



Trade union membership in 2016

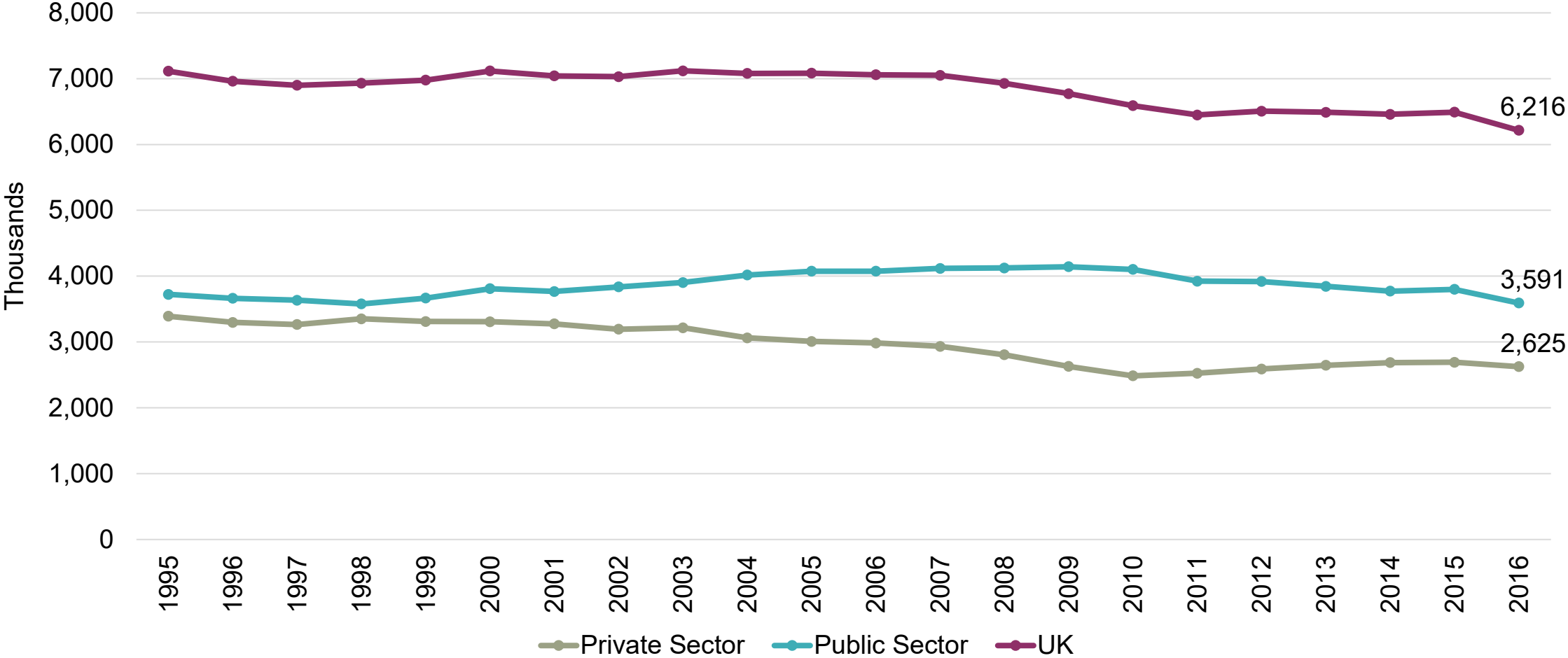
Carl Roper, TUC National Organiser

3 ways to participate

