40.1
		Employment from LABORSTA	Men	1.9	38.5	24.4	24.1	67.7
		Employment from LABORSTA	Women	1.5	34.7	11.7	45.5	26.3
		Paid employment	Total	10.0	40.7	33.3	40.3	41.6
		Paid employment	Men	11.0	42.7	34.4	31.0	71.0
		Paid employment	Women	5.0	36.3	14.3	49.4	27.1
Latvia	2003	Reported employment	Total	39.1	11.8	7.9	38.8	12.1
		Employment from LABORSTA	Total	6.1	10.7	5.0	31.1	18.4
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total	13.7	11.2	5.5	33.9	18.6
		Paid employment	Men					
		Paid employment	Women					
Netherlands	2001	Reported employment	Total	16.7	27.6	38.8	31.6	173.2
		Employment from LABORSTA	Total	6.3	24.8	31.9	18.5	21.5
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
		Paid employment	Total	12.7	25.9	38.1	21.0	22.6
		Paid employment	Men					
		Paid employment	Women					
Poland	2002	Reported employment	Total	7.1	12.7	2.8	2.4	12.3
		Employment from LABORSTA	Total	0.6	10.5	2.4	1.0	8.4
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total	7.2	11.2	3.0	1.3	8.6
		Paid employment	Men					
		Paid employment	Women					
Romania	2001	Reported employment	Total	30.0	67.9	50.0	3.3	80.0
		Employment from LABORSTA	Total	2.0	87.4	58.1	0.6	39.0
		Paid employment	Total	37.3	90.0	68.8	0.6	39.3
Sweden2	2002	Reported employment	Total		86.2	84.0	68.2	91.2
		Employment from LABORSTA	Total		81.3	64.3	68.6	
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total		85.8	79.6	79.5	
		Paid employment	Men					
		Paid employment	Women					
Sweden1		Reported employment	Total	22.5	80.6	67.3	56.0	88.9
		Employment from LABORSTA	Total	22.4	83.5	67.4	66.9	
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total	58.3	88.1	83.3	77.5	

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
Turkey1	2001	Paid employment	Men					
		Paid employment	Women					
		Reported employment	Total	90.6	66.2	26.5	43.6	122.5
		Employment from LABORSTA	Total	1.5	37.5	16.2	30.1	38.4
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
United Kingdom1	2000	Paid employment	Total	33.9	47.0	19.5	55.7	38.9
		Paid employment	Men					
		Paid employment	Women					
		Reported employment	Total	12.1	24.8	13.5	16.1	56.2
		Employment from LABORSTA	Total	12.2	24.6	13.7	29.9	50.9
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total	16.2	29.6	23.1	28.0	57.3
Oceania								
Australia	2000	Reported employment	Total	5.4	31.2	26.4	18.2	37.5
		Employment from LABORSTA	Total	2.2	29.6	16.9	18.0	33.5
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total	4.8	32.0	25.6	20.6	34.9
		Paid employment	Men					
		Paid employment	Women					

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
New Zealand	2003	Reported employment	Total	2.9	23.9	4.6	47.5	8.0
		Employment from LABORSTA	Total	2.7	24.8	5.1	17.8	23.7
		Employment from LABORSTA	Men					
		Employment from LABORSTA	Women					
		Paid employment	Total	5.5	27.9	8.1	22.1	24.9
		Paid employment	Men					
		Paid employment	Women					

Table B1. Collective bargaining coverage
(total, per cent)

Country	Year	Number of persons covered by collective agreements/ reported employment			Number of persons covered by collective agreements/ total employment			Number of persons covered by collective agreements/ paid employment		
		Total	Men	Women	Total	Men	Women	Total	Men	Women
Africa										
Senegal1	2000	7.4	6.6	13.1	10.7	11.5	8.3			
Senegal2	1998				7.3					
Americas										
Brazil	2001				0.0			0.1		
Canada1	2003	32.4	32.9	31.9	27.4	26.7	28.3	32.4	32.9	31.9
Chile	2001	23.6	18.9	39.2	2.1	1.9	2.4			
El Salvador	2003	2.5	3.5	1.1	2.5	3.5	1.1	19.1	23.0	10.9
Nicaragua	2003	0.7			0.8			4.4		
United States1	2002	14.6	16.0	13.0	13.0	13.9	12.0	13.6	15.1	12.1
Venezuela	2003	12.6			13.0					
Asia										
Korea, Republic	2001	12.0			7.3	10.0	3.4	11.5	15.7	5.4
Malaysia	2003				3.3					
Philippines1	2003	19.7			1.6			3.2		
Philippines2	2003	11.3			0.9			1.8		
Singapore	2003	13.0			12.0			13.9		
Thailand	2003	1.8			0.5					

