



Urgency & Opportunity

Union membership - Trends and observations
An analysis of ABS data - Fourth edition 2013

Urgency and Opportunity – 2013

Foreword

This is the Fourth edition of *Urgency & Opportunity*, the ACTU's annual analysis of union membership, density and wage premiums.

The ACTU hopes that the report (prepared by Rhiannon Carter, Strategic Research Officer) will continue to assist unions as they plan for the future. By including workforce projection numbers by industry out 5 years, we have sought to focus unions on the way their industries are likely to change in the near term and what that means for density. We have maintained the title of the report since the first edition as its message remains relevant: the *urgency to organise* is very real and the scale of our task large, but important *opportunities to organise* exist for all unions.

This year's report (using data collected by the ABS in August 2012) shows little change at a macro level: there was a small overall decrease in union density to 18.2% (down 0.2%). Union density was static in the public sector, and fell very slightly in the private sector.

Behind the headline status quo there is an important story about gender: union density amongst women (18.9%) is now higher than amongst men (17.5%). While this happened for the first time ever in 2010, the situation reversed in 2011. This time, the gap appears more significant. Women are now 48.9% of all union members, up from 36.7% as recently as 1990.

In the foreword last year, I observed that:

Overall, the data since 2006 reveals a movement which in membership terms is treading water. While the precipitous falls in density that began in the 1990s have been arrested, our growth in membership numbers is only enough to roughly keep pace with employment growth. The result is that overall density has moved within a narrow band at around 18-19% for some years. Given that total employment growth is predicted to be relatively strong in coming years holding this position will require a significant rise in member numbers.

The data confirms what we instinctively know: genuine growth (where density increases on a sustainable trend basis) will not be achieved under the status quo. Australian unions need to continue to change and adapt to the environment in which we operate. If we do not do so, a serious economic or political shock could see a return to falling density.

While our position, on the raw numbers, has not changed in the interim both the political situation and the economic situation in key industries employing large numbers of union members have changed. There remains an urgent task to focus the resources of the union movement on organising and growth.

In unity,



TIM LYONS

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Key Findings

Union Density

In 2012 there were:

- 10,117,400 employees in the Australian workforce,
- 1,840,400 of these employees were trade union members in their main job, and
- This represents a union density of 18.2%, a slight decrease from 18.4% union density recorded in 2011.

Union density has been on the decline since 1990, however in recent years there has been a stabilisation of this decline.

- Union density amongst female employees in 2012 is now higher than union density amongst male employees at 18.9% compared to 17.5%.
- Union density in the private sector fell to from 13.2% in 2011 to 13.0% in 2012.
- Union density in the public sector remained steady at 43.4% in 2012.
- All states and territories with the exception of Queensland and Western Australian experienced growth in union density from 2011 to 2012.

Union Premiums

The data shows that in 2012, like in 2011 and in the previous editions of *Urgency & Opportunity* that when it comes to pay and important conditions employees who are union members are better off than non-union employees.

- Union members earned on average \$142.85 more a week than non-union employees. This is a union wage premium of 13.3%. This is a slight decrease from 15.5% in 2011.
- Part-time workers who were union members experience the largest benefit earning \$233.2 or 47.8% more than non-union employees.
- The overwhelming majority (90.8%) of union members have paid leave entitlements compared to 66.0% of non-union employees.
- Union members were more likely to receive superannuation paid by employers at 97.6% compared to 88.2% of non-union employees.

Projections

Using the Department of Education, Employment and Workplace Relations (DEEWR) employment projection figures the ACTU has made calculations on not only employment growth, but on the union membership growth required to maintain and increase union density.

- Employee numbers are projected to grow by 7.1% in 2017, taking the size of the workforce to 10.8 million employees in 2017.
- To maintain a steady level of union density through to 2017:
 - Union membership needs to grow by 131,600 members; this is a net growth in members of 26,320 per annum.
- From 2011 to 2012 the net growth in union membership was 5,700, another 20,620 is needed in addition to maintain union density.
- To return to the 2002 union density figure of 23.1% by 2017:
 - Union membership needs to grow to 2.5 million, a net membership growth of 666,250 by 2017.
 - To achieve this union membership would need to grow by 133,250 per year for the next 5 years.

Introduction

This is the fourth edition of *Urgency & Opportunity*. The purpose of this report is to analyse the published and unpublished Australian Bureau of Statistics (ABS) data from the *Employee Earnings, Benefits and Trade Union Membership (EEBTUM)* survey and report. The survey was conducted throughout Australia in August 2012 and is a portion of the sample used for the Labour Force Survey (LFS). The results of EEBTUM were published in May 2013.

This report updates the figures and analysis covered in the previous editions of *Urgency & Opportunity* with some changes and additional data including:

- The inclusion of additional work on decomposition of union membership.
- The addition of total workforce demographic information for each industry.
- Industry information on union wage premiums and paid leave entitlements is limited due to the lack of data available from the ABS.

The 2013 analysis also includes selected comparisons to the 2011 and in some cases the 2010 data, as well as the use of time series data consistent with previous editions. The data and tables are available from the ACTU – please see *Data Sources* section at the end of this report for further details and contact information.

Methodology

Data Sources

The main data source for the report is the ABS 6310.0 *Employee Earnings, Benefits and Trade Union Members (EEBTUM)* survey. This report has been completed by using both the public release 6310.0 – *Employee Earnings, Benefits and Trade Union Membership, Australia, August 2012*¹ and additional customised data reports from this survey ordered and purchased by the ACTU. Additional and supplementary data sources used were:

- Department of Education, Employment and Workplace Relations (DEEWR) Employment Projections Report 2013 and data².
- ABS Report: 1292 – Australian and New Zealand Standard Industrial Classifications (ANZSIC)³.

The employment projections used throughout this report are ACTU calculations and have used the DEEWR data as the basis of the work.

Interpretation

There are a number of caveats and relevant points of clarification that should accompany this report, its analysis and interpretation of the available data, these are:

- Sample Size
- ‘Employees’ and ‘Employed persons’
- ‘Trade Union member in main job’ and ‘Trade union member’
- Paid Leave Entitlements
- Industry Employment Projections

Sample Size

The *Employee Earnings, Benefits and Trade Union Membership* survey is a segment of the full Labour Force Survey (LFS) sample which places limitations on the data available, more information about the ABS collection methods and sampling can be found at www.abs.gov.au. Due to small sample size detailed trade union membership data was only available in some states with Tasmania and the Northern Territory excluded and the Australian Capital Territory combined with New South Wales. However headline data was available for all states and territories and the totals for Australia include all states and territories.

¹ The full report can be found at www.abs.gov.au

² The full DEEWR Report and employment projections data can be found at: <http://lmip.gov.au/default.aspx?LMIP/EmploymentProjections>

³ This report is available at www.abs.gov.au

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The data for individual industries, as with previous editions was only available at the division level of the ANZSIC classification, consisting of the 19 main industry groups. Detailed demographic data for each industry was only available when using the categories of *Currently a trade union member*, *Previously a trade union member* and *Never been a trade union member*. The detailed information on the length of trade union membership and previous membership was only available for selected demographic characteristics.

‘Employees’ and Employed Persons’

The data used in this report as with all the data from *EEBTUM* refers only to the total workforce of ‘employees’ as opposed to a workforce of ‘employed persons’ as used in the *ABS 6202.0 – Labour Force* survey and publication. The use in *EEBTUM* of ‘employees’ excludes self-employed, own account workers and independent contractors⁴. In August 2012 there were

- 11,401,900 ‘employed persons’
- 10,117,400 ‘employees’

In this report any reference to total workforce or employees refers only to the *EEBTUM* data and does not include all ‘employed persons’.

‘Trade union member in main job’ and ‘Trade union member’

In the data available through the *EEBTUM* survey and report there are two ways information is collected about trade union membership:

- Employees who were members of a trade union in their main job (1,840,400)
- Employees who were members of a trade union (1,931,679)

This difference produces two figures for union density across employees, but given the available time series data and also that employees are classified as such due to their main jobs, the figure used for headline union density is the trade union in main job classification, the lesser of the two figures.

The detailed data regarding the length of membership and selected characteristics of employees used in this report uses the figure for total union membership, not just membership in main job as that is how the data is reported by the ABS. The data used for the time series and projections analysis uses the trade union members in main job as this is what time series information is available. Consequently there are differences between figures and these discrepancies are noted throughout the report.

Paid Leave Entitlements

In the data available for employees with paid leave entitlements, owner managers of incorporated enterprises (OMIEs) are excluded. In 2012 there were 763,300 OMIEs or 7.5% of all employees up from the 2011 figure. The data for employees with paid leave entitlements is still used in this report and where available it is used in industry analysis. This exclusion along with the caveat that figures were not available for each industry must be taken into consideration when reviewing this report.

Industry Employment Projections

The data used to estimate the employment projections for each industry is based on DEEWR projection data. The data made available by DEEWR is for ‘employed persons’ for each industry, however, ACTU calculations have applied these projections to ‘employees’ from the *EEBTUM* release. In most industries ‘employees’ consist of 80% or more of the total ‘employed persons’, with the exceptions of Agriculture, Forestry and Fishing, Construction, Administrative and Support Services and Other Services⁵.

⁴ For more information see *6102.0.55.001 – Labour Statistics: Concepts, Sources and Methods, April 2007* at: www.abs.gov.au

⁵ The figure for ‘employed persons’ comes from *6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, Aug 2012*

Past, Present and Future

Overview

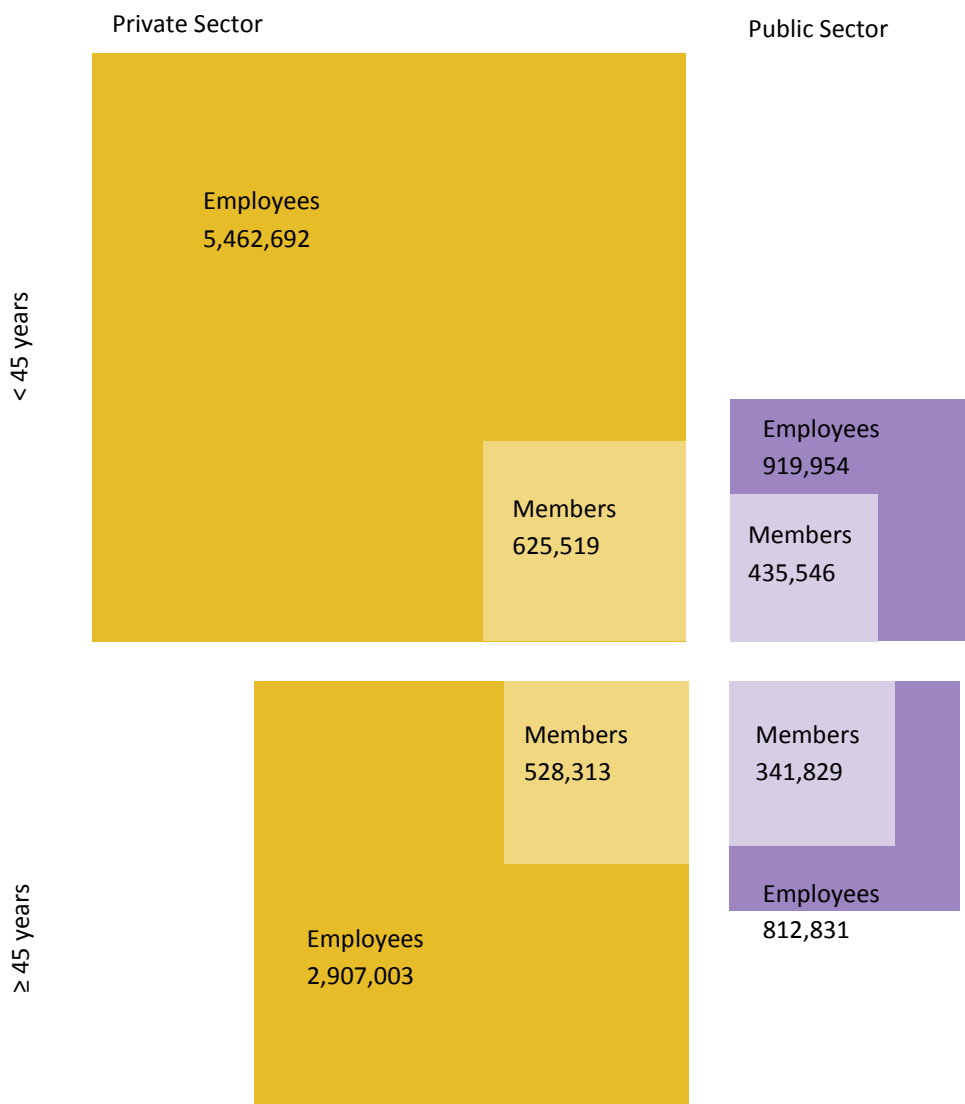
In August 2012 there were 10,117,400 employees of which 1,840,400 were trade union members in their main job. This is a union density of 18.2%, a slight decrease from 18.4% trade union density recorded in 2011. Union density has been decreasing steadily from 1990, when 40.5% of employees were trade union members. In recent years the decrease has slowed and union density has plateaued to 18%.

This figure *Shape of the Australian Workforce* is a representation of the total Australian workforce and the relative size of groups that constitute the workforce. The largest group of employees are those aged under 45, working the private sector, this is also the largest group of union membership accounting for nearly a third of all union members.

This report provides an analysis of trade union membership across industries, states and sectors. The aim of this report is to give information about the current state

of trade union membership and help identify areas of opportunity and priority for the Australian union movement.

The Shape of the Australian Workforce

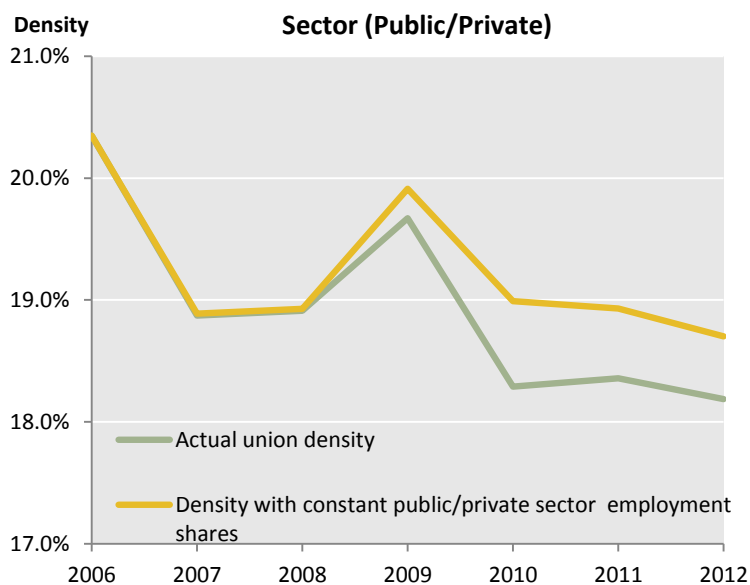
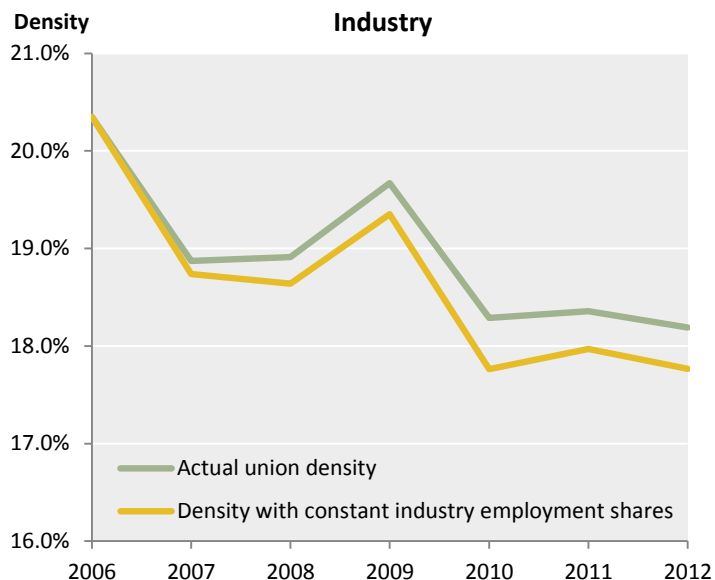


Decomposition

The changes in union membership and density have a range of contributing factors, the below graphs look at the extent to which the fall in union density is due to falls within industries or compositional change in the economy, such as shifts in the employment shares of certain industries.

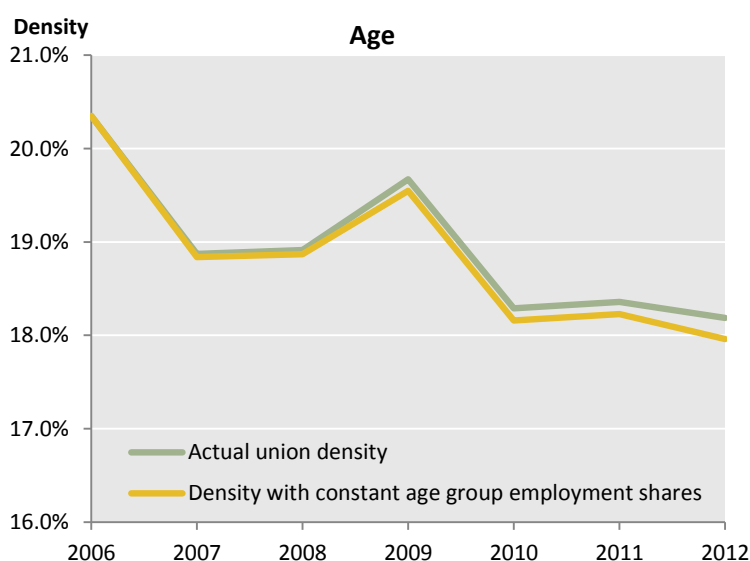
Focusing on the period 2006 to 2012:

- The ageing of the workforce has added 0.2 percentage points to overall union density. Older workers now represent a large proportion of the workforce, and older workers have a higher propensity to be a union member than younger workers. This compositional change has therefore made overall density better than it otherwise would have been.
- Changes in the share of employment across industries has added 0.4 percentage points to overall density. If the share of the workforce employed in each industry had remained fixed from 2006, current density would be 17.8% rather than 18.2%. Rises in the employment shares of the health care and social assistance and education and training industries have particularly helped overall density.
- The fall in public sector employment as a share of total employment has detracted 0.5 percentage points from overall density. If the public/private split had remained as it was in 2006, density in 2012 would have been 18.7%.



This data suggests that the union membership situation is even more urgent than the figures portray as the aging population and change in industry structure have added to overall union density.

The *Shape of the Australia Workforce* figure shows that the section of the workforce that is key to growing the union movement is those aged under 45 years working in the private sector. This decomposition work confirms that relying on older workers and public sector workers masks some of the weakness in union membership growth amongst younger private sector workers.



Projections

Figure 1 is the time series of employee growth, trade union membership and union density. The figure shows that union density significantly decreased between 1990 and 2007, with density stabilising somewhat since 2007. The figure shows that in raw numbers union membership has remained relatively steady, but has failed to keep pace with the overall growth in employment numbers.

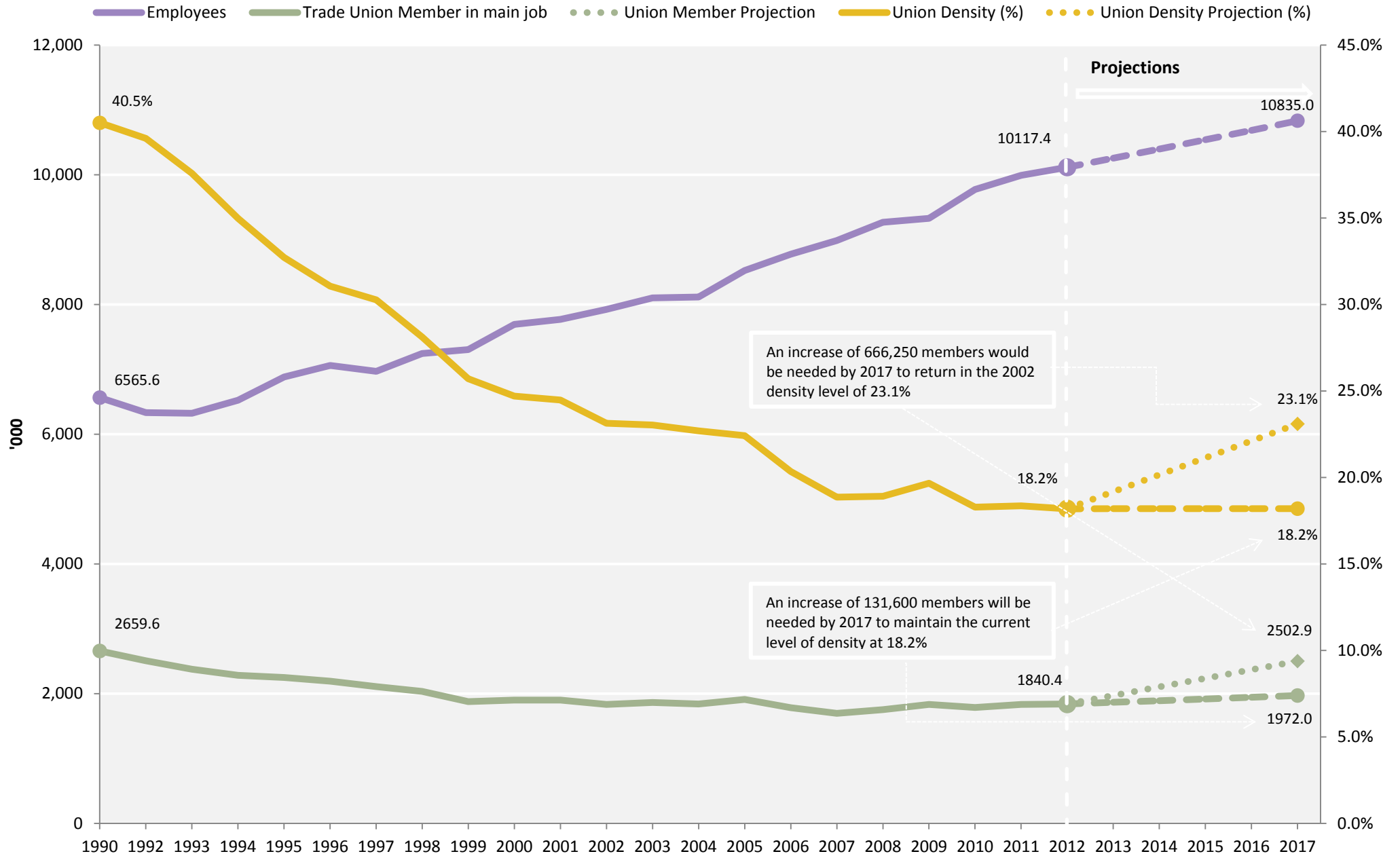
The figure also shows projections for employment growth, union membership and union density through to 2017. Using DEEWR employment projection figures, the growth in employees is projected to be 7.1% by 2017, at an average of 1.38% per annum. Using these calculations overall employee numbers will increase to 10.8 million in 2017.

There are two projections for union membership and density shown in the graph. The first is the level of membership growth that is required to maintain union density at 18.2% through to 2017. A net growth⁶ of 131,600 members by 2017 is needed to keep pace with employment growth, this is approximately 26,320 new union members per year. From 2011 to 2012 the net growth in union membership was 5,700 members.

The second set of union projections looks at what is needed to return to 2002 density levels of 23.1% by 2017. The net growth in union membership required is 666,250 or 133,250 members per year.

⁶ Membership growth is understood to be net growth in this scenario, which is the number of additional members required assuming that all current members are retained.

Figure 1: Employees, Trade Union Members ('000) and Union Density (%) – Time Series and Projections 1990 to 2017

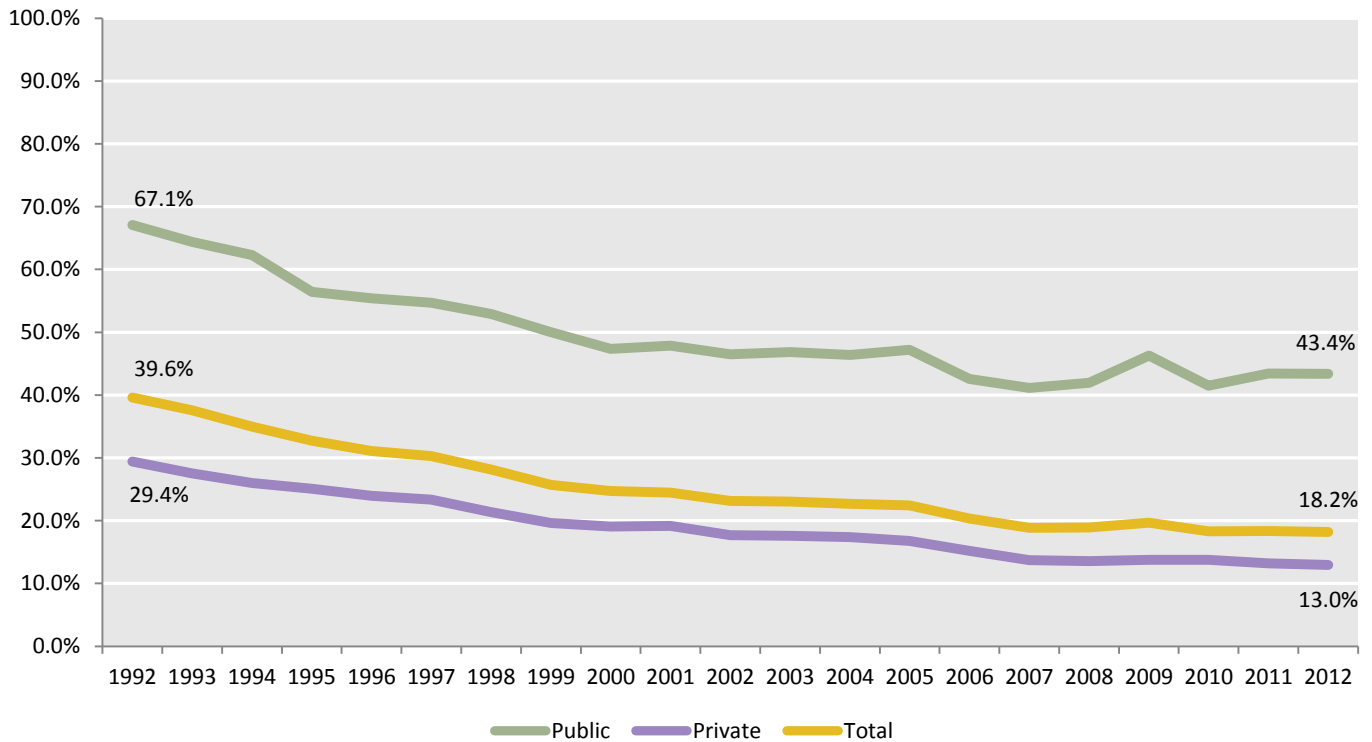


Union Density

Sector

The below figure shows the union density for the public and private sectors along with the density for all employees from 1992 to 2012. The graph clearly shows that union density has decreased over the 20 year period, with the decrease slowing from 2007. In 2012 union density has remained steady from 2011 in the public sector at 43.4%, while it has decreased from 13.2% to 13.0% for the private sector and from 18.4% to 18.2% amongst all employees.

Figure 2: Union Density by Sector (%) - 1992 to 2012



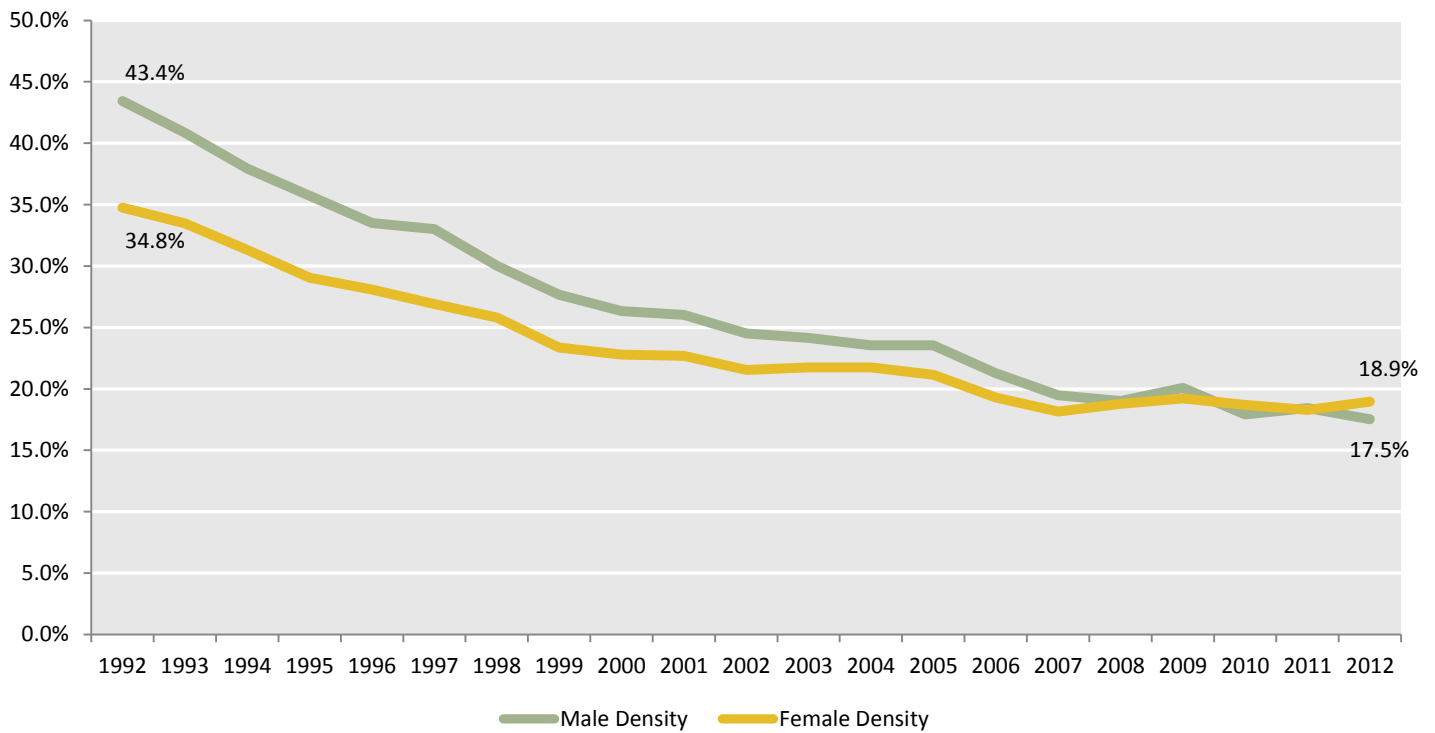
Gender

The gender composition of union membership and density amongst men and women has been shifting in recent years. In 2010 union density amongst female employees overtook density amongst male employees. This was reversed in 2011, however in 2012 union density amongst female employees once again increased above male density levels.

In raw numbers however there are still more male union members than female union members with 939,800 male union members and 900,600 female union members. This is a split of 51.1% male to 48.9% female, this is most even union membership has ever been and part of a long term trend which has seen men go from 63.3% of union membership in 1990 to 51.1% in 2012.

Figure 3 shows that both female and male density has decreased significantly between 1992 and 2007, this trend has continued amongst male employees, however it has not for female employees. In 2012 female union density was at 18.9% compared to 18.2% in 2007.

Figure 3: Union Density by Gender (%) - 1992 to 2012



Union Premiums

Union membership has historically delivered a range of beneficial conditions to members, an example of this is a union wage premium. This continues in 2012, with union members earning more than their non-union peers. For all union employees the average weekly earnings was \$1213.9 compared to \$1071 for non-union employees. This is a difference of \$142.85 a week or 13.3% union wage premium.

The union wage premium was present for both full time and part time workers. Full time employees who were union members earned on average \$1378.6, while full time non-union employees earned on average \$1354.9 a difference of \$23.66 a week or 1.7%. Part time employees who were union members benefitted from a larger wage premium earning on average \$690.2 week compared to \$466.8 a week a difference of \$223.3 or 47.8%.

For some industries and occupations the union premium was even more apparent. Those working in the Arts and Receptions Services industry have the highest union wage premium at 45.5%, while Community and Personal Service Workers were the occupation with the largest union wage premium with union members earning on average 76.0% more than their non-union peers.

The union wage premium is different for men and women. Female employees who are union members are paid significantly more than their non-union peers at \$209.2 a week extra on average or 25.4%. Male employees who are union members also benefit from a premium of \$97.2 a week or 7.5% when compared to their non-union counterparts.

Aside from a wage premium, there are also other advantages of union membership. The overwhelming majority (90.8%) of union members have paid leave entitlements, compared to only 66.0% of non-union employees and almost all employees who were trade union members received superannuation paid by employers, at 97.6% compared to 88.2% of non-union employees.

Sector

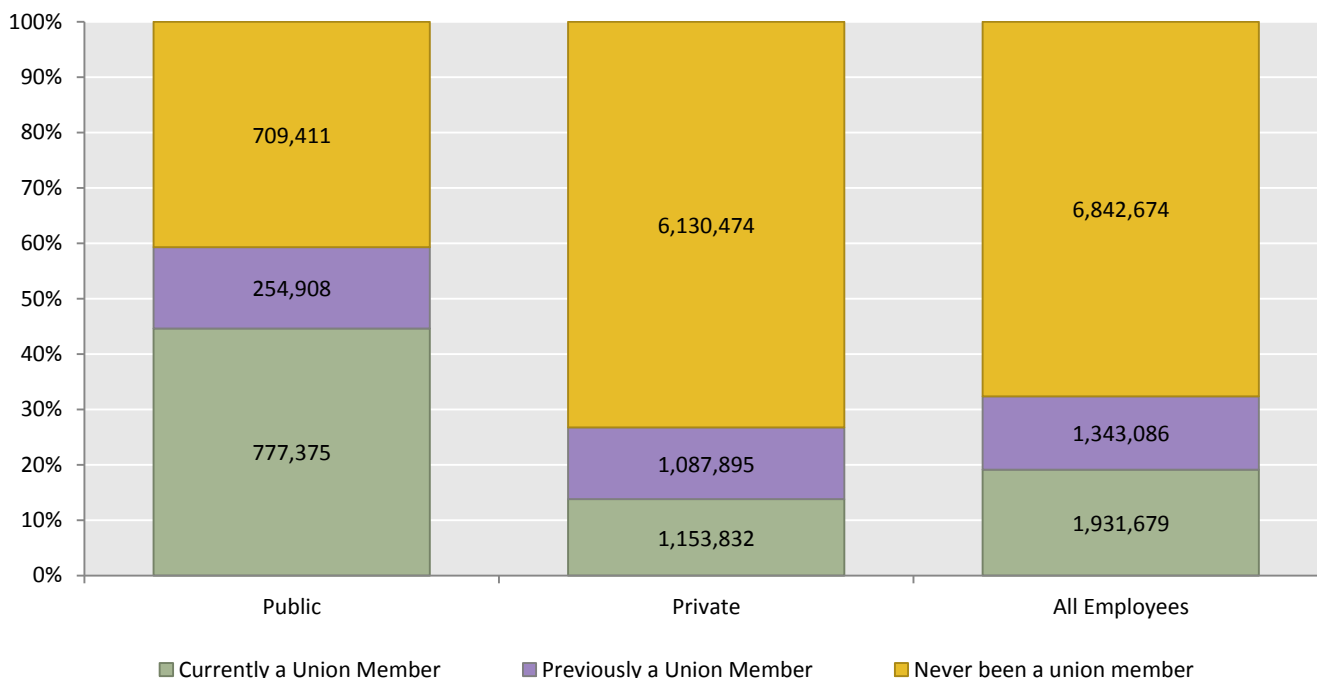
All Sectors

In 2012 the workforce increased to a total of 10.12 million employees, up from 9.99 million in 2011 and 9.8 million in 2010. Over two thirds (67.6%) of these employees had never been a member of a trade union, this is an increase from 2011 levels where 66.0% of employees had never been a member of a union. Over one in ten (13.3%) of employees had previously been a member of a trade union, while 19.1% of employees were current trade union members, the same level as in 2010⁷.

The below figure shows union membership in the public and private sectors and also for all employees, it shows there are key differences between the patterns of union membership between the two sectors. In the public sector 44.6% of employees are union members, compared to 13.8% in the private sector. The public sector also had a higher proportion of former union members in 2012 at 14.6% compared to 12.9% for the private sector.

These figures suggest that awareness of and participation in unions is and has been more concentrated in the public sector. Further strengthening the point that private sector workers present an urgent opportunity for the union movement to grow and reach employees that have not has any previous union involvement.

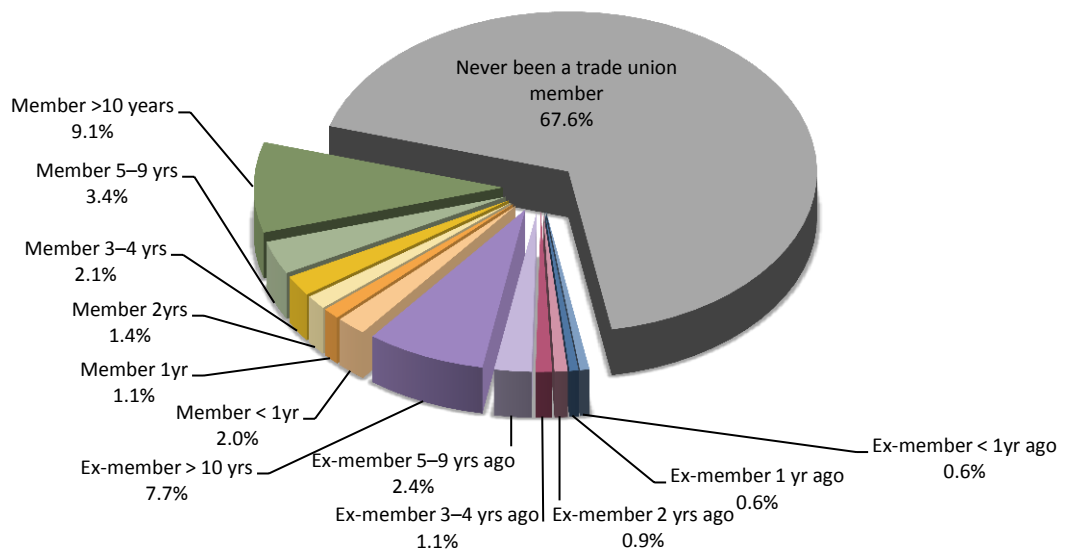
Figure 4: Union Membership Status by Sector (%) - 2012



The next figure shows the union membership status of all employees. When looking at union membership the largest membership group is those who have been a member for 10 or more years at 9.1% of all employees. The same length of time is also the most common length since former members left the union movement at 7.7%. Encouragingly 2.0% of all employees joined a union in the past year, while only 0.6% of employees left a union in the past year.

⁷ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline figures.

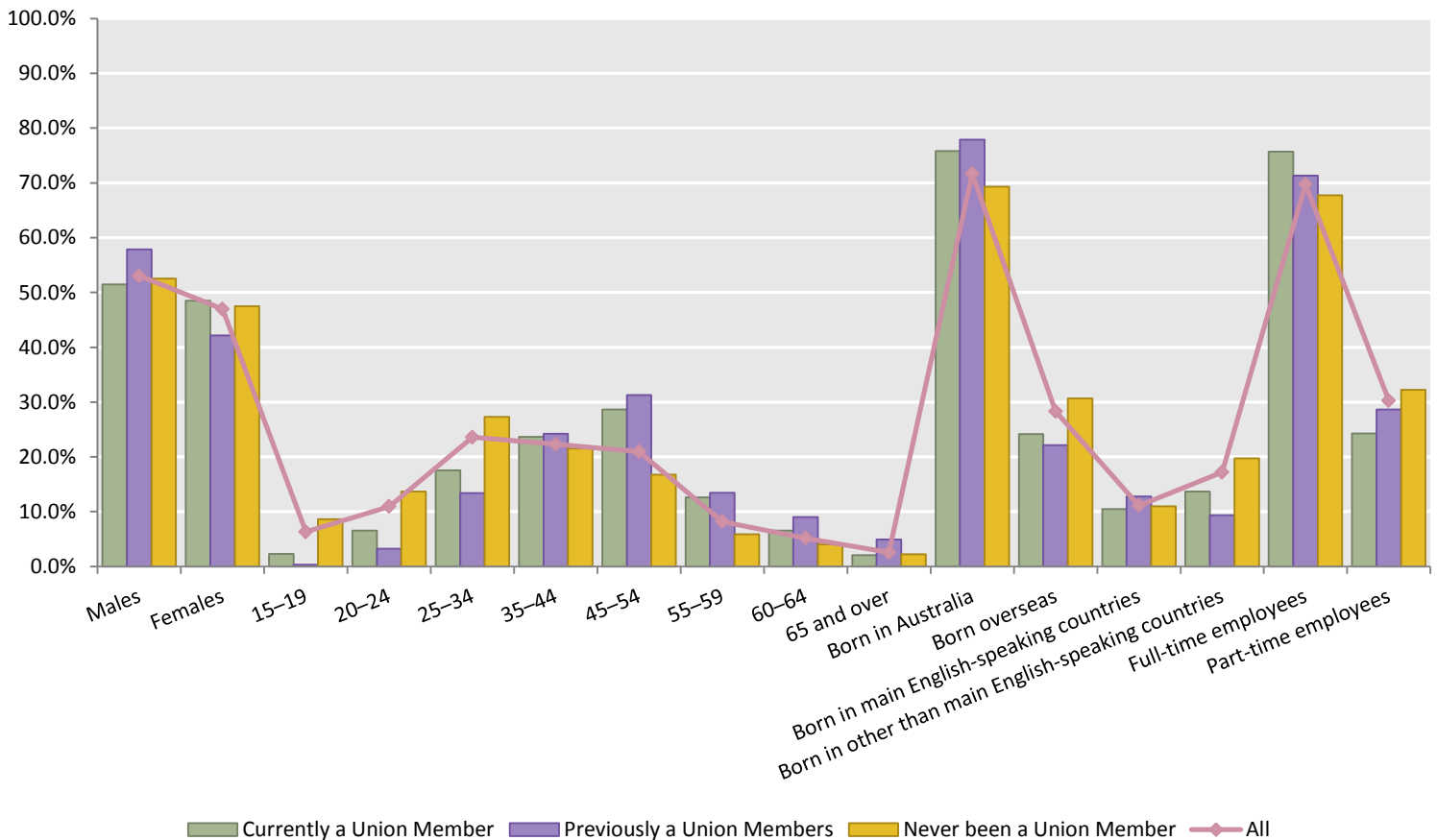
Figure 5: All Employees by Union Membership Status (%) – 2012



The figure below shows the demographic profile of the union membership groups. Employees who have previously been union members were the group most likely to be male at 57.8%, born in Australia (77.9%) and aged over 44 years at 53.7%. Employees who had never been a member of a union were more likely to be younger aged under 34 years (49.6%), more likely to be born overseas at 30.7% and be born in non-English speaking countries and they were also more likely to be working on a part time basis at 32.2%.

