"Union Centralization Among Advanced Industrial Societies: Update to 2000"

Miriam Golden

Update to 2000 funded by the Univerity of California Institute for Research on Labor and Employment

Original dataset (1950–1992) assembled by Miriam Golden (UCLA), Michael Wallerstein (deceased) and Peter Lange (Duke University)
under National Science Foundation grants
SES-9309391/SES-9108485 to UCLA and
SES-9110228/SBR-9309414 to Duke University, 1991-1996

Version 4.1
July 1, 2009

COUNTRY Name of country.

ARL = Australia (AUSTRL)	AUT = Austria	BEL = Belgium
CAN = Canada	DNK = Denmark (DEN)	FIN = Finland
FRA = France	GER = (West) Germany (DEU)	IRE = Ireland
ITA = Italy	JPN = Japan	NOR = Norway
NTH = Netherlands (NLD)	NZ = New Zealand	POR = Portugal
SPN = Spain	SWE = Sweden	SWI = Switzerland (CHE)
UK = United Kingdom (GBR)	US = United States (USA)	

YEAR 1950 to 2000 (annual). Where data begin prior to 1950 or extend past 2000, this is noted in the codebook.

MISSING Indicated with period .

NOT APPLICABLE Indicated with .a

Contents

1 Data from Other Investigators, publicly distributed with permission **3**
1.1 Coverage Data 3
1.2 Density Data 5

2 Data Collected by P.I.s **8**
2.1 Data on Members in Union Confederations and Affiliates 8
2.2 Authority Data in Unions and Employers' Associations 20

3 Variables Coded by the P.I.s **31**
3.1 Bargaining Centralization Measures 31

4 Variables Calculated by the P.I.s **35**
4.1 Concentration Measures 35

5 Appendix: Acronyms of Organizations **i**

INDEX **xv**

1 Data from Other Investigators, publicly distributed with permission

1.1 Coverage Data

Traxler's Bargaining Coverage Data

ADJCOV Adjusted coverage rate. The number of workers covered by a collective agreement divided by number of workers with the legal right to bargain.

Available only for 1980, 1985, 1990, 1996, 2000 and 2001.

Additional missing observations:

AUT	Missing 1980, 1985, 2000 and 2001.
ARL	1996 data from 1995.
CAN	Missing 2000 and 2001.
	1985 data from 1986.
	1996 data from 1994.
DNK	Missing 1980.
	1996 data from 1994.
	1996 data from 1995.
FIN	Missing 1985.
	1990 data from 1989.
	1996 data from 1995.
IRE	Missing all years.
ITA	Missing 1985.
	1996 data from 1994.
JPN	Missing 1985, 2000 and 2001.
	1990 value from 1989.
	1996 value from 1995.
NOR	Missing 1980 and 1985.
	2000 and 2001 values from 1998.
NZ	Missing all years.
POR	Available only 2000.
SPN	Missing 1980 through 1996.
SWI	Missing 1980 and 1985.
	1990 data from 1991.
UK	1980 data from 1978.

Sources:

Franz Traxler, Sabine Blaschke, and Bernhard Kittel, 2001. *National Labour Relations in Internationalized Markets: A Comparative Study of Institutions, Change, and Performance*, Oxford: Oxford University Press, p. 196, table III.15 and

Franz Traxler and Martin Behrens, 2002. *Collective Bargaining Coverage and Extension Procedures*, `http://www.eurofound.europa.eu/eiro/2002/12/study/tn0212102s.htm`, accessed on May 23, 2009.

except as follows:

1980, CAN and ITA values from OECD, *Employment Outlook*, June 1997, p. 71, table 3.3.
1990, DNK, FRA and ITA values from OECD, *Employment Outlook*, June 1997, p. 71, table 3.3.
1996, CAN and ITA values from OECD, *Employment Outlook*, June 1997, p. 71, table 3.3.

UNADJCOV Unadjusted coverage rate. The number of workers covered by a collective agreement divided by the dependent labor force.

Available only for 1980, 1985, 1990, 1996, 2000, and 2001 except for Spain.

Additional missing observations:

ARL	Missing 2000 and 2001.
	1996 data from 1995.
AUT	Missing 1980 and 1985.
CAN	Missing 1980, 2000 and 2001.
	1985 value is from 1986.
	1996 value is from 1995.
DNK	Missing 1980 and 1990.
	1996 value is from 1994.
FIN	Missing 1985.
	1990 value is from 1989.
	1996 value is from 1995.
FRA	Missing 1990.
	1996 value is from 1995.
IRE	Missing all years.
ITA	Missing all years.
JPN	Missing 1985, 2000 and 2001.
	1990 value is from 1989.
	1996 value is from 1995.

NOR	Missing 1980 and 1985.
	1990 value is from 1992.
	2000 and 2001 values from 1998.
NZ	Missing all years.
POR	Available only 2000.
	2000 value from 1999.
SPN	Available 1990–2001 (annual).
SWI	Missing 1980 and 1985.
	1990 value is from 1991.
UK	1980 value is from 1978.