Country	Year	Number of persons covered by collective agreements/ reported employment			Number of persons covered by collective agreements/ total employment			Number of persons covered by collective agreements/ paid employment		
		Total	Men	Women	Total	Men	Women	Total	Men	Women
Europe										
Czech Republic	2003	33.3			27.5			33.4		
Denmark	2000	91.9	91.9	91.9	22.2	28.9	14.3	24.2	32.7	15.1
Spain	2002	59.6			59.6			73.8		
Finland	2003	70.9	67.4	74.3	61.8	55.7	68.5	71.5	67.8	75.1
France1	1997	92.9			94.5			102.9		
Hungary1	2003	39.1			26.2			37.2		
Hungary2	2004	21.0	18.4	24.1	20.8	18.3	23.8	29.7		
Italy	2000	85.0			84.1			116.8		
Latvia	2002	24.2	24.8	23.5	12.2	12.9	11.3	14.1	15.3	12.9
Lithuania	2002	19.8	21.4	18.4	12.7	13.0	12.4	15.9	16.9	14.9
Netherlands	2003	84.8			76.3			86.0		
Poland	2002	28.1			20.0			27.8		
Portugal	2002	45.7	48.0	42.8	45.6	47.8	42.8	62.4	66.7	57.4
Romania1	2000	100.0	100.0	100.0	43.2	42.3	44.2	77.0	72.7	82.3
Romania2	2000	52.7	59.4	45.8						
Romania3	2002	69.7	72.7	66.4	43.8	43.3	44.3	70.9	68.8	73.6
Switzerland	2003	36.7	40.3	31.7	35.7	41.4	28.7	46.0	55.1	35.7
Sweden2	2000	94.0			85.1			94.9		
Sweden1	2000	93.2			84.2			93.9		
Turkey2	2001	17.0			3.6			7.6		

Country	Year	Number of persons covered by collective agreements/ reported employment			Number of persons covered by collective agreements/ total employment			Number of persons covered by collective agreements/ paid employment		
		Total	Men	Women	Total	Men	Women	Total	Men	Women
Turkey1	2001	24.0			5.1			10.8		
Turkey3	2002	24.0			5.1			10.3		
Ukraine	2002	80.3			48.9			71.2		
United Kingdom	2000	36.2	35.2	37.4	32.1	29.8	35.0	34.9	35.4	34.4
Oceania										
Australia	2000	36.8		36.7						
New Zealand	2004	12.9			13.4			16.6		

Table B2. Collective bargaining coverage
(sectoral breakdown, per cent)

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
Africa								
Namibia	2000	Reported employment	Total	40.0	60.0	70.0	90.0	98.0
Americas								
Canada1	2003	Reported employment	Total	14.3	32.1	34.6	15.8	65.5
		Reported employment	Men	17.2	36.3	38.3	18.5	68.5
		Reported employment	Women	6.2	21.4	6.7	13.2	64.0
		Employment from LABORSTA	Total	6.2	30.7	23.9	13.1	61.0
		Employment from LABORSTA	Men	7.3	34.7	26.1	14.3	63.4
		Employment from LABORSTA	Women	2.8	20.7	5.1	11.6	59.8
		Paid employment	Total	14.3	32.1	34.6	15.8	65.5
		Paid employment	Men	17.2	36.3	38.3	18.5	68.5
		Paid employment	Women	6.2	21.4	6.7	13.2	64.0
Chile	2001	Reported employment	Total	7.3	21.1	11.8		
		Reported employment	Men	6.6	21.5	12.1		
		Reported employment	Women	12.4	11.1	6.2		
El Salvador	2003	Reported employment	Total		1.2	24.6		2.2
		Reported employment	Men		1.6	23.8		2.3
		Reported employment	Women		0.8	58.6		2.2
		Employment from LABORSTA	Total		1.2	24.6		
		Employment from LABORSTA	Men		1.5	23.8		
		Employment from LABORSTA	Women		0.8	58.6		

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
Nicaragua	2003	Reported employment	Total		4.0			
United States	2002	Reported employment	Total	2.6	15.0	17.8	7.4	42.0
		Paid employment	Total		15.9	18.2	9.0	22.0
Venezuela	2003	Reported employment	Total	0.2	4.2	85.0	0.6	18.5
Asia								
Malaysia	2003	Employment from LABORSTA	Total	4.3	6.2	0.0	0.3	
Philippines ¹	2003	Employment from LABORSTA	Total		7.6	0.2		
		Paid employment	Total		10.2	0.3		
Thailand	2003	Reported employment	Total		2.4			
		Employment from LABORSTA	Total		2.0		0.6	
Europe								
Czech Republic	2003	Employment from LABORSTA	Total	93.9		45.6	63.4	26.3
		Paid employment	Total	137.0		73.5	85.0	27.7
Finland	2003	Reported employment	Total	54.3	77.4	65.3	59.2	83.6
		Reported employment	Men	50.0	77.0	66.7	57.4	77.0
		Reported employment	Women	63.6	78.4	50.0	60.9	86.1
		Employment from LABORSTA	Total	15.8	74.2	53.6	58.2	81.5
		Employment from LABORSTA	Men	14.6	73.0	54.3	51.4	72.9
		Employment from LABORSTA	Women			45.5	66.2	84.7
		Paid employment	Total		78.9	68.6	66.9	86.3
		Paid employment	Men		77.8	69.7	62.2	84.0
		Paid employment	Women			55.6	72.2	87.0