Union members of all the groups are the most evenly spread along gender lines at 51.5% male and 48.5% female. Union members were concentrated between the ages of 25 and 54 at 69.8%, overwhelming union members were born in Australia and of those who were born overseas at 24.1%, they were more likely to be born in a non-English speaking country. Finally, union members out of the all the groups were mostly likely to be employed on a full-time basis at 75.7%.

Figure 6: All Employees Union Membership Status by Selected Characteristics (%) – 2012



Private Sector

In 2012 the private sector totalled 8.4 million employees, an increase from 8.3 million in 2011. The private sector constitutes 82.8% of all employees in the workforce a slight decrease from 83.0% in 2011 and 83.6% in 2010. Of the 8.4 million employees 1.08 million, or 13.0% were union members a slight decrease from 1.09 million or 13.2% in 2011.

The level of union density in the private sector has decreased by more than half in the past 20 years, this can primarily be attributed to the failure of union membership to keep pace with workforce growth, as union membership has decreased by 272,600 over the past 20 years while the workforce has grown by 3,757,500.

Figure 7: Private Sector Employees, Union Members ('000) and Union Density (%) - 1992 to 2012

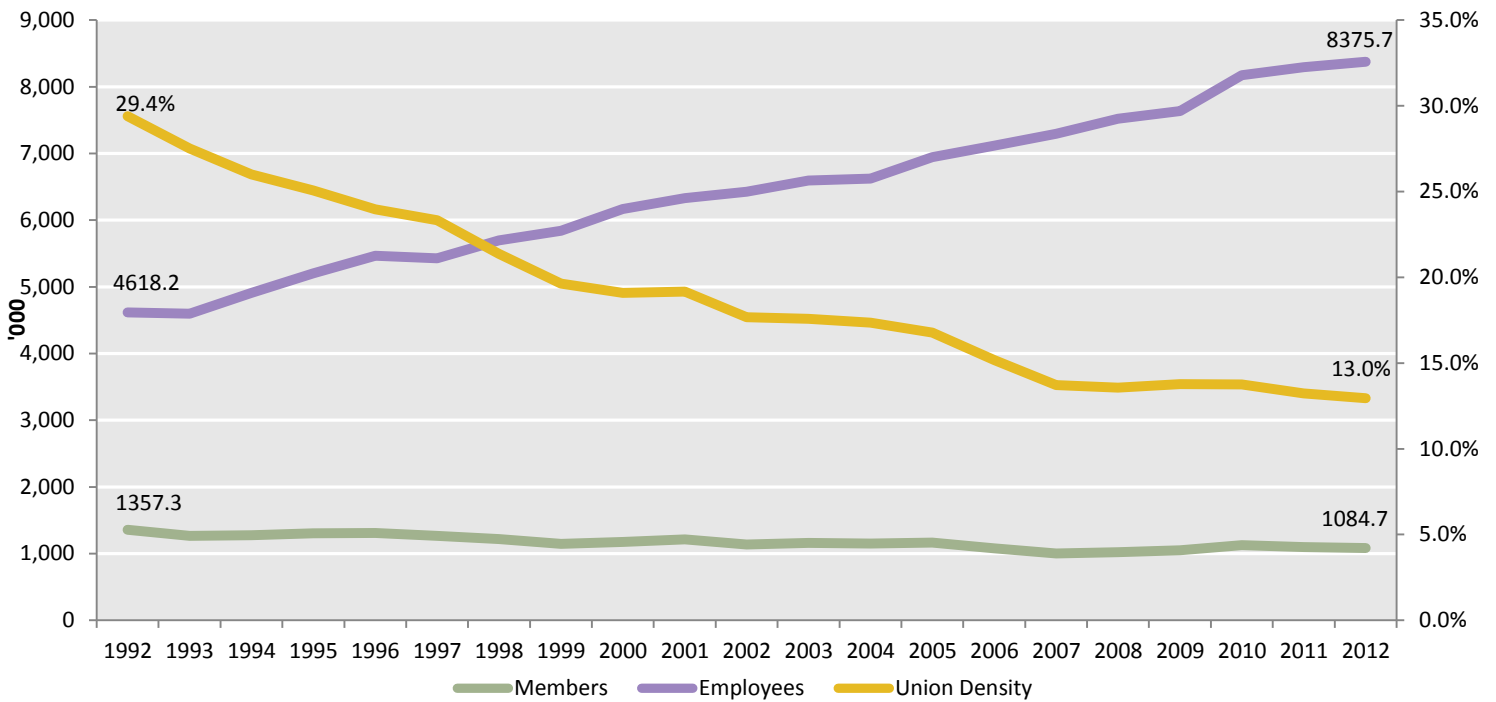
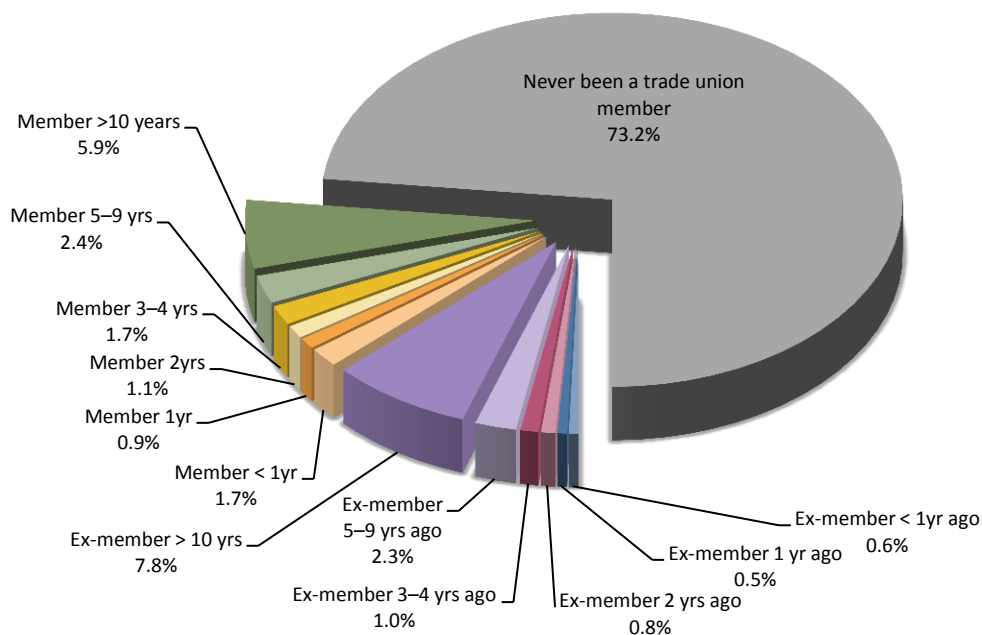


Figure 8 shows the union membership status of private sector employees. These figures differ from the time series and overall density figures shown above due to different datasets being used for the analysis⁸.

Figure 8: Private Sector Employees by Union Membership Status (%) - 2012



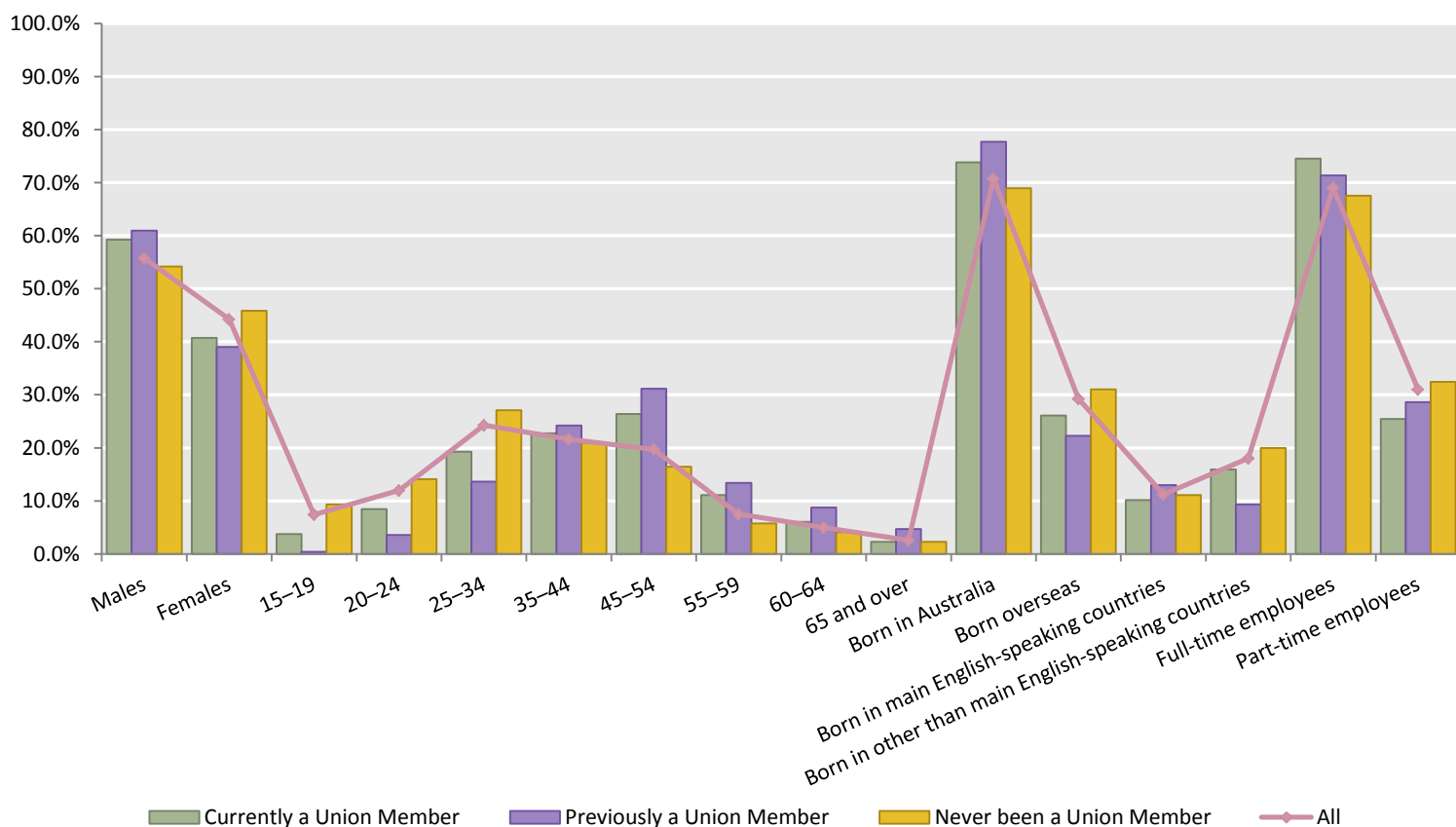
⁸ This can be attributed to slight difference in the datasets between trade union members in main job compared to all trade unions members, as well the difference between the headline and special order data from the ABS.

The majority of private sector employees have never been a member of a union at 73.2%, this is an increase from 71.4% in 2011. An additional 13.0% of employees had previously been a member of a union and 13.7% of employees were current union members.

Close to 6.0% of private sector employees have been a member of union for more than 10 years, while 1.7% or 140,152 of employees had joined a union in the previous year. Of those employees who had previously been a member of a union it was likely that this membership was more than 10 years ago, with 7.8% of employees in the sector having been in a union 10 years or more prior.

The below figure shows union membership status by selected characteristics, highlighting the differences in demography between union members, previous union members and those who have never joined a union, the figure also shows the profile for all private sector employees, overlaid.

Figure 9: Private Sector Union Membership Status by Selected Characteristics – 2012 (%)



Those employees who have never been a union member are more likely than other groups to be female (45.8%), aged under 35 years at 50.5%, to be born overseas (11.2%) and be working part time at 32.4%. Employees who had previously been a union member also have a distinct profile, they are the most male dominated group at 55.8%, are more likely to be aged over 45 years (46.2%) and be born in Australia at 77.7%.

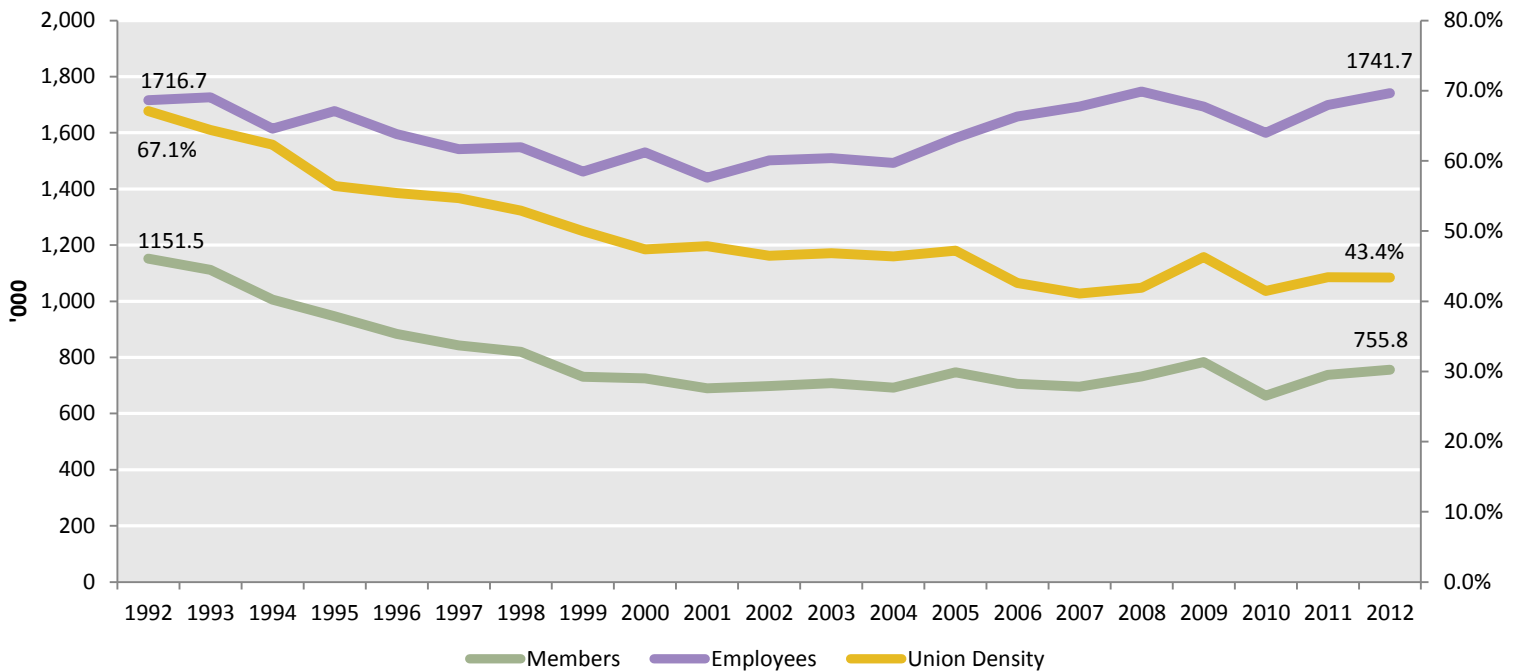
Union membership in the private sector is male dominated, more so than the overall private sector workforce, at 59.3% male and 40.7% female compared to 55.8% male and 44.2% female for the private sector as a whole.. The majority (68.4%) of union members were aged between 25 and 54 years. The majority (73.9%) of union members were born in Australia, of those who were born overseas 41.8% were born in other than main English-speaking countries. Of all the groups and compared with the total private sector workforce union members were more likely to be working on a full time basis at 74.6% of members.

Public Sector

The public sector in 2012 totalled 1.74 million employees, significantly smaller than the private sector and a slight increase on the 1.69 million employees in 2011. The public sector accounts for 17.2% of all employees in the workforce, an increase from 17.0% in 2011. Of these employees 755,800 are union members at a union density of 43.4% this remained steady from 2011.

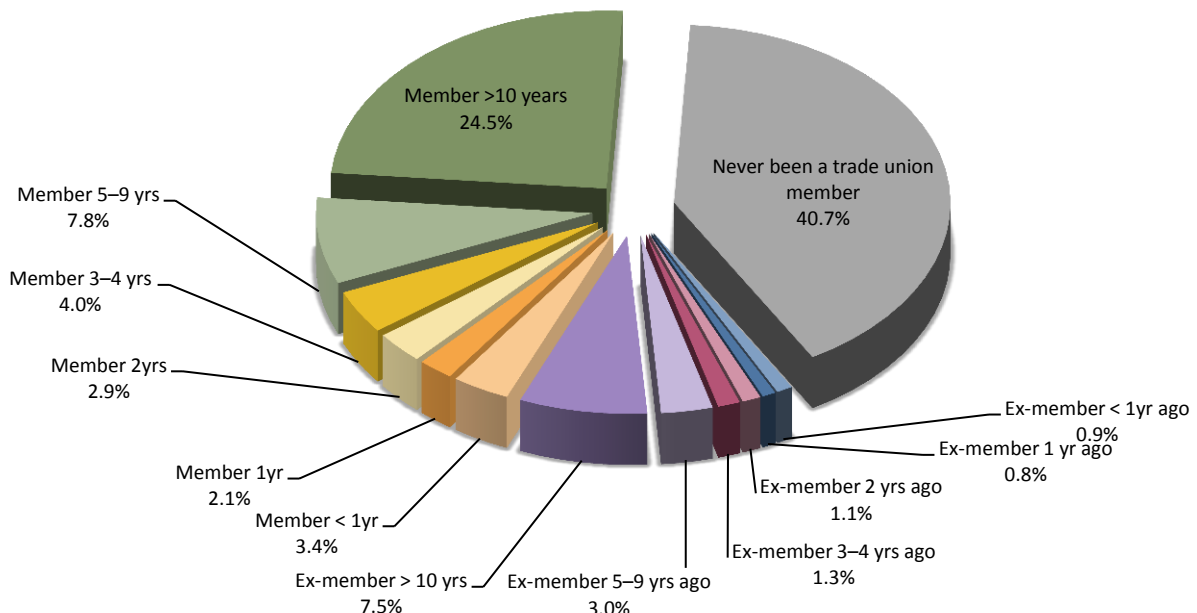
Like in the private sector union density has decreased markedly, by just over a third, in the public sector since 1992. The difference between the public sector and the private sector is that the public sector has not experienced the same employment growth since 1992, but union membership has experience a greater drop off in numbers.

Figure 10: Public Sector Employees, Union Members ('000) and Union Density (%) - 1992-2012



The below figure shows the detailed breakdown of public sector employees union membership status, as with the private sector the differences between these figures and the headline data, due to different data collection parameters.

Figure 11: Public Sector Employees by Union Membership Status (%) - 2012



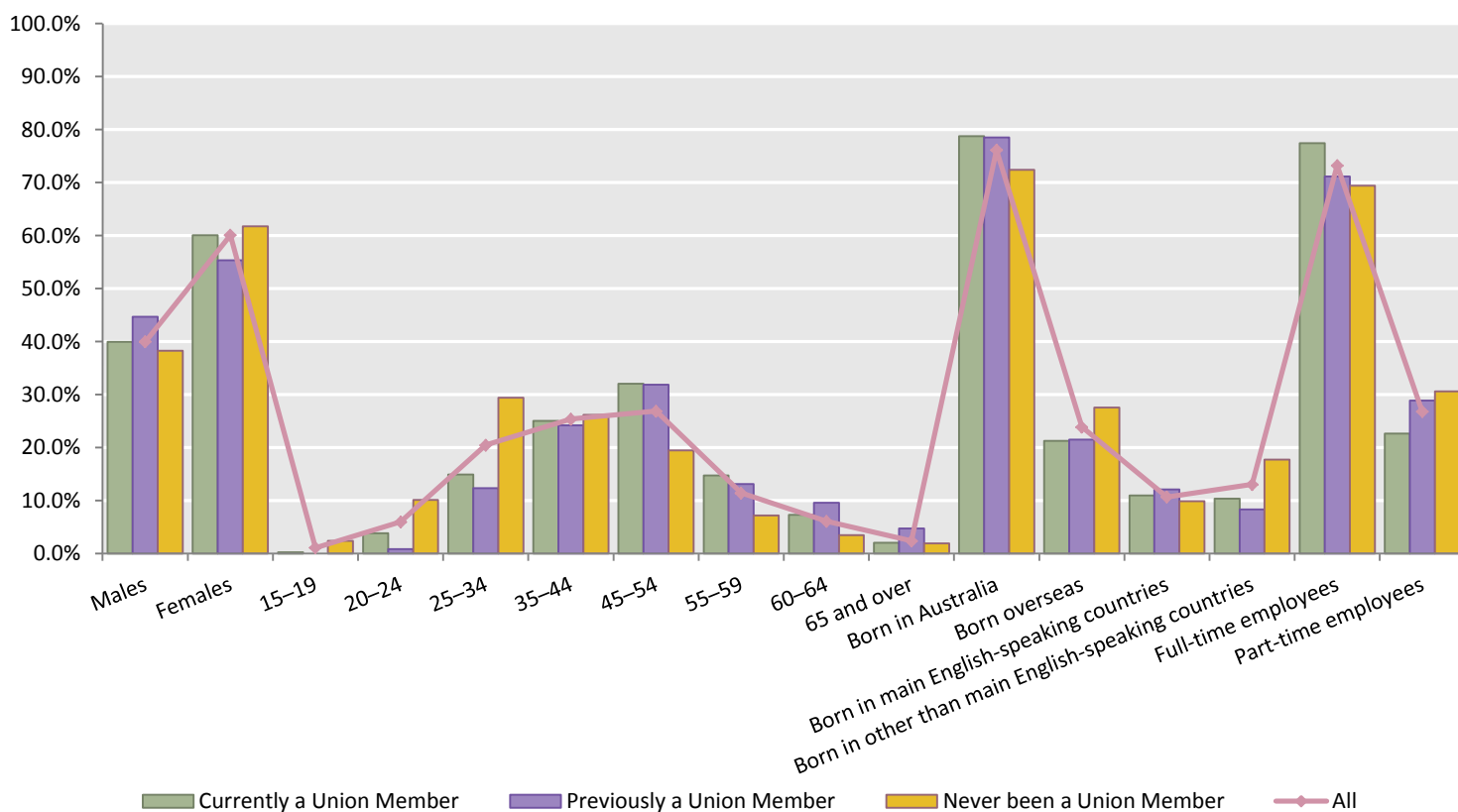
In contrast to the private sector, in the public sector under half of employees have never been a union member at 40.7%. A further 14.6% of employees had previously been a member of a union, while more than 2 in 5 (44.6%) employees were currently trade union members.

For those employees who were trade union members, the most common length of time being a member was more than 10 years, with a quarter 24.5% of all public sector employees having been union members for more than 10 years. Employees that had become union members in the previous year accounted for 3.4% of the total workforce.

As with the private sector, employees who had previously been union members were most likely to have been members 10 years ago or more. Very few employees (1.7%) had left union membership in the previous year.

The below figure shows the profile of each of the membership status groups compared with the profile of all employees in the sector. In contrast to the private sector the public sector is female dominated with 60.1% of employees being women.

Figure 12: Public Sector Union Membership Status by Selected Characteristics (%) – 2012



Employees who have never been a union member were most likely to be women at 61.7% female and 38.3% male. This group also had the youngest age profile with 41.9% aged under 35 years. Employees who had never been union members were the most likely to have been born overseas at 27.5%, they were also the most likely to work on a part time basis (30.6%).

In contrast employees who had previously been members of a trade union had the highest proportion of men at 44.6% male and 55.4% female. Over a quarter (27.3%) of previous union members were aged 55 and over, making this the oldest of the three groups.

Union members in the public sector are more likely to be women at 60.1% female and 39.9% male. The majority (57.0%) are aged between 35 and 54 years of age and 21.3% were born overseas. Union members overwhelmingly worked on a full time basis at 77.4% compared to 22.6% part time. This is the largest proportion of full time workers out of the three groups.

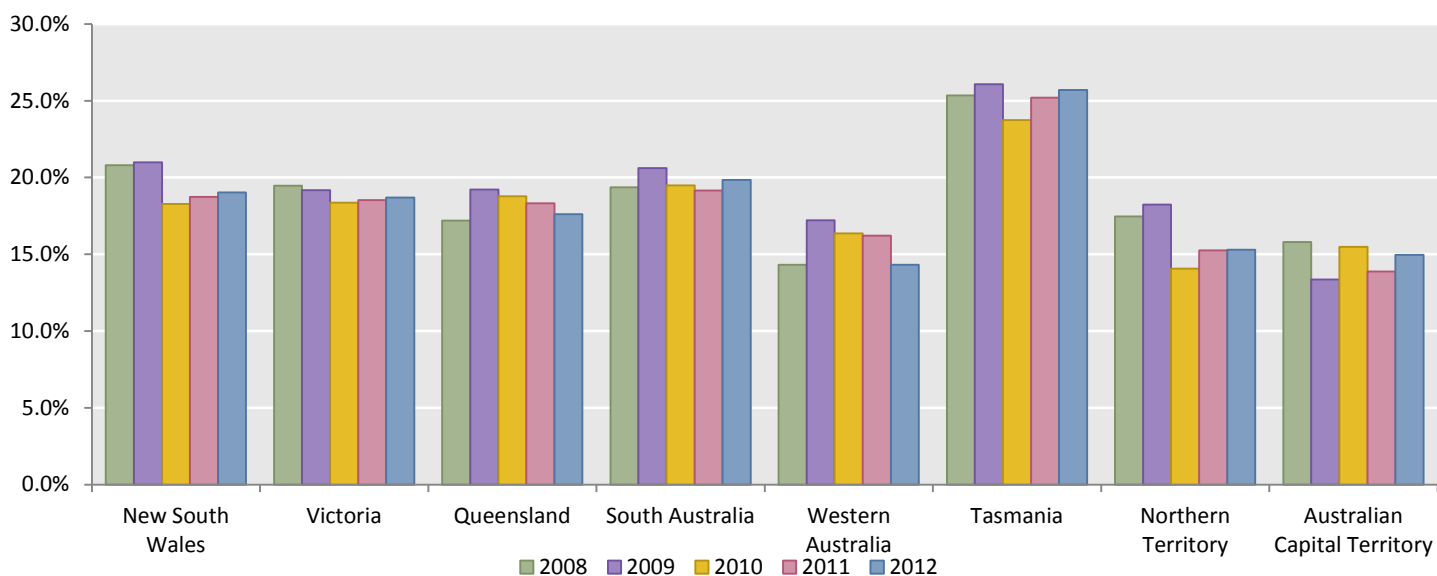
States

All States

The below figure shows the level of union density in each state and territory for the past five years, the results reflect the trend nationally for union density to no longer be decreasing at a significant rate in recent years instead stabilising within a small range.

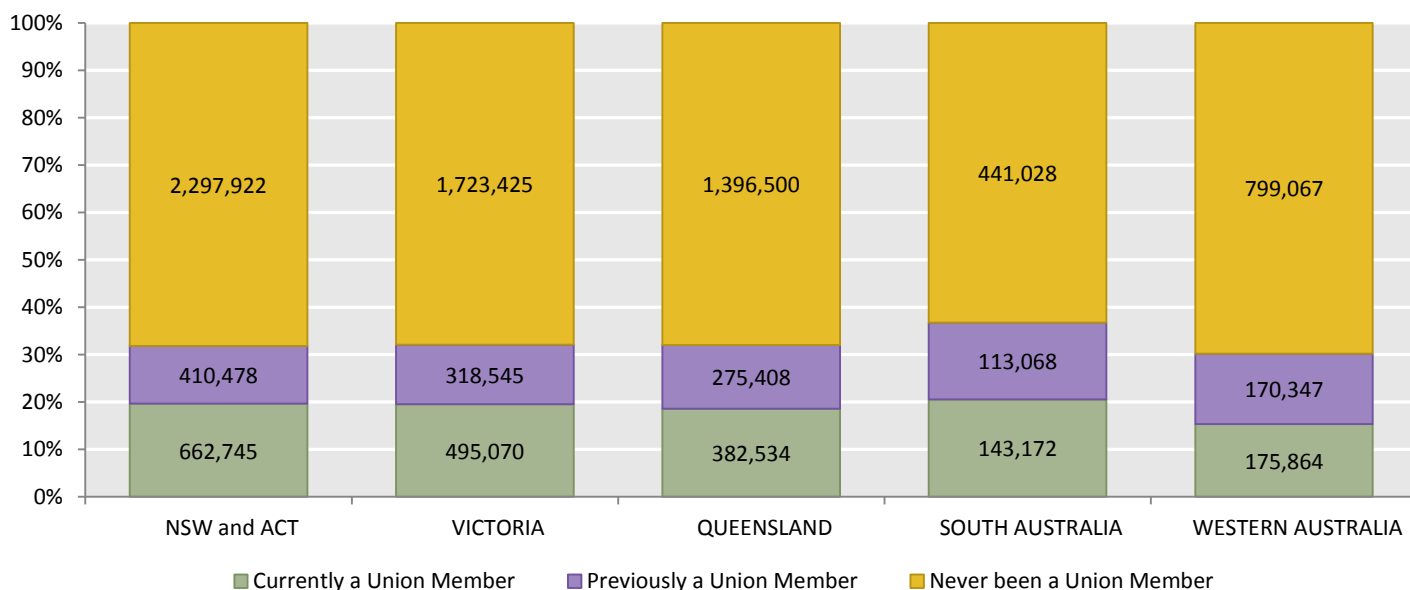
Tasmania is the state with the highest level of union density at 25.7%, Western Australia has the lowest level of union density at 14.3%. Victoria is the state with the most stable levels of union density with a standard deviation of 0.4% over the five years. The Northern Territory has been the most volatile over the 5 years with a standard deviation of 1.5%. All states either increased in density or remained steady with the exception of Queensland (-0.7%) and Western Australia (-1.9%) in 2012.

Figure 13: Union Density by State (%) – 2008 to 2012



The next figure shows union membership status by state for 2012⁹. Of the states where this data is available South Australia has the largest proportion of union members at 20.5% and also the largest proportion of employees who have previously been union members at 25.6%. Western Australia has the largest proportion of employees who have never been a union member at 69.8%.

Figure 14: Union Membership Status by State (%) – 2012

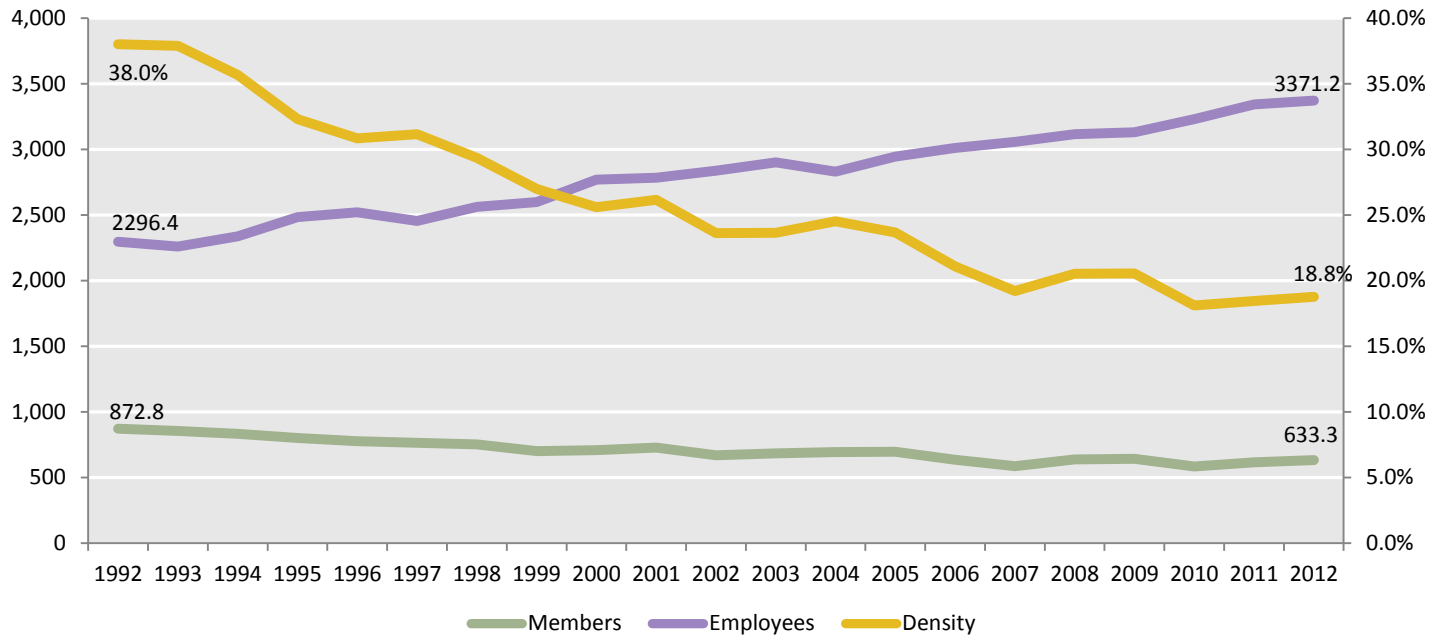


⁹ Data is not available for all states, the states listed are the only ones provided by the ABS.

New South Wales and the Australian Capital Territory

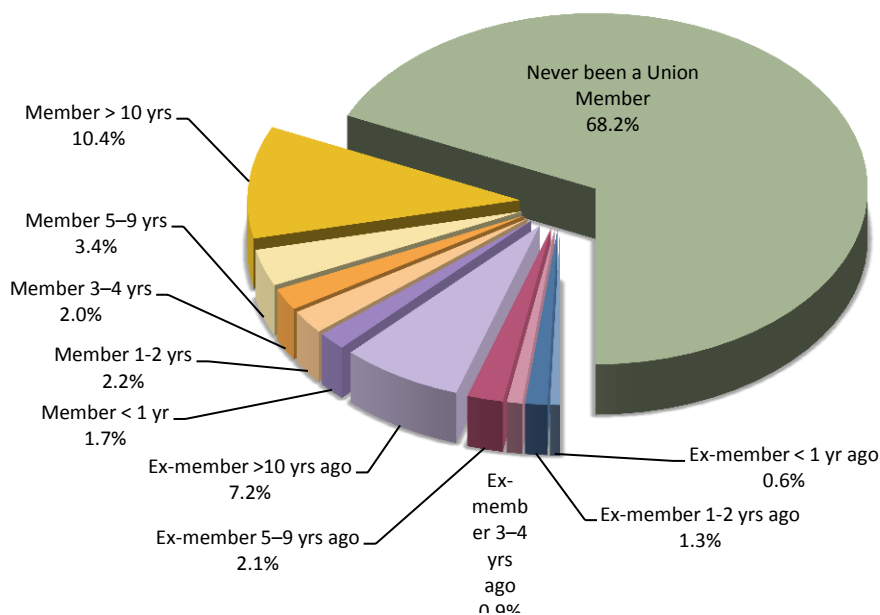
In 2012 there were 3.37 million employees in NSW and the ACT, of these employees 633,300 are union members, at a density of 18.8%, slightly higher than the national figure. There was a slight increase in both union members and density from 2011 to 2012 up from 617,000 and 18.5% respectively. This result reflects a trend towards the stabilisation of union membership in recent years, however it does not start to reverse the halving of union density from 1992 to 2012.

Figure 15: NSW and ACT Employees, Union Members ('000) and Union Density (%) - 1992 to 2012



The below figure shows a detailed breakdown of the membership status of employees in NSW and the ACT. Over two thirds (68.2%) of employees have never been a member of a union, over 1 in 10 (12.1%) employees indicated they has previously been a member of a union. Of those employees who were union members the most common length of time being a member was 10 years or more at 10.4% of all employees, while 1.7% of employees had joined a union in the previous year.

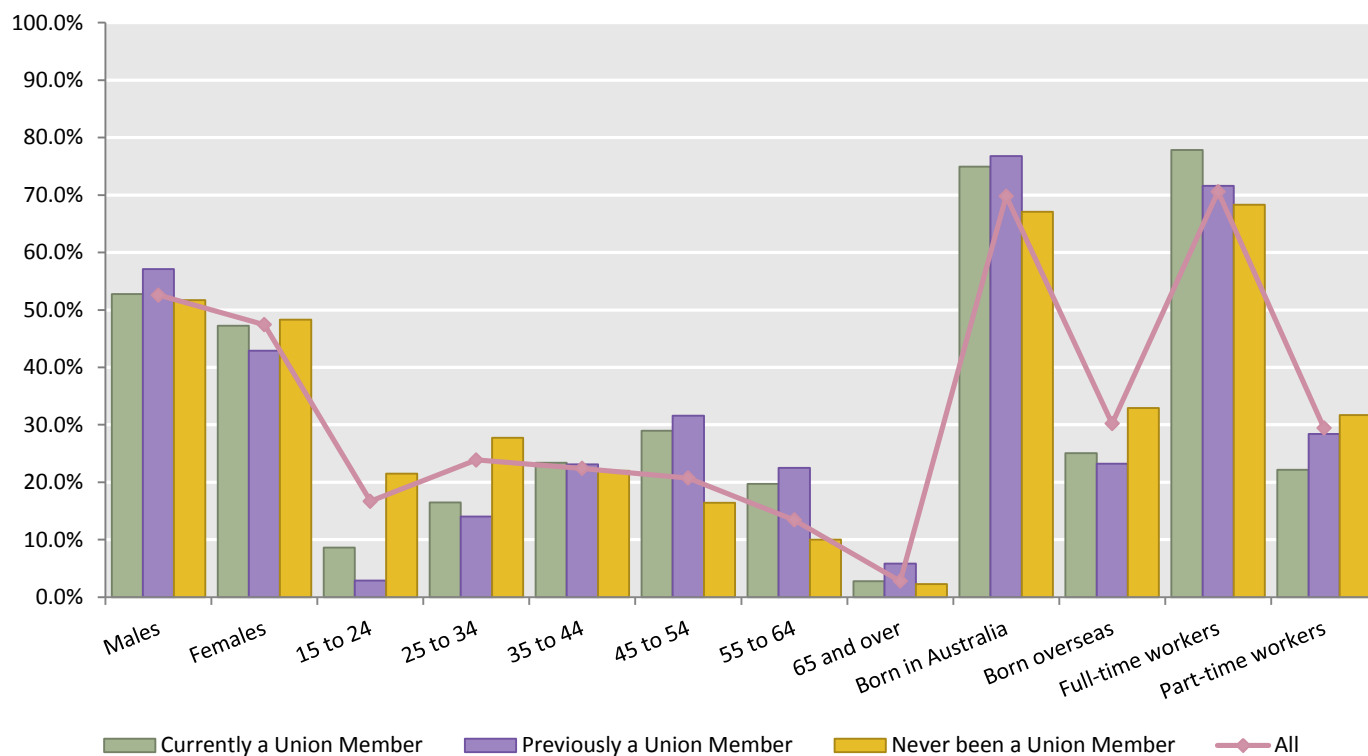
Figure 16: NSW and ACT Employees by Union Membership Status (%) - 2012



For previous union members the most common length since being a member was 10 or more years ago at 7.2% of all employees and only 0.6% of employees had ceased being union members in the previous year.

Figure 17 below shows employees in NSW and the ACT by union membership status and selected characteristics. The overall workforce in NSW and the ACT is slightly male dominated at 52.6% male and 47.4% female, the majority (63.0%) are aged under 45 years. Close to a third (30.2%) were born overseas and while full time work was the main form of employment over a quarter (29.4%) worked on a part time basis.

Figure 17: NSW and the ACT Union Membership Status by Selected Characteristics (%) – 2012



Looking at those employees that had never been a member of a union, they were the group that had the most even gender spread between males at 51.7% and females at 48.3%. This group also had a younger age profile than the overall workforce with 2 in 5 employees aged under 35 years (49.3%). Finally employees who had never been members of a union were the most likely to have been born overseas at 32.9% and also to be working on a part time basis (31.7%), a pattern which is similar to the national figures.

Those employees who had previously been union members were the most male dominated group at 57.1% male and 42.9% female. They were also the oldest group, with 28.3% aged over 55 years. This group of employees were also the most likely to have been born in Australia at 76.8%.

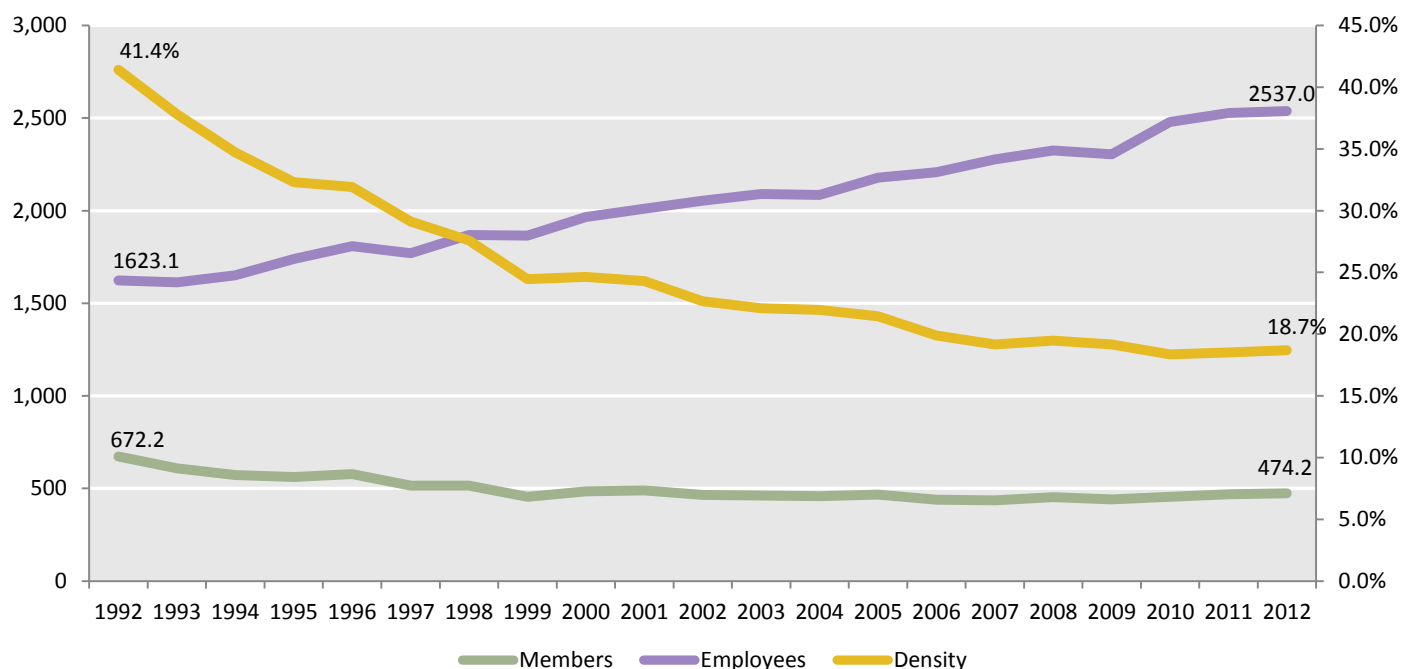
Union members in NSW and the ACT are 52.7% male and 47.3% female, over half (52.4%) were aged between 35 and 54, however a quarter are aged under 35, challenging the assumption of an older age profile for union members. While the majority (74.9%) were born in Australia, 25.1% were born overseas reflecting the makeup of the workforce as a whole. Finally union members were the most likely to be working on a full time basis at 77.8%.

