



► Room document: 23*

Industrial relations data: update on available quantitative and qualitative data and underlying methodologies and data collection efforts



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1. Introduction

1. The principles of freedom of association and the effective recognition of the right to collective bargaining have long been at the core of the ILO's normative foundations. They are considered 'enabling rights', the realization of which is necessary to promote and realize other rights at work. They provide an essential foundation for social dialogue, effective labour market governance, the achievement of decent work and are key to the advancement of social justice. These rights have also gained relevance through the central role they play in the attainment of the UN's Sustainable Development Goals (SDGs), particularly Goals 8 (on achieving decent work), 10 (on eradicating inequalities) and 16 (on promoting peace, justice, and strong institutions). Their importance is also acknowledged by the fact that the Global Indicator Framework designed and adopted by the international community to monitor progress towards the achievement of the SDGs¹ includes a specific indicator to measure compliance with freedom of association and collective bargaining rights (SDG indicator 8.8.2, "Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status")².
2. Freedom of association and collective bargaining are at the heart of healthy industrial relations and are vital in enabling employers and workers to associate and efficiently negotiate work relations, to ensure that both employers and workers have an equal voice in negotiations, and that the outcome is fair and equitable.
3. However, to assess the extent and quality of industrial relations – and the state of the labour market performance, economic outcomes, and social cohesion – reliable data on unions and unionization, employers' organizations, and collective bargaining is essential. Comprehensive, timely and accurate labour statistics on industrial relations can provide information on the particularities of the industrial relations system as well as on the corresponding legal framework. They can identify areas of particular concern in the labour market and the socio-economic context in general, and point to the need to consider regulation, improvements, or targeted campaigns on certain issues. Data on industrial relations is also a valuable tool to support policy formulation and implementation and decision-making concerning the labour market. They provide key information for social partners as well, both in terms of their own membership and their preparation for collective bargaining (whether at enterprise, sectoral/intersectoral or national level) and the impact of these negotiations through the coverage of workers by collective agreements.
4. Such data when available can facilitate comparisons across countries, regions and over time and are vital in monitoring progress towards the realization of freedom of association and the effective recognition of the right to collective bargaining. It informs the work of policymakers, social partners, researchers, and other labour market agents and enables them to better understand the evolution of trends in industrial relations with a view to adopting policies that promote sound industrial relations.

¹ United Nations General Assembly, resolution 71/313, Work of the Statistical Commission pertaining to the 2030 Agenda for Sustainable Development, A/RES/71/313 (2017).

² ILO, Resolution concerning the methodology of the SDG indicator 8.8.2 on labour rights, 20th ICLS, ICLS/20/2018/Resolution II (2018)

5. Finding an appropriate way to measure industrial relations, however, raises challenges, as there are many different aspects that should be accounted for both in terms of data sources and the method of calculation. The availability of timely and accurate labour statistics on industrial relations is often undermined by issues related to data availability, the variety and constraints of possible data sources and the heterogeneity of methodologies used to derive statistics on trade union density and collective bargaining coverage rates – making this a particularly challenging field of labour statistics.
6. Industrial relations data is also highly determined by the national context, the legal framework and the industrial relations system and traditions of the given country. To account for all aspects, comprehensive data on industrial relations would also need to include qualitative information about the corresponding legal framework and its implementation alongside the statistical indicators.

2. Statistics on industrial relations – concepts and definitions

7. The ILO's portal to labour statistics, ILOSTAT, has a section dedicated to indicators on social dialogue³. It presents statistics both on trade union density and collective bargaining coverage rate and the link to SDG indicator 8.8.2⁴ which, together with other ILO sources⁵ provides key qualitative information to complement and enrich the analysis of the above-mentioned quantitative indicators.

³ See at: <https://ilostat.ilo.org/topics/industrial-relations/>

⁴ See at: <https://ilostat.ilo.org/resources/concepts-and-definitions/description-sustainable-development-labour-market-indicators/about-sdg-indicator-8-8-2/>

⁵ Qualitative information related to freedom of association and the effective recognition of the right to collective bargaining is provided through a) NORMLEX, the ILO's database on International Labour Standards and national legislation (see at: <https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1:0>) and b) IRLex, the ILO's Legal Database on Industrial Relations (see at: https://www.ilo.org/global/topics/collective-bargaining-labour-relations/WCMS_507552/lang--en/index.htm).