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
Hungary1	2003	Reported employment	Total	22.7	43.5	13.8	32.4	45.8
		Employment from LABORSTA	Total	11.1	37.2	5.7	16.6	43.2
		Paid employment	Total	22.3	47.1	13.6	26.1	48.4
Hungary2	2004	Reported employment	Total	8.1	21.9	4.1	14.9	37.2
		Reported employment	Men	7.5	22.4	3.6	15.9	34.8
		Reported employment	Women	10.2	21.1	9.9	13.8	38.5
		Employment from LABORSTA	Total	7.9	21.2	4.3	16.5	38.4
		Employment from LABORSTA	Men	7.3	22.0	3.7	17.3	36.0
		Employment from LABORSTA	Women	10.3	20.0	10.7	15.5	39.7
		Paid employment	Total	16.0	26.8	10.2	25.9	43.0
Latvia	2002	Reported employment	Total		29.9	16.0	15.7	71.2
		Reported employment	Men		30.3	16.0	16.7	68.8
		Reported employment	Women		29.4	16.0	14.5	73.9
		Employment from LABORSTA	Total		28.5	11.3	21.3	22.8
		Employment from LABORSTA	Men			10.4	24.8	34.1
		Employment from LABORSTA	Women			18.5	18.0	16.8
		Paid employment	Total		29.8	12.2	23.2	23.1
		Paid employment	Men			11.3	28.3	34.4
		Paid employment	Women			19.7	18.8	17.1
Lithuania	2002	Reported employment	Total		34.6	14.4		
		Reported employment	Men		35.2	14.4		
		Reported employment	Women		34.0	14.5		
		Employment from LABORSTA	Total		26.9	9.9		

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
		Employment from LABORSTA	Men		28.1	9.7		
		Employment from LABORSTA	Women		25.7	12.4		
		Paid employment	Total		27.8	10.5		
		Paid employment	Men		29.3	10.3		
		Paid employment	Women		26.4	12.5		
Netherlands	2003	Reported employment	Total					100.0
Poland	2002	Reported employment	Total	9.4	15.0	28.4	4.8	10.0
		Employment from LABORSTA	Total	0.8	12.4	23.5	2.0	6.8
		Paid employment	Total	9.6	13.2	29.8	2.6	7.0
Portugal	2002	Employment from LABORSTA	Total	5.8	69.7	54.1	78.1	
		Employment from LABORSTA	Men	7.2	69.0	52.5	68.4	
		Employment from LABORSTA	Women	4.4	70.6	89.4	90.3	
		Paid employment	Total	37.5	79.7	72.3	110.0	
		Paid employment	Men	35.1	81.7	70.3	99.9	
		Paid employment	Women	42.3	77.4	116.4	121.7	
Romania2	2000	Reported employment	Total	2.5	97.4	88.8	82.9	76.7
		Reported employment	Men	2.7	108.6	89.4	88.8	81.2
		Reported employment	Women	2.3	84.3	84.4	76.1	74.7
		Employment from LABORSTA	Total	1.9	92.0	69.8	72.1	42.2
		Employment from LABORSTA	Men	2.0	100.2	69.3	77.5	28.7
		Employment from LABORSTA	Women	1.8	81.9	73.5	65.9	55.6
		Paid employment	Total	35.3	94.7	82.5	83.7	42.6
		Paid employment	Men	24.0	104.3	83.4	94.9	28.9

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
		Paid employment	Women	74.8	83.2	77.0	72.2	56.2
Romania ³	2002	Reported employment	Total	66.7	66.5	75.0	50.0	100.0
		Reported employment	Men	60.0	67.3	84.6	80.0	100.0
		Reported employment	Women	70.0	65.6	57.1	35.0	100.0
		Employment from LABORSTA	Total	6.6	119.6	104.6	8.3	35.1
		Employment from LABORSTA	Men	3.9	116.9	87.2	8.3	36.5
		Employment from LABORSTA	Women	9.4	122.8	232.0	8.4	33.6
		Paid employment	Total	124.4	123.1	123.8	9.7	35.4
		Paid employment	Men	48.0	121.7	105.0	10.1	36.8
		Paid employment	Women	392.5	124.8	243.3	9.2	34.0
Spain	2002	Reported employment	Total	95.3	98.2	73.1	60.1	
		Employment from LABORSTA	Total	81.5	89.9	58.4	80.6	
		Paid employment	Total	189.3	101.4	73.1	108.2	
Switzerland	2001	Reported employment	Total	7.2	39.2	64.9	43.0	15.0
		Reported employment	Men	6.9	42.9	68.8	46.1	18.5
		Reported employment	Women	7.8	29.5	28.0	38.3	11.8
		Employment from LABORSTA	Total	9.5		73.4	84.2	
		Employment from LABORSTA	Men	9.1		80.9	97.3	
		Employment from LABORSTA	Women	10.2		23.2	68.0	
		Paid employment	Total	55.9		112.2	107.1	
		Paid employment	Men	44.3		121.9	128.2	
		Paid employment	Women	100.0		39.5	82.9	