Victoria

In 2012 for the third year in a row the workforce in Victoria remained steady at 2.5 million employees in 2012, this represents close to a quarter (27.4%) of total employees. In 2012 the number of union members was 474,200 an increase from 468,300 in 2011, this is a union density of 18.7% in 2012 an increase from the 2011 and 2010 figures. Figure 18 shows the number of employees, union members and union density in Victoria from 1992 to 2012.

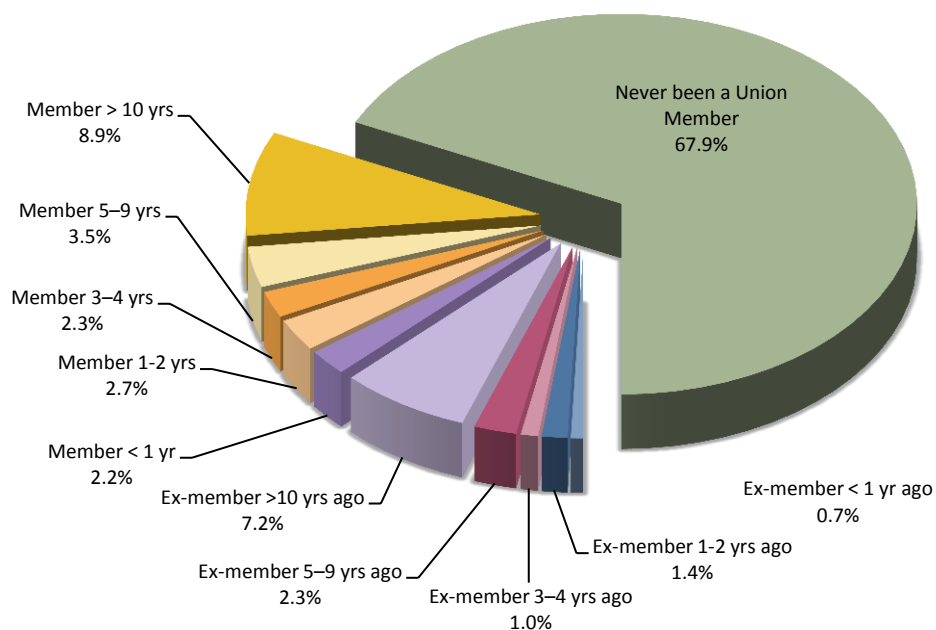
Victoria mirrors the overall national trend of decreasing union density between 1992 and 2012, with a slowing of the decrease from 2007. The raw numbers of union members have remained relatively stable for the past five years, and in 2011 and 2012 experiencing growth.

Figure 18: Victoria Employees, Union Members ('000) and Union Density (%) - 1992 to 2012



The below figure is a detailed breakdown of the union membership status of employees in Victoria. Over two thirds (67.9%) of employees in Victoria have never been a union member, the differences between these figures and the headline data are due to different data collection parameters.

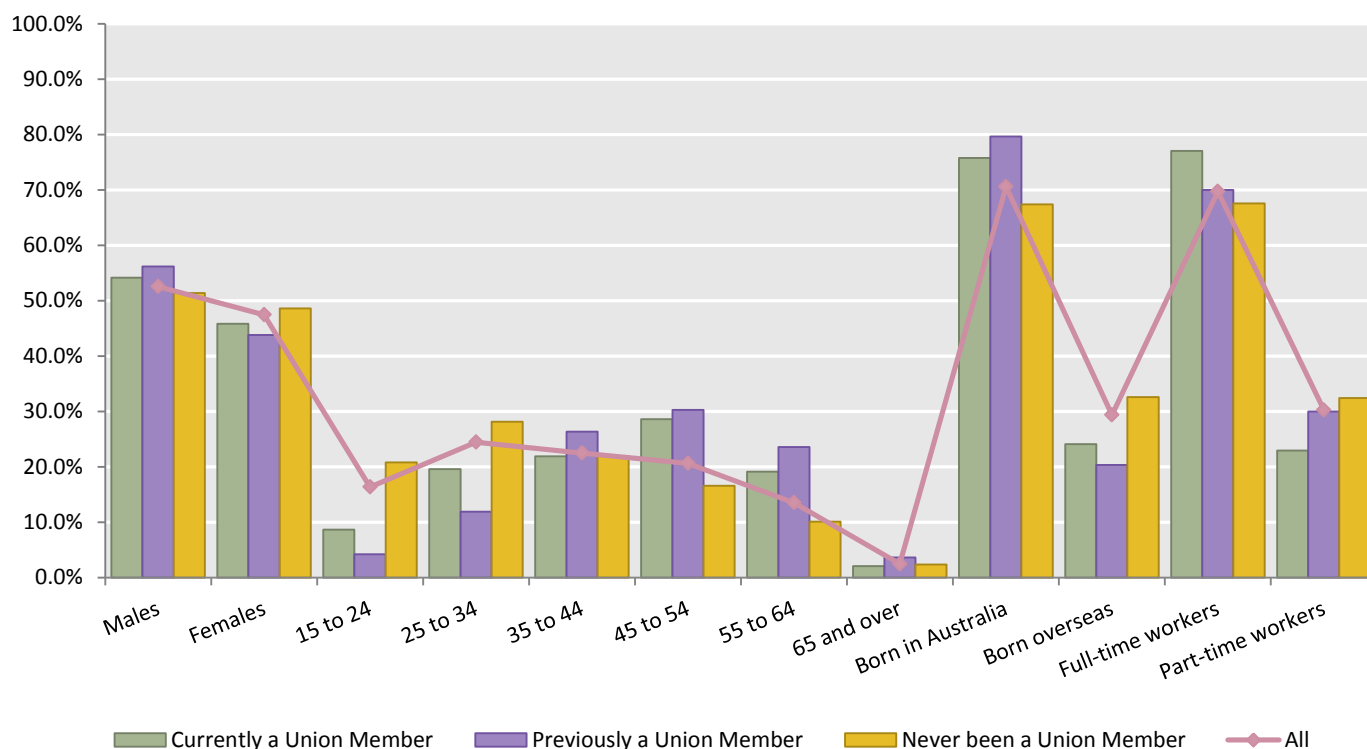
Figure 19: Victoria Employees by Union Membership Status (%) - 2012



In 2012, 2.2% or 56,001 employees indicated they had joined a union in the past year, a further 8.9% of employees had been union members for 10 years or more. Of the employees who said they had previously been union members only 0.7% of employees had ceased being union members in the previous year.

Figure 20 shows employees in Victoria by union membership status and by selected characteristics. The total Victorian workforce is slightly male dominated with 52.5% men and 47.5% female, the largest single age group is 25 to 34 years of age at 24.5% of all employees. The majority (70.6%) of employees were born in Australia while 69.7% worked on a full time basis and 30.3% on a part time basis.

Figure 20: Victoria Union Membership Status by Selected Characteristics (%) - 2012



Employees who have never been union members had the most even gender split with 51.4% male and 48.6% female. This group of employees were the most likely of the three groups to be younger with nearly half (49.0%) aged under 35 years. They were also the most likely to be born overseas at 32.6% and were the most likely to be working on a part time basis at 32.4%.

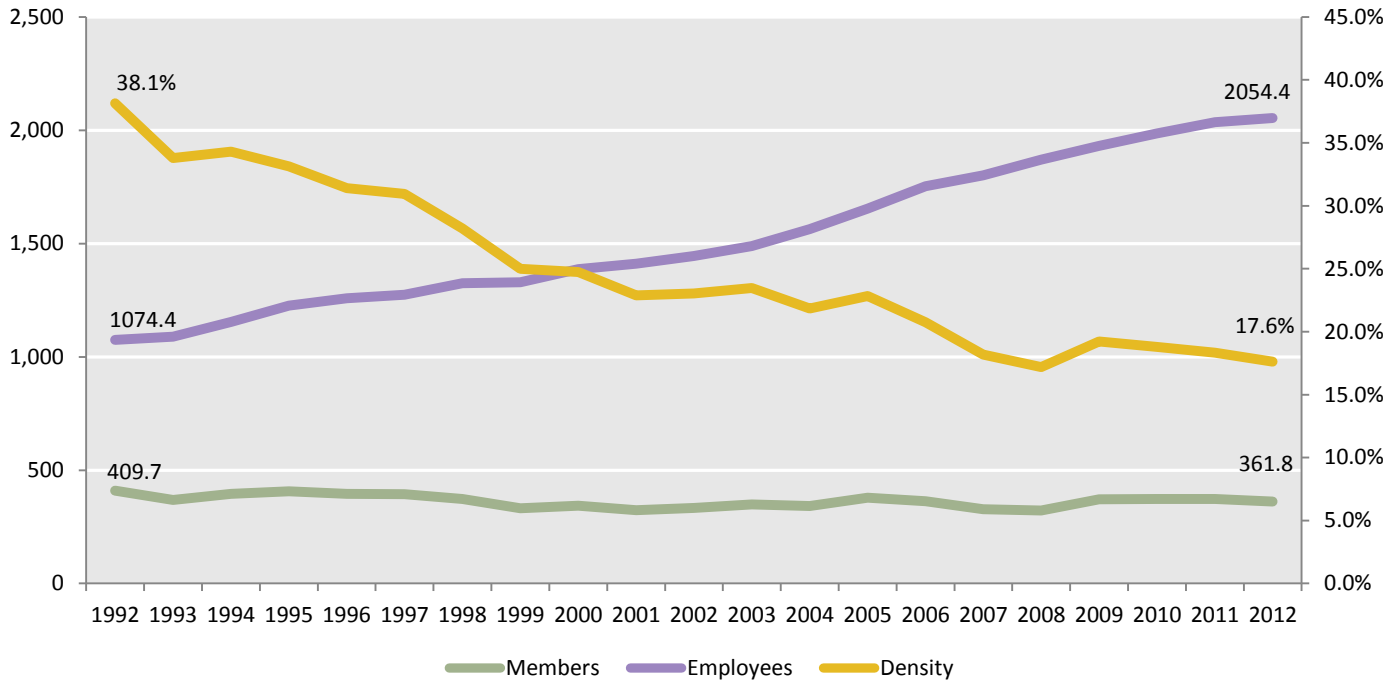
Those employees who had previously been union members had a distinct demographic profile, they were more likely to be men at 56.2% male and 43.8% female. They were also more likely to be older with 51.5% aged over 45 years of age, this was also the group of employees most likely to be born in Australia at 79.7%.

Union members were the mostly likely to be working on a full time basis at 77.1% of all members, the group was male dominated at 54.2% male and 45.8% female. Half (50.5%) of members were aged between 35 and 54 years of age, however close to 1 in 11 (8.7%) of union members in Victoria were aged under 25. The majority (75.8%) of union members were born in Australia, with 24.1% born overseas.

Queensland

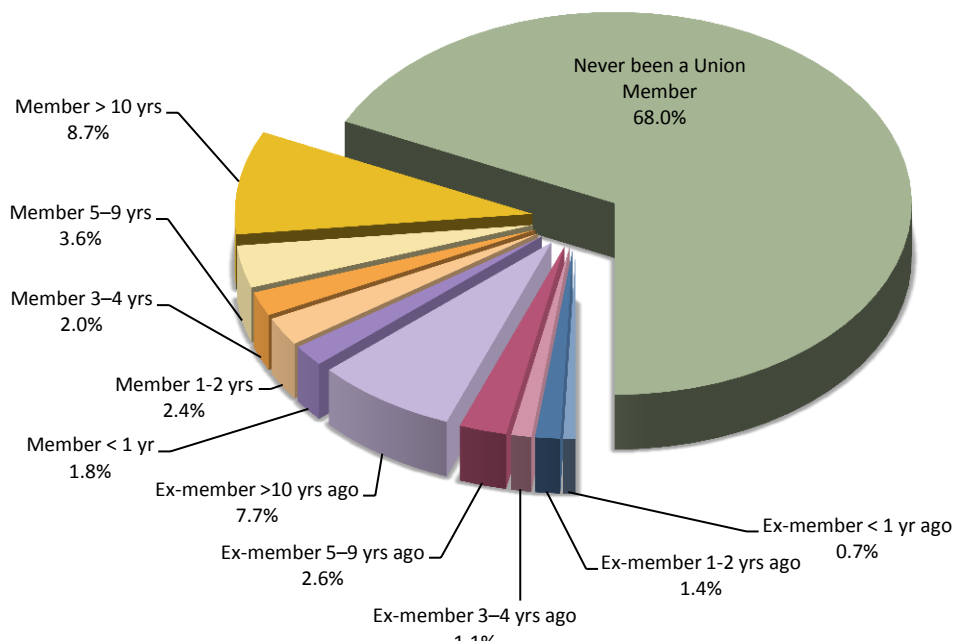
The workforce in Queensland in 2012 increased slightly from 2 million in 2011 to 2.1 million, which represents 10.7% of all employees nationally. Union members numbered 361,800, a decrease from 372,900 in 2011, this caused a decrease in union density from 18.3% in 2011 to 17.6% in 2012. Figure 21 shows union density, employee numbers and union members from 1992 to 2012.

Figure 21: Queensland Employees, Union Members ('000) and Union Density (%) - 1992 to 2012



The below figure is a detailed breakdown of the union membership status of all employees in Queensland. Over two thirds (68.0%) of employees had never been union members, 13.5% had previously been a member of a union and 18.5%¹⁰ were currently union members.

Figure 22: Queensland Employees by Union Membership Status (%) - 2012

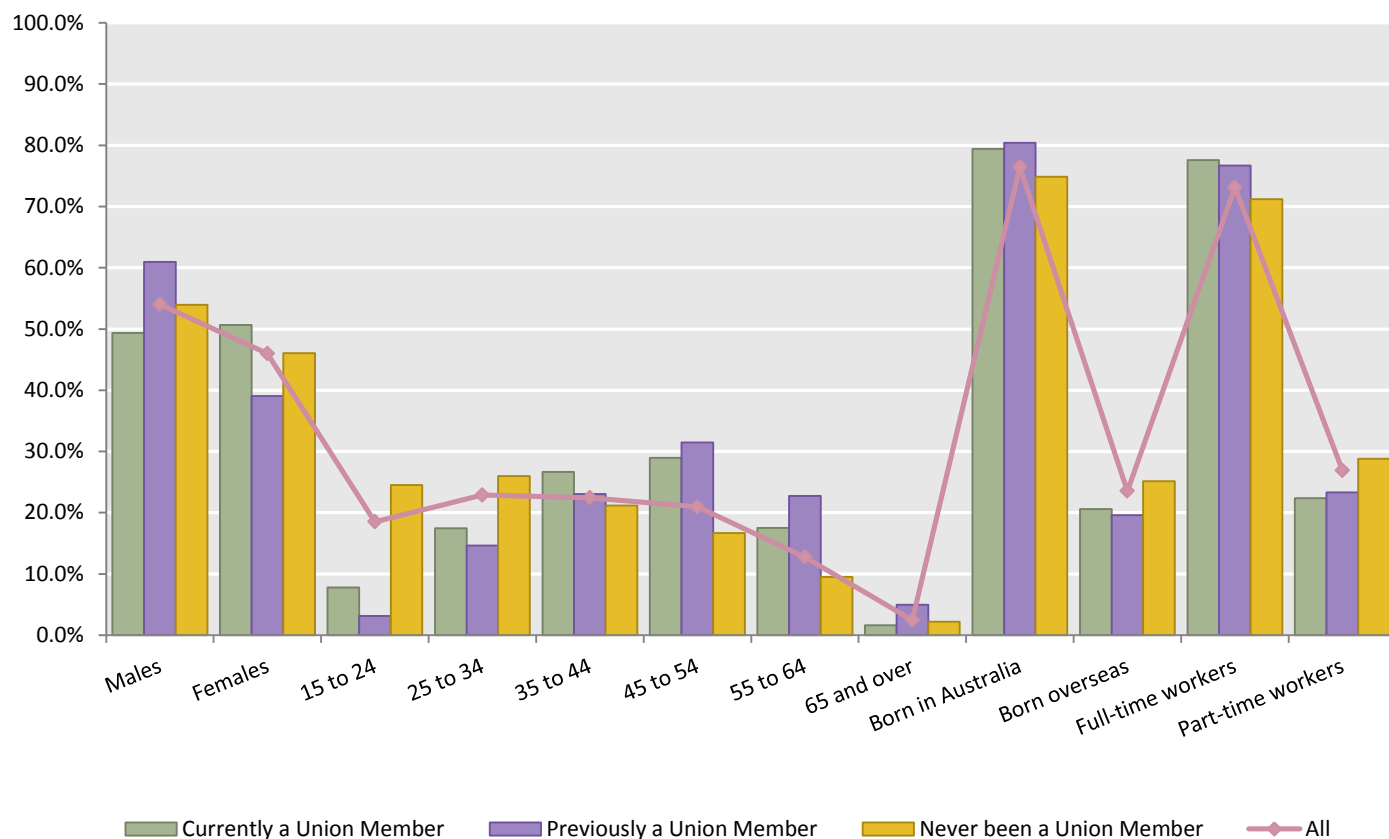


¹⁰ This discrepancy in union density is attributable to the difference between the time series data which uses the classification 'union member in main job' and the special order ABS data that counts all union members.

In 2012, 1.8% of employees indicated they had joined a union in the past year, a further 8.7% of employees had been union members for 10 years or more. Of the employees who said they had previously been union members only 0.7% of employees had ceased being union members in the previous year.

Figure 23 below shows employees in Queensland by union membership status and selected characteristics. The workforce in Queensland is male dominated at 54.0% male and 46.0% female, it is also dominated by employees who are in full time work at 73.1% compared to 26.9% for part time work. Close to half (45.3%) of employees are aged between 25 and 44 years of age and a majority were born in Australia at 76.4%.

Figure 23: Queensland Union Membership Status by Selected Characteristics (%) - 2012



Of those employees who have never been a member of a union the gender split mirrored the overall workforce at 53.9% male and 46.1% female. This group of employees had the youngest age profile of the three groups with 50.5% aged under 35 years of age. Employees who had never been union members were the most likely to have been born overseas and be working on a part time basis at 25.1% and 28.8% respectively.

Employees who had previously been union members were the most male dominated group with 60.9% male and 39.1% female employees. Previous union members had the oldest age profile with 59.1% aged over 45 years, this group was also the most likely to have been born in Australia at 80.4% of employees in this category.

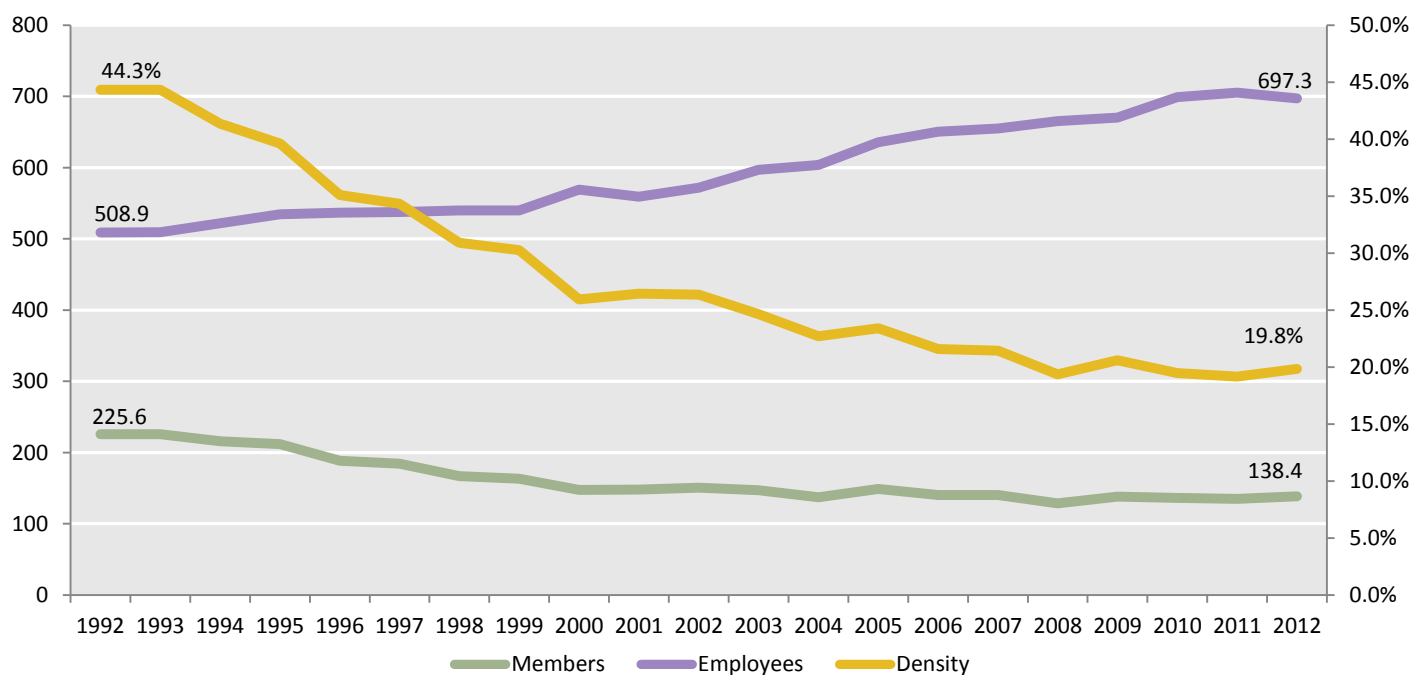
Union members had the most even gender split with slightly more female members at 50.7% compared to 49.3% male members. Employees who were union members were concentrated between the ages of 35 and 54 years at 55.6% of all members, however a quarter (25.3%) were also under the age of 35. Union members were the group most likely to be working on a full time basis at 77.6% of all employees who were members.

South Australia

In 2012 the workforce in South Australia totalled 697,300 employees, a decrease from 705,400 in 2011 representing 6.9% of the total workforce. Of these employees 138,400 were union members at a density level of 19.8%, this was an increase from the 2011 figures of 135,100 members or 19.2% union density.

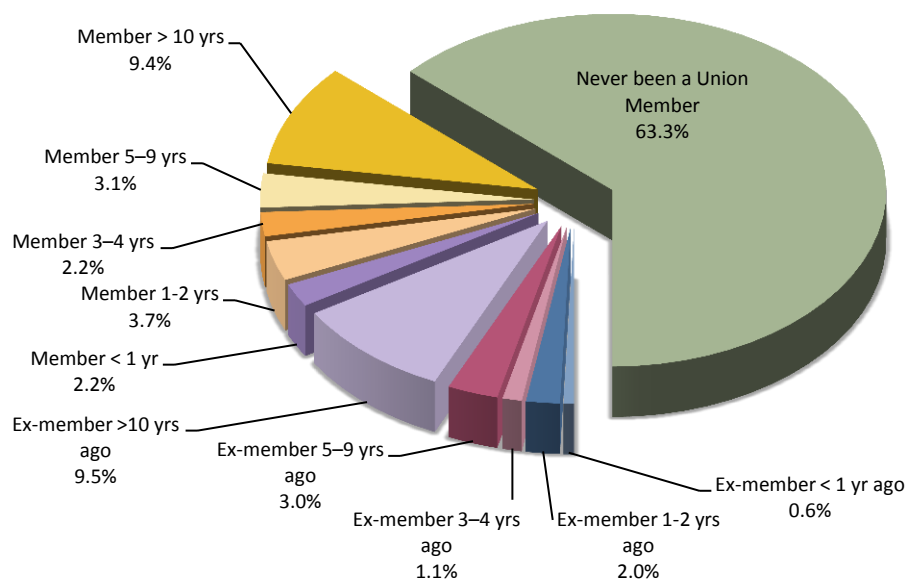
The below figure shows the number of employees, union members and union density from 1992 through to 2012 in South Australia. Since 2010 the level of union density has stabilised, as has the number of union members, this is following a number years of significant decreases in membership numbers and union density.

Figure 24: South Australia Employees, Union Members ('000) and Union Density (%) - 1992 to 2012



The next figure is a detailed breakdown of the union membership status of all employees in South Australia. The largest group consists of employees who have never been a union member at close to two thirds (63.3%) of all employees. Union members were 20.6% and employees who had previously been union members accounted for 16.2% of the workforce¹¹.

Figure 25: South Australia Employees by Union Membership Status (%) - 2012



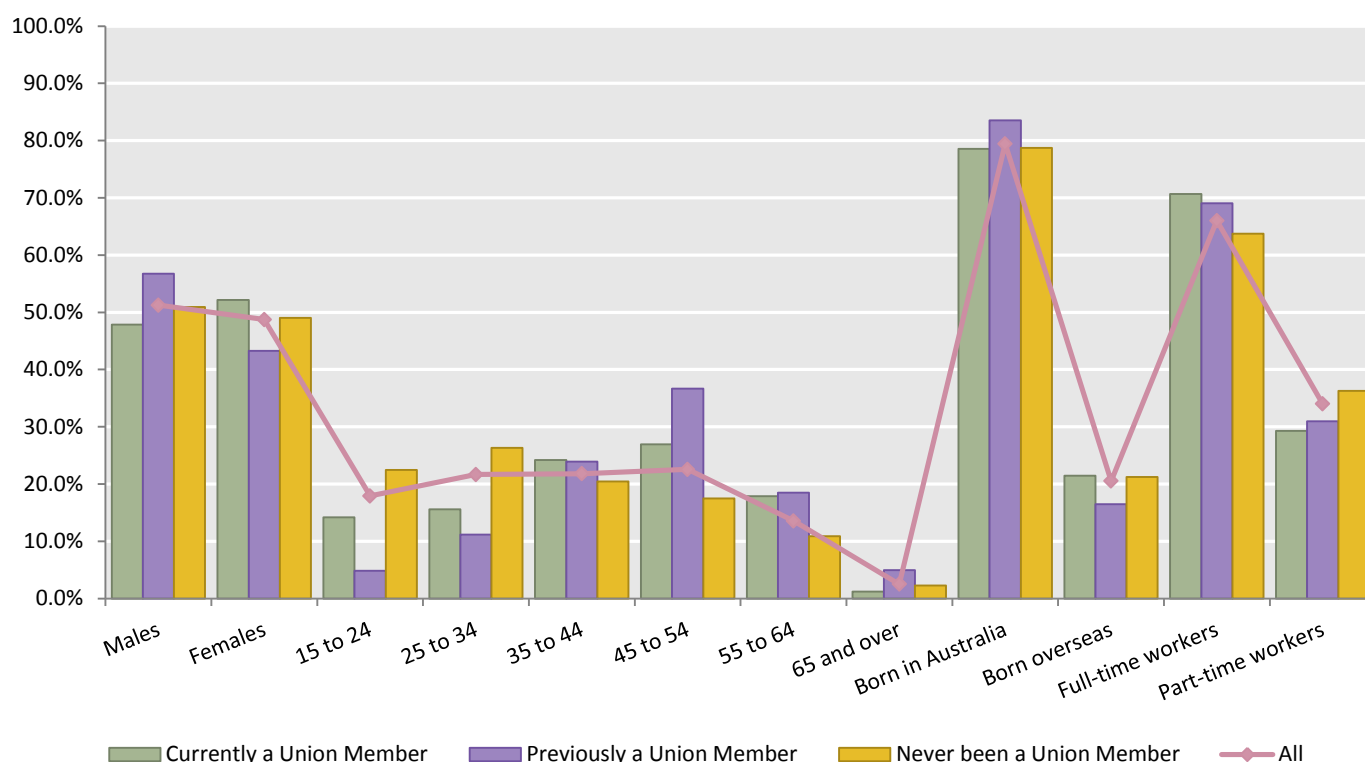
¹¹ This discrepancy in union density is attributable to the difference between the time series data which uses the classification 'union member in main job' and the special order ABS data that counts all union members.

The most common length of time that employees had been a member of a trade union was 10 or more years at close to 1 in 10 or 9.4% employees. What is encouraging for the growth of the union movement is that 1 in 17 (5.9%) employees have joined a union in the past two years.

For employees who had previously been members of a union the most common time since they had been a member was 10 or more years, only 0.6% of the workforce was employees who had ceased membership of a union in the previous year.

The below figure shows employees in South Australia by union membership and by selected characteristics compared to the profile of the total workforce. Employees in South Australia are close to evenly split between male and female at 51.3% compared to 48.7% respectively. The most common age group was 45 to 54 years at 22.6% with the majority (66.1%) of employees aged between 25 and 54 years.

Figure 26: South Australia Union Membership Status by Selected Characteristics (%) - 2012



Employees who had never been members of a union were 51.0% male and 49.0% female, concentrated under the age of 35 at 48.8% of all employees in this classification and the most likely to be working on a part time basis at over a third (34.0%) of these employees.

Those employees who had previously been union members were the most male dominated at 56.7% male compared to 43.3% female. These employees had an older age profile with over a third (36.7%) aged between 45 to 54 years and an additional 23.4% aged 55 years and over. Former union members were also the group most likely to have been born in Australia at 83.5% of employees in this classification.

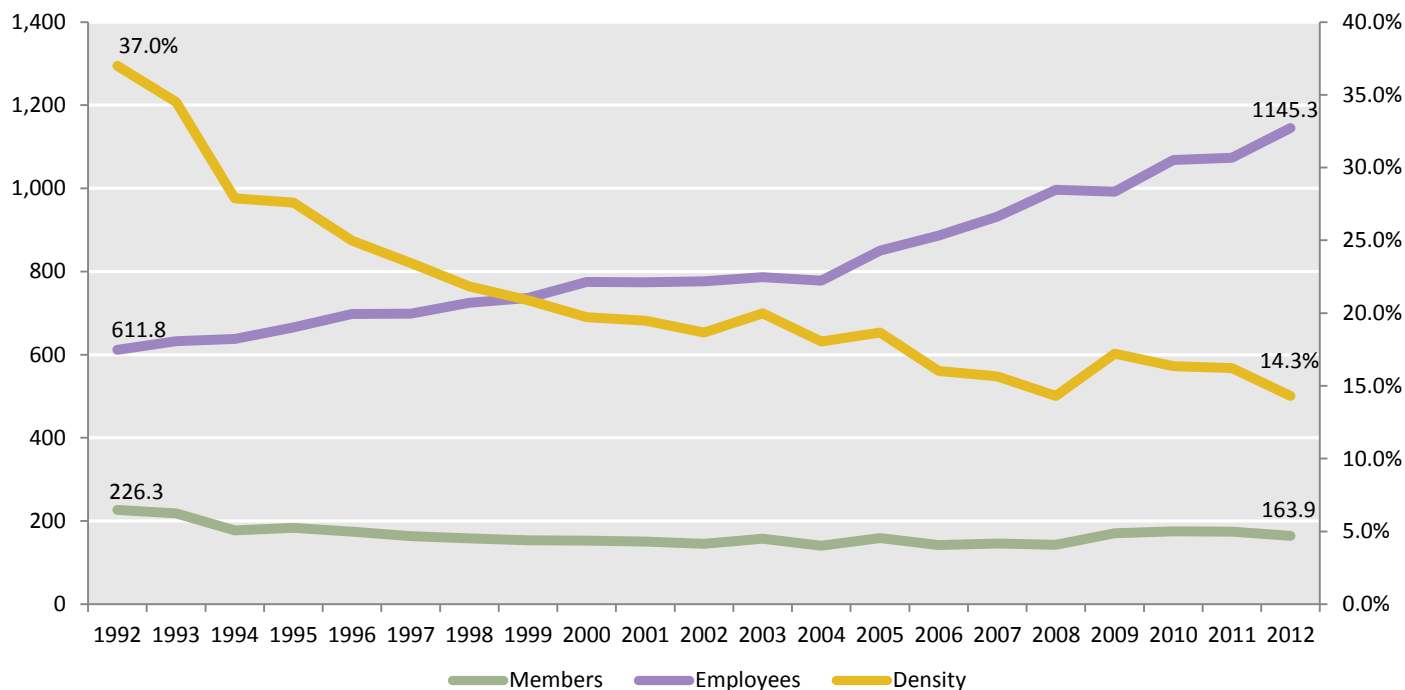
In South Australia there more female union members at 52.2% compared to 47.8% male members. Union members were concentrated between the age 35 to 54 years at 51.2% with an additional 29.8% aged under 35 years, union members were the most likely to have been born overseas at 21.5% and the most likely to be working on a full time basis at 70.7%.

Western Australia

Western Australia in 2012 had 1.2 million employees an increase from 1.1 million employees in 2011 representing 11.3% of the total workforce. Of these employees 163,900 were union members a union density of 14.3%, this is a drop from 174,100 employees at a union density of 16.2% in 2011. This is in contrast to other states and the national figures which show a steadying of union density figures.

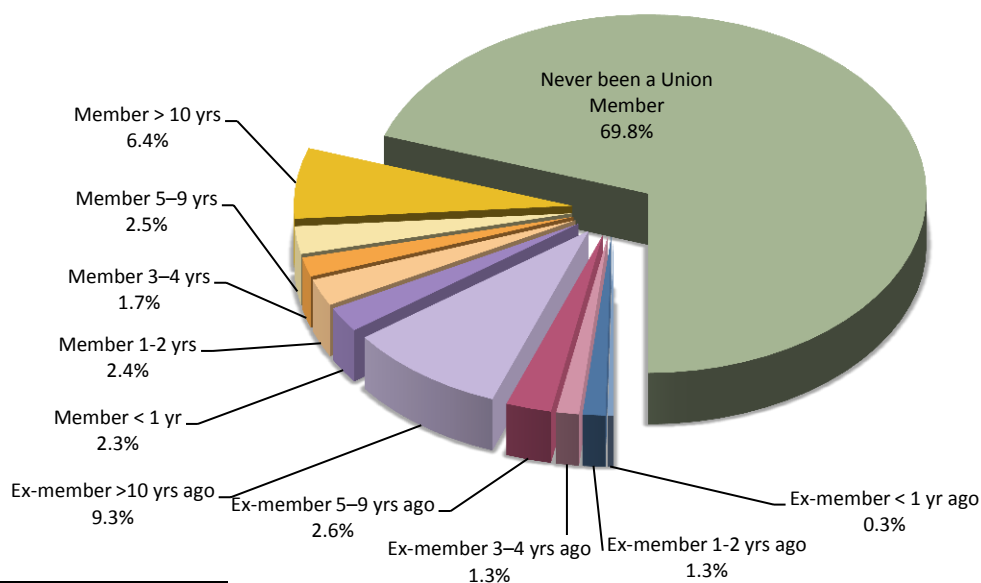
In Western Australia union density has experience more volatility in recent years than the figure nationally, with the 2012 union density level returning to the low point recorded in 2008. This volatility is a combination of pronounced periods of steeper employment growth in Western Australia and decreases in union membership numbers.

Figure 27: Western Australia Employees, Union Members ('000) and Union Density (%) - 1992 to 2012



The next figure show a detailed breakdown of the union membership status of Western Australian employees, the majority of whom have never been union members at 69.8%. However 15.3% are union members and the remaining 14.8% have previously been union members¹².

Figure 28: Western Australia Employees Union Membership Status (%) - 2012

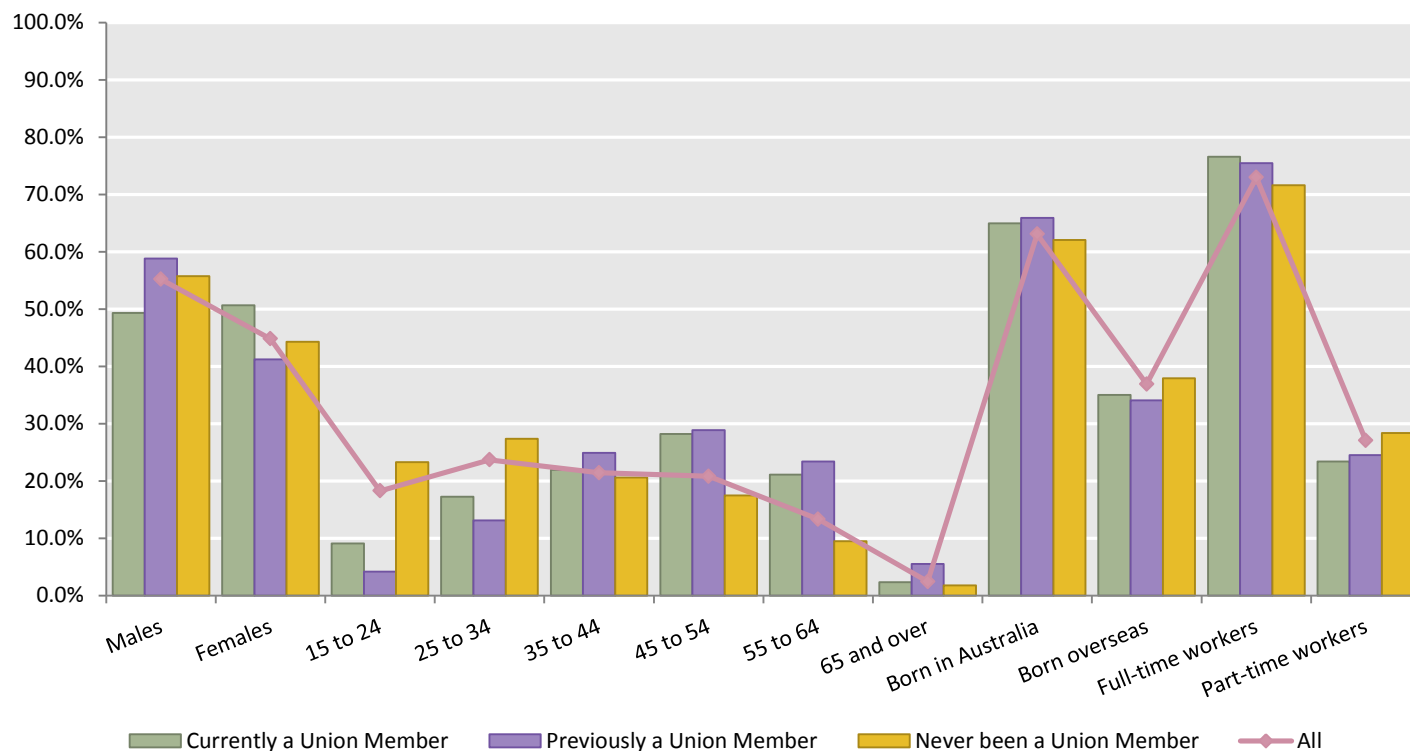


¹² This discrepancy in union density is attributable to the difference between the time series data which uses the classification 'union member in main job' and the special order ABS data that counts all union members.

The largest group of union members were those who had been members for 10 or more years at 6.4% of all employees, close to 1 in 5 (4.7%) of employees had joined a union in the previous 2 years. The largest group of former union members were those employees who had previously been member 10 or more years ago at 9.3%. Only 0.3% of all employees had ceased being a member in the previous year.

The below figure shows employees in Western Australia by union membership and selected characteristics compared to the all employees in the state. Employees in Western Australia were more likely to be men at 55.2% compared to 44.8% female. The most common age groups were 25 to 34, 35 to 44 and 45 to 54 at 23.7%, 21.4% and 20.8% respectively. Over a third of employees (36.9%) were born overseas and the overwhelming majority (73.0%) work on a full time basis.

Figure 29: Western Australia Union Membership Status and Selected Characteristics (%) - 2012



Employees who had never been a union member were also male dominated at 55.7% male and 44.3% female, half (50.7%) were aged under 35 years. Of all the groups employees who had never been union members were the most likely to have born overseas at over a third (37.9%), this group was also the most likely to be working on a part time basis at 28.4%.

Those employees who had previously been union members had the largest proportion of men at 58.8% compared to 41.2% women. This group had the oldest age profile of the three classifications with 57.8% aged over 45 years, they were also the most likely to have been born in Australia at 65.9%.