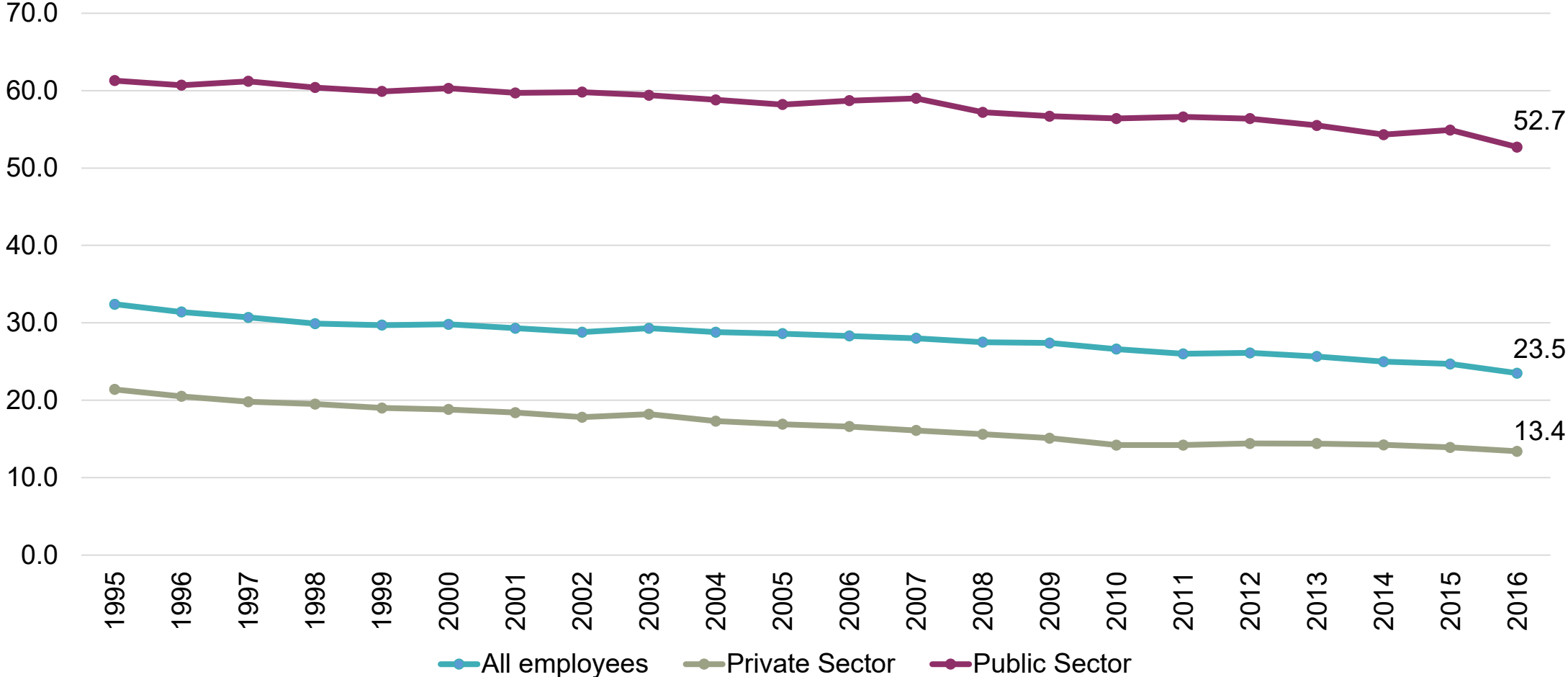
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The state of union membership