► **Box 1. SDG indicator 8.8.2 – Level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation**

The indicator measures the level of national compliance with freedom of association and the effective recognition of the right to collective bargaining for all ILO member States based on six ILO supervisory body textual sources and also on national legislation for member states that have not ratified either or both fundamental ILO Conventions (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)).

The indicator is based on the coding of the above textual sources against a detailed list of evaluation criteria with the coding then converted into the indicator. Each evaluation criteria represents a type of non-compliance with ILO Convention No. 87 and 98, as derived directly from the ILO Constitution, Conventions No. 87 and 98 themselves and the related body of comments of the ILO supervisory bodies.

The indicator has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with freedom of association and collective bargaining rights) and 10 the worst (indicating lower levels of compliance with freedom of association and collective bargaining rights).

Since the adoption of the 2018 Resolution concerning the methodology of the SDG indicator 8.8.2 on labour rights¹ by the International Conference of Labour Statisticians, which confirmed the ILO as the custodian agency, the indicator has been reported annually to the UN Statistics Division as input to *The Sustainable Development Goals Report*. At the writing of this report, data has been made available and reported for the years of 2015-2021 covering all ILO member States, that is 186 countries.

In 2023, the Office also developed a website² to make the underlying coding of non-compliances for SDG indicator 8.8.2 publicly available. The website allows users to search the coding in multiple ways, to fully understand individual country scores and better monitor progress over time.

Based on consultations with the tripartite constituents, the following texts are prominently presented in the reporting of SDG indicator 8.8.2:

Chapeau text:

- *“SDG indicator 8.8.2 seeks to measure the level of national compliance with fundamental labour rights (freedom of association and collective bargaining). It is based on six International Labour Organization (ILO) supervisory body textual sources and also on national legislation. National law is not enacted for the purpose of generating a statistical indicator of compliance with fundamental rights, nor were any of the ILO textual sources created for this purpose. Indicator 8.8.2 is compiled from these sources and its use does not constitute a waiver of the respective ILO Constituents’ divergent points of view on the sources’ conclusions.” (ICLS 2018 Resolution, p. 17)*

Explanatory text:

- *“SDG indicator 8.8.2 is not intended as a tool to compare compliance among ILO member States. It should specifically be noted that reporting obligations of an ILO member State to the ILO’s supervisory system and thus ILO textual sources are different for ratifying and non-ratifying ILO member States.” (ICLS 2018 Resolution, p. 18)*

¹ See at: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_648636.pdf

² See at: <https://ilostat.ilo.org/resources/concepts-and-definitions/description-sustainable-development-labour-market-indicators/about-sdg-indicator-8-8-2/>

8.

9. Trade union density rate indicates the share of employed persons who are a member of a trade union. It thus reflects the number of employed persons who are members of a trade union (numerator) as a percentage of all employed persons (denominator). This is a more comprehensive method of computation given the reference group ('all employed persons') covers both dependent and independent workers. Based on the above data, the calculation of trade union density rate is:

$$= \frac{\text{Number of employed who are members of a trade union}}{\text{Total employment}} \times 100$$

10. However, membership in trade unions has historically and for a variety of reasons, prevailed more amongst dependent workers holding jobs as employees. Therefore, it is not uncommon to see the trade union density rate calculated with reference to employees only, rather than to all those employed, as follows:

$$= \frac{\text{Number of employees who are members of a trade union}}{\text{Total number of employees}} \times 100$$

11. For comparability purposes the scope of trade union density statistics in ILOSTAT covers employees only (excluding independent workers and dependent workers other than employees), unless otherwise stated in the notes.
12. Collective bargaining coverage conveys the share of employed persons whose working conditions are determined by one or more collective agreements currently in force (including extension provisions and agreements concluding in previous years). It reflects the number of employed whose working conditions are determined by a collective agreement currently in force (numerator) as a percentage of all persons employed (denominator).

$$= \frac{\text{Number of employed whose working conditions are determined by a CBA}}{\text{Total employment}} \times 100$$

13. Similarly to the calculation of the trade union density rate, the collective bargaining coverage rate is also often calculated with reference to employees only rather than all those in employment. Indeed, it may be that collective bargaining is not applicable or not available to independent workers and non-employees dependent workers in some countries. In such cases, collective bargaining coverage rate could be calculated with reference to employees, as follows:

$$= \frac{\text{Number of employees whose working conditions are determined by a CBA}}{\text{Total number of employees}} \times 100$$

14. For comparability purposes, the scope of collective bargaining coverage statistics in ILOSTAT covers employees only (excluding independent workers and dependent workers other than employees), unless otherwise stated in the notes. In ILOSTAT, collective bargaining coverage rates are adjusted

for the possibility that some workers do not have the right to bargain collectively over wages (e.g. workers in the public sector who have their wages determined by state regulation or other methods involving consultation), that is, workers who do not have the right to collective bargaining are excluded from the denominator, unless otherwise stated in the notes.