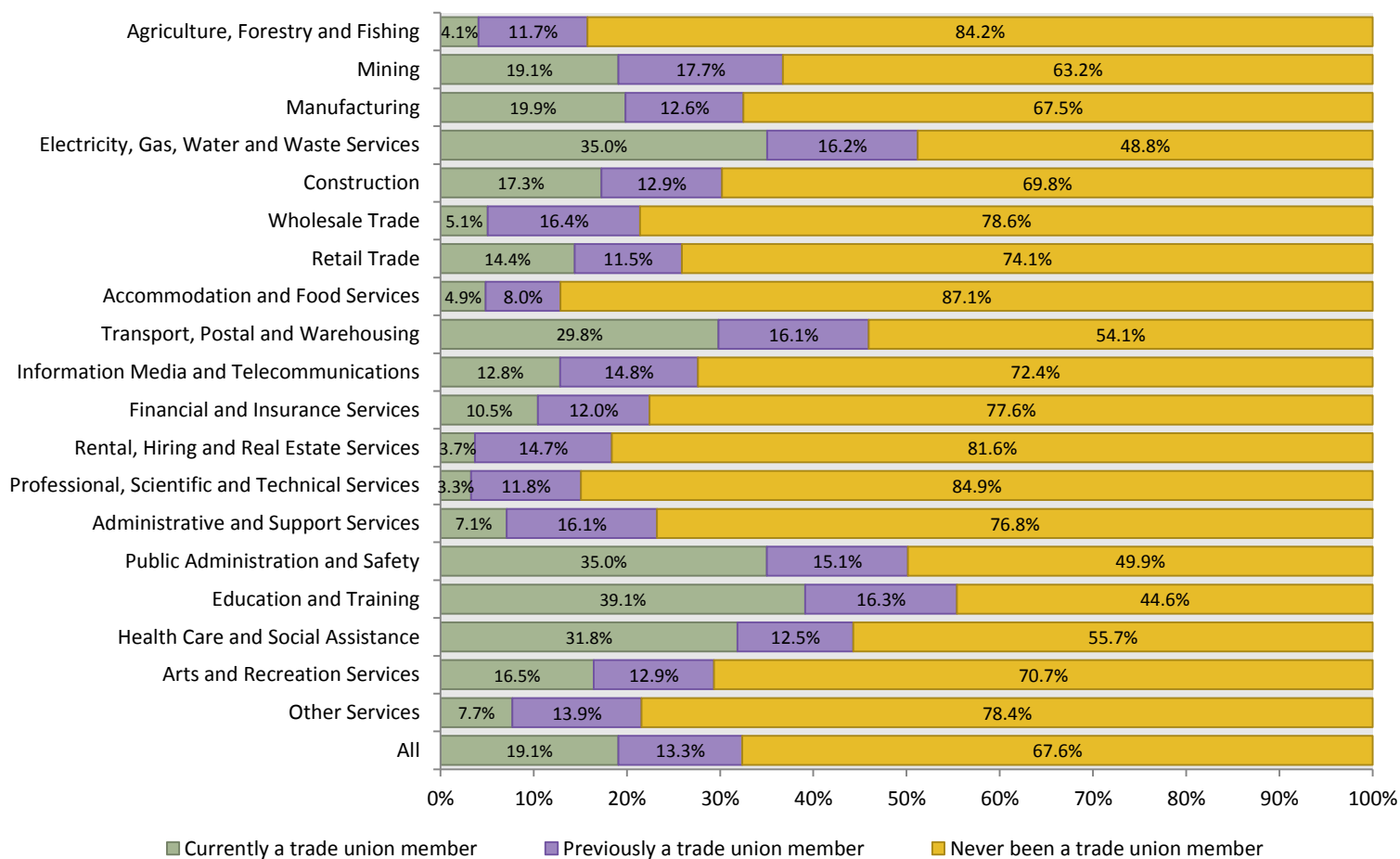
Union members in Western Australia were more likely to be women than men at 50.7% female compared to 49.3% male. Over a quarter (28.9%) of union members were aged between 45 and 54 years an additional 26.4% were aged under 35 years. Of employees who were union members a third (35.0%) were born overseas and union members were the group most likely to be working on a full time basis at 76.6%.

Industries

All Industries

The union membership status of all employees is shown by industry in the below figure. The industries with the largest proportion of union members are Education and Training at 39.1%, Electricity, Gas, Water and Waste Services at 35.0% and Public Administration and Safety at 35.0%.

Figure 30: All Employees Union Membership Status by Industry (%) – 2012



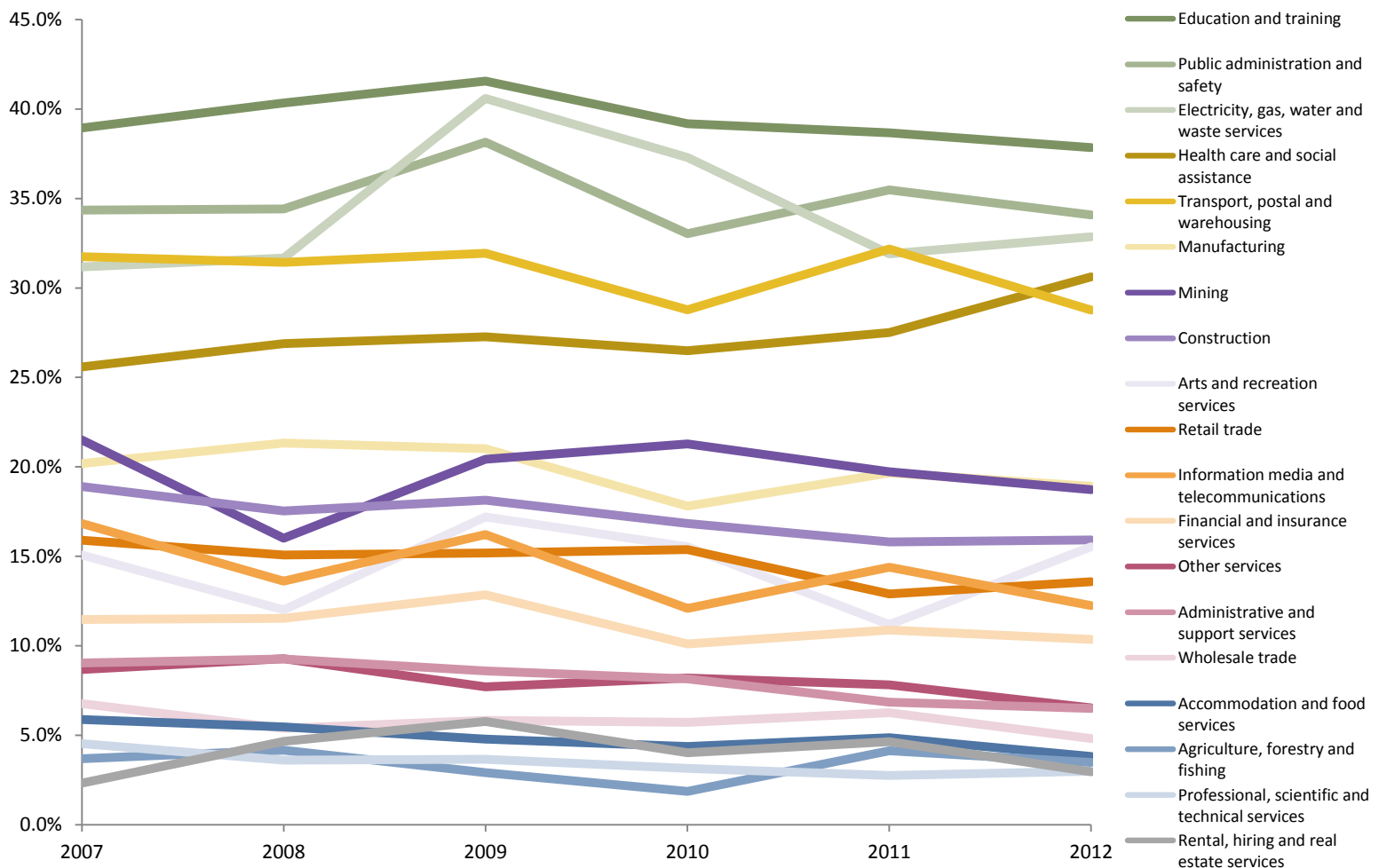
The industries with the largest number of union members were Health Care and Social Assistance with 397,300 members; Education and Training at 321,200 members and Public Administration and Safety with 233,300 members. The largest industries by overall employees were Health Care and Social Assistance with 1.29 million employees; Retail Trade with 1.12 million employees and Manufacturing 898,400. These top three industries remain unchanged from 2011.

The industries predicted to experience the largest employment growth from 2012 through to 2017 are Health Care and Social Assistance at 13.0%; Construction at 10.1%; and Arts and Recreation Services at 10.0%. The only industry projected to contract over the same time was Agriculture, Forestry and Fishing with DEEWR projecting that employment will reduce by -4.2% by 2017.

It is clear from this data and other data in this report that the Health Care and Social Assistance industry is a key growth area for the Australian workforce and should also be a key priority and growth area for the Australian union movement.

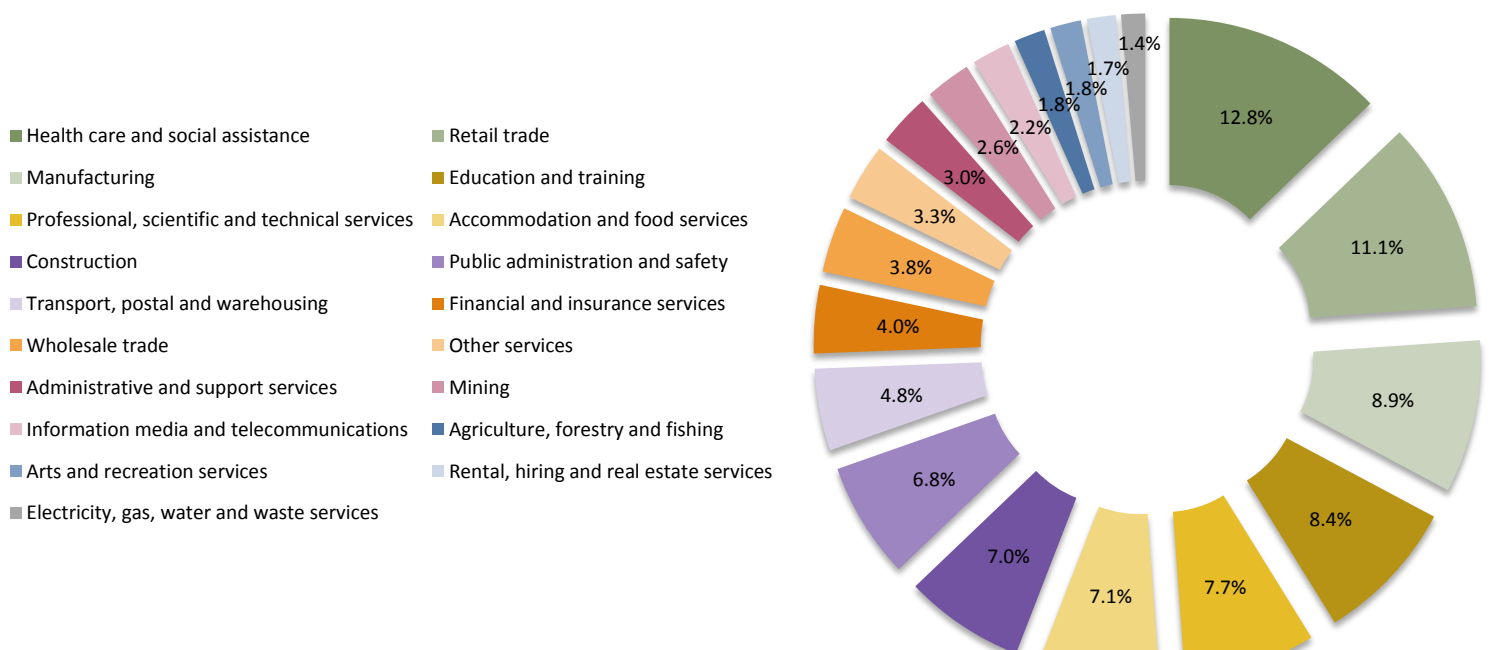
The next figure shows union density by industry from 2007 to 2012, it shows that some industries have remained relatively stable while others have experienced volatility. That said, on the whole industries have maintained their positions on the graph relative to other industries, not showing any significant increase or decrease in union density.

Figure 31: Union Density by Industry (%) - 2007 to 2012



The next figure shows the composition of the workforce by industry. As mentioned above the Health Care and Social Assistance industry is the largest industry by employee number, accounting for 12.8% of all employees up from 2.4% in 2011. Retail Trade is the second largest at 11.1% of all employees down from 11.4% in 2011 and Manufacturing is the third largest at 8.9% up slightly from 8.8% in 2011. The smallest industry is Electricity, Gas, Water and Waste Services at 1.4% up from 1.3% in 2011.

Figure 32: Workforce Composition by Industry (%) - 2012

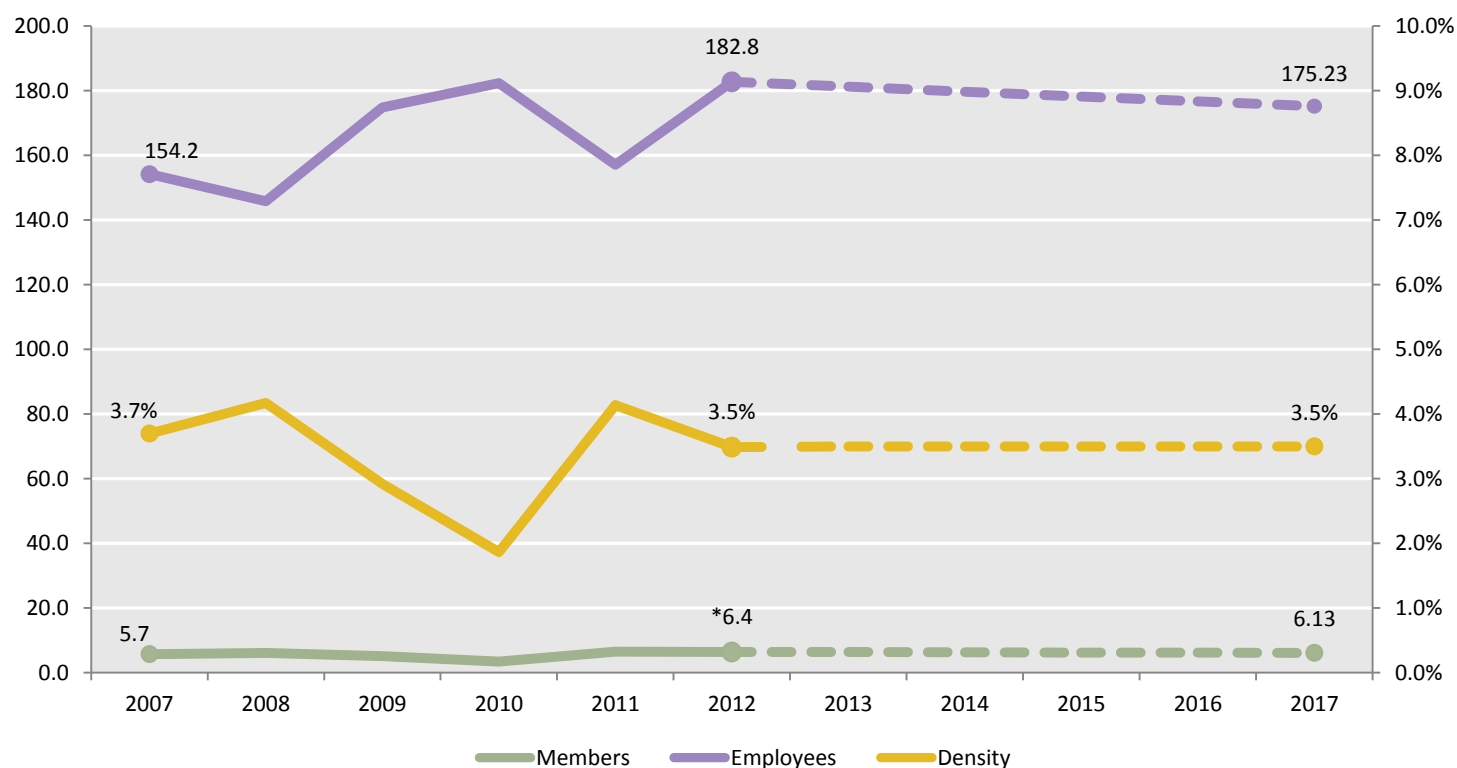


Agriculture, Forestry and Fishing

In 2012 there were 182,800 employees in the Agriculture Forestry and Fishing industry, which was an increase from 2011 employment levels of 157,100, and a return to 2010 levels. This industry accounts for 1.8% of the total workforce, an increase from 1.6% recorded in 2011. Of these employees 6,400¹³ were union members a decrease of 100 from 2011, but still above the 2007 to 2010 figures. Employees in this industry are primarily engaged in growing crops, raising animals, producing or harvesting animals or timber and other horticultural activities.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the industry, and the union membership growth that is required to keep pace. In this case employment growth in the industry is predicted to decrease by -4.2% from 2012 to 2017, an average rate of -0.84% per annum. As a result union membership could decrease by 270 or 54 people a year and union density would remain steady. This growth rate is below the 0.34% per annum and 1.4% per annum predicted in 2011 and 2010 respectively.

Figure 33: Agriculture, Forestry and Fishing Employee, Union Members ('000) and Union Density (%) - Times Series and Projections 2007 to 2017

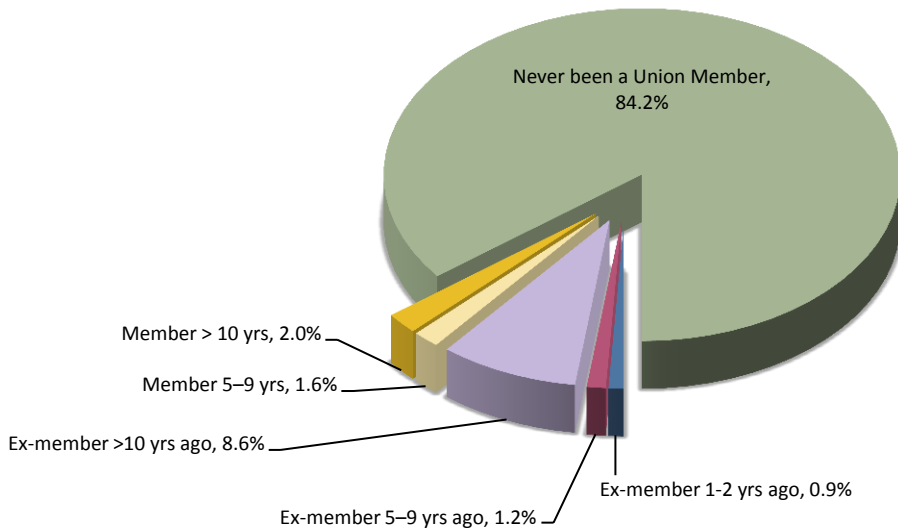


Paid leave entitlements are an important condition for all workers. In 2012 the ABS did not make available the paid leave entitlements breakdown for union members for this industry. For the industry as a whole 57.7% of employees had paid leave entitlements, however the overall figure across all industries for union members is 90.8% and in 2011 union members in this industry were more likely than non-union members to have access to paid leave entitlements. This suggests that in this industry it is highly likely that there exists a union premium for paid leave entitlements.

The majority (84.2%) of workers in the industry have never been a member of a union. While 8.7% of employees had previously been a union member more than 10 years ago, the most common length of time for union membership was for more than ten years. It is important to note that the next figure does not total 100% or include all the detailed union membership categories due to the non-publishing of this data by the ABS.

¹³ *This figure has a relative standard error of 25% to 50% and should be used with caution.

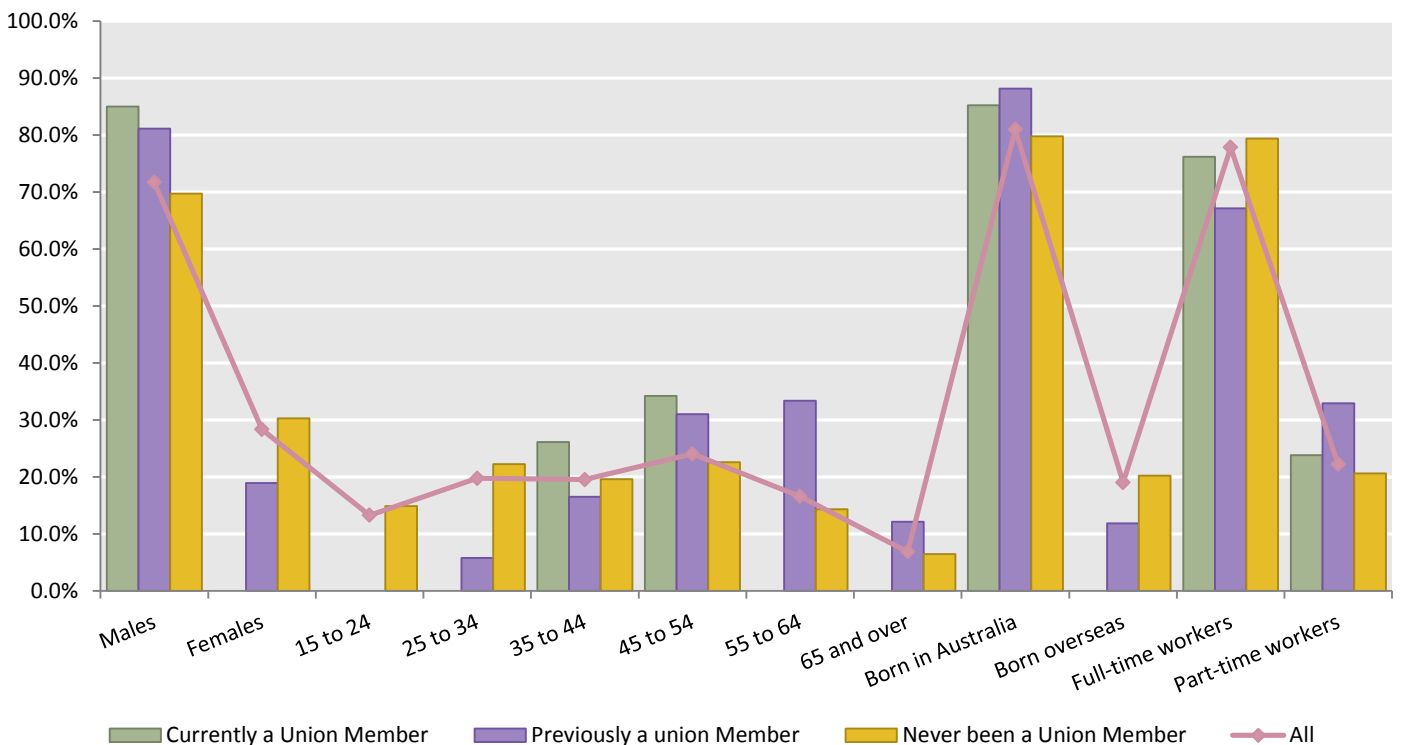
Figure 34: Agriculture, Forestry and Fishing Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce¹⁴. The industry is male dominated at 71.7% male compared to 28.3% female. The largest age group in the industry is 45 to 54 years at 24.0% and additional third (33.1%) are aged under 35. The overwhelming majority of employees were born in Australia and working on the full time basis at 81.0% and 77.8% respectively.

Union members were the most male dominated group at 85.0% male, the majority of members (60.3%) were aged between 35 to 54 years. While the majority (85.2%) of union members were born in Australia, those employees that were previously union members were most likely to have been born in Australia at 88.2%. Employees who had never been union members were the most likely to be working on a full time basis at 79.4%, while previous union members were the most likely to be working on a part-time basis at 32.9%

Figure 35: Agriculture, Forestry and Fishing Union Membership Status by Selected Characteristics (%) – 2012



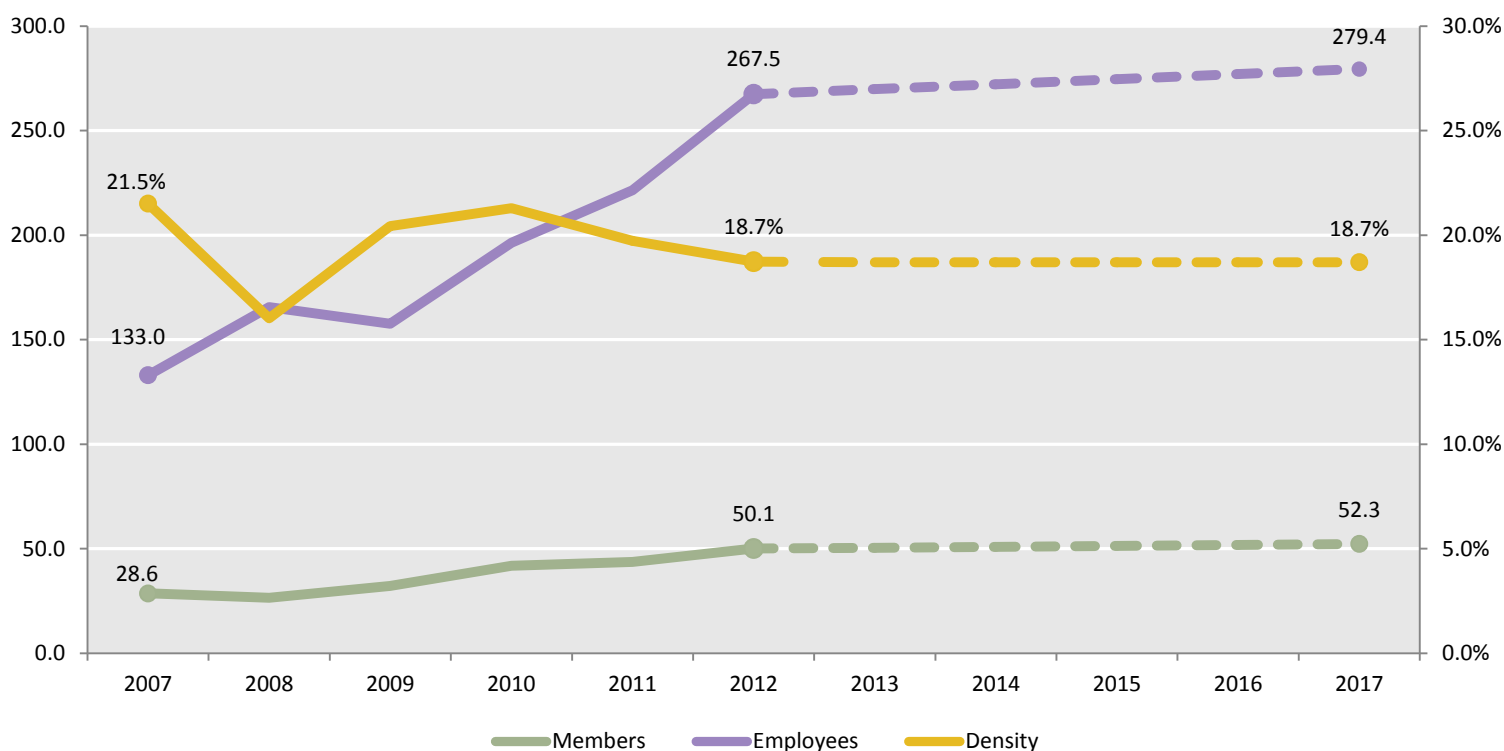
¹⁴ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Mining

In 2012 there were 267,500 employees in the Mining industry, which was an increase from 2011 employment levels of 221,500 and 2010 levels of 196,400. This industry accounts for 2.6% of the total workforce, an increase from 2.2% recorded in 2010. Of these employees 50,100 were union members, an increase of 6400 from 2011 and continuing the trend to growth from 2008. Employees in this industry are primarily engaged in underground or open cut mining, dredging, quarrying and the extraction of mineral solids or liquids.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Mining industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 4.3% from 2012 to 2017, an average rate of 0.88% per annum. As a result union membership would need to grow 2,200 by 2017 or an average of 440 people a year for union density to remain steady. This growth rate is below the 1.5% per annum predicted in 2011.

Figure 36: Mining Employees, Union Members ('000) and Union Density (%) - Times Series and Projections 2007 to 2017

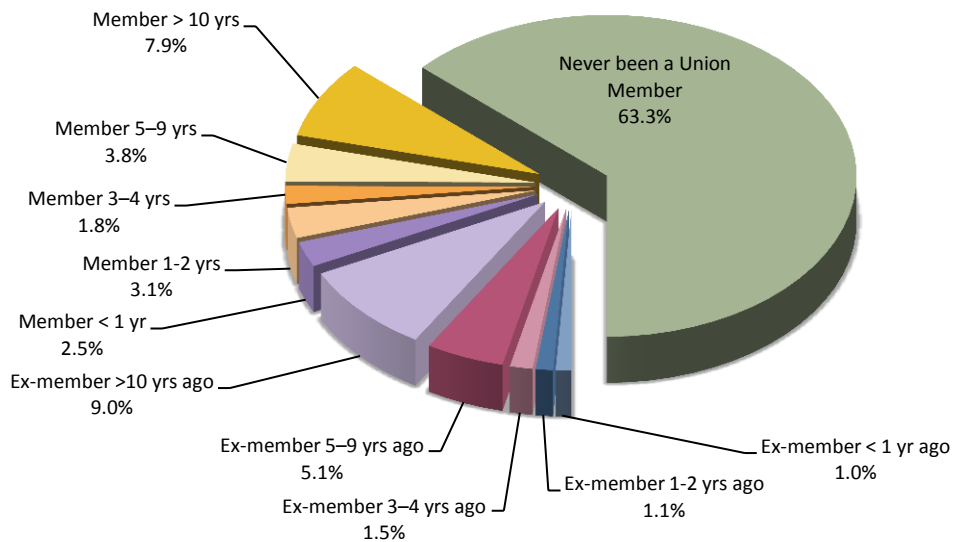


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 94.6% of union members having paid leave entitlements, compared to 85.5% of non-union employees in the Mining industry.

Close to two thirds (63.3%) of employees in this industry had never been members of a union, while 17.7% had previously been union members and 19.1% were current union members¹⁵. Only 1.0% of employees had ceased being a union member in the previous year compared to 2.5% of employees had become union members within the previous year. In addition 7.9% of employees had been union members for more than 10 years.

¹⁵ This discrepancy in union density is attributable to the difference between the time series data which uses the classification 'union member in main job' and the special order ABS data that counts all union members.

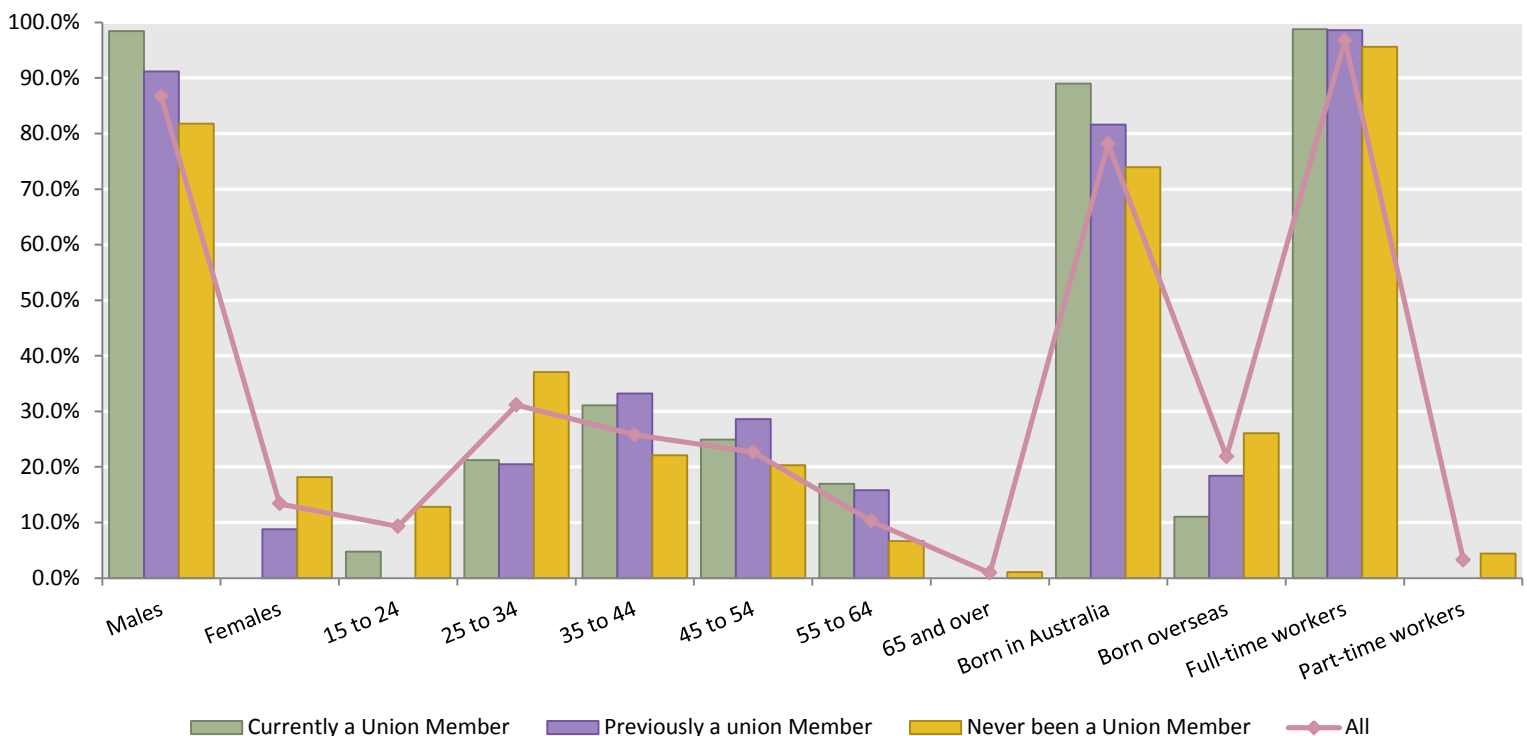
Figure 37: Mining Employees by Union Membership Status (%) - 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce¹⁶. The Mining industry is male dominated with 86.6% male compared to 13.4% female. The largest age group in the industry is 25 to 34 years at 31.1% giving the industry a younger age profile than the overall workforce. The overwhelming majority of employees were born in Australia and working on the full time basis at 78.1% and 96.7% respectively.

Union members were the most male dominated group at 98.4% male, the majority of members (52.4%) were aged between 25 to 44 years. The majority (89.0%) of union members were born in Australia, those employees that had never been a union member were the most likely to have been born overseas at 26.1%. Union members were also the most likely to be working on a full time basis at 98.8%, while employees who had never been union members were the most likely to be working on a part-time basis at 3.3%.

Figure 38: Mining Union Membership Status by Selected Characteristics (%) - 2012



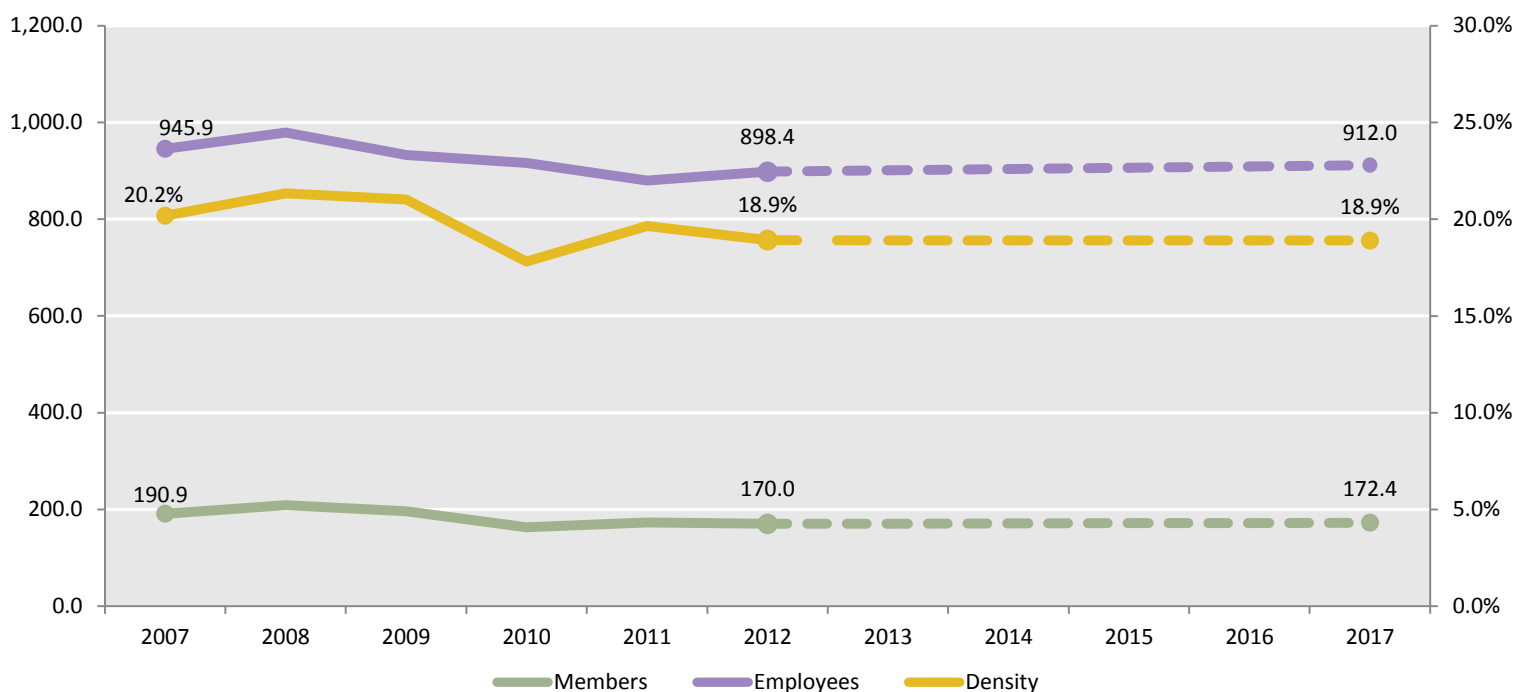
¹⁶ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Manufacturing

In 2012 there were 898,400 employees in the Manufacturing industry, which was an increase from 2011 employment levels of 881,000 but below the 2010 levels of 916,500. This industry accounts for 8.6% of the total workforce, a decrease from 8.8% recorded in 2011, it is however still the third largest industry. There were 170,000 union members a decrease from 173,000 in 2011. Employees in this industry are primarily engaged in the physical or chemical transformation of materials, substances or components into new products.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Manufacturing industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 1.5% from 2012 to 2017, an average rate of 0.8% per annum. As a result union membership would need to grow by 2,400 by 2017 or an average of 480 new members a year for union density to remain steady. This employment growth rate is well above the negative growth of -1.88% per annum projected in 2011.

Figure 39: Manufacturing Employees, Union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

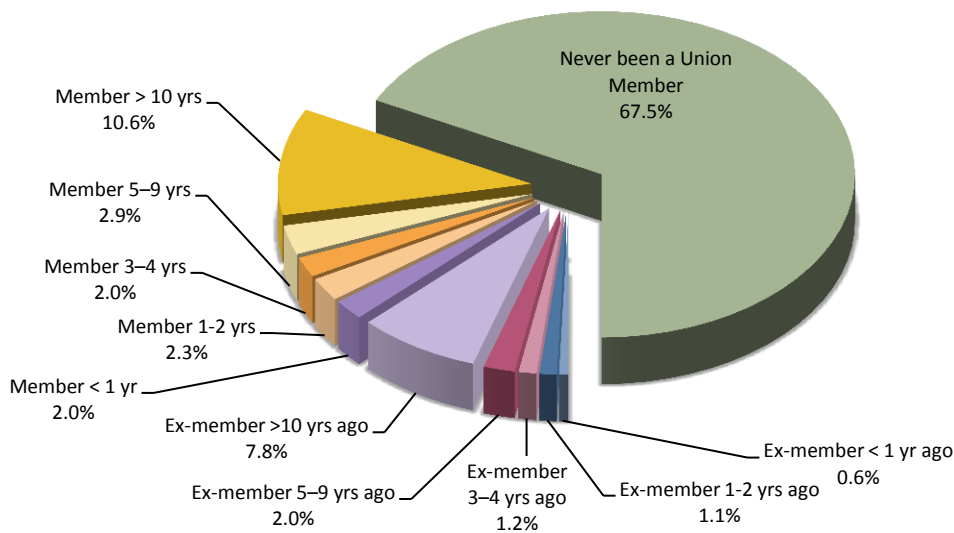


Paid leave entitlements are an important condition for all workers. Union members were more likely to have paid leave entitlements with 94.2% of union members having paid leave entitlements, compared to 80.6% of non-union employees in the Manufacturing industry.

The next figure shows that 67.5% of employees in this industry have never been members of a union, while 12.7% had previously been members of a union, with 19.8% currently members of a trade union¹⁷. Only 0.6% of employees had ceased being members of a union in the previous year, while 2.0% of employees had joined a union in the previous year.

¹⁷ This discrepancy in union density is attributable to the difference between the time series data which uses the classification 'union member in main job' and the special order ABS data that counts all union members.

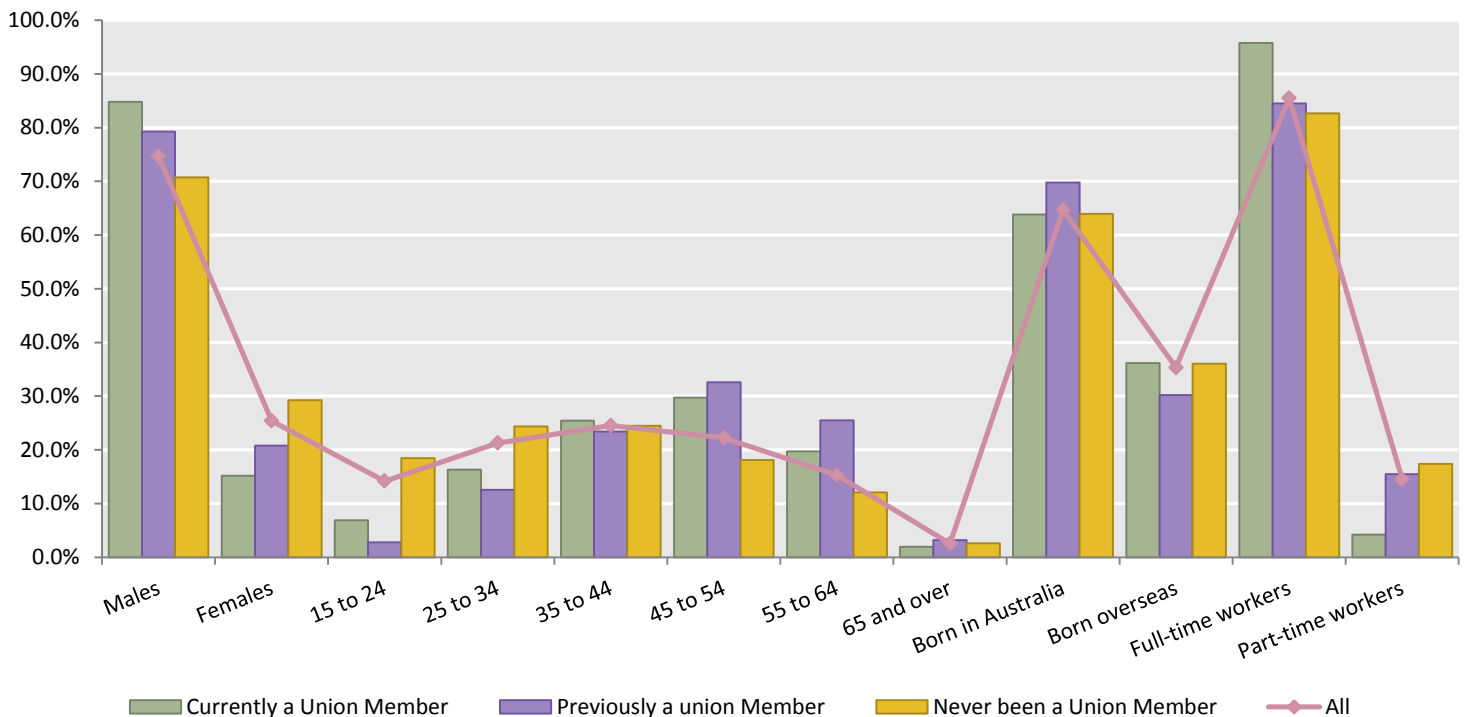
Figure 40: Manufacturing Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce. The Manufacturing industry is male dominated at 74.6% male compared to 25.4% female. Two thirds (68.0%) of employees were aged between 25 and 54 years, with an additional 14.2% aged under 25 years. Over a third (35.3%) of the industry was born overseas, while the majority were employed on a full time basis 85.5%.