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
Sweden2	2000	Reported employment	Total	90.9				100.0
		Employment from LABORSTA	Total					
		Paid employment	Total					
Sweden1	2000	Reported employment	Total	89.1				100.0
		Employment from LABORSTA	Total					
Turkey1	2001	Reported employment	Total	38.0	27.7	8.7	24.4	
		Employment from LABORSTA	Total	0.7	16.2	6.1	6.5	
		Paid employment	Total	13.0	19.5	7.6	12.0	
Turkey3	2002	Employment from LABORSTA	Total	0.7	16.2	6.1	6.5	
		Paid employment	Total	13.0	19.5	7.6	12.0	
Ukraine	2002	Reported employment	Total	77.1	94.7	81.7	82.5	73.8
		Employment from LABORSTA	Total	33.8	74.0	38.3	38.7	50.7
		Paid employment	Total	71.9	111.1	81.6	82.5	64.2
United Kingdom	2003	Reported employment	Total	14.3	31.0	23.7	20.4	73.3
		Reported employment	Men	15.5	33.2	25.4	22.3	76.7
		Reported employment	Women	11.1	24.8	12.6	18.6	71.4
		Employment from LABORSTA	Total	9.2	34.3	14.9	21.0	60.9
		Employment from LABORSTA	Men	9.2	36.4	15.3	20.4	75.2
		Employment from LABORSTA	Women	9.3	28.0	11.1	21.7	54.5
		Paid employment	Total	14.0	41.5	25.6	19.0	69.2
		Paid employment	Men	15.0	44.4	27.9	19.4	91.3
	Women	11.5	33.1	12.3	18.5	57.6		

Country	Year	Employment (denominator)	Sex	Agriculture	Manufacturing	Construction	Private services	Public services
Oceania								
Australia	2000	Reported employment	Total		37.4	24.4	33.2	54.3
		Reported employment	Women		30.3	11.1	34.1	48.2
New Zealand	2003	Reported employment	Total	0.7	19.0	2.2		
		Employment from LABORSTA	Total	0.6	19.7	2.4	10.1	32.5
		Paid employment	Total	1.3	22.2	3.8	12.5	34.2

Appendix 2



International Labour Office Trade Union Membership Questionnaire

The goal of this questionnaire is to collect statistics and information on trade union membership in your country, as part of a joint project of the In-Focus Programme on Social Dialogue, Labour Law and Labour Administration, in collaboration with the Bureau of Statistics (Policy Integration Department) of the International Labour Office. A person dealing or familiar with union/industrial relations/labour issues is kindly requested to complete the following questions as fully as possible.

The completed questionnaire should be **returned by September 15th 2004** to the Bureau of Statistics, International Labour Office, 4 route des Morillons, 1211 Geneva 22, Switzerland, or by e-mail to stat@ilo.org, or fax number +41 22 799 6957. For **technical queries**, please contact Sophia Lawrence at stat@ilo.org or the above postal address.

Respondent information:

1. Country:
2. Agency:
3. Address:
4. Website:
5. Your name and title:
6. E-mail/Tel./Fax:

I. Proposed definition:

For the purpose of this questionnaire a trade union is defined as an “independent association of workers, constituted for the purposes of furthering and defending the workers’ interests” - (Art. 10, Freedom of Association and the Right to Organise Convention, 1948 (No. 87)).

Trade union membership is defined as dues-paying membership, i.e. all persons whose membership fee has been paid up. A workers’ organization is independent if it “ha[s] the right to draw up [its] constitution [...] and rules, to elect [its] representatives in full freedom, to organise [its] administration and activities and to formulate [its] programmes.” In other words, an independent organization is free from government or other third-party interference in its internal affairs, and is able to carry out its economic and social mission irrespective of political changes in the country (consistent with Art.3, Freedom of Association and the Right to Organise Convention, 1948 (No. 87) and the ILO Resolution Concerning the Independence of the Trade Union Movement, 1952).

II. National Definition:

If there is one national, official definition of trade union membership, based on national criteria, please provide it below and/or attach it to this questionnaire:

.....
.....
.....

Thank you very much for co-operating.

Please continue overleaf/...

A. Source information

- A1.** From the list of **data sources** below, please indicate **all** of the source(s) from which you **can provide statistics** on trade union membership:
- a. yes no Labour force or other household survey
 - b. yes no Enterprise/Establishment survey
 - c. yes no Reports based on administrative records (*trade union reports, registers of associations, tax returns, etc.*)
 - d. yes no Other source(s) (*please specify*):
.....
.....
 - e. no No statistics on trade union membership are available. (*Please skip to Section E.*)

A2. If you are reporting from a labour force or household survey (A1a. above), please indicate:
Title of the survey:
.....
Dissemination website:
Latest year available for the statistics:

A3. If you are reporting from an enterprise or establishment survey (A1b.), please indicate:
Title of the survey:
.....
Dissemination website:
Latest year available for the statistics:

A4. If you are reporting from administrative records (A1c. or A1d.), please indicate the **type of administrative records** from which you obtain statistics, **whether the results are published or not**:

- a. Trade union reports
- b. Employer organisation reports
- c. Registers filed with Ministry/other public agency (*e.g. Register of Associations*)
- d. Tax returns
- e. Other (*please specify*):

Title or designation of the series:
Responsible agency:
Dissemination website:
Latest year(s) available for the statistics:

A5. Please give **source-specific definition of trade union membership** (*if different from page 1*):
.....
.....