15. Data on trade union membership and collective bargaining is compiled from different sources. The main sources are administrative records, labour force or other household surveys and establishment surveys, with administrative registers being the most commonly available sources (maintained by trade unions or government agencies, including labour ministries and national statistics offices).
16. Given the relevance of data on industrial relations to the ILO's own mandate, the ILO frequently receives requests for statistical information related to trade union membership and collective bargaining from governments, researchers, international organizations and other users. In 2011, the collection of data on trade union membership and collective bargaining was integrated into ILOSTAT's annual questionnaire on labour statistics, an excel-based questionnaire sent out each year to national statistical offices and labour ministries worldwide. Since then, repeated efforts were made to the continuous collection and expansion of the data. These efforts led the ILO to become a global reference point for these data and an important source of technical support to national statistical offices in this regard.

3. Updating ILO's Industrial Relations database

17. In May 2022, the ILO's Industrial Relations (IRdata) data⁶ was updated, along with the release of the Social Dialogue Report 2022: Collective bargaining for an inclusive sustainable and resilient recovery⁷. Through that process, the country coverage in IRdata was significantly increased: trade union density rates are now available for 139 countries (with 26 new countries added to the database and data updated for 67 countries) and collective bargaining coverage rates for 99 countries (with 12 new countries added and data updated for 65 countries). (See Table 1)

► **Table 1. Number of countries for trade union density and collective bargaining coverage by region**

Region	Trade union density rate	Collective bargaining coverage rate
Africa	40	20
Americas	28	21
Arab States	2	0
Asia and the Pacific	25	14
Europe and Central Asia	44	44

Source: ILOSTAT

18. Data is compiled through three primary channels: the annual ILOSTAT questionnaire; (anonymized) microdata from labour force and other household surveys that the ILO collects from national statistical offices or to which it has access based on agreements with national statistical offices; and special enquiries (often relying on administrative data) conducted by the ILO and national experts in selected countries.
19. In the most recent update of IRdata, the primary channel through which data was collected for the new or revised data, is ILO's annual questionnaire, accounting for 43 per cent of the newly added or updated data for trade union density and 39 per cent for collective bargaining coverage. The ILO's microdata repository contributed 41 per cent of the new additions or updated data on trade union density. It, however, played a less important role in collective data on collective bargaining coverage, accounting for only 6 per cent of the new additions or updated data. This is due to the fact that this indicator is rarely covered by labour force surveys, since it is deemed that survey respondents (specially in proxy interviews) would not necessarily know their coverage status. (See Table 2)
20. Special enquiries and targeted data collection efforts carried out by experts in specific countries played a substantial role in enhancing the collective bargaining database, contributing 26% of the new additions or updated data, and the trade union membership database, contributing 10% of the new additions or updated data.⁸ (see Table 2)
21. Additional sources, such as the OECD/AIAS ICTWSS Database⁹ and technical reports, were also used to complement both trade union membership (6 per cent of the new additions or updated data) and collective bargaining database (29 per cent of the new additions or updated data). (See Table 2)

⁶ See at: <https://ilostat.ilo.org/resources/concepts-and-definitions/description-industrial-relations-data/>

⁷ See at: https://www.ilo.org/global/publications/books/WCMS_842807/lang--en/index.htm

⁸ For the Social Dialogue Report 2022 special enquiries were conducted in the following countries: Bangladesh, Botswana, Brazil, Cambodia, Cameroon, Ethiopia, Ghana, Greece, Guatemala, India, Kenya, Morocco, Namibia, Nigeria, Romania, Russia, Rwanda, Senegal, Tanzania, Togo, Tunisia, Uganda (note: Nigeria and Tanzania did not yield to acceptable results)

⁹ For the methodology, see at: <https://www.oecd.org/els/emp/MethodologicalNote-OECD-AIAS ICTWSS.pdf>

► Table 2. Channels used to update and collect new industrial relations data (2022)