Union members were the most male dominated group at 84.8% male compared to 15.2% female, employees who had never been union members were the most likely to be women at 20.8% female. Half (49.4%) of union members were aged between 45 to 64 years, making union membership profile older than the overall industry profile. Over a third (36.2%) of union members were born overseas. Union members the most likely to be working on a full time basis at 95.8% and employees who had never been members were the most likely to be working on a part time basis.

Figure 41: Manufacturing Union Membership Status by Selected Characteristics (%) – 2012

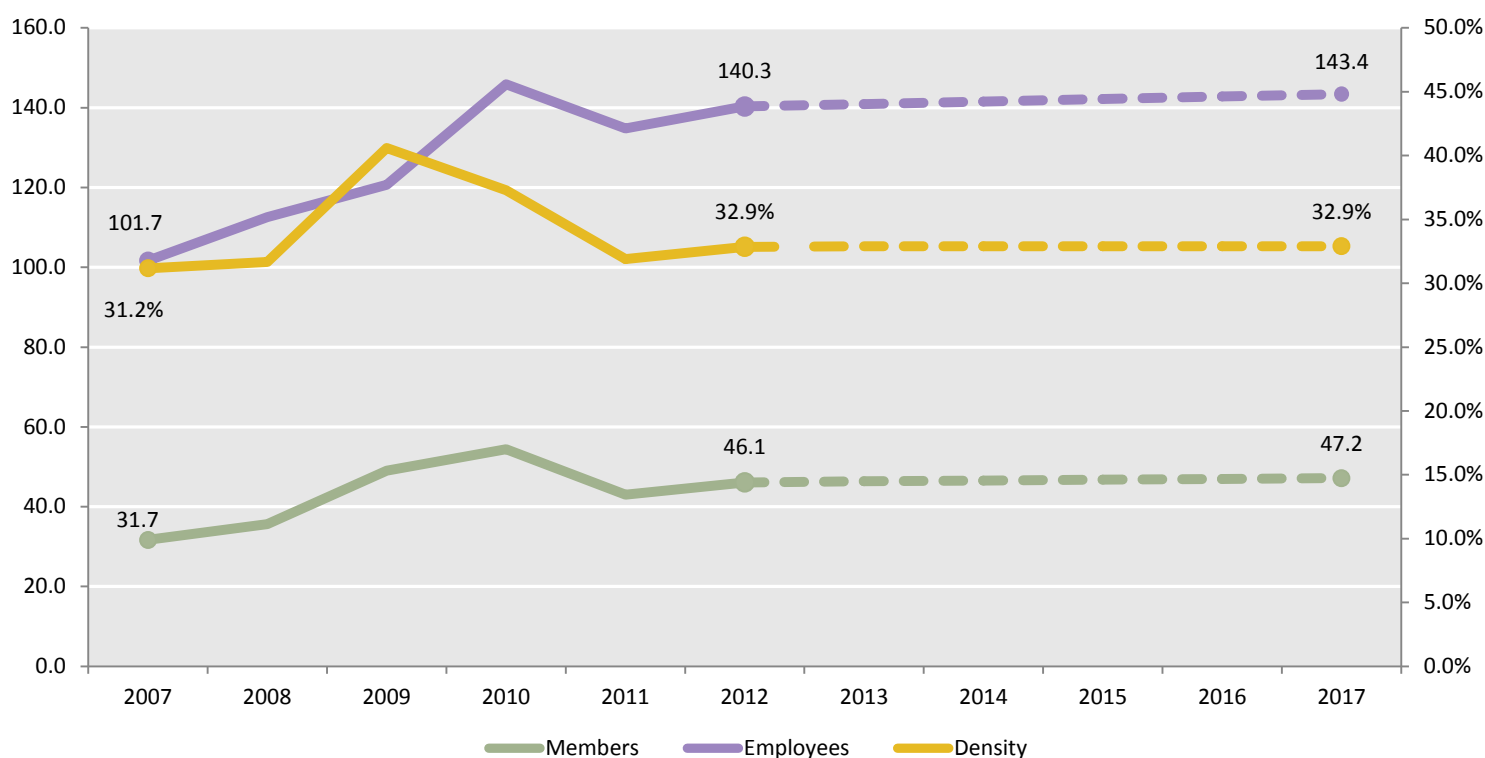


Electricity, Gas, Water and Waste Services

In 2012 there were 140,300 employees in the Electricity, Gas, Water and Waste Services industry, which was an increase from 2011 employment levels of 134,800 but below the 2010 levels of 145,900. This industry accounts for 1.4% of the total workforce, an increase from 1.3% recorded in 2011, however it is still the smallest industry. There were 46,100 union members this is an increase from 43,000 in 2011 and a union density of 32.9%. Employees in this industry are primarily engaged in the provision of electricity, gas through mains, water, drainage and sewage services.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Electricity, Gas, Water and Waste Services industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 2.2% from 2012 to 2017, an average rate of 0.44% per annum. As a result union membership would need to grow 1,100 by 2017 or an average of 220 new members a year for union density to remain steady.

Figure 42: Electricity, Gas, Water and Waste Services Employees, Union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

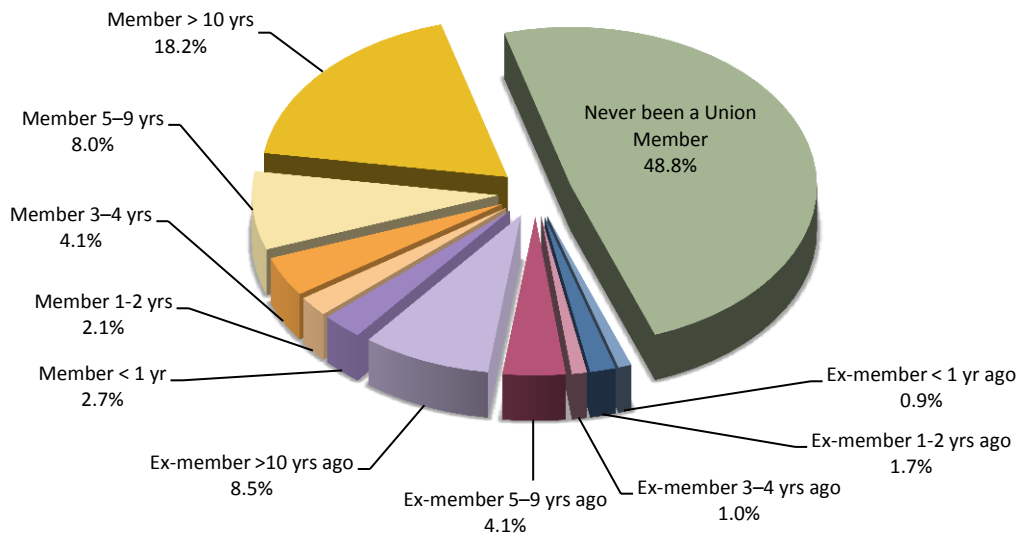


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 98.5% of union members having paid leave entitlements, compared to 86.2% of non-union employees in the Electricity, Gas, Water and Waste Services industry.

The following figure shows the breakdown of the industry by union membership status. Close to half (48.8%) of employees in this industry have never been members of their union, while 16.2% had previously been members of a union and 35.1% were currently union members¹⁸. 18.2% of employees had been union members for more than 10 years, with 2.7% of employees joining a union in the previous year, in contrast only 0.9% of employees had ceased union membership in the same time period.

¹⁸ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

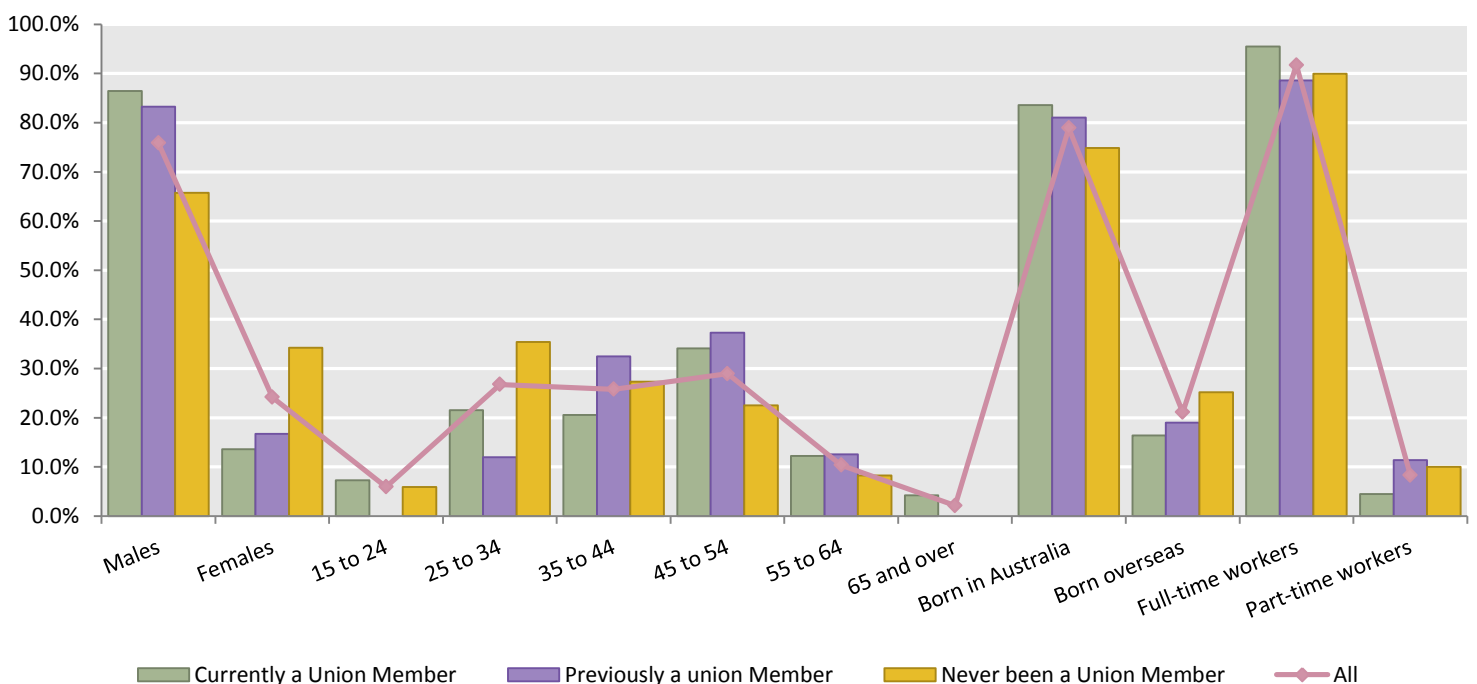
Figure 43: Electricity, Gas, Water and Waste Services Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce¹⁹. The industry is male dominated at 75.8% male compared to 24.2% female. The largest age group is between 45 and 54 years at 29.0%, with an additional 12.5% aged over 55 years. The overwhelming majority of employees were born in Australia and working on a full time basis at 78.9% and 91.7% respectively.

Union members were the most male dominated group at 86.4% male compared to 13.6% female. A third (34.1%) of union members were aged between 45 and 54 years, employees who had never been union members were most likely to be younger at 41.3% of that group. The majority (83.6%) of union members were born in Australia, those employees that had never been union members were the most likely to have been born overseas at 25.2%. Union members were the most likely to be working on a full time basis at 95.5%, while previous union members were the most likely to be working on a part-time basis at 11.4%.

Figure 44: Electricity, Gas, Water and Waste Services Union Membership Status by Selected Characteristics (%) – 2012



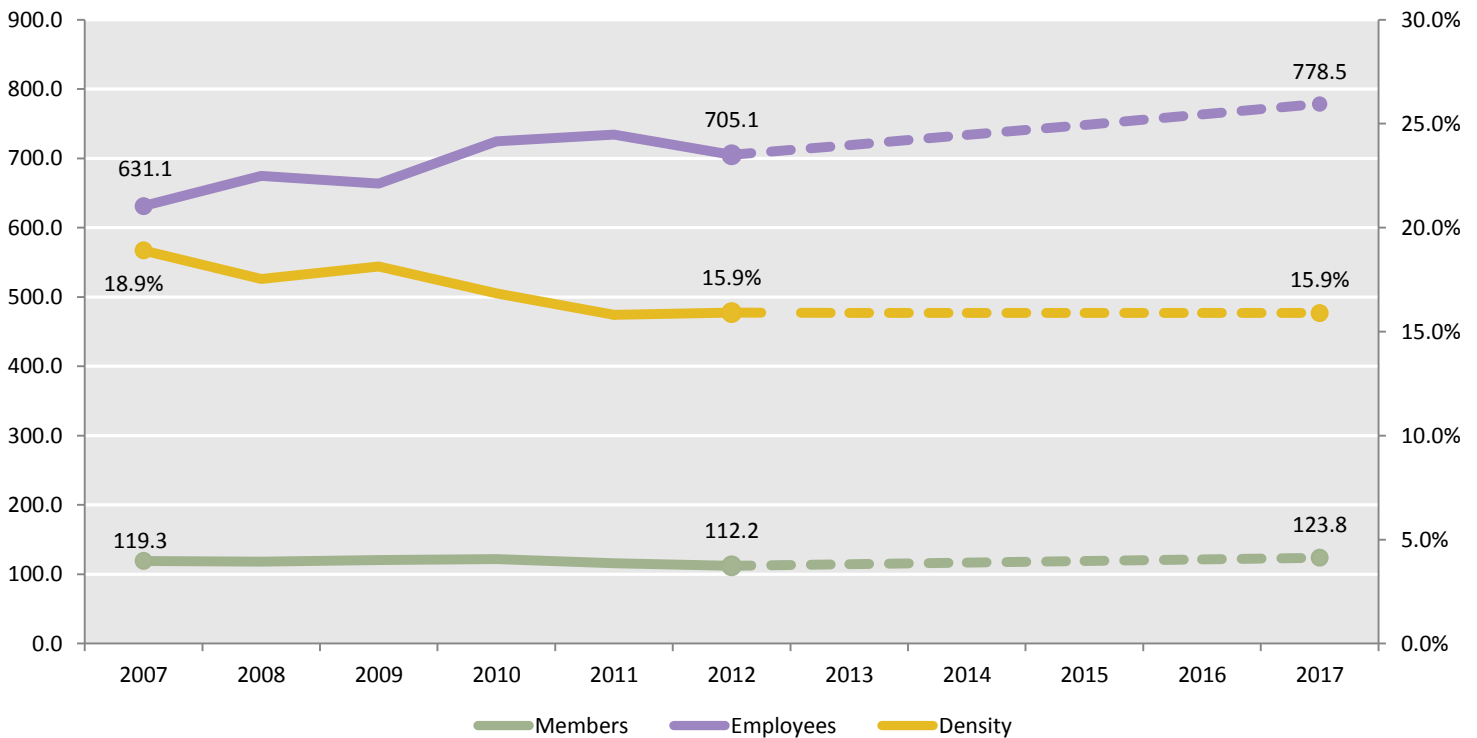
¹⁹ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Construction

In 2012 the Construction industry in Australia accounted for 705,100 employees or 7.0% of the total workforce. This was a decrease from 2011 figures of 743,100 employees in this industry at 7.3% of the total workforce. Of these employees 112,200 were union members this is a decrease from 116,000 in 2011 and 122,000 in 2010. The union density in the industry in 2012 was 15.9% a slight increase on 15.8% in 2011. This suggests that the decrease in overall workforce numbers was closely reflected in the decrease in union membership. Employees in this industry are primarily engaged in the construction of building and other structures, additional, alteration, reconstruction, installation, and maintenance and repairs of buildings and other structures.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Construction industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 10.1% from 2012 to 2017, an average rate of 2.0% per annum. As a result union membership would need to grow 11,600 by 2017 or an average of 2,320 new members a year for union density to remain steady.

Figure 45: Construction Employees, Union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

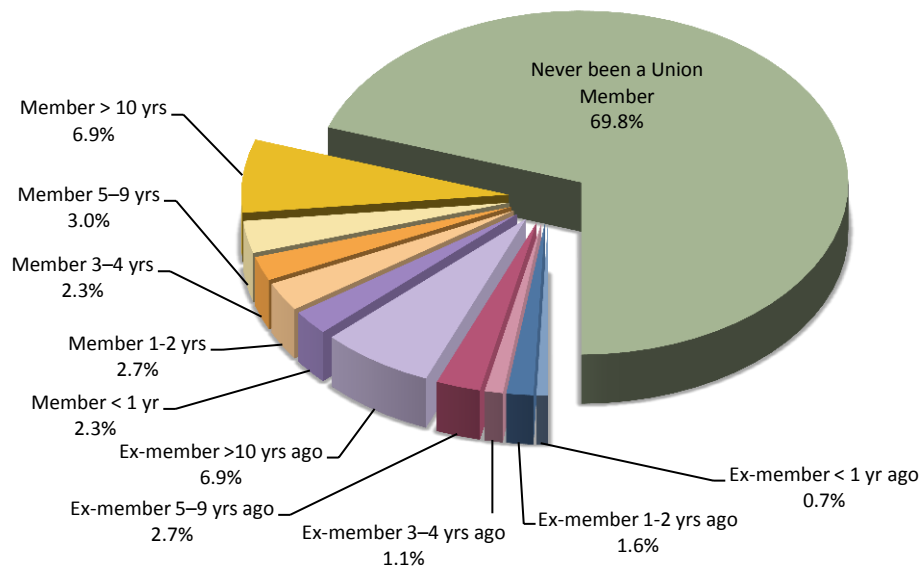


Paid leave entitlements are an important condition for all workers. Union members were more likely to have paid leave entitlements with 90.6% of union members having paid leave entitlements, compared to 74.3% of non-union employees in the Construction industry. There is also a wage benefit for union members in this industry with the average weekly pay at \$1542.05 compared to \$1248.69 for employees who are not union members, this is a union wage premium of 23.5%.

The following figure shows the breakdown of the industry by union membership status. Two thirds (69.8%) of employees in this industry had never been members of their union, while 13.0% had previously been members of a union and 17.2% were currently union members²⁰. Of all employees 6.9% have been union members for more than ten years, 2.3% joined a union in the past year and only 0.7% had ceased union membership in the previous year.

²⁰ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

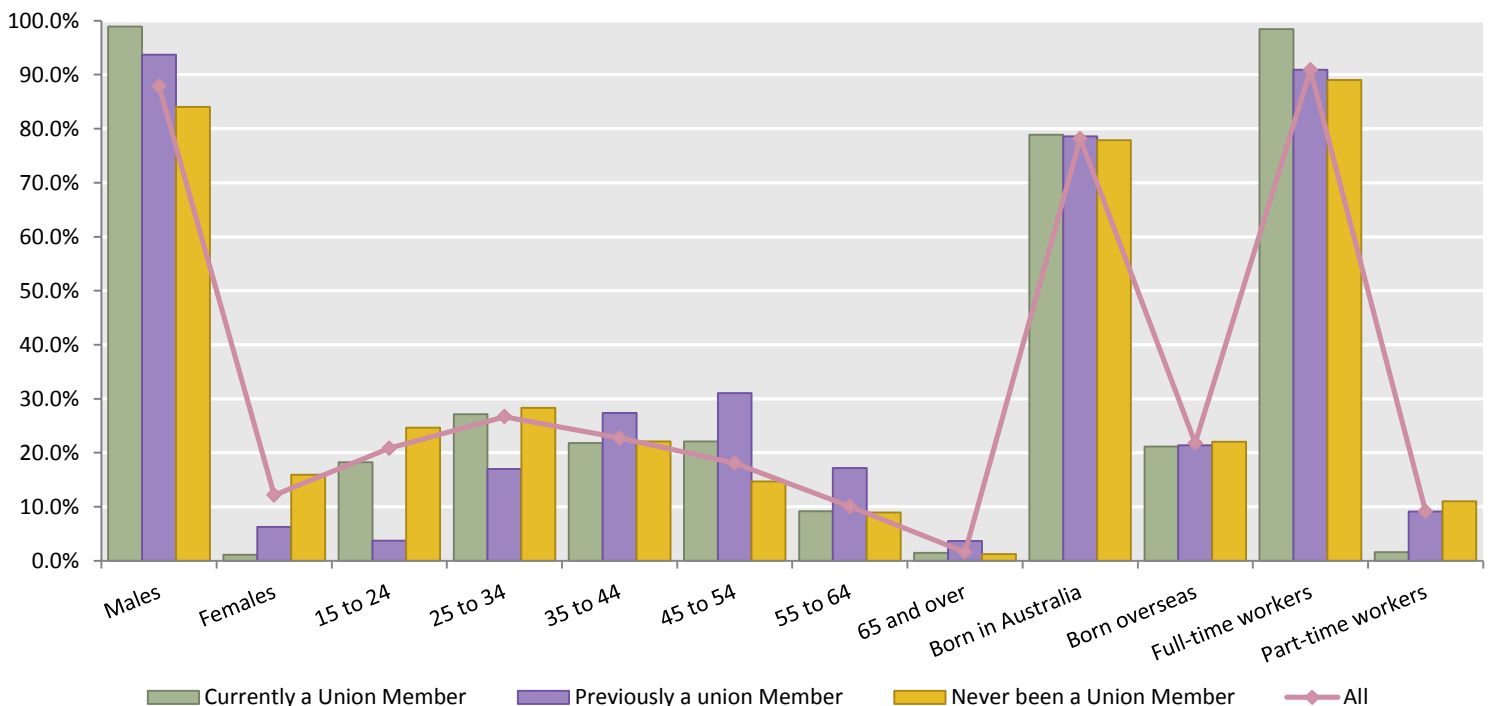
Figure 46: Construction Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce. The Construction industry is male dominated at 87.9% male compared to 12.1% female. Close to half, 47.5% of employees were aged under 35 years, making Construction younger than the overall workforce. One in five (21.8%) were born overseas and the overwhelming majority (90.9%) worked on a full time basis.

Union members were the most male dominated group at 98.9% male compared to 1.1% female, employees who had never been union members were the most likely to be women at 16.0% female. The most common age group for union members was 25 to 34 years at 27.1%, those employees who had previously been union members were more likely to be older with 51.9% aged over 45 years. For all groups the proportion of employees born in Australia and overseas was very similar, however in working arrangements union members were the most likely to be working on a full time basis at 98.4%.

Figure 47: Construction Employees Union Membership Status by Selected Characteristics (%) – 2012

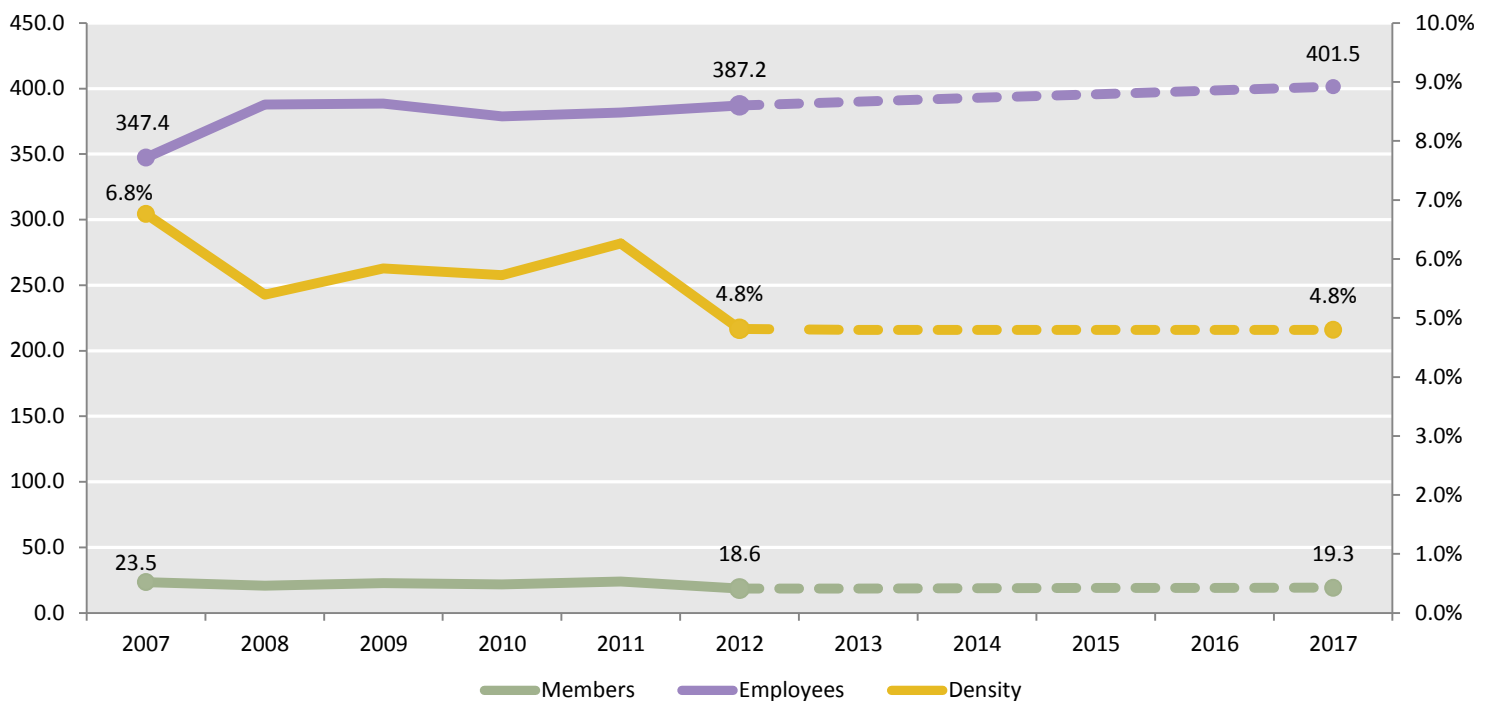


Wholesale Trade

In 2012 there were 387,200 employees in the Wholesale Trade industry, which is an increase from the 2011 and 2010 employment levels of 381,700 and 378,900 respectively. This industry accounts for 3.8% of the total workforce remaining steady from 2011. There were 18,600 union members this is a decrease from 23,900 in 2011 and a union density of 4.8% down from 6.3% in 2011. Employees in this industry are primarily engaged in the purchase and on selling, the commission-based buying, and the commission-based selling of goods, without significant transformation, to business.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Wholesale Trade industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 3.7% from 2012 to 2017, an average rate of 0.73% per annum. As a result union membership would need to grow by 700 by 2017 or an average of 140 new members a year for union density to remain steady.

Figure 48: Wholesale Trade Employees, Union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

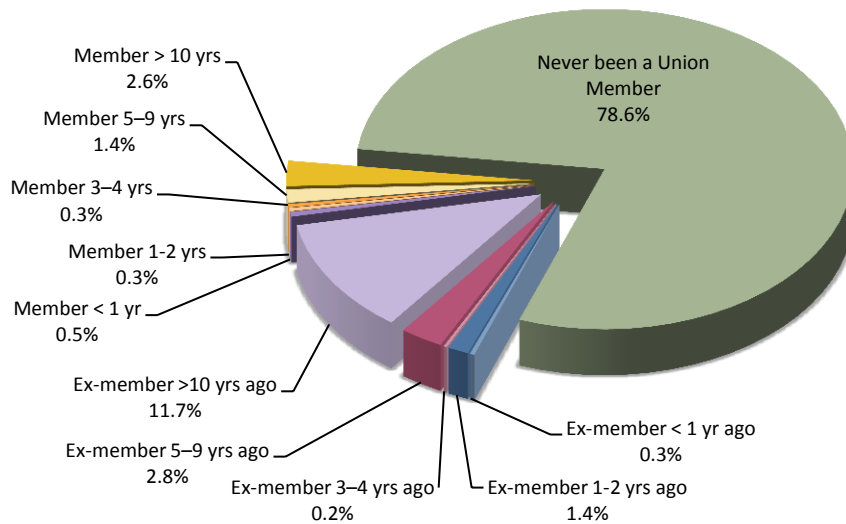


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 87.6% of union members having paid leave entitlements, compared to 84.5% of non-union employees in the Wholesale Trade industry.

The following figure shows the breakdown of the industry by union membership status. Three quarters (78.6%) of employees in this industry have never been members of their union, while 16.4% have previously been members of a union and 5.1% are currently union members²¹. Of all employees 2.6% have been union members for more than ten years, 0.5% joined a union in the past year and only 0.3% had ceased union membership in the previous year.

²¹ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

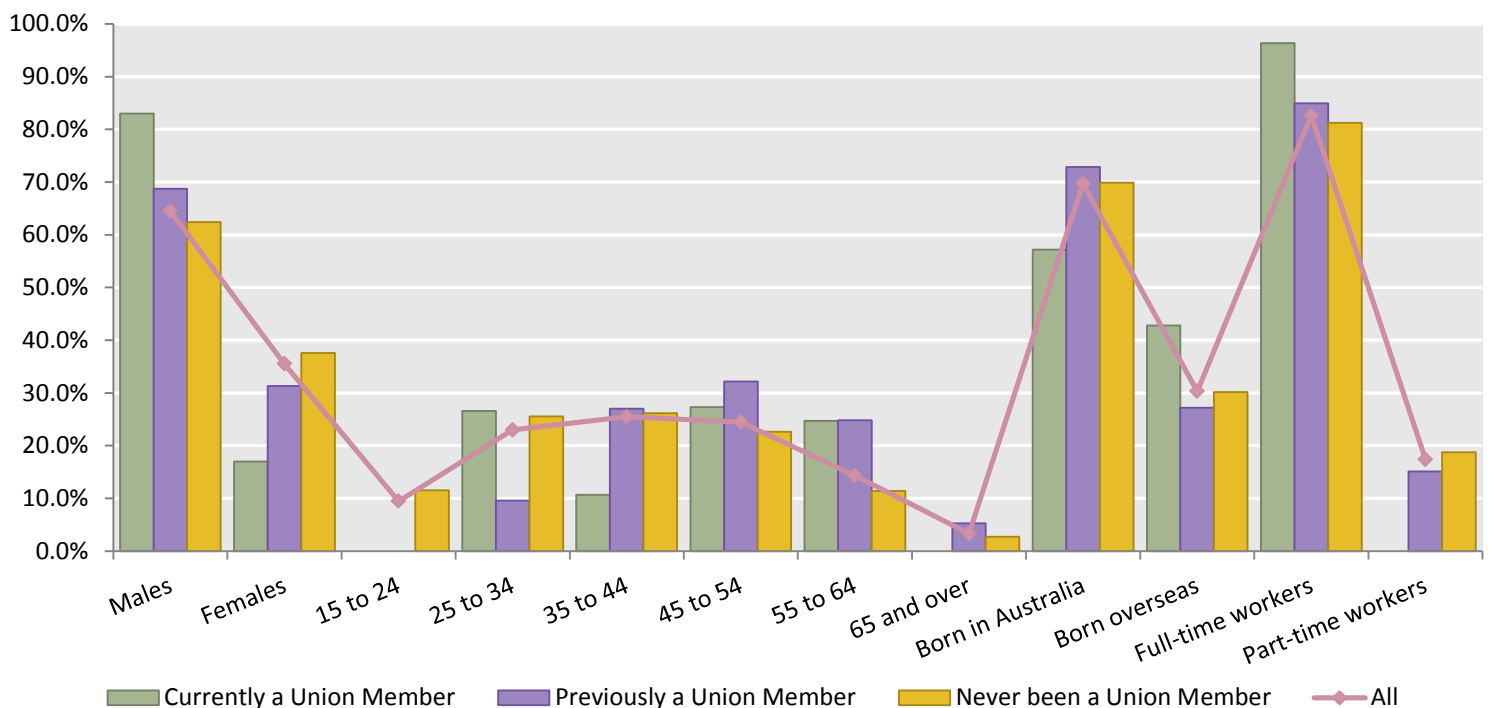
Figure 49: Wholesale Trade Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce²². The Wholesale Trade industry is male dominated at 64.5% male compared to 35.5% female. The majority (73.0%) of employees are concentrated between 25 and 54 years of age. Close to a third (30.3%) were born overseas and the overwhelming majority (82.6%) worked on a full time basis.

Union members were the most male dominated group at 83.0% male compared to 17.0% female, employees who had never been union members were the most likely to be women at 37.6% female. The most common age group for union members was 45 to 54 years at 27.3%, closely followed by 25 to 34 years at 26.6%. Those employees who had previously been union members were more likely to be older with 62.2% aged over 45 years, this group of employees were also the most likely to have been born in Australia at 72.8%. Union members were the most likely to have been born overseas at 42.8%, union members were also the most likely to be working on a full time basis at 96.3%.

Figure 50: Wholesale Employees Union Membership Status by Selected Characteristics (%) – 2012



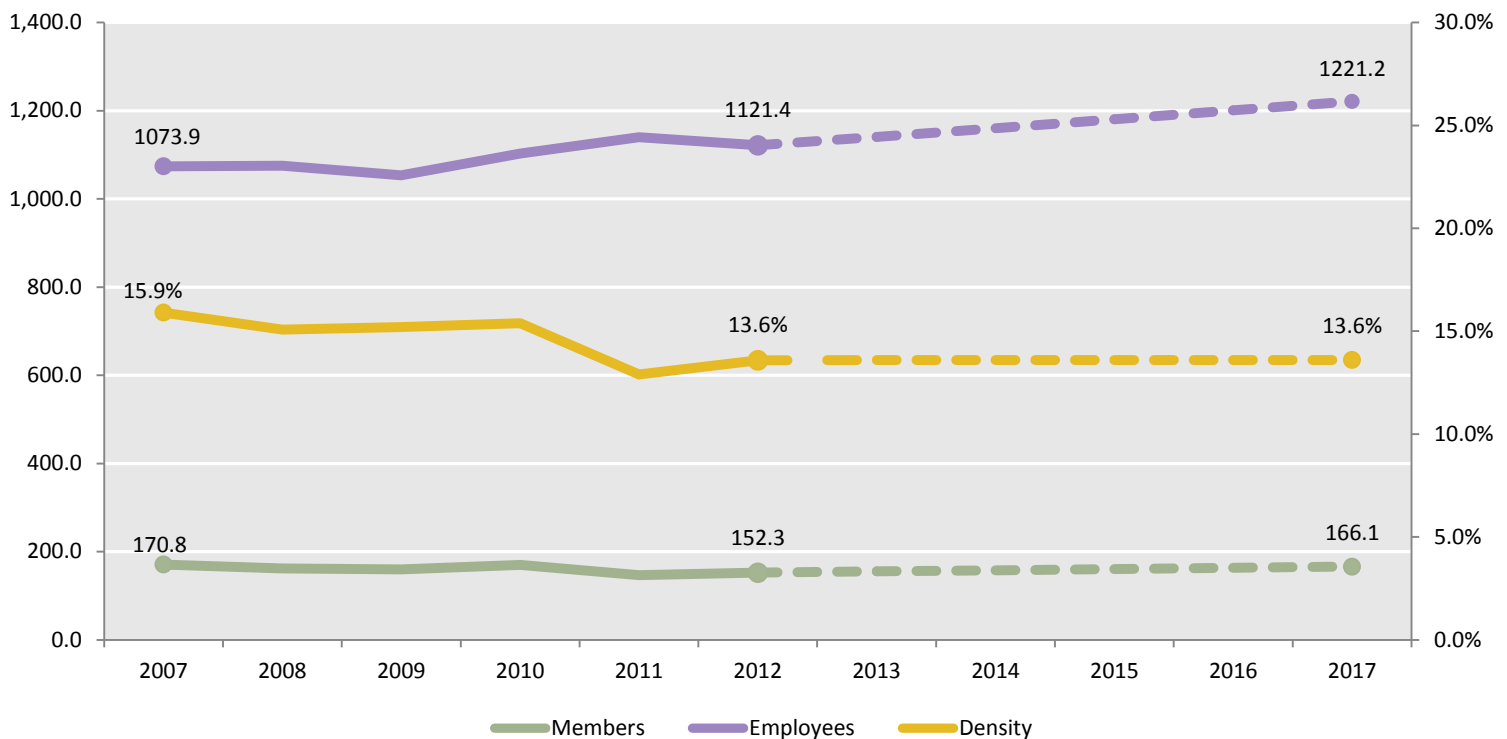
²² Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Retail Trade

In 2012 there were 1,121,400 employees in the Retail Trade industry, which is a decrease from 2011 employment levels of 1,140,000. This industry accounts for 11.1% of the total workforce a slight decrease from 11.4% in 2011, however it is still the second largest industry in the workforce. There were 152,300 union members in the Retail Trade industry, an increase from 147,000 in 2011 and a union density of 13.6% up from 12.9% in 2011. Employees in this industry are primarily engaged in the purchase and on selling, the commission-based buying, and the commission-based selling of goods, to the general public.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Retail Trade industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 8.9% from 2012 to 2017, an average rate of 1.72% per annum. As a result union membership would need to grow 13,800 by 2017 or an average of 2,760 new members a year for union density to remain steady.

Figure 51: Retail Trade Employees, Union members ('000) and Union Density (%) - Times Series and Projections 2007 to 2017

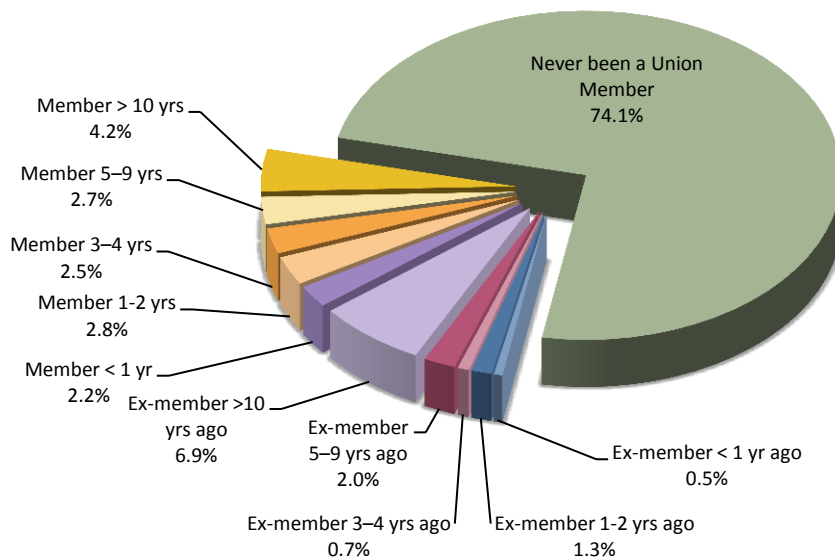


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 70.8% of union members having paid leave entitlements, compared to 59.9% of non-union employees in the Retail Trade industry.

The following figure shows the breakdown of the industry by union membership status. Three quarters (74.1%) of employees in this industry had never been members of their union, while 11.4% had previously been members of a union and 14.4% were currently union members²³. Of all employees 4.2% have been union members for more than ten years, 2.2% joined a union in the past year and only 0.5% had ceased union membership in the previous year.

²³ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

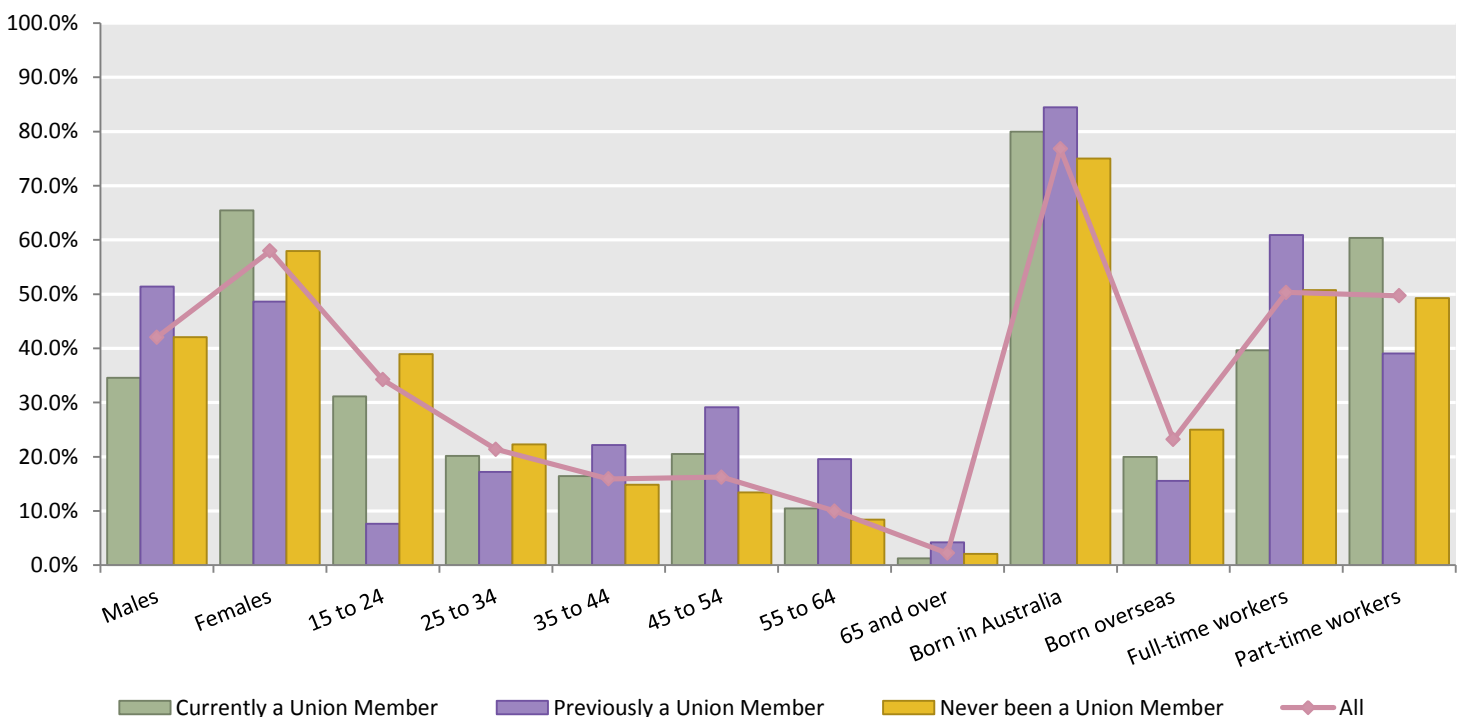
Figure 52: Retail Trade Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce. The Retail Trade industry is female dominated at 58.0% female compared to 42.0% male. A third (34.2%) of employees were aged under 25 years. The majority (76.8%) were born in Australia and the split between full time and part time work is quite even at 50.3% full time and 49.7% part time.