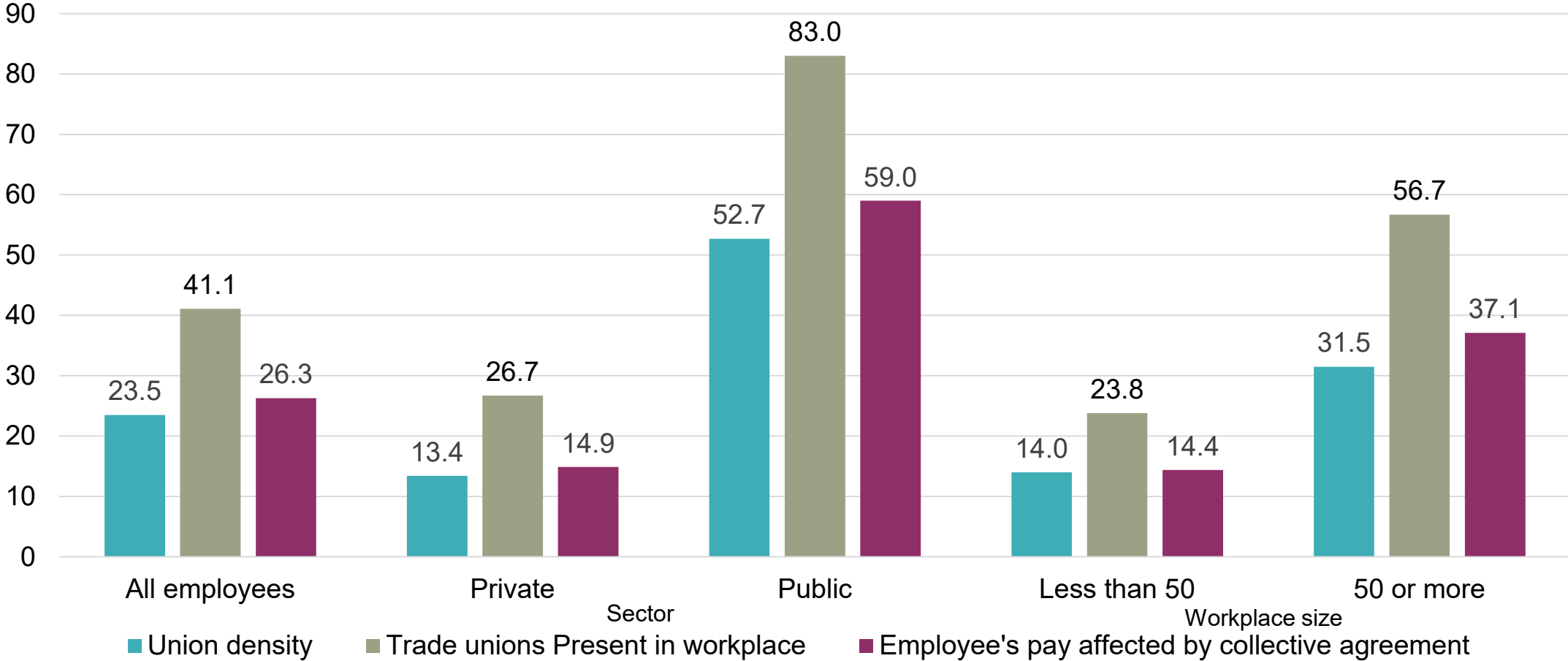
Union membership 1995 to 2016



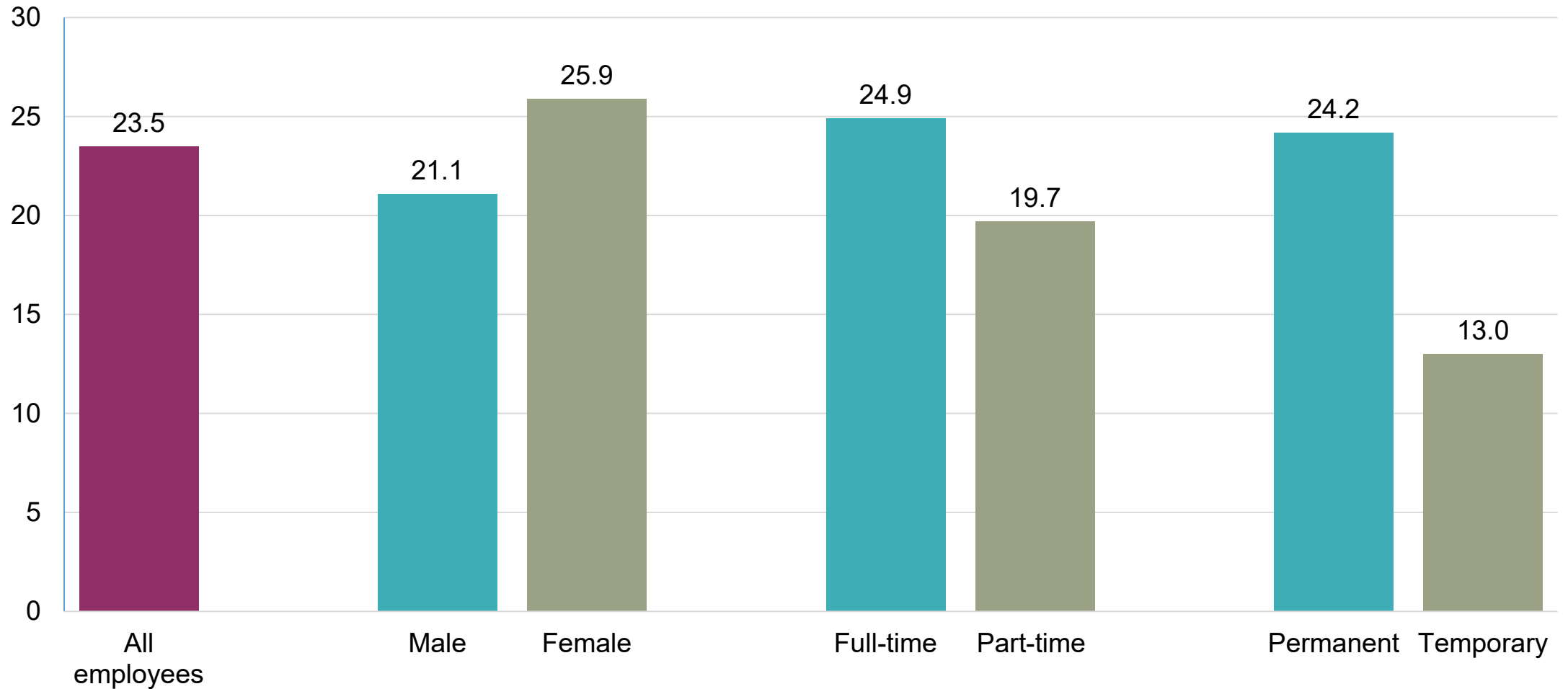