Channel	Trade union density rate		Collective bargaining coverage rate	
	No. of countries	Percentage	No. of countries	Percentage
Annual questionnaire	40	43.01	30	38.96
Microdata repository	38	40.86	5	6.49
Special enquiry	9	9.68	20	25.97
Other	6	6.45	22	28.57

Source: ILOSTAT

4. Challenges in data collection on industrial relations

22. Despite the important role industrial relations data plays in the overall governance of labour (see Introduction) and ongoing efforts and expansion of the ILO's database on industrial relations, systematic data collection and calculation for trade union density and collective bargaining coverage rates remain challenging.
23. For one, in many countries data is not collected or, for various reasons, considered unreliable. Second, although data collection was integrated into the ILOSTAT annual questionnaire, the response rate from countries continues to be low (in comparison to other questions) and the quality of the data poor. Third, even where data is available and reliable, comparisons across countries and over time remain limited given the data stem from different sources and there are time series breaks in some countries.
24. The main challenge in the field of industrial relations statistics is data availability. While there are various possible sources for these statistics, in many cases none of them are available or officially used. Where administrative records with relevant information exist, they often are not comprehensive or do not follow rigorous recording procedures, the information produced does not fulfil the quality requirement to be considered reliable statistics. These registers are not created for statistical purposes but to serve administrative, regulatory, or legislative requirements. As such the quality of the data, the type of data available, its coverage (with the risk of double counting or under-counting of trade union members) and timeliness will depend on the characteristics of the record and the registration procedures.
25. While labour force surveys have an advantage in terms of coverage (including all types of workers and work situations which can also be cross-tabulated with other variables of interest) and reduced risk of double counting (given that the unit of analysis is the individual), their limitations, among others, stem from the fact that respondents may not always know whether or not their pay and/or working conditions are determined by a collective agreement.
26. Establishment surveys can also be a source of information, often based on information taken directly from the establishment's payroll and provided by the employer. However, they tend to be limited to employees from the non-agricultural formal sector and/or to enterprises employing above a certain number of employees.
27. Lack of available data is even more limited in terms of possible disaggregation. While useful disaggregation could include sex, age, labour force status (employed, unemployed or outside the labour force), status in employment (employees versus self-employed), economic activity (sectors) occupation, migrant of national workers etc. – such data is rarely if at all available.
28. And where data is available, the method of calculation also gives rise to several issues and requires making some decisions, especially in terms of the reference population used. As stated above, statistics on industrial relations look at the share of employees (excluding persons not in paid employment) who are a member of a trade unions or covered by collective agreement within the eligible workforce, which poses the challenge of defining precisely what categories of workers should the eligible workforce include. In view of the growing share of independent workers and those occupied in non-standard forms of employment, the correct definition of reference population poses additional methodological challenges. To ensure the consistency and accuracy of trade union density and collective bargaining coverage rates, the numerator and the denominator must refer (to the extent possible) to the same time period, the same geographic areas, the same economic

activities, the same types of economic units, the same establishment sizes and particularly the same reference group.

5. Next steps – possible adoption of new guidelines and statistical standard on industrial relations

29. The Resolution concerning statistics of collective agreements¹⁰, adopted by the third ICLS in 1926 represents the only international standard on the compilation of collective bargaining statistics. When it comes to unionization statistics or statistics of employers' organizations, no international standards have so far been adopted.
30. The 1926 Resolution concerning statistics of collective agreements promotes the collection of data on coverage and contents of collective agreements, including the number of collective agreements; the number of establishments covered and the workers they employ; the number of workers covered; the nature of the contracting parties; the scope of application of collective agreements; the subject regulated; the duration of validity of collective agreements; the method of conclusion etc. While it remains relevant and continues to provide the main guidelines for the compilation of collective bargaining statistics, the profound changes impacting labour markets, the governance of labour and labour statistics make the revision of an instrument that was adopted almost a century ago timely.
31. Given the lack of up-to-date international statistical guidelines, the ILO has been pioneering the work on setting standards and concepts to facilitate international comparability. Although not adopted as international standards at the higher level, there exist some guidelines and methodological references supporting the compilation and dissemination of industrial relations statistics. Among those is the ILO's Decent Work Indicators Framework¹¹ that includes various social dialogue indicators. The most recent guidance is the Guidebook on *How and why to collect and use data on industrial relations*¹², published in 2020 with the purpose to support the ILO's tripartite constituents in the collection of data on industrial relation and to contribute to improvements in the quality and comparability of those data.
32. As for external references, UNECE's Statistical framework for Measuring Quality of Employments¹³ and OECD's OECD/AIAS ICTWSS Database¹⁴ should be highlighted. The latter is a continuation of the *Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts* (ICTWSS) database that was developed under the egis of the University of Amsterdam and was first released in May 2007.
33. As follows from the above, to further improve data availability and quality, additional work and resources are needed. This would require the revision of current guidelines, questions included in the ILO annual questionnaire and the examination of the possible adoption of an international statistical standard on industrial relations data; awareness raising and capacity building at national level and engagement with national statistical offices to incorporate questions on industrial relations