If you report data from different sources, please provide the information requested on a separate sheet for each source.

B. Membership information

B1. Please report **trade union members** for available categories for latest year in the table below. Give the source for these statistics and the year:

Source: **Year:**

(thousands)	Total	Men	Women	Youth (15-24 years)
In Employment				
- Wage or salaried employment				
- Self-employment				
Not in Employment				
- Unemployed				
- Retired				
- Students				
- Other (specify):.....				
Total				

B2. Please report **trade union membership and employment by sector** for latest year. If sectoral data (see Annex 1) are for a **different sectoral aggregation than presented below**, report available data and **attach a description of sectors used**. Indicate the **source(s)** used for membership and/or for employment data in the table below.

Year:

(thousands)	Agriculture forestry/fishing (ISIC A + B)	Manufacturing, mining, quarrying (ISIC C + D)	Construction (ISIC F)	Services Public - Private (E, L-N, 90) (G-K, 91- 93)
Union membership				
- Men members				
- Women				
Source:				
Employment				
- Men				
- Women				
Source:				
Total				

B3. If time series are available, what is their **periodicity**:.....

B4. Would you care to **comment on the quality/ reliability/ comparability, etc.** of these statistics?

.....

C. Non-coverage

C1. Please indicate the estimated number of **persons in particular population groups excluded** from the scope of the survey or source for the statistics reported, for latest year in B1:

<i>Persons excluded from coverage:</i> (000s)	Estimated total	Source
<input type="checkbox"/> living in hostels		
<input type="checkbox"/> working short hours (less thanhrs.)		
<input type="checkbox"/> working in agriculture		
<input type="checkbox"/> working in the public sector		
<input type="checkbox"/> armed forces (<i>career and conscript</i>)		
<input type="checkbox"/> international migrant workers		
<input type="checkbox"/> in small firms (<i>less than workers</i>)		
<input type="checkbox"/> other important categories (e.g. disabled workers, rural population groups, in specific industries) <i>specify:</i>		

Comments on the exclusions:

.....

C2. If you indicated above that public sector workers are excluded, **please describe the activities regarded as public sector** for this purpose. Attach relevant published material if available.

.....

C3. Please add any **other information** relevant to understand the **scope or coverage of the source** of these statistics (restricted geographical areas, specific population groups etc.). Attach relevant published material if available.

.....

Complete if reporting from administrative records (trade union reports, registers of associations, tax returns, etc.)

D. Exclusions

D1. Do these administrative records **exclude**:

a. **Independent, non-affiliated** unions? all some none

Definition/Comments:.....

b. **Union federations?** all some none

Definition/Comments:.....

c. Unions **below a particular size?** all some none

(Please specify size:)

Definition/Comments:.....

d. **Other types** of union or association all some none
(e.g. for political, ethnic, religious purposes?)

Definition/Comments:.....

D2. If you indicated that members of independent, non-affiliated unions, unions below a specific size, or specific federations are excluded, please provide in the table below an estimate of the **size of membership of excluded organizations:**

Year:

<i>Membership by type of excluded union:</i>	Estimated size (000s)	Source
<input type="checkbox"/> Independent unions		
<input type="checkbox"/> Union federations		
<input type="checkbox"/> Unions below particular size <i>(less than members)</i>		
<input type="checkbox"/> Particular unions/associations <i>(political, ethnic, religious, etc.)</i>		

D3. Please describe the **nature of the excluded trade unions, union federations or associations.** Attach published material with any other relevant information, if available.

.....

E. Definitional criteria

E1. If you answered no statistics are available in A1e, or if you reported some statistics in Section B, could you give an estimate for latest year of the total number of **workers excluded from the right to join a trade union according to national laws or regulations?**

Please attach the **regulation(s) stipulating such exclusions** to this questionnaire.

Year: *Estimated total workers excluded:*

E2. Which of the following categories of **workers are excluded from the right to join** a trade union? Could you provide an estimate of their number, and the **definition of the estimated category**, where requested below. Attach published material, if available.

a. **Armed forces** (career+ conscript) all some none (Number 000s)

b. **Police** all some none (Number 000s)

c. **Teachers** all some none (Number 000s)

d. **Civil servants** all some none (Number 000s)

e. **Managers** all some none (Number 000s)

Definition

.....

f. **In small firms** all some none (Number 000s)

Definition:

g. **In multinationals** all some none (Number 000s)

h. **Atypical workers** all some none (Number 000s)

Definition:

.....

i. **International migrants** all some none (Number 000s)

Definition:

.....

j. **In export processing zones** all some none (Number 000s)

k. **Agricultural workers** all some none (Number 000s)

l. **In private households** all some none (Number 000s)

m. **Others** (*please specify:*) all some none (Number 000s)

Comments:

.....