Union density 1995 to 2016



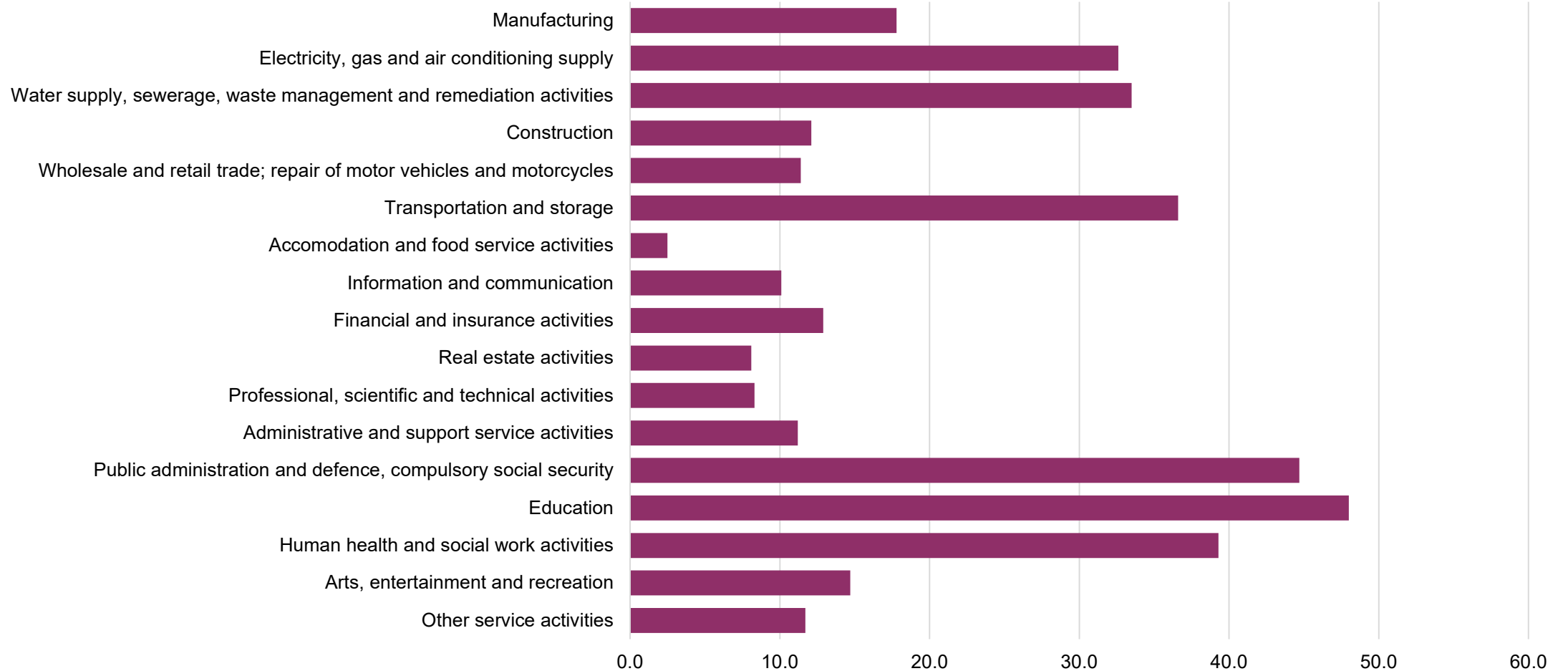
Union presence and bargaining coverage 2016