Union members were the most female dominated group at 65.4% female compared to 34.6% male, employees who had previously been union members were the most likely to be male at 51.4%. The most common age group for union members was 15 to 24 years at 31.1%, however those who had never been union members were most likely to be in this age group at 39.0%. Those employees who had previously been union members were the most likely to have been born in Australia at 84.4%, while those who had never been union members were the most likely to have been born overseas at 25.0%. Those who had previously been union members were the most likely to be working on a full time basis at 60.9%, while union members were the most likely to be working on a part time basis at 60.4%.

Figure 53: Retail Trade Employees Union Membership Status by Selected Characteristics (%) – 2012

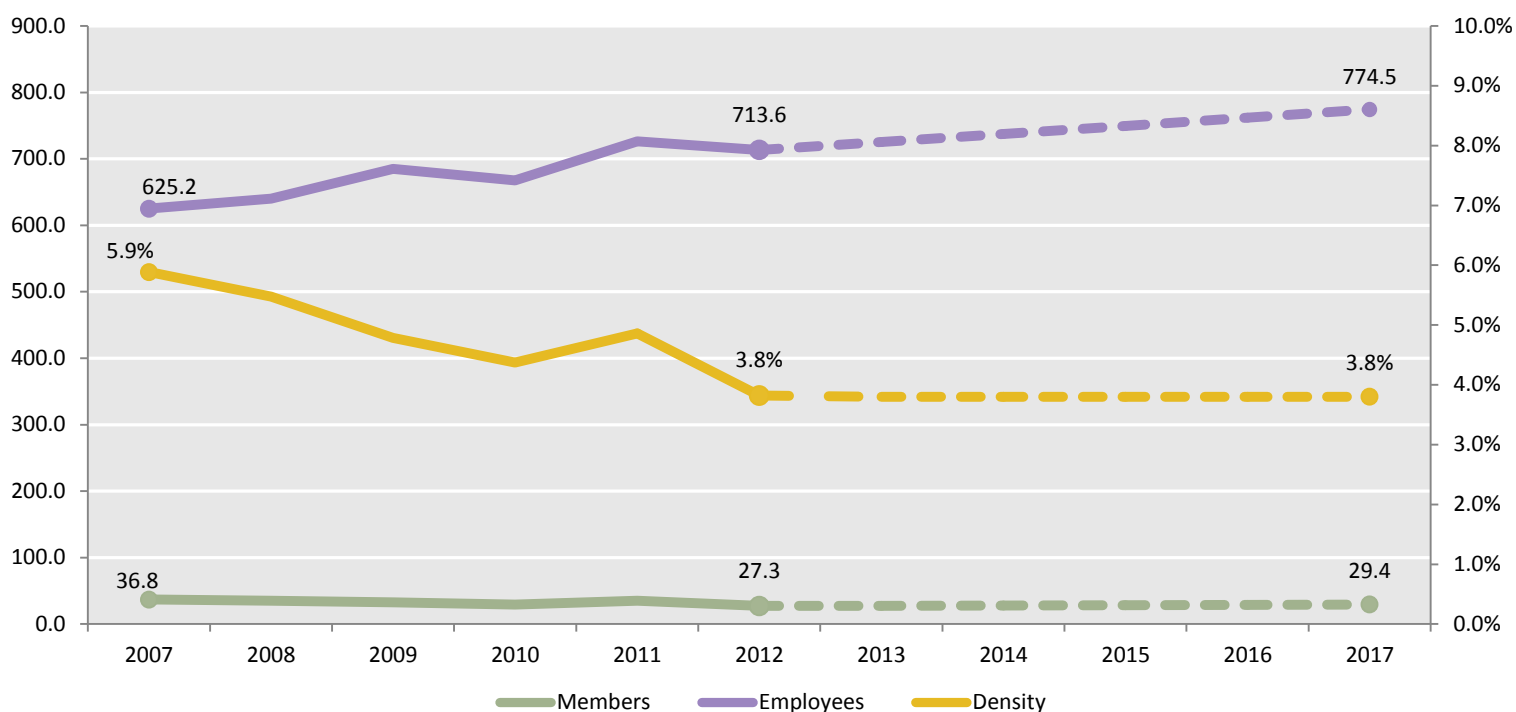


Accommodation and Food Services

In 2012 there were 713,600 employees in the Accommodation and Food Services industry, which is a decrease from 2011 employment levels 726,400. This industry accounts for 7.1% of the total workforce a slight decrease from 7.3% in 2011. There were 27,300 union members, a decrease from 35,300 in 2011 and 29,200 in 2010, this is a union density of 3.8% down from 4.9% in 2011. Employees in this industry are primarily engaged in providing food and beverage services, such as the preparation and serving of meals and the serving of alcoholic beverages for consumption by customers, both on and off-site.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Accommodation and Food Services industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 8.5% from 2012 to 2017, an average rate of 1.65% per annum. As a result union membership would need to grow 2,100 by 2017 or an average of 420 new members a year for union density to remain steady.

Figure: 54: Accommodation and Food Services Employees, Union Members ('000) and Union Density (%) - Times Series and Projections 2001 to 2017

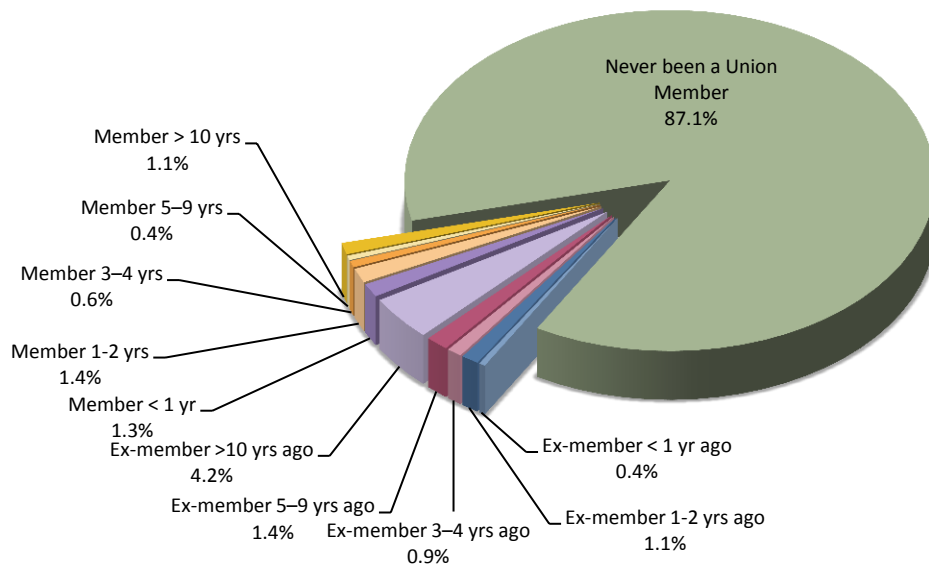


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 70.7% of union members having paid leave entitlements, compared to 33.9% of non-union employees in the Accommodation and Food Services industry.

The following figure shows the breakdown of the industry by union membership status. The majority (87.1%) of employees in this industry have never been members of their union, while 8.0% have previously been members of a union and 4.8% are currently union members²⁴. Of all employees 1.1% had been union members for more than ten years, 1.3% joined a union in the past year and only 0.4% had ceased union membership in the previous year.

²⁴ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

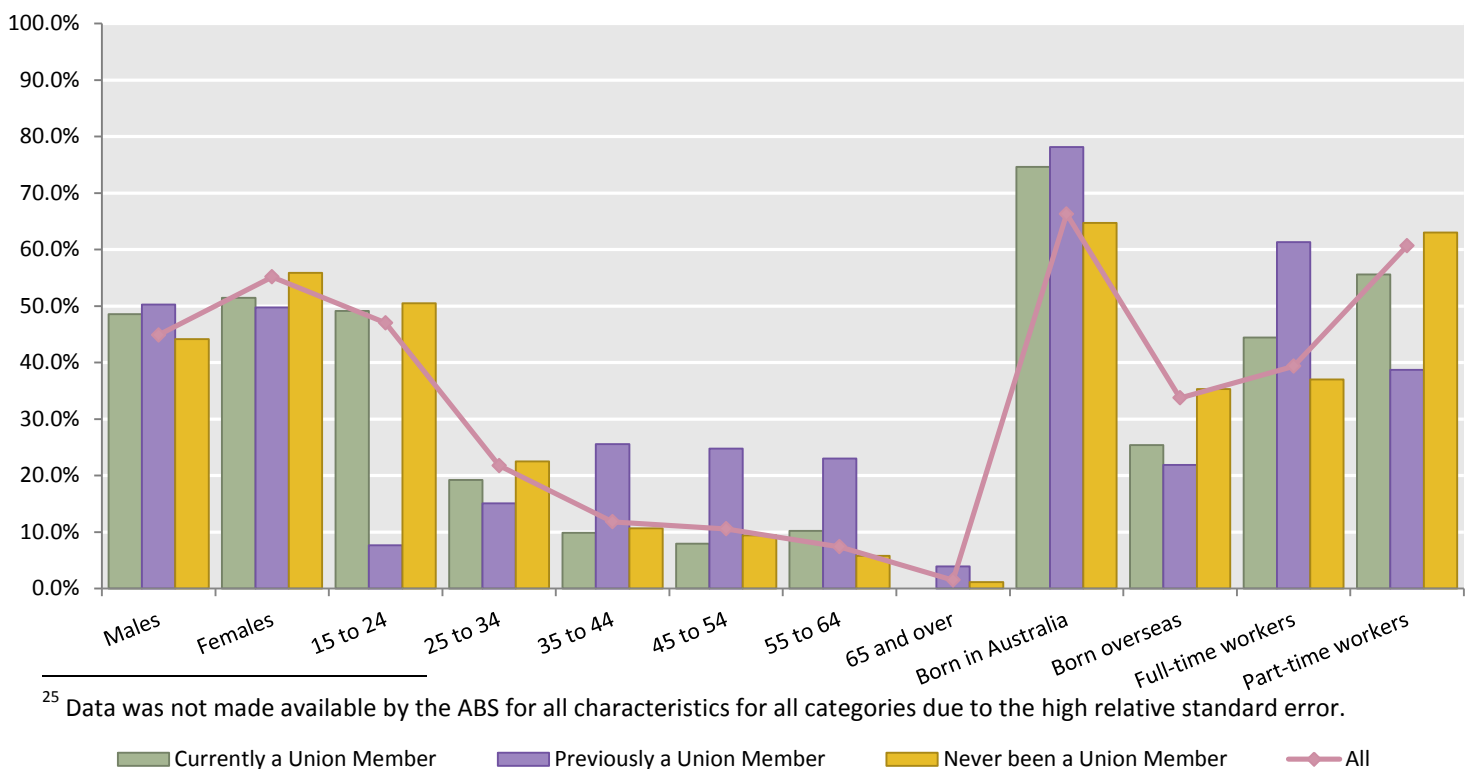
Figure 55: Accommodation and Food Services Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce²⁵. The Accommodation and Food Services industry is female dominated with 55.2% female compared to 44.8% male. Close to half of employees are aged under 25 years at 47.0%. The majority (66.3%) were born in Australia and the majority work on a part time basis at 60.7% of all employees in the industry.

Employees who have never been union members were the most female dominated group at 55.9% female compared to 44.1% male, employees who had previously been union members were the most likely to be male at 50.2%. The most common age group for union members was 15 to 24 years at 49.1%, in contrast to those who had previously been union members of whom only 7.7 % were aged under 25 years. Those employees who had previously been union members were the most likely to have been born in Australia at 78.1%, while those who had never been union members were the most likely to have been born overseas at 35.3%. Those who had previously been union members were the most likely to be working on a full time basis at 61.3%, while those who had never been union members were the most likely to be working on a part time basis at 63.0%.

Figure 56: Accommodation and Food Services Employees Union Membership Status by Selected Characteristics (%) – 2012



²⁵ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

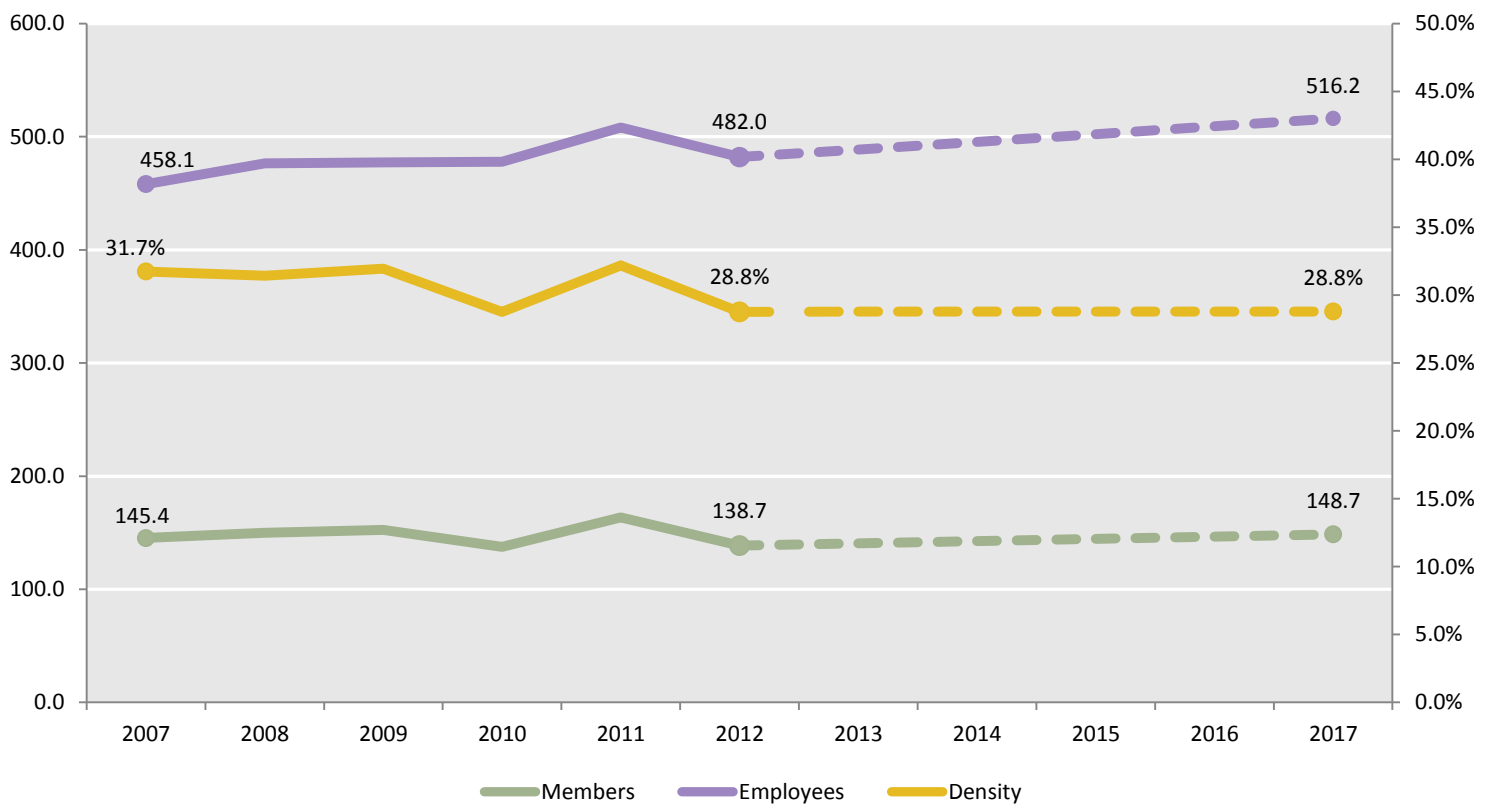
Legend:
■ Currently a Union Member
■ Previously a Union Member
■ Never been a Union Member
—◆— All

Transport, Postal and Warehousing

In 2012 there were 482,000 employees in the Transport, Postal and Warehousing industry, which is a decrease from 2011 employment levels of 508,100. This industry accounts for 4.8% of the total workforce a slight decrease from 5.1% in 2011. There were 138,700 union members in 2012, a decrease from 163,500 in 2011, this is a union density of 28.8% down from 32.2% in 2011. Employees in this industry are primarily engaged in providing transportation of passengers and freight by road, rail, water or air, as well as other transportation activities such as postal services, pipeline transport and scenic and sightseeing transport.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Transport, Postal and Warehousing industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 7.1% from 2012 to 2017, an average rate of 1.38% per annum. As a result union membership would need to grow 10,000 by 2017 or an average of 2000 new members a year for union density to remain steady.

Figure 57: Transport, Postal and Warehousing Employees, Union Members ('000) and Union Density (%) - Times Series and Projections 2007 to 2017

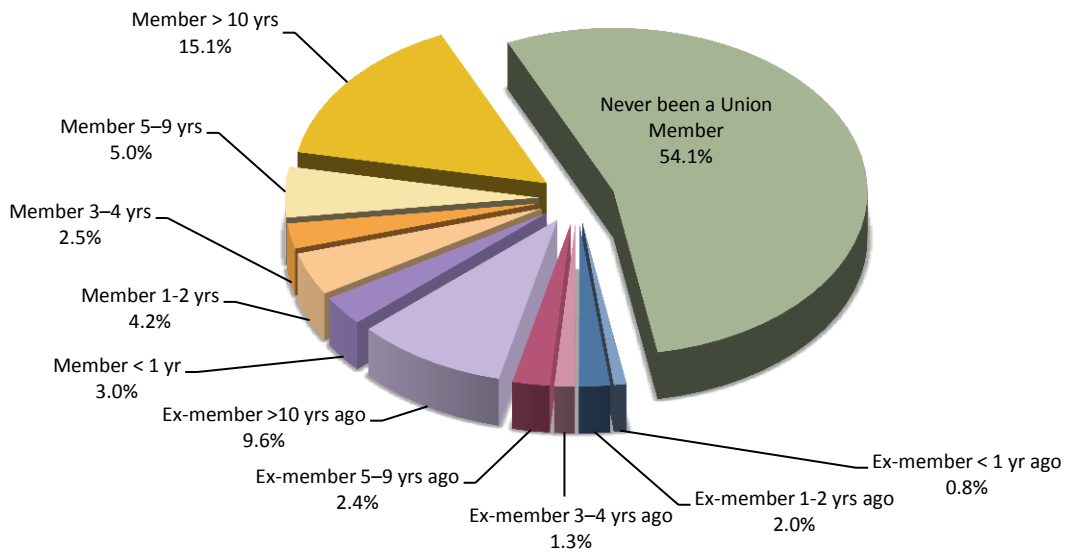


Paid leave entitlements are an important condition for all workers. Union members were more likely to have paid leave entitlements with 91.8% of union members having paid leave entitlements, compared to 70.6% of non-union employees in the Transport, Postal and Warehousing industry.

The following figure shows the breakdown of the industry by union membership status. Half (54.1%) of employees in this industry have never been members of their union, while 16.1% have previously been members of a union and 29.8% are currently union members²⁶. Of all employees 15.1% have been union members for more than ten years, 3.0% joined a union in the past year and only 0.8% had ceased union membership in the previous year.

²⁶ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

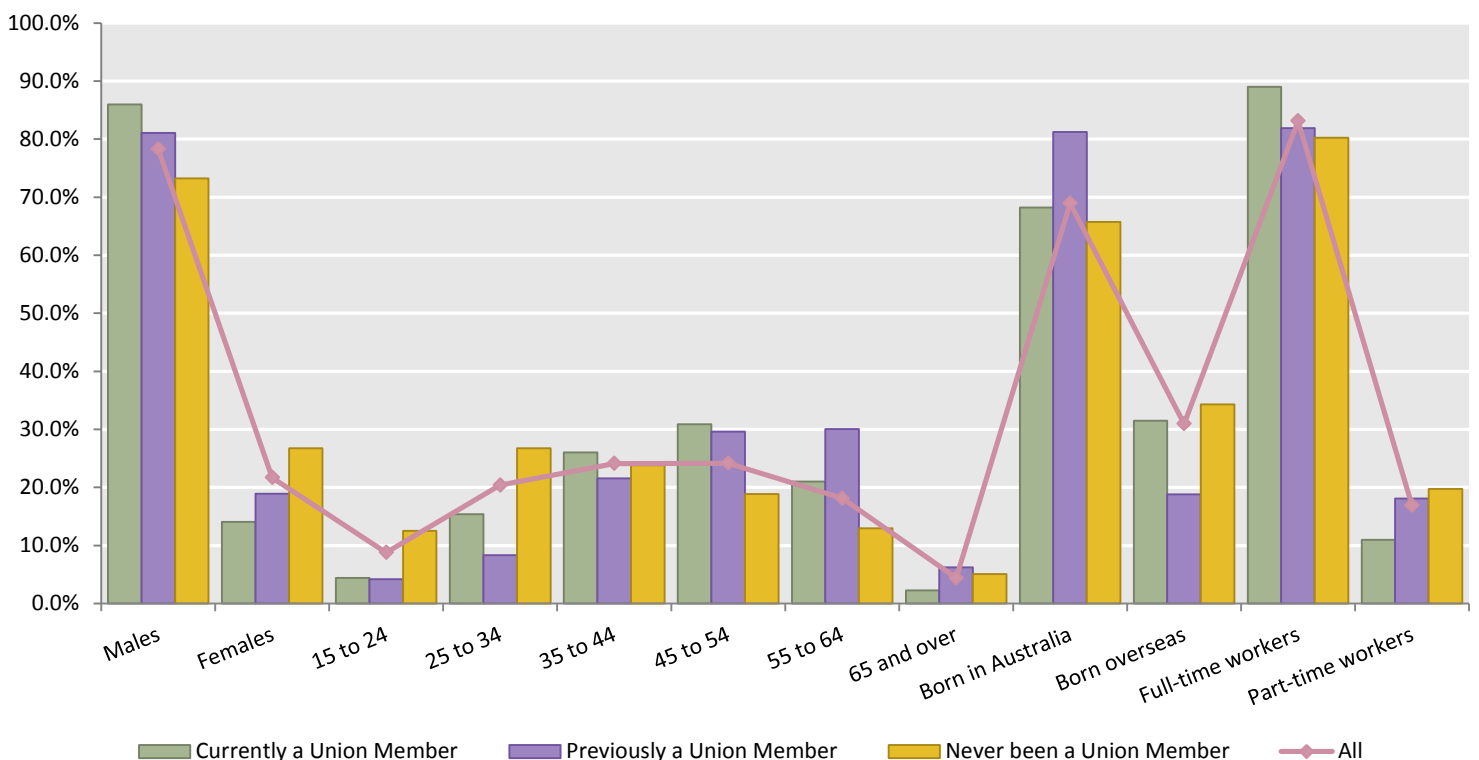
Figure 58: Transport, Postal and Warehousing Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce. The Transport, Postal and Warehousing industry is male dominated with 78.3% male compared to 21.7% female. Close to half of employees are aged between 35 and 54 years at 48.3%. The majority (69.0%) were born in Australia and the majority work on a full time basis at 83.1% of all employees in the industry.

Union members were the most male dominated group at 86.0% male compared to 14.0% female, employees who had never been union members were the most likely to be female at 26.8%. The most common age group for union members was 45 to 54 years at 30.9%, in contrast to those who had never been union members 39.2% were aged under 35 years. Those employees who had previously been union members were the most likely to have been born in Australia at 81.2%, while those who had never been union members were the most likely to have been born overseas at 34.3%. Union members were the most likely to be working on a full time basis at 89.0%, while those who had never been union members were the most likely to be working on a part time basis at 19.8%.

Figure 59: Transport, Postal and Warehousing Employees Union Membership Status by Selected Characteristics (%) – 2012

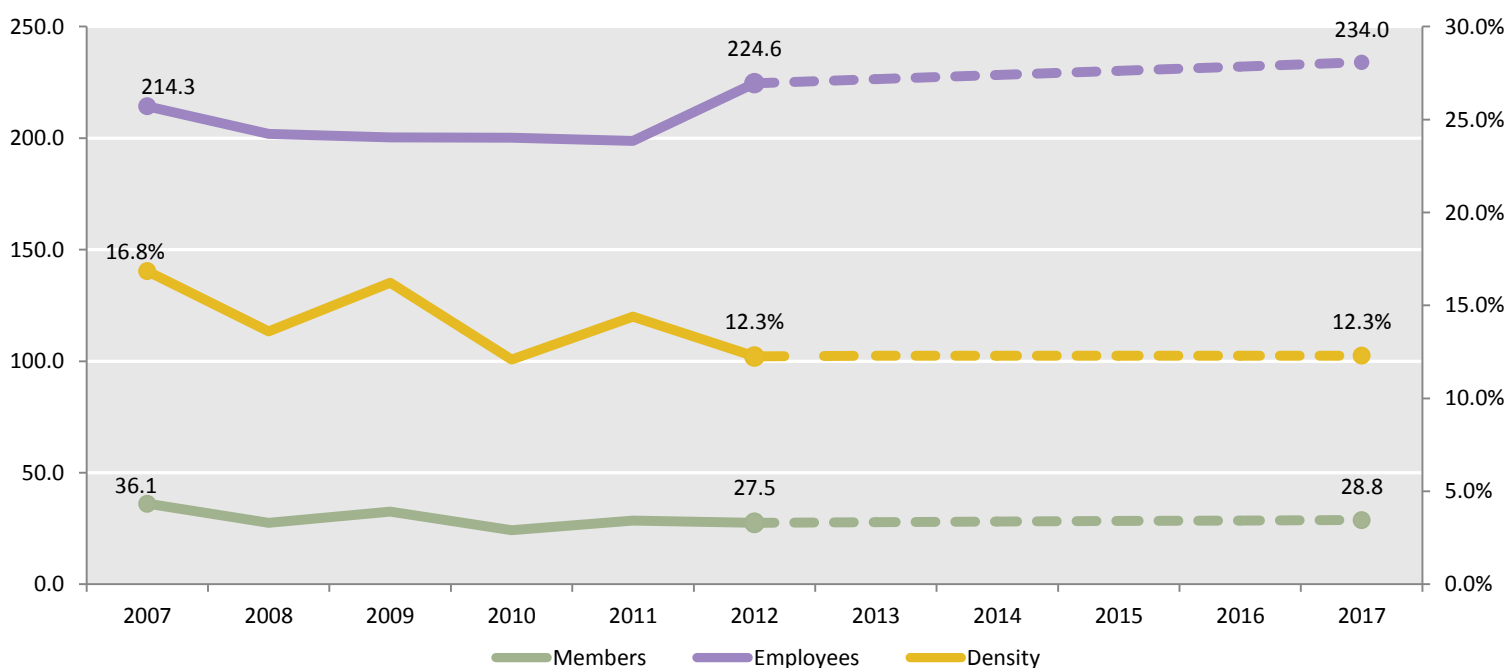


Information Media and Telecommunications

In 2012 there were 224,600 employees in the Information Media and Telecommunications industry, which is an increase from 2011 employment levels of 198,700. This industry accounts for 2.2% of the total workforce a slight increase from 2.0% in 2011. There were 27,500 union members in 2012, a decrease from 28,600 in 2011, this is a union density of 12.3% down from 14.4% in 2011. Employees in this industry are primarily engaged in creating, enhancing and storing information products in media that allows for their dissemination; transmitting information products using analogue and digital signals; and providing transmission services and/or operating the infrastructure to enable the transmission and storage of information and information products.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Information Media and Telecommunications industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 4.2% from 2012 to 2017, an average rate of 0.82% per annum. As a result union membership would need to grow 1,300 by 2017 or an average of 260 new members a year for union density to remain steady.

Figure 60: Information Media and Telecommunications Employees, Union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

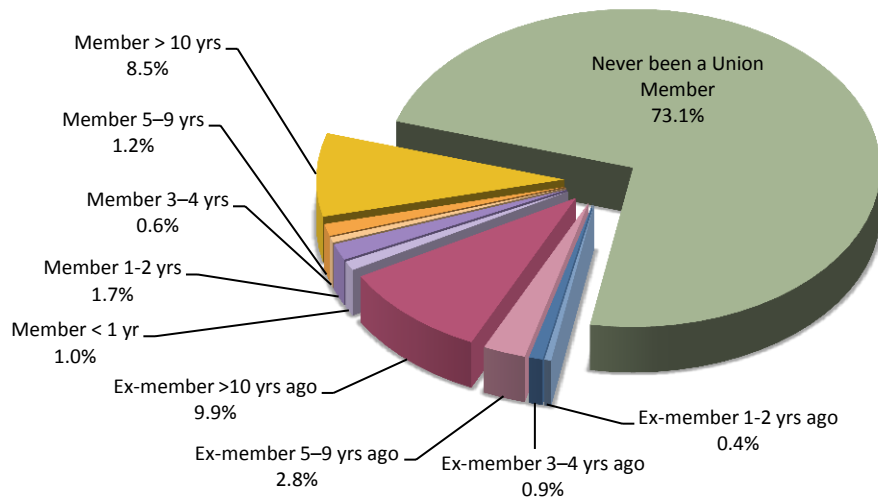


Paid leave entitlements are an important condition for all workers. Union members were more likely to have paid leave entitlements with 95.5% of union members having paid leave entitlements, compared to 82.9% of non-union employees in the Information Media and Telecommunications industry.

The following figure shows the breakdown of the industry by union membership status. The majority (73.1%) of employees in this industry have never been members of their union, while 14.0% have previously been members of a union and 13.0% are currently union members²⁷. Of all employees 8.5% have been union members for more than ten years, 1.0% joined a union in the past year and only 0.4% had ceased union membership in the previous two years.

²⁷ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

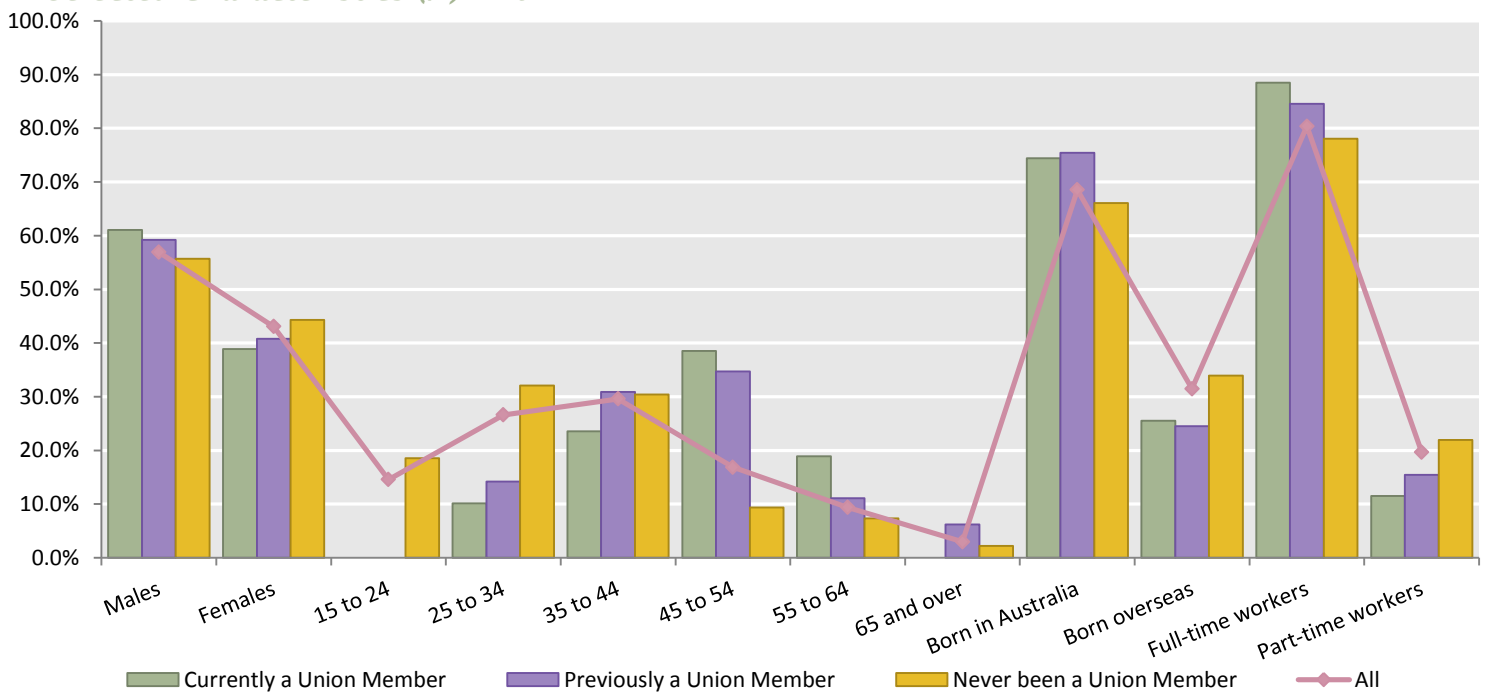
Figure 61: Information Media and Telecommunications Employees by Union Membership Status (%) - 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce²⁸. The Information Media and Telecommunications industry is slightly male dominated with 56.9% male compared to 43.1% female. Over half (56.2%) of employees are concentrated between 25 and 44 years of age. Close to a third (31.5%) were born overseas and the overwhelming majority (80.4%) worked on a full time basis.

Union members were the most male dominated group at 61.1% male compared to 38.9% female, employees who had never been union members were the most likely to be women at 44.3% female. The most common age group for union members was 45 to 54 years at 38.5%, making union members the oldest of all the groups, employees who had never been a union members were the youngest group with 50.7% aged under 35 years. Those employees who had previously been union members were more likely to have been born in Australia at 72.8%, while employees who had never been union members were the most likely to have been born overseas at 24.5%. Union members were the most likely to be working on a full time basis at 88.5%, employees who had never been union members were the most likely to be working on a part time basis at 15.4%.

Figure 62: Information Media and Telecommunications Union Membership Status by Selected Characteristics (%) - 2012



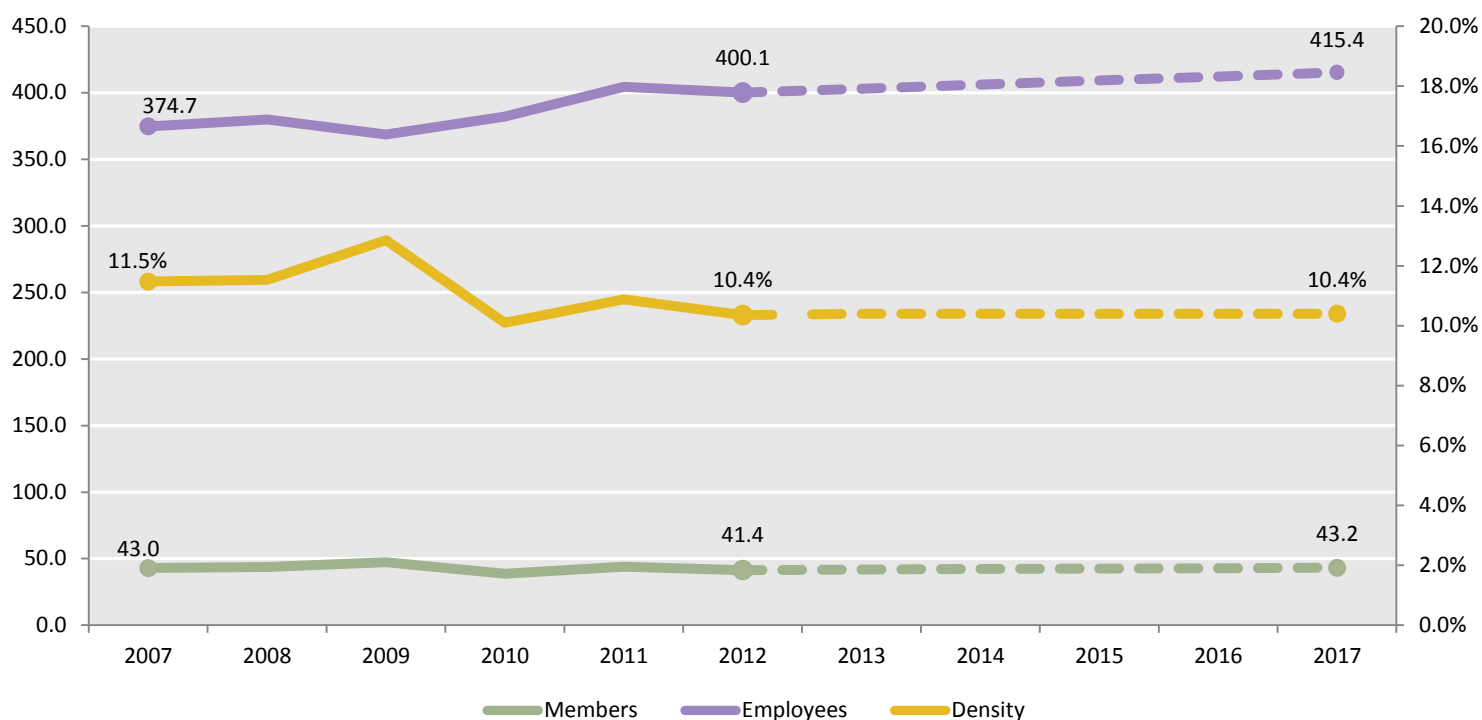
²⁸ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Financial and Insurance Services

In 2012 there were 400,100 employees in the Financial and Insurance Services industry, which is a decrease from 2011 employment levels of 404,400. This industry accounts for 4.0% of the total workforce remaining steady from 2011. There were 41,400 union members in 2012, a decrease from 44,000 in 2011, this is a union density of 10.4% down from 10.9% in 2011. Employees in this industry are primarily engaged in financial transactions involving the creation, liquidation, or change in ownership assets, and/or in facilitating financial transactions.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Financial and Insurance Services industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 3.8% from 2012 to 2017, an average rate of 0.75% per annum. As a result union membership would need to grow 1,800 by 2017 or an average of 360 new members a year for union density to remain steady.

Figure 63: Financial and Insurance Services Employees, Union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

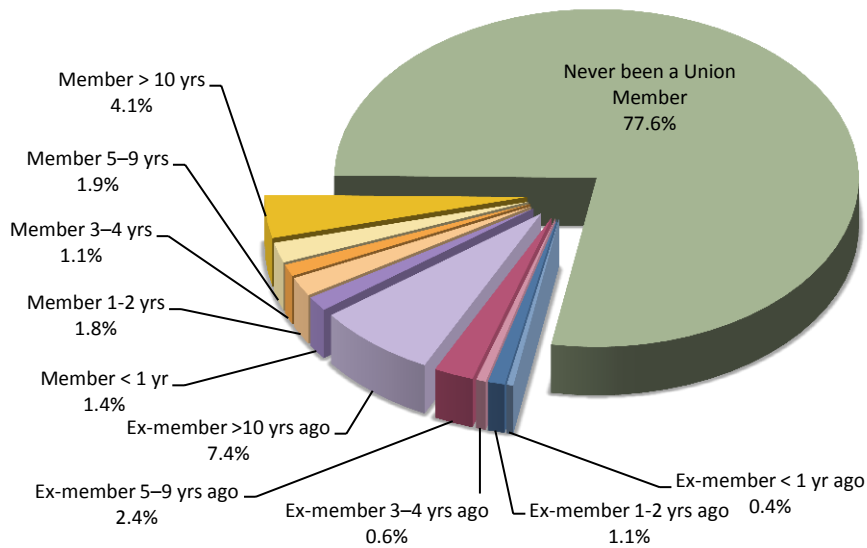


Paid leave entitlements are an important condition for all workers. Union members were more likely to have paid leave entitlements with 96.4% of union members having paid leave entitlements, compared to 91.1% of non-union employees in the Financial and Insurance Services industry.

The following figure shows the breakdown of the industry by union membership status. The majority (77.6%) of employees in this industry have never been members of their union, while 11.9% have previously been members of a union and 10.3% are currently union members²⁹. Of all employees 4.1% have been union members for more than ten years, 1.4% joined a union in the past year and only 0.4% had ceased union membership in the previous year.

²⁹ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

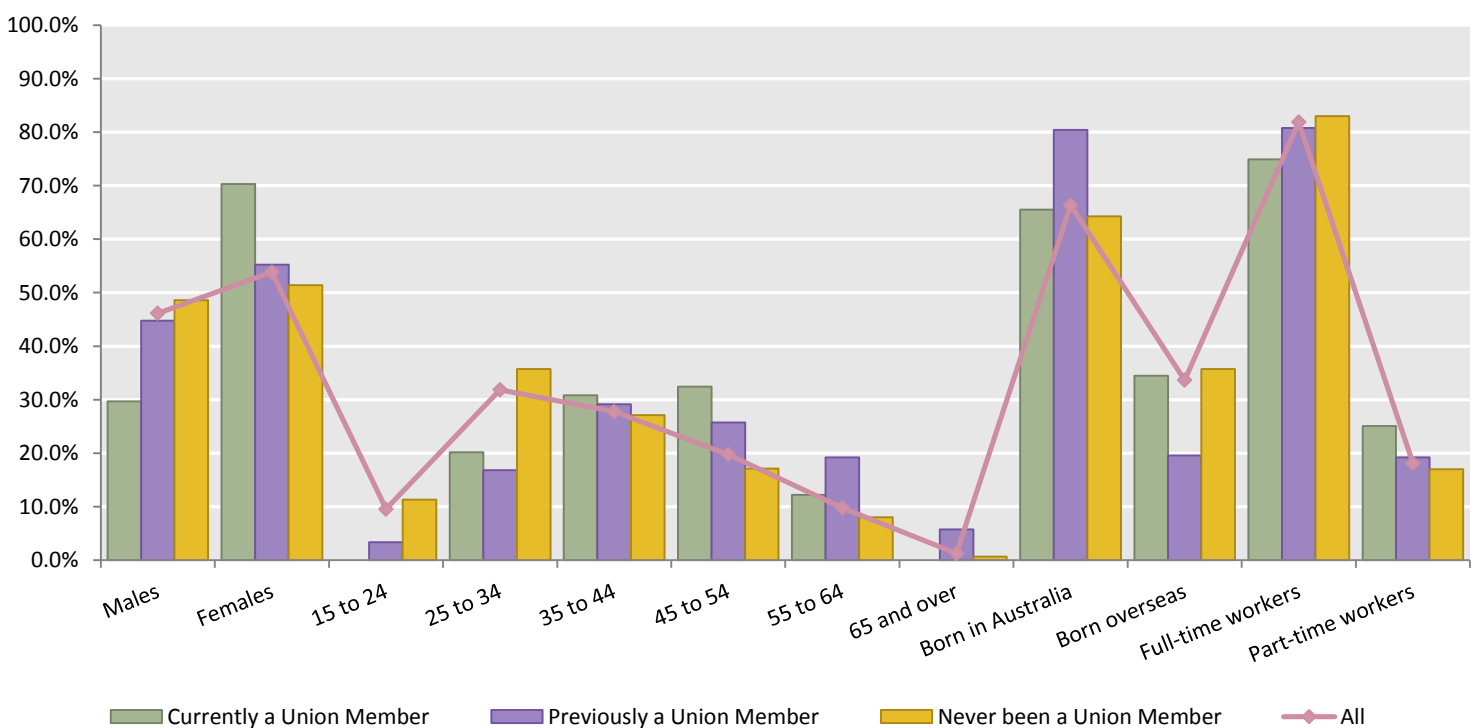
Figure 64: Financial and Insurance Services Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce³⁰. The Financial and Insurance Services industry is slightly female dominated with 53.8% female compared to 46.2% male. Over half (59.7%) of employees are concentrated between 25 and 44 years of age. A third (33.7%) were born overseas and the overwhelming majority (81.9%) worked on a full time basis.

