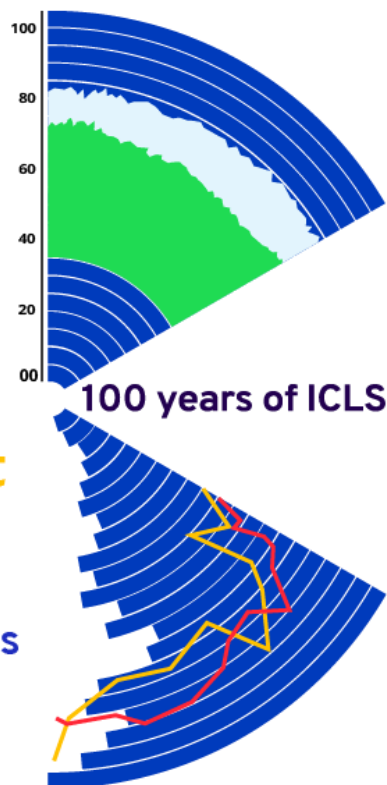




International
Conference of
Labour Statisticians

11-20 October 2023



Industrial relations data

Update on available quantitative and qualitative data and
underlying methodologies and data collection efforts

Industrial Relations indicators and social dialogue

► Indicateurs relatifs aux relations professionnelles et dialogue social

Indicadores de las relaciones laborales y diálogo social

Participants in the Conference are invited to express their views on how data collection efforts can be improved in respect of industrial relations data (trade union density and collective bargaining coverage rates) and the difficulties that they may encounter in this regard with a view to presenting proposed guidelines, survey methods and definitions that could lead to the proposal of a new standard at the next ICLS.

Les participants à la Conférence sont invités à donner leur avis sur la manière d'améliorer la collecte de données relatives aux relations professionnelles (taux de syndicalisation et taux de couverture de la négociation collective) et sur les difficultés qu'ils peuvent rencontrer à cet égard, en vue de présenter des propositions de directives, méthodes d'enquête et définitions qui pourraient déboucher sur la proposition d'une nouvelle norme lors de la prochaine CIST.

Se invita a los participantes en la Conferencia a que expresen sus puntos de vista sobre cómo pueden mejorarse los esfuerzos de recopilación de datos de las relaciones laborales (índices de densidad sindical y de cobertura de la negociación colectiva) y las dificultades que pueden encontrar a este respecto con el fin de presentar propuestas de directrices, métodos de encuesta y definiciones que puedan dar lugar a una propuesta de nueva norma en la próxima CIET.

► Introduction

Industrial relations (IR) and freedom of association and the effective recognition of the right to collective bargaining (FACB rights)

- Core of the ILO's normative foundations (ILO Convention nos. 87 and 98)
- FACB rights - enabling rights
- Heart of healthy IR & vital in enabling employers and workers to associate and efficiently negotiate work relations
- Essential foundation for social dialogue, effective labour market governance, achievement of decent work
- Key to the advancement of social justice
- Play central role in the attainment of SDGs (SDG 8, SDG 10, SDG 16)
 - SDG indicator 8.8.2 on labour rights (freedom of association and collective bargaining)

► Industrial relations data

Comprehensive, timely and reliable data on workers' and employers' organizations and collective bargaining

- Assess the extent and quality of IR, state of labour market performance, economic outcomes
- Support policy formulation and implementation and key information for social partners
- Allows for cross-country, regional and over time comparison
- Vital to monitor progress towards the realization of FACB rights

Challenges in data collection and measuring industrial relations

- Data availability
- Data sources
- Method of calculation
- Highly determined by national context – requires qualitative information

ILOSTAT social dialogue and IR data page

The leading source of labour statistics.

New to this site? [Start here](#)

Key topics

- COVID-19
- Sustainable development
- Child labour
- Unpaid work

Labour supply

- Population and labour force
- Employment
- Unemployment and labour underutilization

Working conditions and labour rights

- Wages
- Working time
- Safety and health at work
- Social dialogue**

Statistics on social dialogue

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- [4. Methods](#)
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Related pages

- [About SDG indicator 8.8.2](#)
- [Industrial Relations Data \(IRdata\)](#)

See also

[ILO topic page on freedom of association and the right to](#)

Introduction

Ensuring adequate working conditions is crucial for our well-being and that of our families. Social dialogue – which includes negotiations and consultations among labour market actors, collective bargaining and dispute prevention and resolution – helps promote adequate working conditions, peace, and social justice. Successful social dialogue can resolve economic and social issues and effectively address economic crises, impacting stability, labour market governance, and the economy.