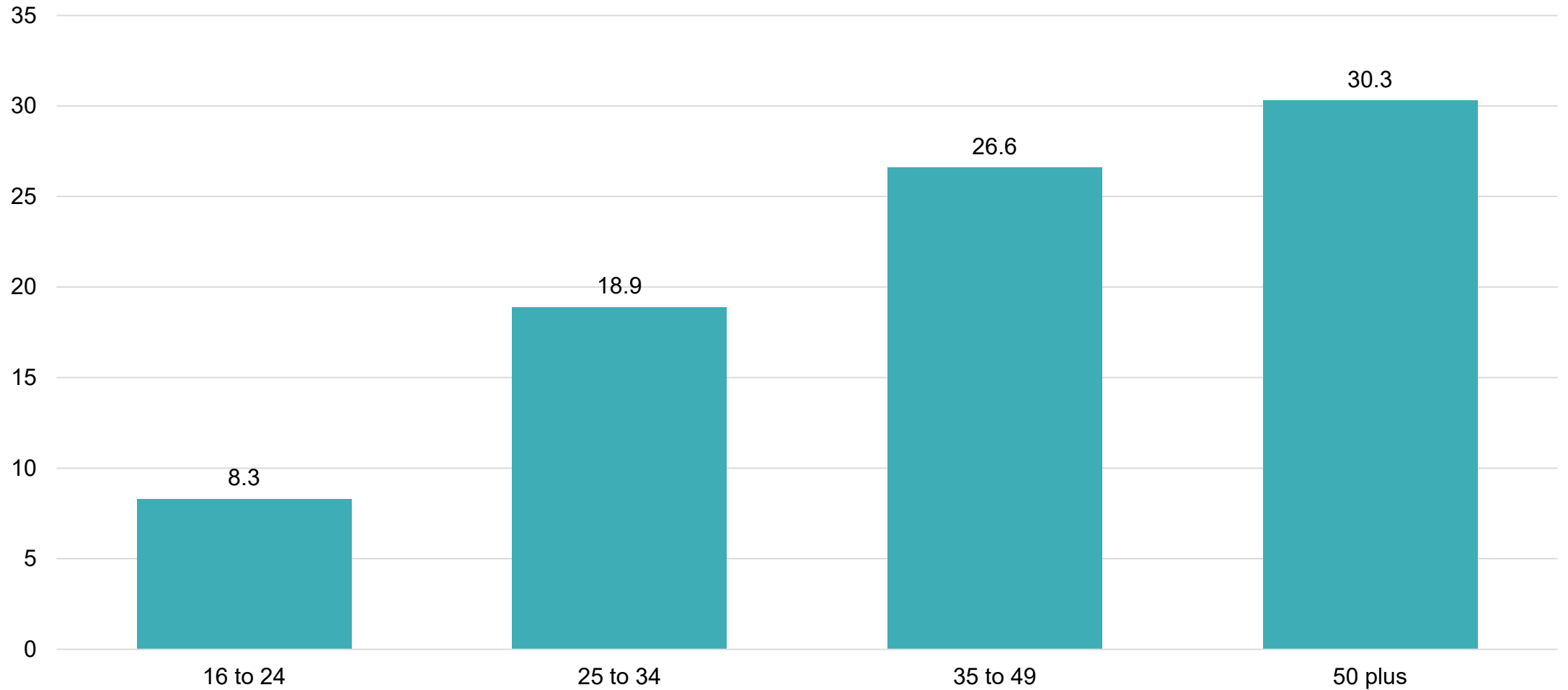
Density by gender, FT/PT and work status