Union members were the most female dominated group at 70.3% female compared to 29.7% male, employees who had never been union members were the most likely to be men at 48.6%. The most common age group for union members was 45 to 54 years at 32.5%, employees who had never been a union members were the youngest group with 47.1% aged under 35 years. Those employees who had previously been union members were more likely to have been born in Australia at 80.4%, while employees who had never been union members were the most likely to have been born overseas at 35.7%. Union members were the most likely to be working on a part time basis at 25.1%, employees who had never been union members were the most likely to be working on a full time basis at 83.0%.

Figure 65: Financial and Insurance Services Employees Union Membership Status by Selected Characteristics (%) – 2012



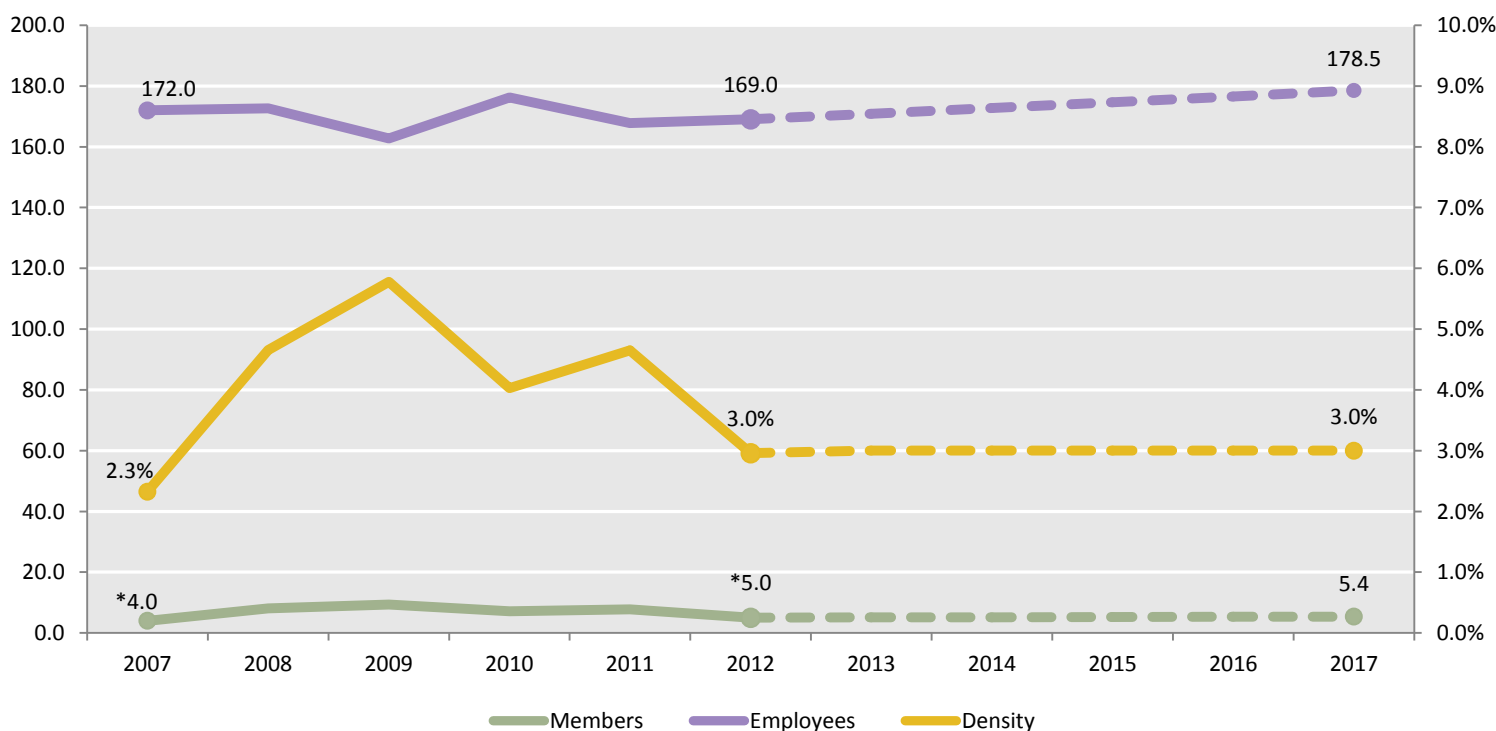
³⁰ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Rental, Hiring and Real Estate Services

In 2012 there were 169,000 employees in the Rental, Hiring and Real Estate Services industry, which was an increase from 2011 employment levels of 167,800. This industry accounts for 1.7% of the total workforce remaining steady from 2011 and the second smallest industry. Of these employees 5,000³¹ were union members, a decrease from 7,800 in 2011, this is a union density of 3.0% down from 4.6% in 2011, it should be noted due to the high standard error for union members in this industry this could be the cause for this volatility in union density. Employees in this industry are primarily engaged in renting, hiring, or otherwise allowing the use of tangible or intangible assets (except copyrights), and units providing related services.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Rental, Hiring and Real Estate Services industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 5.6% from 2012 to 2017, an average rate of 1.1% per annum. As a result union membership would need to grow 400 by 2017 or an average of 80 new members a year for union density to remain steady.

Figure 66: Rental, Hiring and Real Estate Services Employees, Union Members ('000) and Union Density (%) – Times Series and Projections 2007 to 2017



Paid leave entitlements are an important condition for all workers. Union members were more likely to have paid leave entitlements with 100.0% of union members having paid leave entitlements, compared to 80.1% of non-union employees in the Rental, Hiring and Real Estate Services industry³².

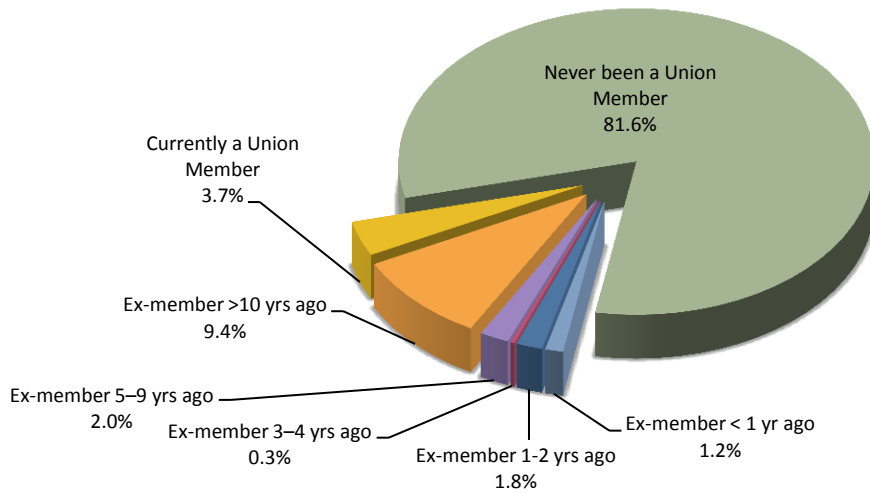
The following figure shows the breakdown of the industry by union membership status. The majority (81.6%) of employees in this industry have never been members of their union, while 14.7% have previously been members of a union and 3.7% are currently union members³³. Due to limited availability of data, a further breakdown of duration of union membership was not possible.

³¹ *This figure has a relative standard error of 25% to 50% and should be used with caution.

³² These figures have a relative standard error of 25% to 50% and should be used with caution.

³³ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

Figure 67: Rental, Hiring and Real Estate Services Employees by Union Membership Status (%) - 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce³⁴. The Rental, Hiring and Real Estate Services industry is male dominated with 55.2% male compared to 44.8% female. The largest age group was 45 to 54 years at 24.3%. A quarter (26.1%) were born overseas and the majority (76.3%) worked on a full time basis.

Union members were the most male dominated group at 78.5% male compared to 21.5% female, employees who had never been union members were the most likely to be women at 46.9%. The most common age group for union members was 45 to 54 years at 32.9%, employees who had never been a union members were the youngest group with 40.3% aged under 35 years. Those employees who were currently union members were more likely to have been born in Australia at 76.8%, while employees who had previously been union members were the most likely to have been born overseas at 30.6%. Union members were the most likely to be working on a part time basis at 33.5%, employees who had previously been union members were the most likely to be working on a full time basis at 84.7%.

Figure 68: Rental, Hiring and Real Estate Services Employees Union Membership Status by Selected Characteristics (%) - 2012



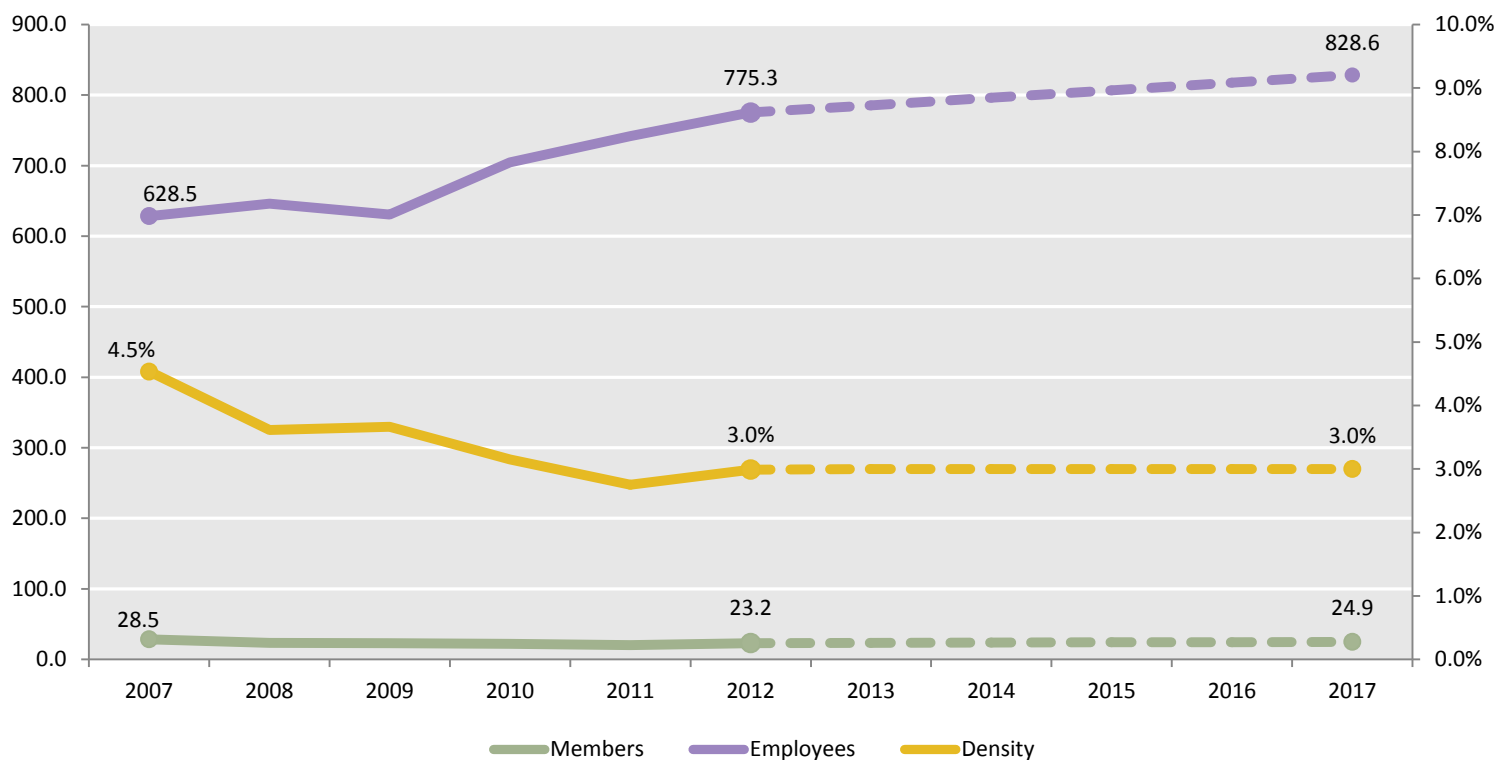
³⁴ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Professional, Scientific and Technical Services

In 2012 there were 775,300 employees in the Professional, Scientific and Technical Services industry, which was an increase from 2011 employment levels of 741,800. This industry accounts for 7.7% of the total workforce an increase from 2011 levels of 7.4%. Of these employees 23,200 were union members, an increase from 20,400 in 2011, this is a union density of 3.0% up from 2.8% in 2011. Employees in this industry are primarily engaged in specialising and selling their expertise in areas including scientific research, architecture, engineering, computer systems, design, law, accountancy, advertising, markets research, management and other consultancy, veterinary science and professional photography.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Professional, Scientific and Technical Services industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 6.9% from 2012 to 2017, an average rate of 3.4% per annum. As a result union membership would need to grow 1,700 by 2017 or an average of 340 new members a year for union density to remain steady.

Figure 69: Professional, Scientific and Technical Services Employees, Union Members ('000) and Union Density (%) – Times Series and Projections 2007 to 2017

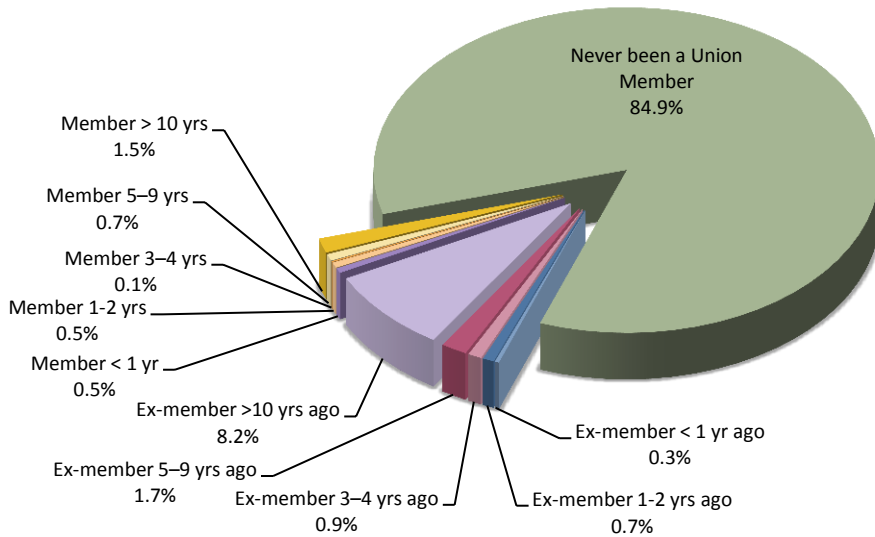


Paid leave entitlements are an important condition to workers. In 2012 the ABS did not make available the paid leave entitlements breakdown for union members or for the Professional, Scientific and Technical Services industry as a whole. However the figure across all industries for union members is 90.8% and in 2011 union members in this industry were more likely than non-union employees to have access to paid leave entitlements. This suggests that in this industry it is highly likely that there exists a union premium for entitlements.

The following figure shows the breakdown of the industry by union membership status. The majority (84.9%) of employees in this industry have never been members of their union, while 11.8% have previously been members of a union and 3.3% are currently union members³⁵. Of all employees 1.5% have been union members for more than ten years, 0.5% joined a union in the past year and only 0.3% had ceased union membership in the previous year.

³⁵ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

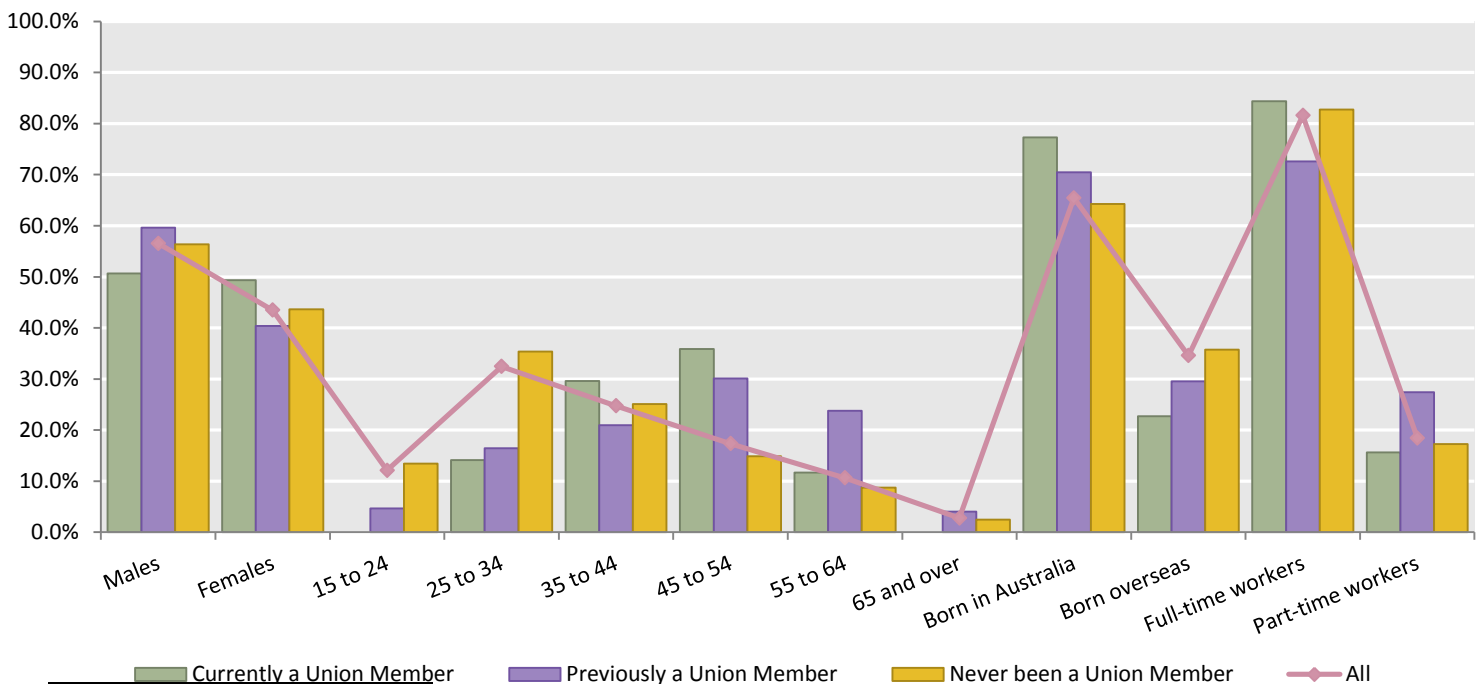
Figure 70: Professional, Scientific and Technical Services Employees by Union Membership Status (%) - 2011



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce³⁶. The Professional, Scientific and Technical Services industry is male dominated with 56.5% male compared to 43.5% female. The largest age group was 25 to 34 years at 32.5%. A third (34.6%) were born overseas and the majority (81.6%) worked on a full time basis.

Union members were the most likely to be female at 49.3% female compared to 50.7% male, employees who had previously been union members were the most likely to be men at 59.6%. The most common age group for union members was 45 to 54 years at 35.9%, putting union members in an older age profile compared to the overall industry workforce, while employees who had never been a union members were the youngest group with 48.9% aged under 35 years. Those employees who were currently union members were more likely to have been born in Australia at 77.3%, employees who had never been union members were the most likely to have been born overseas at 35.7%. Union members were the most likely to be working on a full time basis at 84.4%, employees who had previously been union members were the most likely to be working on a part time basis at 27.4%.

Figure 71: Professional, Scientific and Technical Services Employees Union Membership Status by Selected Characteristics (%) - 2012



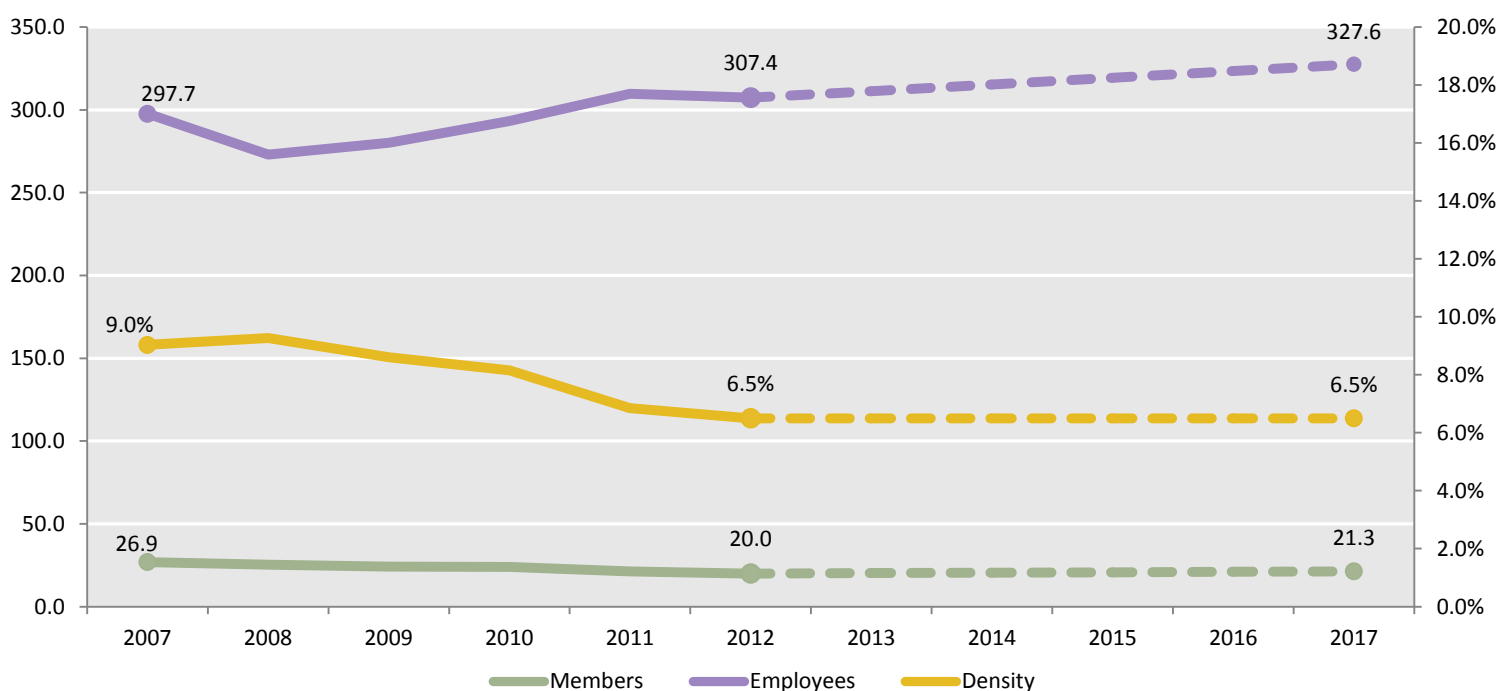
³⁶ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Administrative and Support Services

In 2012 there were 307,400 employees in the Administrative and Support Services industry, which was a decrease from 2011 employment levels of 309,600. This industry accounts for 3.0% of the total workforce a slight decrease from 2011 levels of 3.1%. Of these employees 20,000 were union members, a decrease from 21,200 in 2011, this is a union density of 6.5% down from 6.8% in 2011. Employees in this industry are primarily engaged in performing routine support activities for the day-to-day operations of other businesses or organisations.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Administrative and Support Services industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 6.6% from 2012 to 2017, an average rate of 1.28% per annum. As a result union membership would need to grow 1,300 by 2017 or an average of 260 new members a year for union density to remain steady.

Figure 72: Administrative and Support Services Employees, Union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

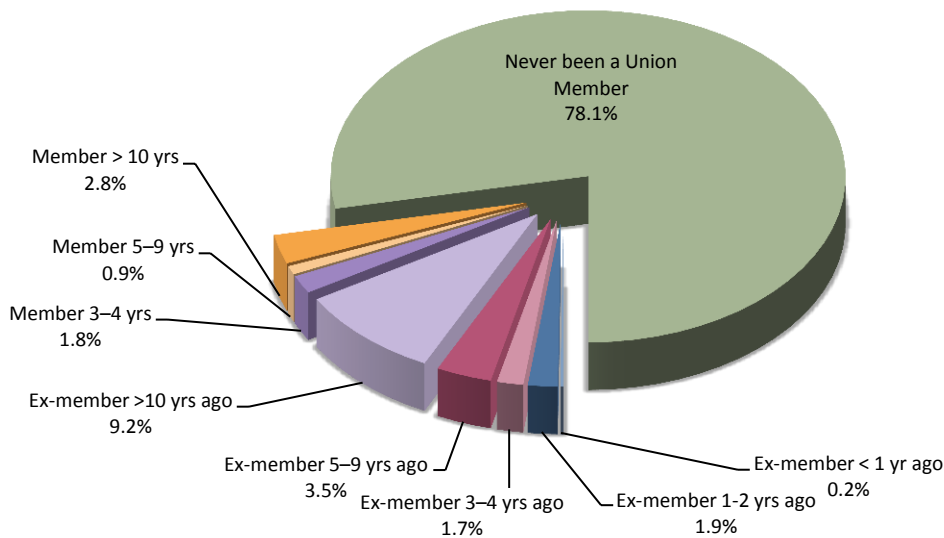


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 88.7% of union members having paid leave entitlements, compared to 64.7% of non-union employees in the Administrative and Support Services industry.

The following figure shows the breakdown of the industry by union membership status. The majority (78.1%) of employees in this industry have never been members of their union, while 16.5% have previously been members of a union and 5.5% are currently union members³⁷. Of all employees 2.8% have been union members for more than ten years, and only 0.2% had ceased union membership in the previous year.

³⁷ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

Figure 73: Administrative and Support Services Employees by Union Membership Status (%) - 2012

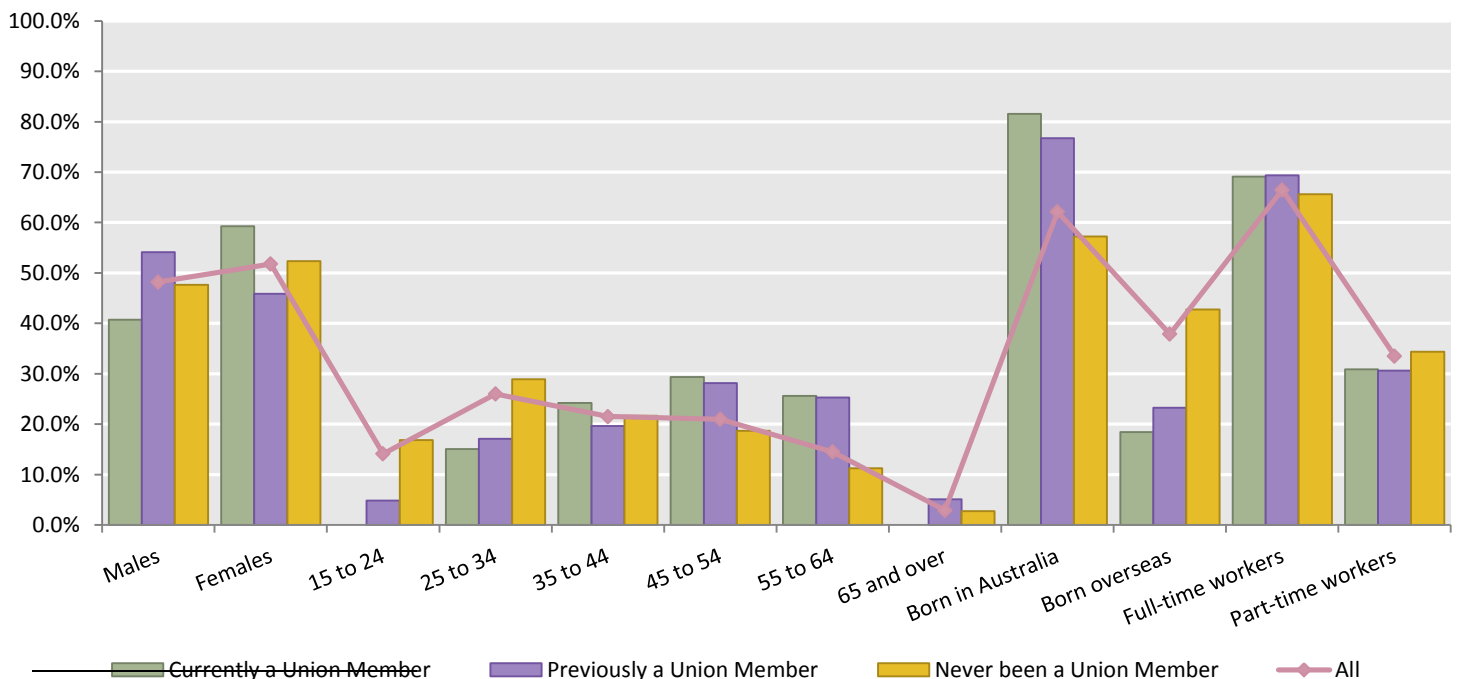


The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce³⁸. The Administrative and Support Services industry is female dominated with 51.8% female compared to 48.2% male. The largest age group was 25 to 34 years at 26.0%. Over a third (37.9%) of employees were born overseas and two thirds (66.5%) worked on a full time basis.

Union members were the most likely to be female at 59.3% compared to 40.7% male, employees who had previously been union members were the most likely to be men at 54.1%. The most common age group for union members was 45 to 54 years at 29.3%, putting union members in an older age profile compared to the overall industry workforce, while employees who had never been a union members were the youngest group with 45.7% aged under 35 years.

Those employees who were currently union members were more likely to have been born in Australia at 81.6%, employees who had never been union members were the most likely to have been born overseas at 42.7%. Previous union members were the most likely to be working on a full time basis at 69.4%, employees who had never been union members were the most likely to be working on a part time basis at 34.4%.

Figure 74: Administrative and Support Services Employees Union Membership Status by Selected Characteristics (%) - 2012



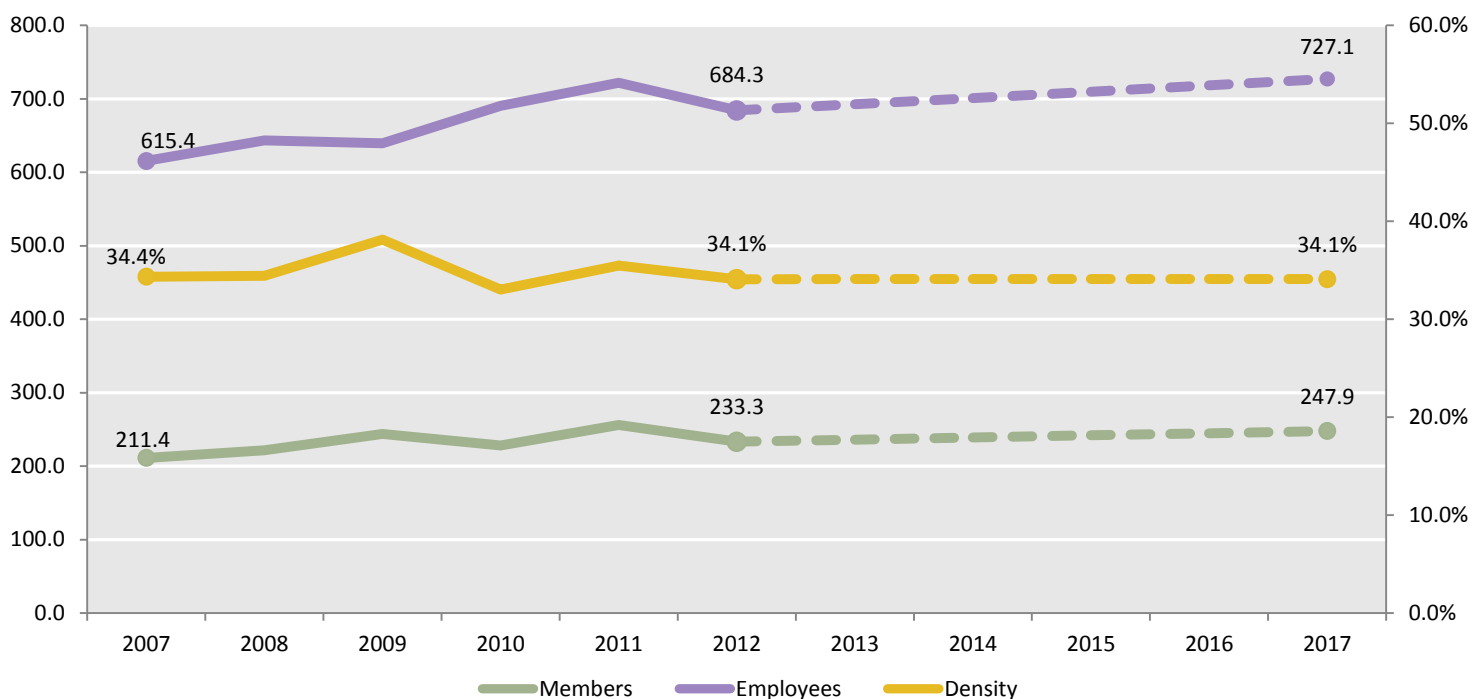
³⁸ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Public Administration and Safety

In 2012 there were 684,300 employees in the Public Administration and Safety industry, which was a decrease from 2011 employment levels of 721,900. This industry accounts for 6.8% of the total workforce a decrease from 2011 levels of 7.2%. Of these employees 233,300 were union members, a decrease from 256,100 in 2011, this is a union density of 34.1% down from 35.5% in 2011. Employees in this industry are primarily engaged in central, state or local government legislative, executive and judicial activities; in providing physical, social, economic and general public safety and security services; and in enforcing regulations.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Public Administration and Safety industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 6.3% from 2012 to 2017, an average rate of 1.22% per annum. As a result union membership would need to grow 14,600 by 2017 or an average of 2,920 people a year for union density to remain steady.

Figure 75: Public Administration and Safety Employees, Union Members ('000) and Union Density (%) - Time series and Projections 2007 to 2017

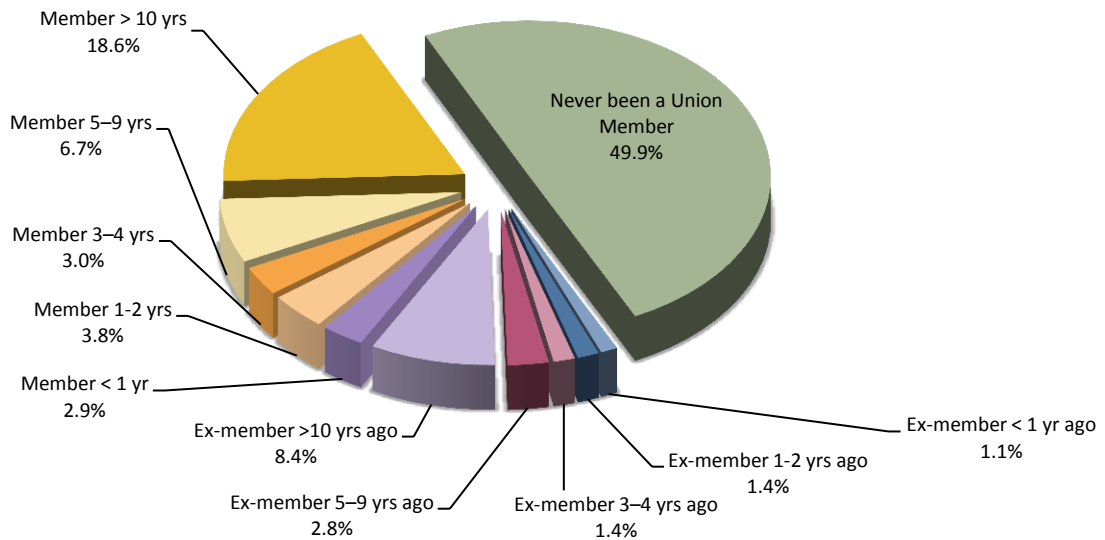


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 97.7% of union members having paid leave entitlements, compared to 87.3% of non-union employees in the Public Administration and Safety industry.

The following figure shows the breakdown of the industry by union membership status. Half (49.9%) of employees in this industry have never been members of their union, while 15.1% have previously been members of a union and 35.0% are currently union members³⁹. Of all employees 18.6% have been union members for more than ten years, 2.9% joined a union in the past year and only 1.1% had ceased union membership in the previous year.

³⁹ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

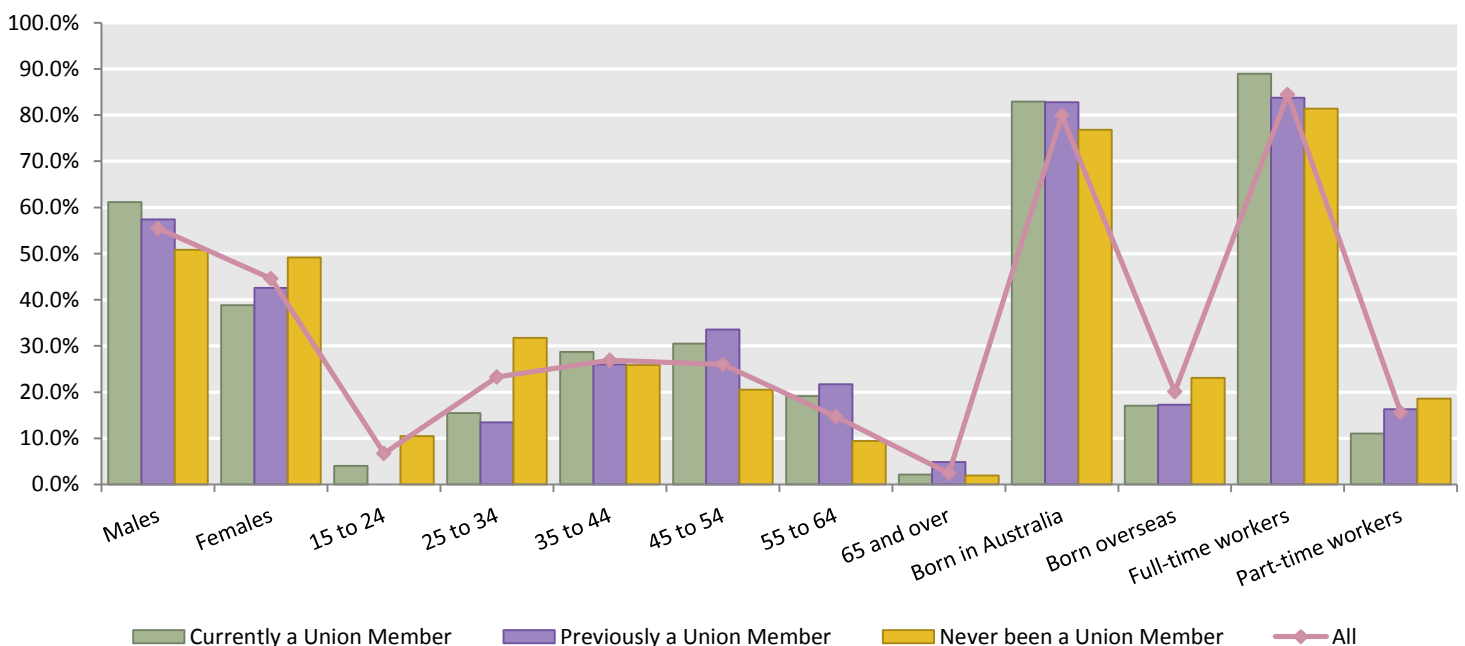
Figure 76: Public Administration and Safety Employees by Union Membership Status (%) – 2012



The below figure shows union membership by selected characteristics compared with the profile of the overall industry workforce⁴⁰. The Public Administration and Safety industry is male dominated with 55.4% male compared to 44.6% female. Half of employees are aged 35 to 54 years at 52.9%. The majority (79.9%) were born in Australia and the majority work on a full time basis at 84.4% of all employees in the industry.

Employees who were currently union members were the most male dominated group at 61.1% male compared to 38.9% female, employees who had never been union members were the most likely to be female at 49.2%. The most common age group for union members was 45 to 54 years at 30.5%, in contrast to those who had never been union members 42.3% were aged under 35 years. Those employees who were currently union members were the most likely to have been born in Australia at 82.9%, while those who had never been union members were the most likely to have been born overseas at 23.1%. Union members were the most likely to be working on a full time basis at 89.0%, while those who had never been union members were the most likely to be working on a part time basis at 18.6%.