**Thank you for taking the time to complete this questionnaire.
 Your replies are most appreciated.**



International Labour Office
Collective Bargaining Coverage Questionnaire

The goal of this questionnaire is to collect statistics and information on collective bargaining coverage in your country, as part of a joint project of the In-Focus Programme on Social Dialogue, Labour Law and Labour Administration, in collaboration with the Bureau of Statistics (Policy Integration Department) of the International Labour Office. A person dealing or familiar with union/ industrial relations/ labour issues is kindly requested to complete the following questions as fully as possible.

The completed questionnaire should be **returned by September 15th 2004** to the Bureau of Statistics, International Labour Office, 4 route des Morillons, 1211 Geneva 22, Switzerland, or by e-mail to stat@ilo.org, or fax number +41 22 799 6957. For **technical queries**, please contact Sophia Lawrence at stat@ilo.org or the above postal address.

Respondent information:

7. Country:
8. Agency:
9. Address:
10. Website:
11. Your name and title:
12. E-mail/Tel./Fax:

I. Proposed definition:

The definition of **collective bargaining** based on Article 2, ILO Promotion of Collective Bargaining Convention, 1981 (No. 154) encompasses “*negotiations which take place between an employer, a group of employers or one or more employers' organisations, [...] and one or more workers' organisations, [...] for determining working conditions and terms of employment.*”

For the purpose of this questionnaire, collective bargaining should involve the **determination of remuneration**, not just other terms and/or conditions of employment. In line with Article 1, ILO Equal Remuneration for Men and Women Workers for Work of Equal Value Convention, 1951 (No. 100), remuneration includes “*basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment.*”

Collective bargaining coverage is measured as: number of workers in employment whose pay, and/or conditions of employment, is directly or indirectly (e.g. through extension clauses) determined by one or more collective agreement.

II. National definition(s): If there is one principle, national definition of collective bargaining coverage, please provide it below:

.....
.....

Thank you very much for co-operating.

Please continue overleaf/...

A. Source information

- A1.** From the list of **data sources** below, please indicate **all** of the source(s) from which you **can provide statistics** on collective bargaining coverage:
- a. yes no Labour force or household survey
 - b. yes no Enterprise/Establishment survey
 - c. yes no Reports based on administrative records (*e.g. union or employer organization sources, records on file with ministries or other public agencies*)
 - d. yes no Other source(s) (*please specify*):
.....
.....
 - e. no No statistics on collective bargaining coverage are available. (*Please skip to section F.*)

A2. If you are reporting from a labour force or household survey (A1a. above), please indicate:
Title of the survey:
Dissemination website:
Latest year available for the statistics:

A3. If you are reporting from an enterprise or establishment survey (A1b.), please indicate:
Title of the survey:
Dissemination website:
Latest year available for the statistics:

A4. If you are reporting from administrative records (A1c. or A1d.), please indicate the **type of administrative records** from which you obtain statistics, **whether or not results are published**:

- a. Trade union sources
- b. Employer organisation sources
- c. Registrations collected by ministries, inspectorates, or other central agencies
- d. Other (*please specify*):

Title or designation of the series:
Responsible agency:
Dissemination website:
Latest year(s) available for the statistics:

If you report data from different sources, please provide the information requested on a separate sheet for each source.

B. Collective bargaining coverage information

B1. Please mark **all the levels** at which collective bargaining takes place in your country in column one. List the levels in order of **prevalence** in column two. Use: “1” for most prevalent level; “2” for second most prevalent level, etc.

Levels	Column 1	Column 2
	Collective bargaining takes place	Order of prevalence
Company/enterprise	<input type="checkbox"/>	
Provincial/Regional (single sector)	<input type="checkbox"/>	
Provincial/Regional (multi-sector)	<input type="checkbox"/>	
National (single-sector)	<input type="checkbox"/>	
National (multi-sector)	<input type="checkbox"/>	
Informal economy	<input type="checkbox"/>	
Other (specify)		
.....	<input type="checkbox"/>	
.....	<input type="checkbox"/>	

B2. Please **describe the “most important” level(s)** of bargaining from the viewpoint of where decisions are made, where renunciations occur, etc. and provide any other comments:

.....

.....

.....

.....

B3. Please give the reported or an estimated number of **all workers covered by collective bargaining agreements** in the country, as compared to total employment in the country (covered and non-covered). Indicate in the table, the source(s) of statistics, for the latest year available:

Year:

(000s)	Total	Men	Women	Youth (15-24 years)
Workers covered by CB				
Source:				
Total employment in country				
Source:				

Please continue this section on next page/...