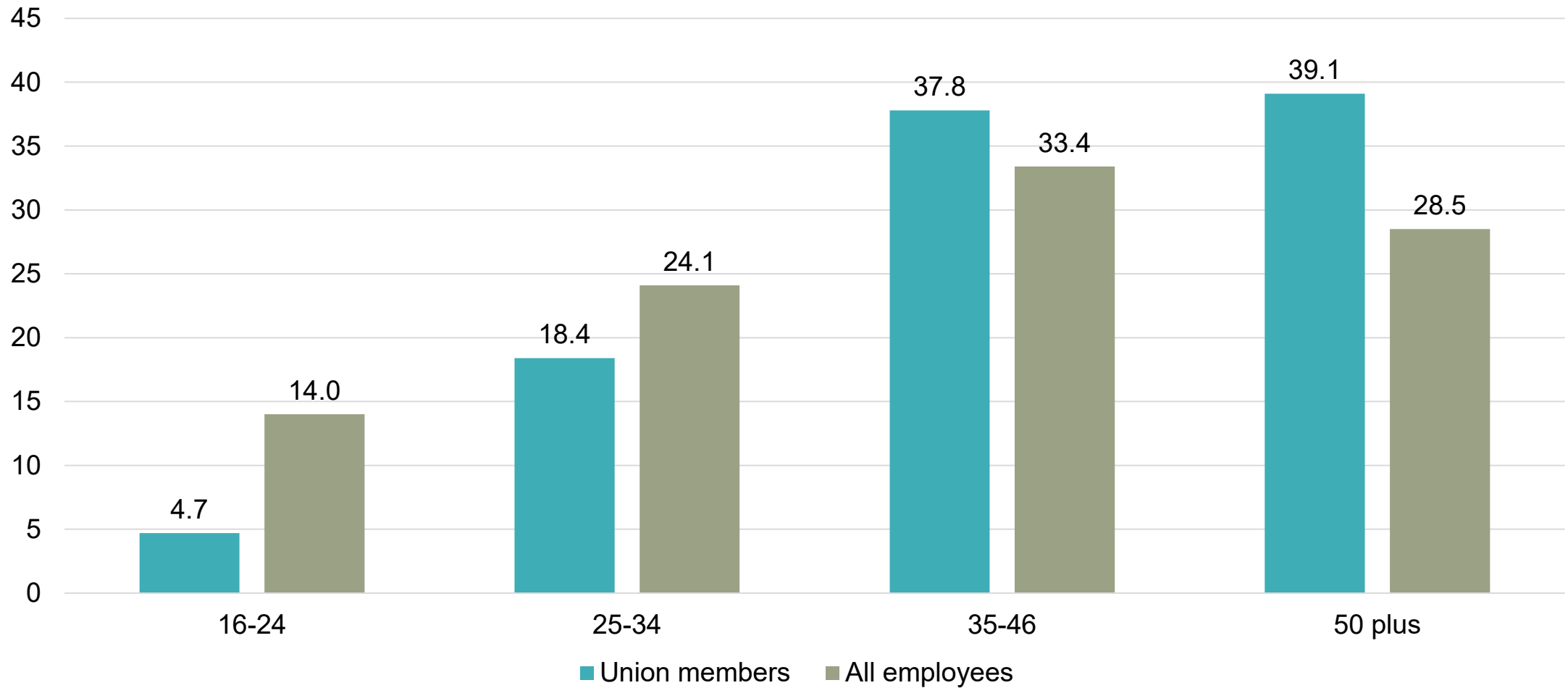
Density by industry



Density by age



Age of union members

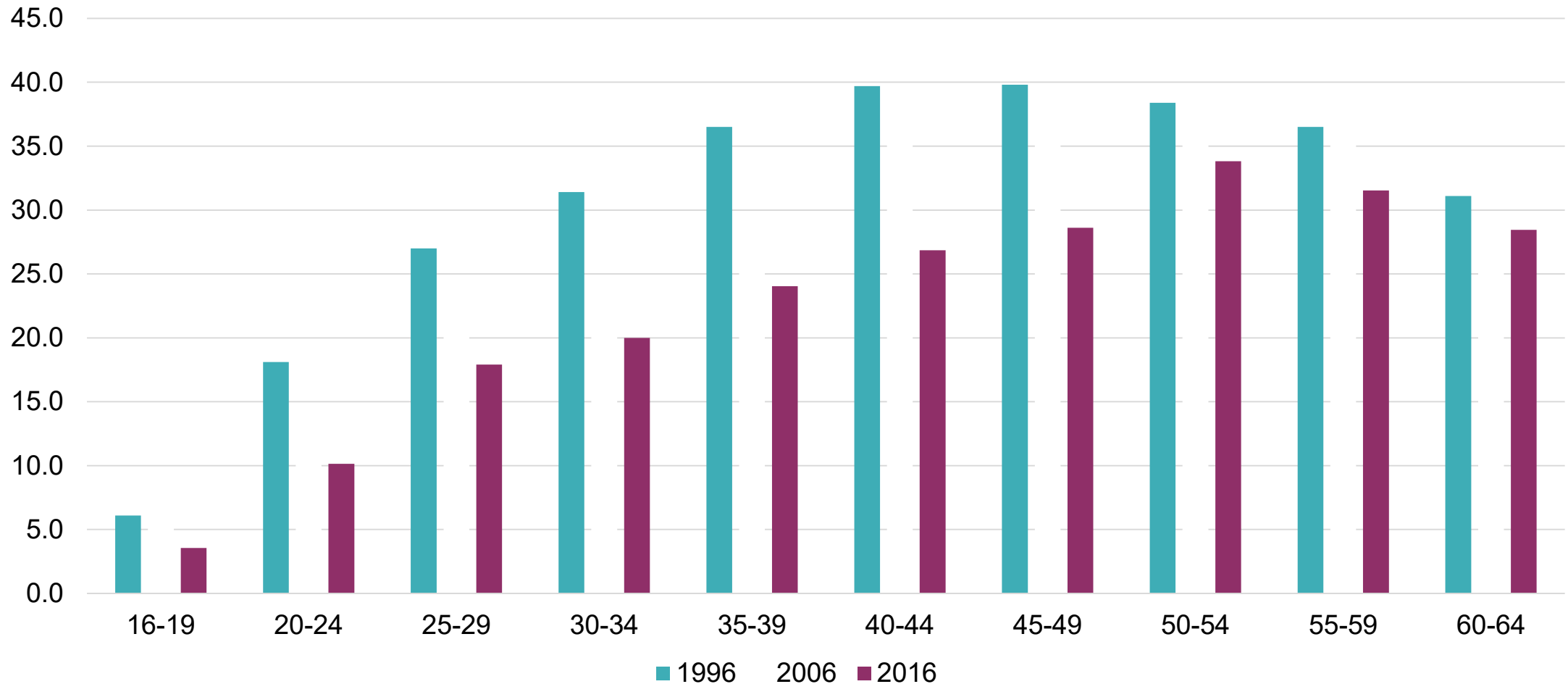


Where young people work

Sector	Number of young workers	Sector density	Density amongst young workers
Manufacturing	275,000	17%	13.5%
Accommodation & Food Services	640,000	2.5%	0.2%
Retail etc	874,000	11.5%	6.1%
Health & Social Work	357,000	39%	18%

Age of union members 1996 to 2016

Density rates falling among older workers as those who entered work in 1980s/1990s reach middle-age/retirement



Union representatives

Characteristics of on-site union reps

Characteristic	2004	2011	Change
Male	62%	57%	-5
White	97%	98%	+1
Average Age	48	49	+1
Under 30	5%	1%	-4
30-39	13%	9%	-4
40-49	33%	37%	+4
50+	50%	55%	+5

Union reps summary

- In 1991 the average age of a rep was 40
- In 2011 it had risen to 45
- In 1991 one in five activists were under 30
- By 2011 just one in ten were
- Amongst senior reps
 - The average age is 49
 - Just one per cent are under 30, and
 - Over half are aged 50 and over

Britain's Young Core Workers

Britain's YCWs – Who are they?

- Aged 21–30
- Predominantly working in the private sector
- Working full- or part-time
- Not in full-time education
- Earning low to average wages.

Britain's YCWs – What we've learnt so far

Three barriers to collective organisation:

1. Low expectations of work – just feel glad to have a job
 2. Lack of trust – sharing issues with their colleagues and employers
 3. Sense of futility – what's the point?
- Lack of knowledge of trade unions
 - Never heard of TUs, Not listed in places to go, seen as not for people like them
 - Cost, too bureaucratic, ineffective, repercussions
 - They have some stated needs that we can help with such as training and progression.

Britain's YCWs – What we've learnt so far

- No silver bullet – just asking them to join wont work
- Requires a significant psychological journey to address trust and futility issues – i.e. have to build trust and hope
- Getting them on a path to union membership is the goal
- During 2017 the TUC will be:
 - Testing prototypes
 - Testing agaisnt ability to lower the three barriers
 - Evidence led outcomes to feed into new model

Summary and discussion

Ten challenges

1. Contraction in employment in sectors with relatively decent membership and density
2. Expansion in employment in sectors with limited union presence
3. Growth in insecure employment
4. Not replacing members who will retire soon with young members at the start of their working lives
5. Same for reps
6. Knowledge of unions amongst young workers
7. Questions as to scale and scope of current union organising activity
8. Flexibility and relevance of existing structures in breaking out
9. Usefulness of existing legal mechanisms – CAC etc.
10. Whole movement awareness of the crisis we face?

What should our response be?