¹⁰ See at: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087547.pdf

¹¹ The manual Decent Work Indicators - Guidelines for producers and users of statistical and legal framework indicators is available at https://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_229374.pdf. The chapter on social dialogue, workers' and employers' representation comprises the following statistical indicators: trade union density rate, employers' organization density rate, collective bargaining coverage rate and days not worked due to strikes and lockouts.

¹² See at: https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/instructionalmaterial/wcms_737733.pdf

¹³ For more information on the Quality of Employment Statistical Framework, refer to UNECE's Handbook on Measuring Quality of Employment, prepared by the Expert Group on Measuring Quality of Employment and available at https://www.unece.org/fileadmin/DAM/stats/publications/2015/ECE_CES_40.pdf

¹⁴ For the methodology, see at: <https://www.oecd.org/els/emp/MethodologicalNote-OECD-AIAS ICTWSS.pdf>

data into the labour force surveys and improve data collection through administrative registries; and experimentation with additional data collection methods.

34. For this the Office will carry out a comparative review and analysis of existing data collection methods on trade union density and collective bargaining coverage rate; will provide technical support for the revision and inclusion of questions on industrial relations in ongoing or upcoming labour force surveys and will continue to update and expand global and country estimates of trade union density and collective bargaining coverage rates. For that the Office also highly encourages member States to actively collaborate in the above data collection process. Responding to the ILO annual questionnaire and sharing anonymized household survey microdata with the ILO Department of Statistics are key steps in ensuring the accuracy and comprehensiveness of available data. To support these efforts, the Office will continue to provide technical support to member States as requested.

► Annex I

Resolution concerning statistics of collective agreements, adopted by the Third International Conference of Labour Statisticians (October 1926)

In each country information concerning collective agreements and their principal contents should be collected and published in a summary form at appropriate intervals.

It is desirable that any statistics compiled on the basis of this information should be compiled in accordance with the following general principles:

1. The collective agreement should be defined, for the purposes of statistics, as a written agreement concluded between one or more employers or an employers' organisation on the one hand, and one or more workers' organisations of any kind on the other, with a view to determining the conditions of individual employment and, in certain cases, to the regulation of other questions relative to employment.

2. The number of collective agreements should be recorded at annual intervals according to the following scheme:

- (a) number of agreements in force at the beginning of the period of registration;
- (b) number of agreements concluded during the period of registration;
- (c) number of agreements expired within the period of registration;
- (d) number of agreements in force at the end of the period of registration.

3. The importance of each collective agreement should be measured by ascertaining the numerical strength of the contracting parties, i.e. the number of establishments covered, the total number of workers employed in these establishments, and the number of workers covered by each agreement.

The extent to which workers are covered by collective agreements should be indicated by calculating the number of workers covered by agreements as a percentage of the total number of workers in the various industries.

4. The collective agreements, together with the number of establishments and of workers covered, should be classified according to their principal legal and social characteristics on the following lines:

A. Nature of contracting parties. The agreements should be classified according to the nature of the contracting parties as follows:

- (a) agreements concluded between an employer and his workers;
- (b) agreements concluded between one or more employers and one or more workers' organisations;
- (c) agreements concluded between employers' organisations and workers' organisations.

B. Scope of application. The agreements should be classified according to the extent of the area in which they are applicable, as follows:

- (a) shop agreements, i.e. agreements applicable to a single establishment;
- (b) local agreements, i.e. agreements applicable to several or all establishments of similar kind situated in the same locality;

- (c) district agreements, i.e. agreements applicable to several or all establishments of similar kind situated in several or all localities belonging to a district forming an economic or an administrative unit;
- (d) national agreements, i.e. agreements applicable to several or all establishments of similar kind in several districts or in the country as a whole.