Figure 77: Public Administration and Safety Employees Union Membership Status by Selected Characteristics (%) – 2012



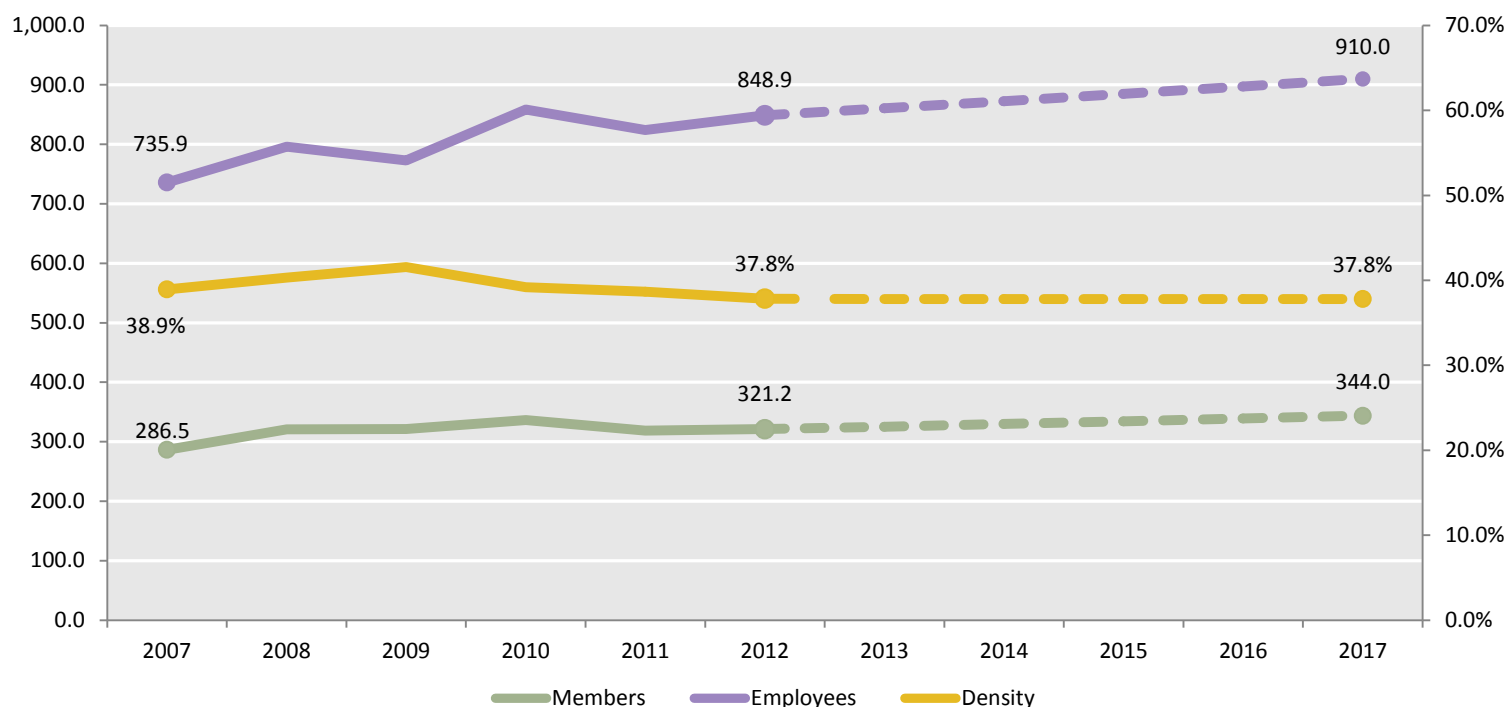
⁴⁰ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Education and Training

In 2012 there were 848,900 employees in the Education and Training industry, which was an increase from 2011 employment levels of 824,100. This industry accounts for 8.4% of the total workforce an increase from 2011 levels of 8.2%. Of these employees 321,200 were union members, an increase from 318,700 in 2011, this is a union density of 37.8% down from 38.7% in 2011. Employees in this industry are primarily engaged in the provision and support of education and training, education may be provided in a range of settings, such as educational institutions, the workplace, or the home.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Education and Training industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 7.2% from 2012 to 2017, an average rate of 1.4% per annum. As a result union membership would need to grow 22,800 by 2017 or an average of 4,560 new members a year for union density to remain steady.

Figure 78: Education and Training Employees, Union members ('000) and Union Density (%) – Time Series and Projections 2007 to 2017

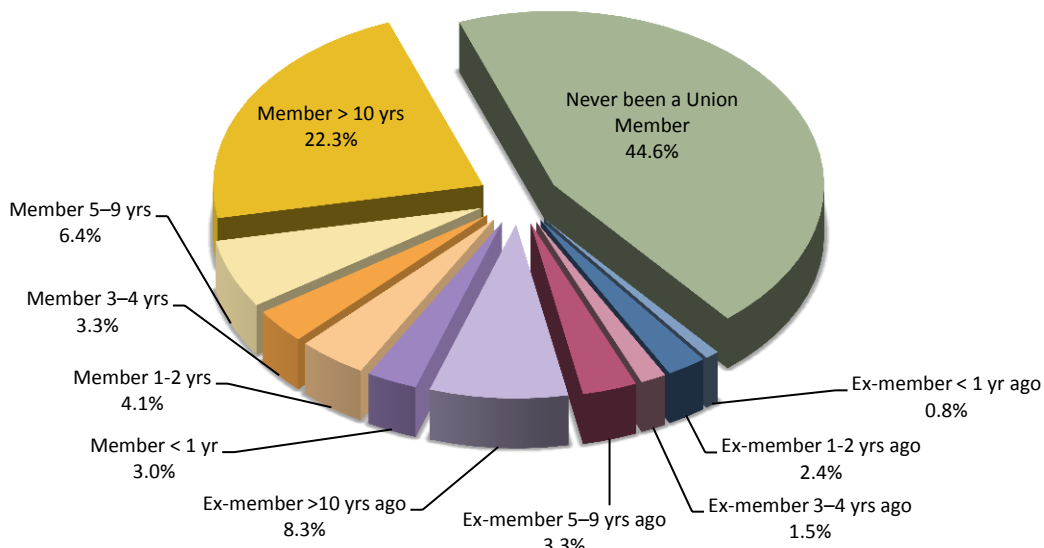


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 95.3% of union members having paid leave entitlements, compared to 75.2% of non-union employees in the Education and Training industry.

The following figure shows the breakdown of the industry by union membership status. Just under half (44.6%) of employees in this industry have never been members of their union, while 16.3% have previously been members of a union and 39.1% are currently union members⁴¹. Of all employees 22.3% have been union members for more than ten years, 3.0% joined a union in the past year and only 0.8% had ceased union membership in the previous year.

⁴¹ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

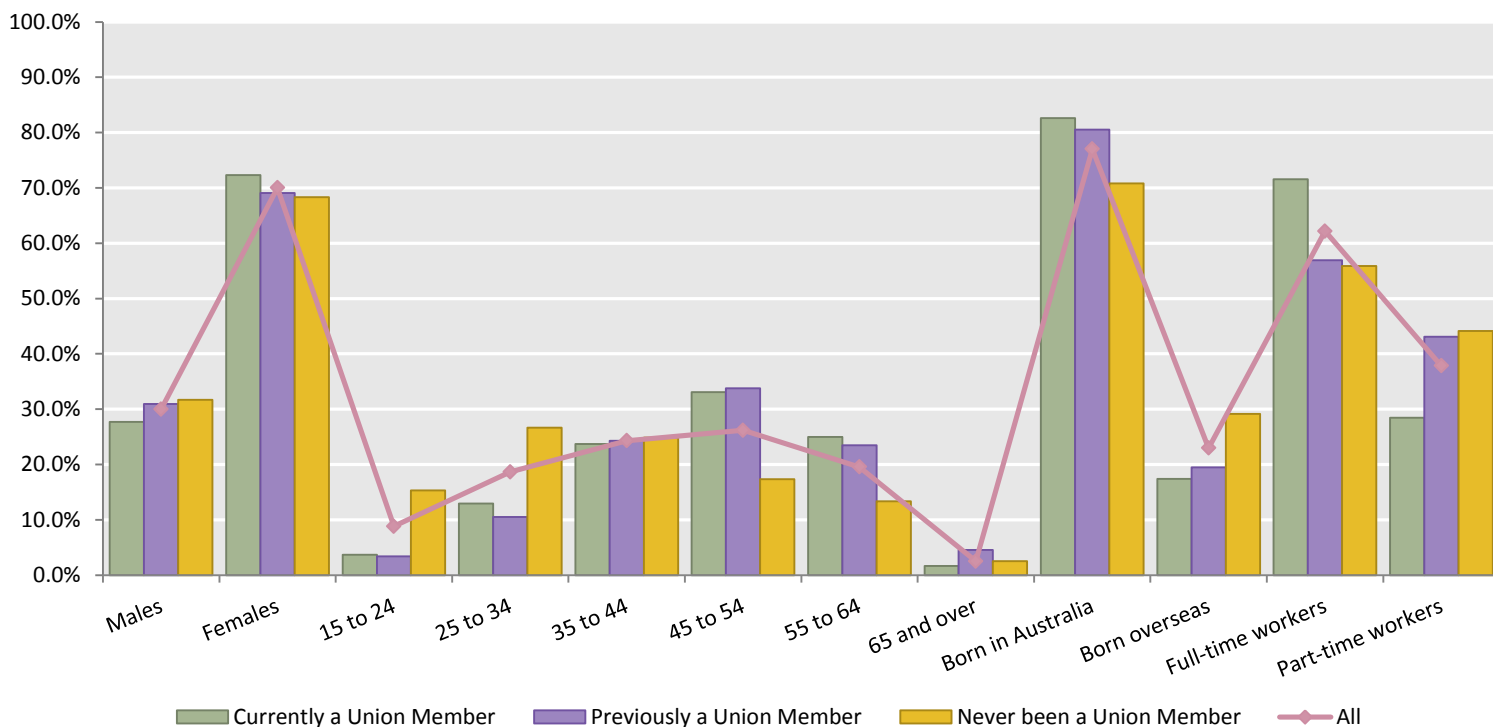
Figure 79: Education and Training Employees by Union Membership Status (%) - 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce. The Education and Training industry is female dominated with 70.0% female compared to 30.0% male. Half of employees were aged 35 to 54 years at 50.5%. The majority (77.0%) were born in Australia and the majority work on a full time basis at 62.2% of all employees in the industry.

Employees who were currently union members were the most female dominated group at 72.3% female compared to 27.7% male, employees who had never been union members were the most likely to be male at 31.7%. The most common age group for union members was 45 to 54 years at 33.1%, in contrast, those who had never been union members 42.0% were aged under 35 years. Those employees who were currently union members were the most likely to have been born in Australia at 82.6%, while those who had never been union members were the most likely to have been born overseas at 29.1%. Union members were the most likely to be working on a full time basis at 71.5%, while those who had never been union members were the most likely to be working on a part time basis at 44.1%.

Figure 80: Education and Training Employees Union Membership Status by Selected Characteristics (%) - 2012

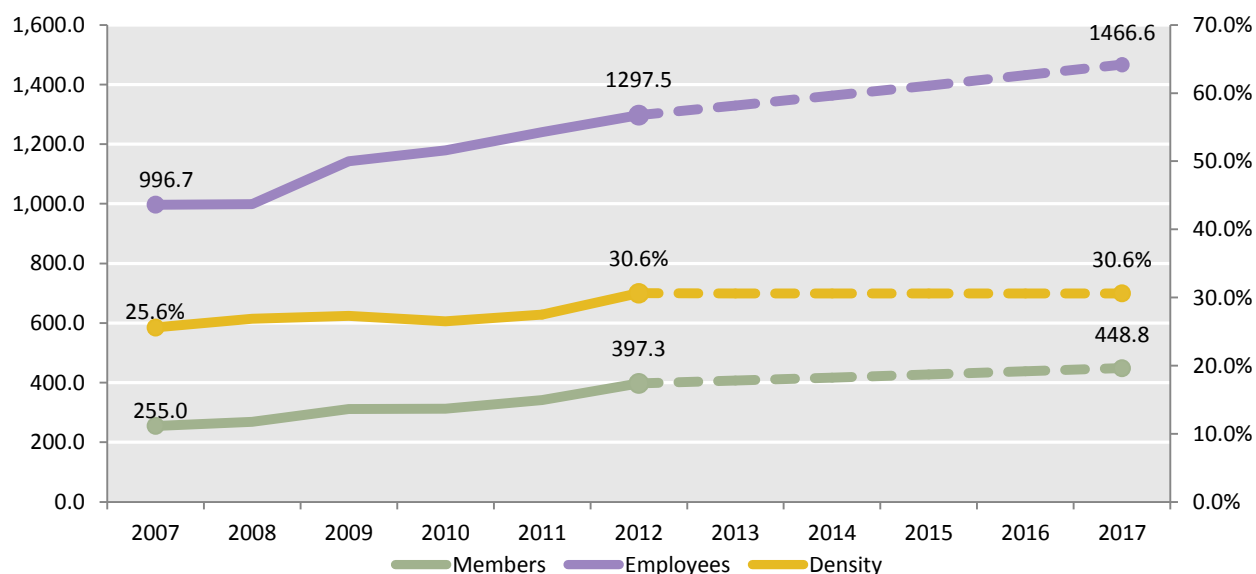


Health Care and Social Assistance

In 2012 there were 1,297,500 employees in the Health Care and Social Assistance industry, which was an increase from 2011 employment levels of 1,240,100. This industry accounts for 12.8% of the total workforce an increase from 2011 levels of 12.4%, making this the largest industry in the Australian workforce. Of these employees 397,300 were union members, an increase from 341,100 in 2011, this is a union density of 30.6% up from 27.5% in 2011. Employees in this industry are primarily engaged in providing human health care and social assistance.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Health Care and Social Assistance industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 13.0% from 2012 to 2017, an average rate of 2.48% per annum. As a result union membership would need to grow 51,500 by 2017 or an average of 10,300 new members a year for union density to remain steady.

Figure 81: Health Care and Social Assistance Employees, Union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

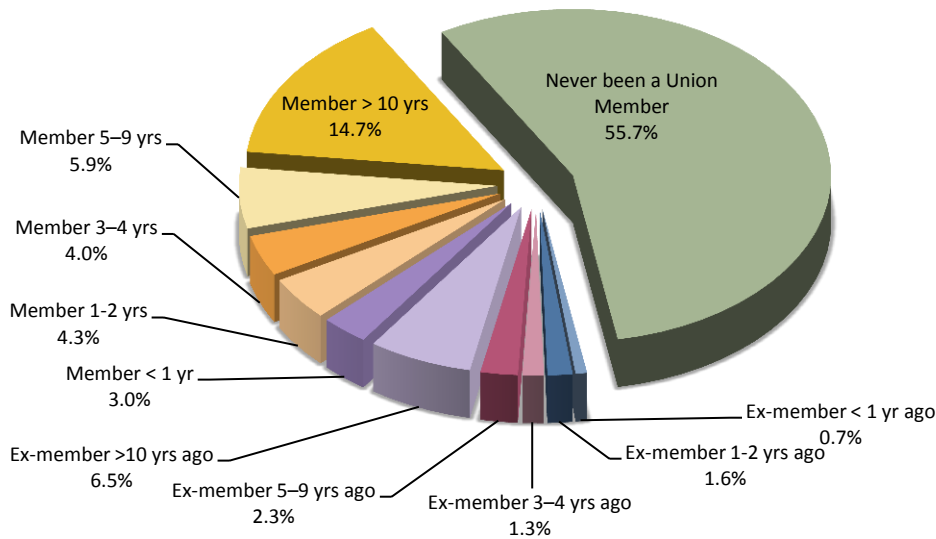


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 94.5% of union members having paid leave entitlements, compared to 76.5% of non-union employees in the Health Care and Social Assistance industry.

The following figure shows the breakdown of the industry by union membership status. Just under half (55.7%) of employees in this industry have never been members of their union, while 12.4% have previously been members of a union and 31.9% are currently union members⁴². Of all employees 14.7% have been union members for more than ten years, 3.0% joined a union in the past year and only 0.7% had ceased union membership in the previous year.

⁴² These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

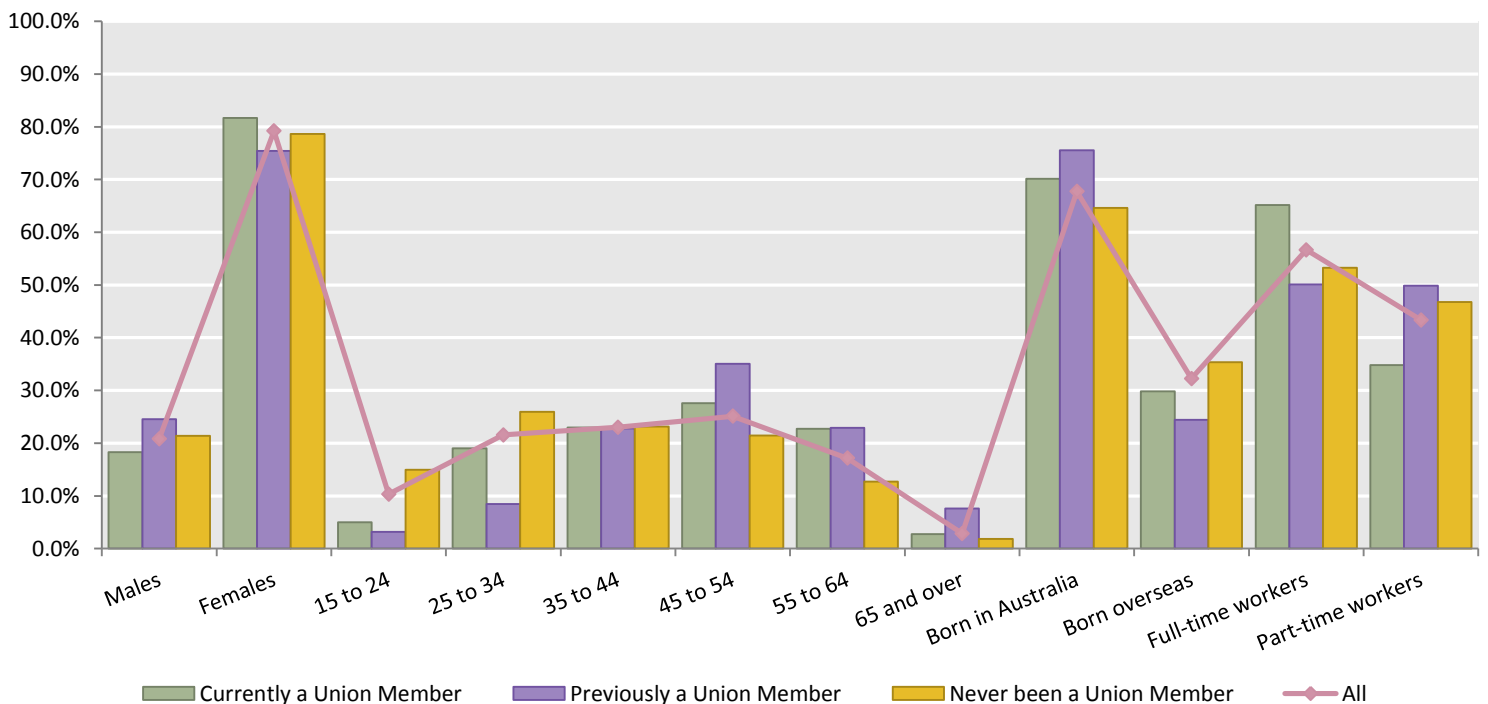
Figure 82: Health Care and Social Assistance Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce. The Health Care and Social Assistance industry is female dominated with 79.2% female compared to 20.8% male. Close to half of employees were aged 35 to 54 years at 48.1%. Nearly a third (32.2%) were born overseas and the more than 2 in 5 work on a part time basis at 43.3% of all employees in the industry.

Employees who were currently union members were the most female dominated group at 81.7% female compared to 18.3% male, employees who had previously been union members were the most likely to be male at 24.6%. The most common age group for union members was 45 to 54 years at 27.6%, in contrast, those who had never been union members 40.8% were aged under 35 years. Those employees who were previously union members were the most likely to have been born in Australia at 75.6%, while those who had never been union members were the most likely to have been born overseas at 35.4%. Union members were the most likely to be working on a full time basis at 65.2%, while those who had previously been union members were the most likely to be working on a part time basis at 49.9%.

Figure 83: Health Care and Social Assistance Employees Union Membership Status by Selected Characteristics (%) – 2012

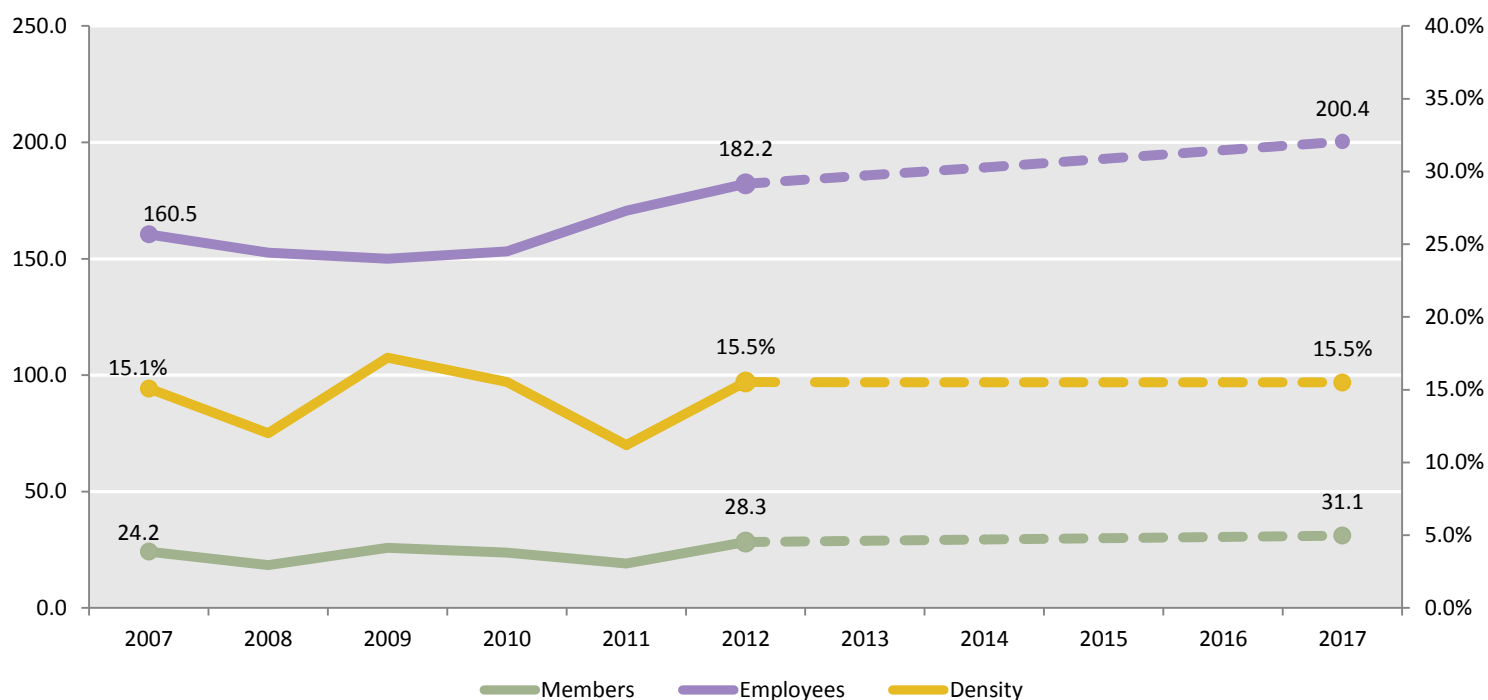


Arts and Recreation Services

In 2012 there were 182,200 employees in the Arts and Recreation Services industry, which was an increase from 2011 employment levels of 170,700. This industry accounts for 1.8% of the total workforce an increase from 2011 levels of 1.7%. Of these employees 28,300 were union members, an increase from 19,100 in 2011, this is a union density of 15.5% up from 11.2% in 2011. Employees in this industry are primarily engaged in preservation and exhibition of objects and sites of historical, cultural or educational interest; the production of original artistic works and/or participation in live performance, events, or exhibits intended for public viewing; and the operation of facilities or provision of services that enable patrons to participate in sporting or recreational activities, or to pursue amusement interests.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Arts and Recreation Services industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 10.0% from 2012 to 2017, an average rate of 1.92% per annum. As a result union membership would need to grow 2,800 by 2017 or an average of 560 new members a year for union density to remain steady.

Figure 84: Arts and Recreation Services Employees, union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

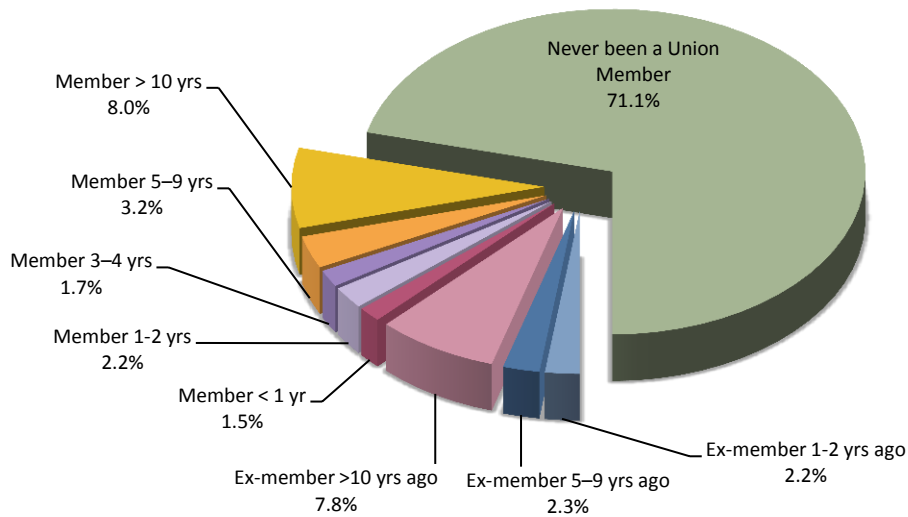


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 88.5% of union members having paid leave entitlements, compared to 48.3% of non-union employees in the Arts and Recreation Services industry.

The following figure shows the breakdown of the industry by union membership status. The majority (71.1%) of employees in this industry have never been members of their union, while 12.3% have previously been members of a union and 16.6% are currently union members⁴³. Of all employees 8.0% have been union members for more than ten years 3.7% joined a union in the past 2 years and 2.2% had ceased union membership in the previous two years.

⁴³ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

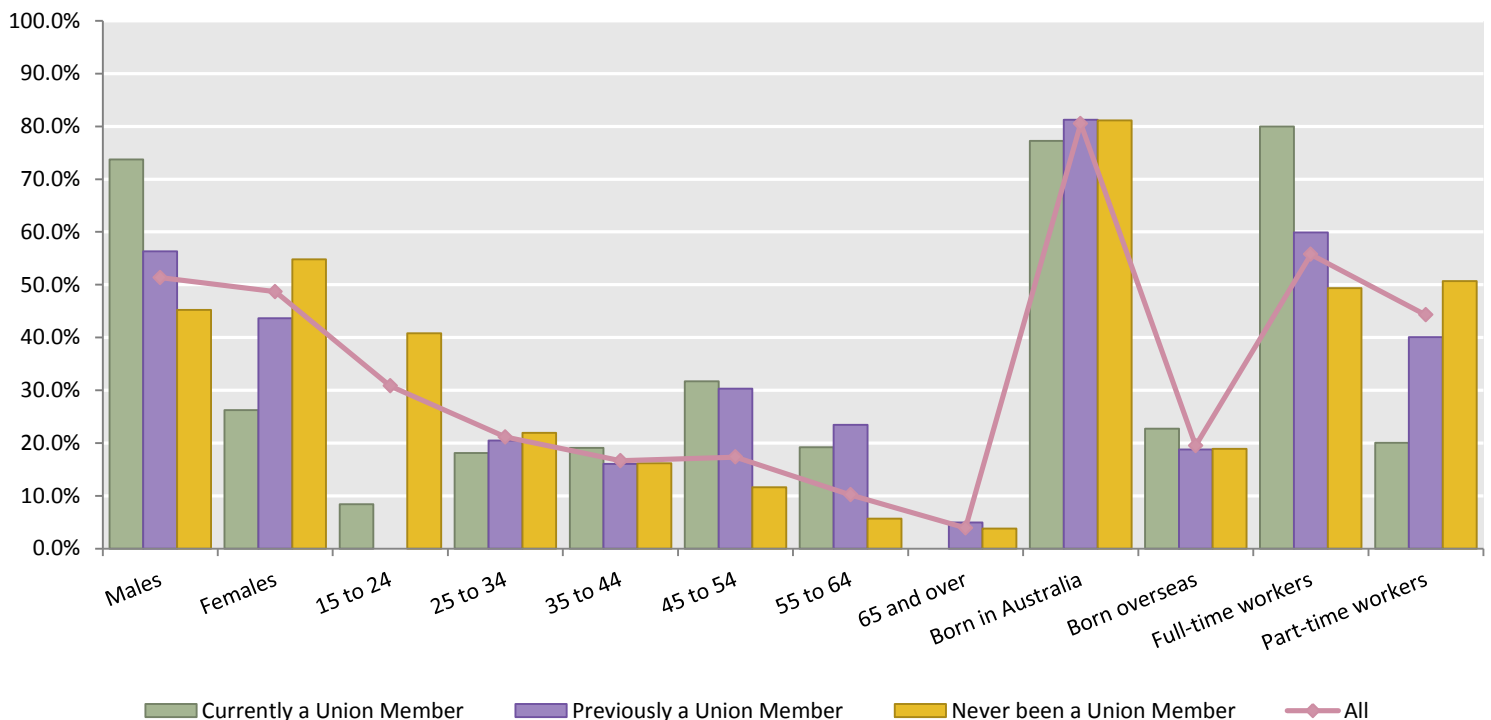
Figure 85: Arts and Recreation Services Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce⁴⁴. Arts and Recreation Services industry is male dominated with 51.3% male compared to 48.7% female. The largest age group was 15 to 25 years at 30.8%. The majority (80.5%) were born in Australia and 44.3% worked on a part time basis.

Union members were the most male dominated group at 73.7% male compared to 26.3% female, employees who had never been union members were the most likely to be women at 54.8%. The most common age group for union members was 45 to 54 years at 31.7%, employees who had never been a union members were the youngest group with 40.8% aged under 25 years. Union members were more likely to have been born overseas at 22.7%, while employees who had previously been union members were the most likely to have been born in Australia at 81.2%. Union members were the most likely to be working on a full time basis at 80.0%, employees who had never been union members were the most likely to be working on a part time basis at 50.7%.

Figure 86: Arts and Recreation Services Employees Union Membership Status by Selected Characteristics (%) – 2012



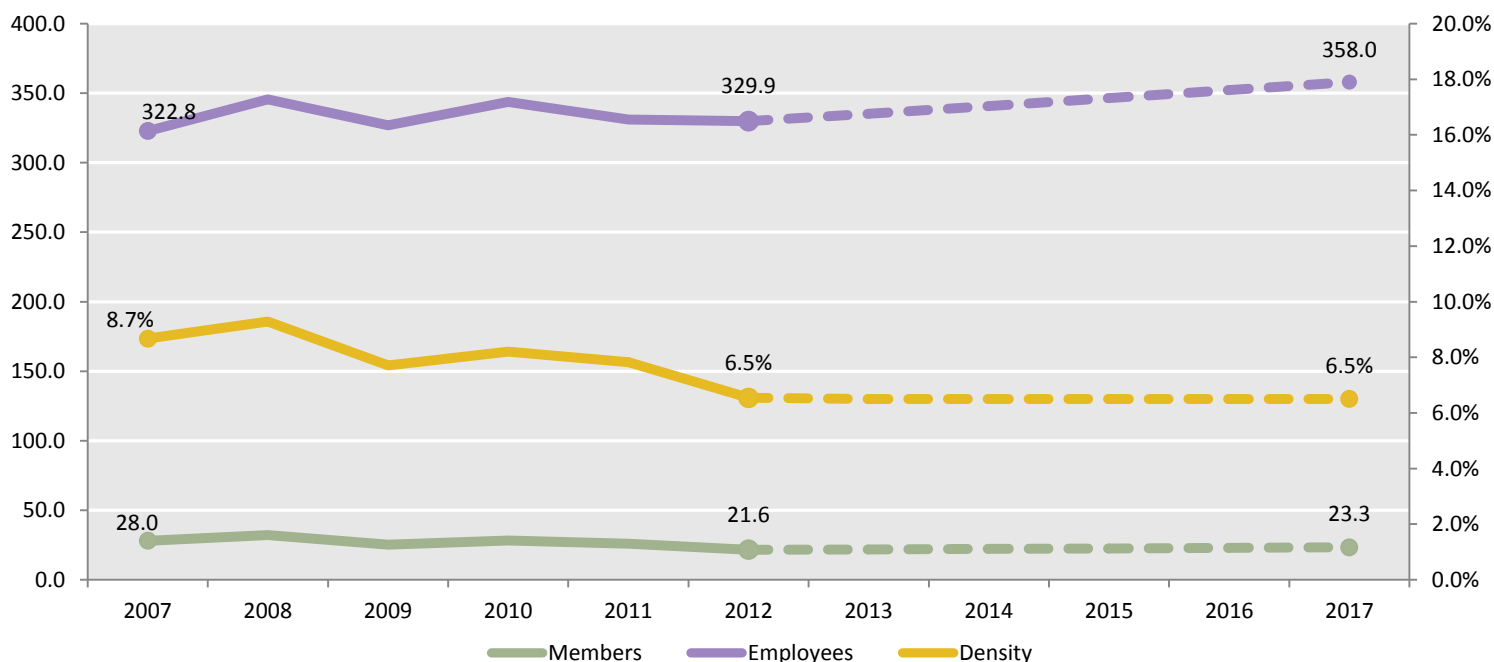
⁴⁴ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Other Services

In 2012 there were 329,900 employees in the Other Services industry, which was a decrease from 2011 employment levels of 331,000. This industry accounts for 3.3% of the total workforce remaining steady from 2011 levels. Of these employees 21,600 were union members, a decrease from 25,900 in 2011, this is a union density of 6.5% down from 7.8% in 2011. Employees in this industry are primarily engaged in a broad range of personal services; religious, civic, professional and other interest group services; selected repair and maintenance activities; and private households employing staff.

The below figure shows employee and union membership numbers, union density, along with projections for employee growth to 2017 in the Other Services industry, and the union membership growth that is required to keep pace. In this case employment in the industry is predicted to increase by 8.5% from 2012 to 2017, an average rate of 1.65% per annum. As a result union membership would need to grow 1,700 by 2017 or an average of 340 people a year for union density to remain steady.

Figure 87: Other Services Employees, Union Members ('000) and Union Density (%) - Time Series and Projections 2007 to 2017

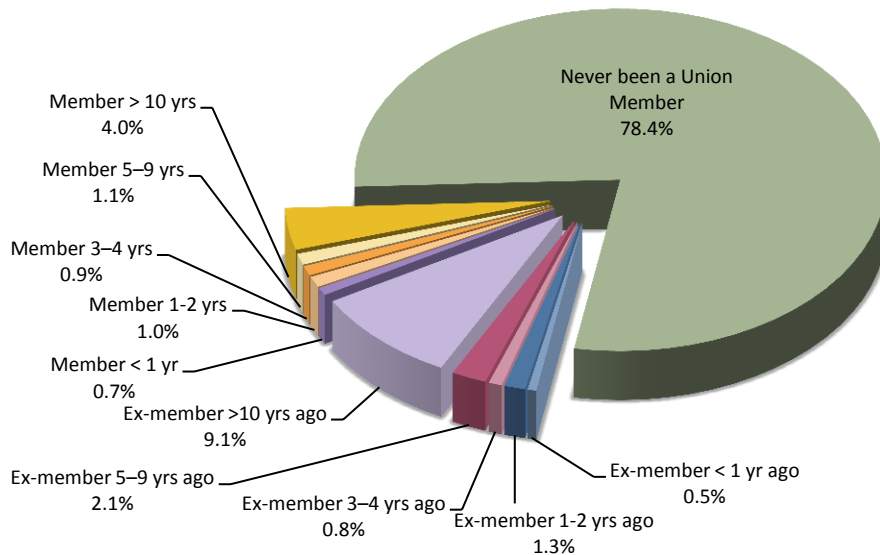


Paid leave entitlements are an important condition to workers. Union members were more likely to have paid leave entitlements with 96.5% of union members having paid leave entitlements, compared to 74.0% of non-union employees in the Other Services industry.

The following figure shows the breakdown of the industry by union membership status. The majority (78.4%) of employees in this industry have never been members of their union, while 13.8% have previously been members of a union and 7.7% are currently union members⁴⁵. Of all employees 4.0% have been union members for more than ten years, 0.7% joined a union in the past year and 0.5% had ceased union membership in the previous year.

⁴⁵ These figures use the data for all union members, not just union members in main job. This accounts for the discrepancy between this analysis and the headline industry density figures.

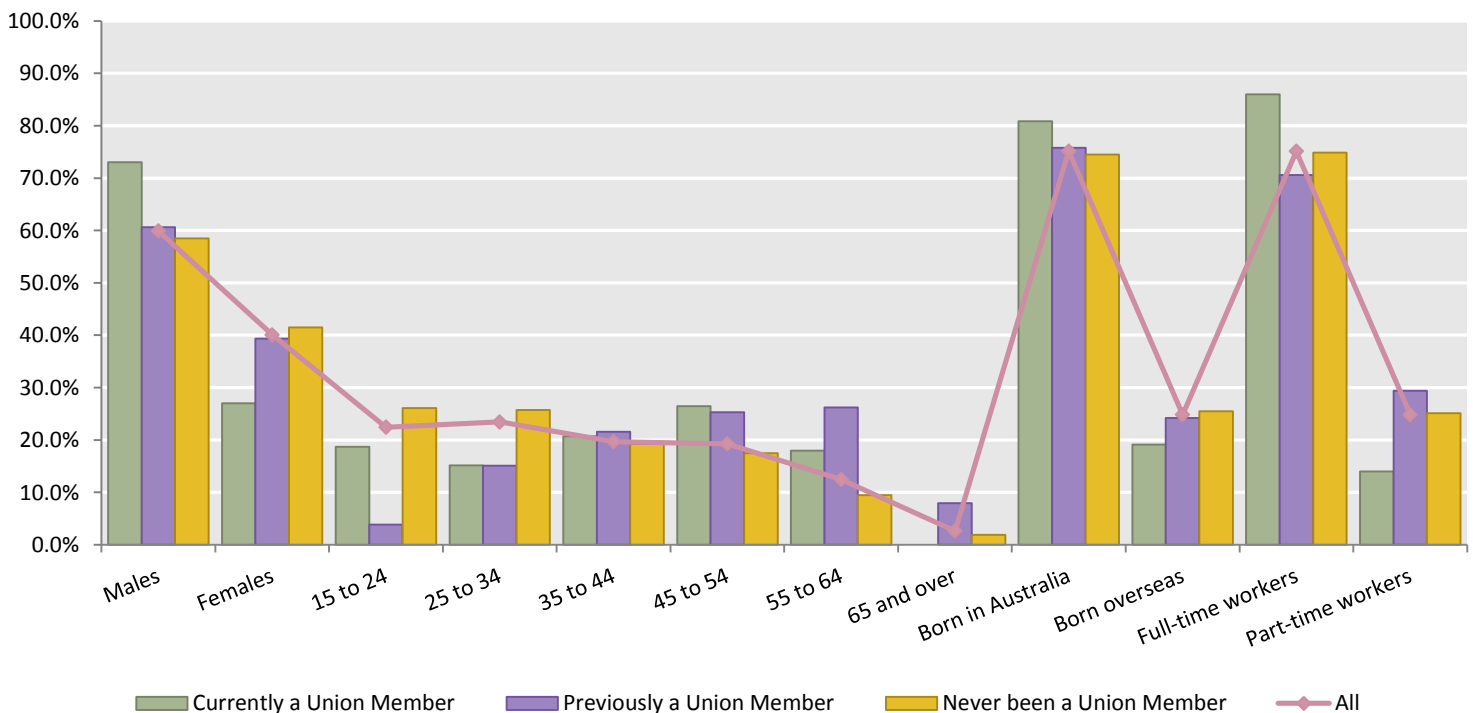
Figure 88: Other Services Employees by Union Membership Status (%) – 2012



The below figure shows union membership status by selected characteristics compared with the profile of the overall industry workforce⁴⁶. Other Services industry is male dominated with 59.9% male compared to 40.1% female. The largest age group was 25 to 34 years at 22.5%. The majority (75.2%) were born in Australia and 75.1% worked on a full time basis.

Union members were the most male dominated group at 73.0% male compared to 27.0% female, employees who had never been union members were the most likely to be women at 41.5%. The most common age group for union members was 45 to 54 years at 26.5%, in contrast a similar proportion (26.1%) employees who had never been a were aged under 25 years. Those employees who were currently union members were more likely to have been born in Australia at 80.9%, while employees who had never been union members were the most likely to have been born overseas at 25.5%. Union members were the most likely to be working on a full time basis at 86.0%, employees who had previously been union members were the most likely to be working on a part time basis at 29.4%.

Figure 89: Other Services Employees Union Membership Status by Selected Characteristics (%) – 2012



⁴⁶ Data was not made available by the ABS for all characteristics for all categories due to the high relative standard error.

Data Sources

This report is available electronically at the ACTU website www.actu.org.au. Hard copies of the report along with copies of the data used to create this report are available by contacting the ACTU on the details provided below.

The main data sources used to compile this report were:

ABS 6310.0 - Employee Earnings, Benefits and Trade Union Membership, Australia, August 2012

- Data Cube: Trade Union Membership Time Series
- Data Cube Employees in main job, Selected main job characteristics—By full-time or part-time status and duration of trade union membership in main job—By sex
- Data Cube: Employees in main job, Industry of main job—By trade union membership in main job and sex
- Data Cube: Employees in main job, Mean weekly earnings in main job—Selected characteristics—By trade union membership in main job—By sex
- Data Cube: Employees in main job, Selected characteristics—By duration of current trade union membership and time since was last a trade union member
- Data Cube: Employees who were members of a trade union in their main job, Selected characteristics—By full-time or part-time status in main job
- Data Cube: Employees (excluding OMIEs) in main job, Industry of main job—By whether had paid leave entitlements in main job and sex—By trade union membership in main job
- Data Cube: Employees (excluding OMIEs) in main job, Occupation of main job—By sex—By whether had paid leave entitlements in main job—By trade union membership in main job

ABS 6310.0 - Employee Earnings, Benefits and Trade Union Membership, Australia, August 2012: Customised Report

- Employees in main job, Mean Weekly Earnings by Trade Union Members, by Selected Characteristics and by Sex by full-time or part-time status in main job
- Estimate of persons by Trade Union Membership Status, Industry of main job and selected characteristics
- Estimates of persons by employment status in main job by sex and selected characteristics by sector and Trade Union Membership Status
- Estimates of persons by Trade Union Membership Status by State and selected characteristics

ACTU Calculations

- Trade Union Density for 1990 to 2012, all states and industries
- Employment and Union Density Projections 2013 to 2017 total workforce, states and industries

Industry definitions were from *ABS 1292.0 – Australian and New Zealand Standard Industrial Classification (ANZSIC)*

Further Information

Any queries, comments, feedback or to have access to the data tables used in this report should be addressed to:

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