Unions are independent workers' organizations constituted for the purpose of furthering and defending the interests of workers. As such, they play a key role in the quest to achieve better remuneration and working conditions. Similarly, the scope, coverage and frequency of collective bargaining, the items negotiated and the outcome of negotiations have a great impact on workers' conditions. Meanwhile, grievances and conflicts are an inevitable part of the employment relationship. The objective of public policy is to manage conflict and promote sound labour relations by creating a system for the effective prevention and settlement of labour disputes. The number, frequency, duration and scope of strikes and lockouts all have a great impact on the labour market, the economy and workers' well-being.

To assess the extent of social dialogue, reliable data on unions and unionization, employers' organizations, collective bargaining and industrial disputes is essential. This page presents statistics and

Quantitative data

- ▶ Trade union density rates
- ▶ Collective bargaining coverage rate

Qualitative data

- ▶ SDG indicator 8.8.2

Definitions and method of computation

Trade union density rate:

- ▶ share of employed persons who are members of a trade union

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

Collective bargaining coverage rate:

- ▶ share of employed persons whose working conditions are determined by one or more collective agreement currently in force

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

Definitions and method of computation

For comparability purposes the scope of trade union density and collective bargaining coverage in ILOSTAT covers employees only (excluding independent workers and dependent workers other than employees)

Trade union density rate:

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

Collective bargaining coverage rate:

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

Updating ILO's IR database

ILO 2022 Flagship report on Social Dialogue

Trade union density rates: **139 countries**

- ▶ 26 new countries added to the database
- ▶ 67 countries updated

Collective bargaining coverage rates: **99 countries**

- ▶ 12 new countries added to the database
- ▶ 65 countries updated



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

▶ Updating ILO's IR database

Three primary channels of data collection/update

- ▶ Annual ILOSTAT questionnaire
- ▶ Microdata from labour force and other household surveys
- ▶ Special enquiries

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

► Challenges in data collection

Data availability

- Data: not collected or considered unreliable
- Data comparison across countries and over time limited (different data sources, time series breaks)
- ILOSTAT questionnaire: response rate low and quality of data poor
- Administrative records: not comprehensive, do not follow rigorous recording procedures
 - Not created with statistical purposes but to serve administrative, regulatory, legislative requirements
- Labour force surveys: respondents may not always know whether or not they are covered by collective agreement
- Disaggregation – rarely available

Method of calculation

- Reference population: defining precisely what categories of workers should be included
- Aligning definitions correctly with labour and statistical standards

► Next step – new guidelines and statistical standard?

ILO: global reference point for IR data and source of technical support

- 2011: trade union membership and collective bargaining integrated into ILOSTAT questionnaire
- Repeated efforts made to continuous data collection and expansion

ILO: pioneering work on methodology

- 1926 ICLS Resolution concerning statistics of collective agreements
- No international statistical standard on statistics of workers' and employers' organizations
- 2013: ILO Decent Work Indicators Guidelines (ILO Manual)
- 2020: Guidebook: How and why to collect and use data on industrial relations

External sources

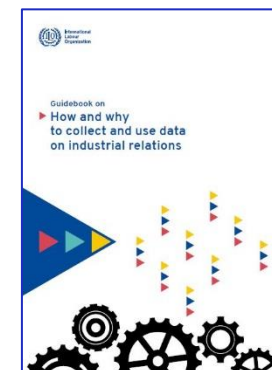
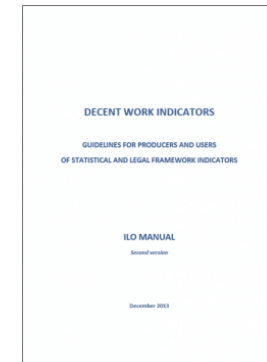
- UNECE's Statistical framework for Measuring Quality of Employment
- OECD/AIAS ICTWSS Database



Resolution concerning statistics of collective agreements

October 1, 1926

Adopted by the 3rd ICLS (1926), this resolution defines statistics on collective agreements.



► Points for reflection

Participants in the Conference are invited to *express their views* on how data collection efforts can be improved in respect of industrial relations data (trade union density and collective bargaining coverage rates) and the difficulties that they may encounter in this regard with a view to presenting proposed guidelines, survey methods and definitions that could lead to the **proposal of a new standard at the next ICLS.**

► **Thank you!**
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