B. Coverage information (continued)

B4. Please give **by bargaining level**, reported or estimated total number of workers covered (directly or indirectly) by collective bargaining agreements, if available. Please note that the various bargaining levels **are not** mutually exclusive; a worker may be covered by agreements at multiple levels simultaneously. Please indicate the source (A2, A3 or A4) of statistics, for the latest year available:

Source:Year:

Bargaining level (000s)	Total Workers Covered	Men covered	Women covered
Company/enterprise			
Provincial/Regional (single-sector)			
Provincial/Regional (multi-sector)			
National (single-sector)			
National (multi-sector)			

B5. Please give the reported or estimated total number of workers covered by collective bargaining agreements **by economic sector**, if available. Also give total employment (covered and non-covered) in each sector. Please note that the sectors **are** mutually exclusive and that totals should correspond to the statistics reported in C1. Please indicate the source used (A2, A3, A4) and statistics for the latest year. Indicate below if your sectoral groupings differ from the table.

Source:Year:

Sector:	All workers covered by CB	Women covered	Total employment	Female employment
Agriculture				
Manufacturing				
Construction				
Private services				
Public services				
Informal economy				
Other (<i>specify</i>):				
TOTAL				

Your sectoral groupings or other comments:

C. Definitions, periodicity, extensions

C1. Please give the **specific definition of collective bargaining coverage for each source** (*if different from page 1*) or if specific definitions exist (e.g. by industry sector, bargaining unit) please attach texts and/ or full references to this questionnaire:

.....
.....
.....
.....
.....

C2. If time series are available for the statistics provided (B3, B4, B5), please indicate their respective **periodicities**:

B3:
B4:
B5:

C3. Would you care to **comment on the quality/ reliability/ comparability, etc.** of those statistics?

.....
.....
.....
.....

C4. Are collective bargaining agreements **extended by law, administrative or court decision** to non-organised firms?

yes no (*If no, please skip to C7.*)

C5. Give the estimated total **number of workers affected by extension(s)**:

C6. Please indicate **which sectors** (e.g., manufacturing, construction, retailing, etc.) **are most affected by extension(s)**:

.....
.....
.....

C7. Please report the **usual, average length (in years)** of collective bargaining agreements reached during the past five years, at:

- Company/enterprise level: (years)
- Provincial/Regional level (single-sector): (years)
- Provincial/Regional level: (multi-sector): (years)
- National level (single-sector): (years)
- National level (multi-sector): (years)

Comments:
.....
.....

D. Non-coverage

Complete only when reporting from survey data (otherwise skip to Section E.)

D1. Please indicate the particular **population groups excluded** from the scope of the survey for latest year reported in Section C. Give the estimated number of persons in excluded groups and source of estimates provided, if available:

Year:

<i>Persons excluded from coverage:</i>	Estimated total (000s)	Source:
<input type="checkbox"/> living in hostels		
<input type="checkbox"/> working short hours (less thanhrs.)		
<input type="checkbox"/> working in agriculture		
<input type="checkbox"/> working in the public sector		
<input type="checkbox"/> armed forces (career and conscript)		
<input type="checkbox"/> international migrant workers		
<input type="checkbox"/> in small firms (less thanworkers)		
<input type="checkbox"/> other important categories (e.g. informal economy, rural areas) <i>specify:</i>		

Comments on the exclusions:

.....
.....

D2. If you indicated above that public sector workers are excluded, **please describe the activities regarded as public sector** for this purpose. Attach relevant published material if available.

Public sector activities:

.....
.....

D3. Please add any **other information** relevant to understand the **scope or coverage of the source** of these statistics (restricted geographical areas, specific population groups etc.). Attach published material if available.

.....
.....
.....

E. Exclusions

Complete only when reporting from administrative records (*otherwise skip to Section F.*)

E1. Do these administrative records cover **only agreements reached during a particular period?**
(*If yes, please specify the exclusions*)

yes no

Exclusions:
.....
.....

E2. Do these administrative sources exclude **particular sectors, firms or categories of workers?**
(*If yes, please specify the exclusions*)

yes no

Exclusions:
.....
.....

E3. Do these administrative sources exclude **particular types of collective agreements?**
(*If yes, please specify the exclusions*)

yes no

Exclusions:
.....
.....

E4. Please add any other information relevant to understand the **scope of these administrative-based statistics.** Attach relevant published material if available.

Comments:
.....
.....
.....
.....
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.....

F. Definitional criteria (all sources)

F1. If you answered no statistics are available in A1e, or if you reported some statistics in Section B, could you give an estimate for latest year of the total number of **workers excluded from the right to bargain collectively according to national laws or regulations?**

Please attach the **regulation(s) stipulating such exclusions** to this questionnaire if available.

Year: *Estimated total workers excluded:*

F2. Could you provide an estimate of the number of **workers excluded from collective bargaining for particular categories** and the **definition used** as the basis for the estimation? Please attach published material, if available.

a. **Armed forces** (career+ conscript) all some none (Number 000s)

b. **Police** all some none (Number 000s)

c. **Teachers** all some none (Number 000s)

d. **Civil servants** all some none (Number 000s)

e. **Managers** all some none (Number 000s)

Definition:

f. **In small firms** all some none (Number 000s)

Definition:

g. **In multinationals** all some none (Number 000s)

h. **Atypical workers** all some none (Number 000s)

Definition:

i. **International migrants** all some none (Number 000s)

Definition:

j. **In export processing zones** all some none (Number 000s)

k. **Agricultural workers** all some none (Number 000s)

l. **In private households** all some none (Number 000s)

m. **Other:** (*please* all some none (Number 000s)

specify:

Comments:
.....
.....