C. Subjects regulated. The agreements should be classified in the following two principal groups:

- (a) agreements regulating individual conditions of employment only;
- (b) agreements regulating — in addition to individual conditions of employment — general matters relative to employment.

In group (b) the number of agreements providing for special procedures for the enforcement of the agreement may be shown separately.

The statistics should also indicate the number of agreements which regulate each subject of importance, e.g. wages, hours of work, holidays, conditions of apprenticeship, labour exchanges, works councils, conciliation and arbitration.

D. Duration of validity. The agreements should be classified according to the period for which they are concluded, as follows:

- (a) 3 months or less;
- (b) 3 to 6 months;
- (c) 6 months to 1 year;
- (d) 1 to 2 years;
- (e) 2 to 3 years;
- (f) more than 3 years;
- (g) indefinite period.

E. Method of conclusion. The agreements should be classified according to the method of the conclusion of the agreement and according to the method of negotiation as follows:

- (a) collective agreements concluded as a consequence of an industrial dispute -
 - (i) by direct negotiations;
 - (ii) through the intervention of a third party;
- (b) collective agreements concluded as a consequence of peaceful discussion -
 - (i) by direct negotiations;
 - (ii) through the intervention of a third party.

F. Industries covered. The agreements should be classified according to the principal industrial groups. The classification may be left to the domain of national statistics.

G. Industrial importance. The agreements should be classified according to their industrial importance, as defined in clause 3.

- (a) Classification of agreements by the number of establishments covered:
 - (i) agreements covering one establishment;
 - (ii) agreements covering 2 to 20 establishments;
 - (iii) agreements covering 21 to 100 establishments;
 - (iv) agreements covering more than 100 establishments.

(b) Classification of agreements according to the number of workers covered:

- (i) agreements covering less than 100 workers;
- (ii) agreements covering 100 to 1,000 workers;
- (iii) agreements covering 1,001 to 10,000 workers;
- (iv) agreements covering 10,001 to 100,000 workers;
- (v) agreements covering more than 100,000 workers.

A distinction should also be made between workers who are members of the organisation which is a party to the agreement and other workers to whom the agreement applies in practice

► Annex II

Industrial relations questions included in the annual ILOSTAT questionnaire

[168] Persons employed and employees covered by collective bargaining by sex (Persons)

Target: Persons employed (i.e. employees and self-employed) and employees covered by all collective agreements currently in force (including those concluded in previous years), including those covered by extension.

Source			
	Status in employment (broad status)	Sex	Year
	Total employment	Total	
	Total employment	Male	
	Total employment	Female	
	Employees	Total	
	Employees	Male	
	Employees	Female	
Notes (optional)			

[171] Collective bargaining coverage rate of persons employed and employees by sex (Percentage)

TARGET: Persons employed (i.e. employees and self-employed) and employees covered by all collective agreements currently in force (including those concluded in previous years), including those covered by extension, as a percentage of the total number of persons employed or employees, respectively.

Source			
	Status in employment (broad status)	Sex	Year
	Total employment	Total	
	Total employment	Male	
	Total employment	Female	
	Employees	Total	
	Employees	Male	
	Employees	Female	
Notes (optional)			

[162] Trade union membership of persons employed and employees by sex (Persons)

TARGET: Persons employed (i.e. employees and self-employed) and employees who currently belong to a trade union, which is defined as an independent workers' organization, constituted for the purpose of furthering and defending the interests of workers.

Source			
	Status in employment (broad status)	Sex	Year
	Total employment	Total	
	Total employment	Male	
	Total employment	Female	
	Employees	Total	
	Employees	Male	

	Employees	Female	
Notes (optional)			
[165] Trade union density rate of persons employed and employees by sex (Percentage)			
TARGET: Persons employed (i.e. employees and self-employed) and employees who currently belong to a trade union, as a percentage of the total number of persons employed or employees, respectively.			
Source			
	Status in employment (broad status)	Sex	Year
	Total employment	Total	
	Total employment	Male	
	Total employment	Female	
	Employees	Total	
	Employees	Male	
	Employees	Female	
Notes (optional)			
[161] Trade union membership by type of member (Persons)			
TARGET: Persons who currently belong to a trade union, which is defined as an independent workers' organization, constituted for the purpose of furthering and defending the interests of workers. Data should be provided by labour force status of the union members.			
Source			
	Type	Year	
	Total		
	Employed		
	Employed: employees		
	Employed: self-employed		
	Unemployed		
	Persons outside of labour force		
Notes (optional)			

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