**Thank you for taking the time to complete this questionnaire.
Your replies are most appreciated.**

Appendix 3

International Standard Industrial Classification of all Economic Activities (ISIC-Rev.3)*

Tabulation category A: Agriculture, hunting and forestry

- 01 Agriculture, Hunting and related service activities
- 02 Forestry, Logging and related service activities

Tabulation category B: Fishing

- 05 Fishing, Operation of Fish Hatcheries and Fish Farms; Service activities incidental to Fishing

Tabulation category C: Mining and quarrying

- 10 Mining of Coal and Lignite; Extraction of Peat
- 11 Extraction of Crude Petroleum and Natural Gas; Service activities incidental to Oil and Gas extraction, excluding surveying
- 12 Mining of Uranium and Thorium Ores
- 13 Mining of Metal Ores
- 14 Other Mining and Quarrying

Tabulation category D: Manufacturing

- 15 Manufacture of Food Products and Beverages
- 16 Manufacture of Tobacco Products
- 17 Manufacture of Textiles
- 18 Manufacture of Wearing Apparel; Dressing and Dyeing of Fur
- 19 Tanning and Dressing of Leather; Manufacture of Luggage, Handbags, Saddlery, Harness and Footwear
- 20 Manufacture of Wood and of Products of Wood and Cork, except Furniture; Manufacture of articles of Straw and Plaiting Materials
- 21 Manufacture of Paper and Paper Products
- 22 Publishing, Printing and Reproduction of Recorded Media
- 23 Manufacture of Coke, Refined Petroleum Products and Nuclear Fuel
- 24 Manufacture of Chemicals and Chemical Products
- 25 Manufacture of Rubber and Plastics Products
- 26 Manufacture of Other Non-Metallic Mineral Products
- 27 Manufacture of Basic Metals
- 28 Manufacture of Fabricated Metal Products, except Machinery and Equipment

- 29 Manufacture of Machinery and Equipment NEC**
- 30 Manufacture of Office, Accounting and Computing Machinery
- 31 Manufacture of Electrical Machinery and Apparatus NEC**
- 32 Manufacture of Radio, Television and Communication Equipment and Apparatus
- 33 Manufacture of Medical, Precision and Optical Instruments, Watches and Clocks
- 34 Manufacture of Motor Vehicles, Trailers and Semi-Trailers
- 35 Manufacture of other Transport Equipment
- 36 Manufacture of Furniture; Manufacturing NEC**
- 37 Recycling

Tabulation category E: Electricity, gas and water supply

- 40 Electricity, Gas, Steam and Hot Water Supply
- 41 Collection, Purification and Distribution of Water

Tabulation category F: Construction

- 45 Construction

Tabulation category G: Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods

- 50 Sale, Maintenance and Repair of Motor Vehicles and Motorcycles; Retail Sale of Automotive Fuel
- 51 Wholesale Trade and Commission Trade, except of Motor Vehicles and Motorcycles
- 52 Retail Trade, except of Motor Vehicles and Motorcycles; Repair of Personal and Household Goods

Tabulation category H: Hotels and restaurants

- 55 Hotels and Restaurants

Tabulation category I: Transport, storage and communications

- 60 Land Transport; Transport via Pipelines
- 61 Water Transport
- 62 Air Transport
- 63 Supporting and Auxiliary Transport Activities; Activities of Travel Agencies
- 64 Post and Telecommunications

Tabulation category J: Financial intermediation

- 65 Financial Intermediation, except Insurance and Pension Funding
- 66 Insurance and Pension Funding, except Compulsory Social Security
- 67 Activities auxiliary to Financial Intermediation

Tabulation category K: Real estate, renting and business activities

- 70 Real Estate activities
- 71 Renting of Machinery and Equipment without Operator and of Personal and Household Goods
- 72 Computer and related activities
- 73 Research and Development
- 74 Other Business activities

Tabulation category L: Public administration and defence; compulsory social security

- 75 Public Administration and Defence; Compulsory Social Security

Tabulation category M: Education

- 80 Education

Tabulation category N: Health and social work

- 85 Health and Social Work

Tabulation category O: Other community, social and personal service activities

- 90 Sewage and Refuse Disposal, Sanitation and similar activities
- 91 Activities of Membership Organizations NEC
- 92 Recreational, Cultural and Sporting activities
- 93 Other Service activities

Tabulation category P: Private households with employed persons

- 95 Private Households with Employed Persons

Tabulation category Q: Extra-territorial organizations and bodies

- 99 Extra-Territorial Organizations and Bodies

Additional category X: Not classifiable by economic activity

Notes:

* For full details see United Nations: *Statistical Papers*, Series M, No. 4/ Rev. 3 (New York, 1990).

** Not elsewhere classified.

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