Sources:

Franz Traxler, Sabine Blaschke, and Bernhard Kittel, 2001. *National Labour Relations in Internationalized Markets: A Comparative Study of Institutions, Change, and Performance*, Oxford: Oxford University Press, p. 196, table III.15

Franz Traxler and Martin Behrens, 2002. *Collective Bargaining Coverage and Extension Procedures*, `http://www.eurofound.europa.eu/eiro/2002/12/study/tn0212102s.htm`, accessed on May 23, 2009.

except as follows:

1990–2000 SPN from the website of the Spanish Instituto Nacional de Estadistica: Negociacion Colectiva: Total Convenios: Trabajadores (http://www.ine.es/inebase). Deflator used is dependent labor force, from OECD 2001, *Labor Force Statistics*.

1.2 Density Data

Visser's Union Density Data

TOTDEN Total union density, spliced from several series. Equivalent to Gross Density II in Ebbinghaus and Visser.

Available for 1950–1997.

Missing values:

ARL	1990–97.
BEL	1996–1997.
CAN	1994–1996.
	1998–2000 included.
FRA	1996–1997.
JPN	1993–1997.
NZ	All years missing.
POR	All years missing.
SPN	1950–1980.
UK	1996–1997.
US	1990–1997.

TOTDEN uses data from Ebbinghaus and Visser (ADT) where available. ADT is total union density, constructed as total union membership (less self-employed) weighted by the total dependent labor force. For missing years, TOTDEN uses data from two Visser papers (AMT) where available. AMT is total union membership, including retired and unemployed, but not self-employed. AMT must be weighted by DLF, the total dependent labor force, to make it comparable to ADT.

Sources:

ADT: 1950-1997: Ebbinghaus, Bernhard and Jelle Visser, 2000. /em The Societies of Europe: Trade Unions in Western Europe since 1945. London: Macmillan.
AMT: 1950-1989: Jelle Visser, 1992. "Trade Union Membership Database." Unpublished dataset, *visser@psew.uva.nl*.
AMT: 1970-1992: Jelle Visser, 1996. "Unionization Trends Revisited." Unpublished paper, University of Amsterdam.
DLF: 1950-1989: Jelle Visser, 1992. "Trade Union Membership Database." Unpublished dataset, *visser@psew.uva.nl*.
DLF: 1990-1995: Calculated from OECD, *OECD Labor Force Statistics*, 1996 as "unemployed" plus "wage earners and salaried employees in all activities."

NETDEN Net union density, spliced from several series. Equivalent to Net Density II in Ebbinghaus and Visser.

Available for 1950-2000.

Missing values:

IRE	All years missing.
JPN	1950–1952 missing.
NZ	All years missing.
POR	All years missing.

SPN 1950–1989.

NETDEN uses data from Ebbinghaus and Visser (ADDE) for 1950 to 1959, where available, and from the OECD for 1960-2000 (AMD1A (administrative series) or, where unavailable, AMD1S (survey series)). ADDE is net union density, constructed as net union membership (total membership less self-employed and retired) weighted by the total dependent labor force. For missing years prior to 1960, NETDEN uses AMD from two Visser papers where available. AMD is net union membership, excluding retired, self-employed, and unemployed. AMD must be deflated by DLF, the total dependent labor force, to make it comparable to ADDE. After 1960, NETDEN uses AMD from OECD administrative data on trade union membership whenever possible. In years where administrative data is missing, the survey series is used, corrected by a constant, so the survey and administrative data match in the last year both are available.

Sources:

ADDE: 1950-1959: Ebbinghaus, Bernhard and Jelle Visser, 2000. The Societies of Europe: Trade Unions in Western Europe since 1945. London: Macmillan.
AMD: 1950-1959: Jelle Visser, 1992. "Trade Union Membership Database." Unpublished dataset, *visser@psew.uva.nl*.
DLF: 1950-1989: Jelle Visser, 1992. "Trade Union Membership Database." Unpublished dataset, *visser@psew.uva.nl*.
DLF: 1990-2000: OECD, Labor Market Statistics, Unemployment and Wage and Salary Earning Employees, 2005. Calculated as Unemployed plus Wage and Salary Earning Employees.
AMD1A: 1960-2000: OECD, Labor Market Statistics, Trade Union Members and Employees, Administrative Series, 2005.
AMD1S: 1960-2000: OECD, Labor Market Statistics, Trade Union Members and Employees, Survey Series, 2005.

2 Data Collected by P.I.s

2.1 Data on Members in Union Confederations and Affiliates

Names of Union Confederations

All confederations and years that are not applicable are identified below under the confederal membership section.

CONFED1 Name of first confederation.

CONFED2 Name of second confederation.

CONFED3 Name of third confederation.

CONFED4 Name of fourth confederation.

CONFED5 Name of fifth confederation.

CONFED6 Name of sixth confederation.

CONFED7 Name of seventh confederation.

CONFED8 Name of eighth confederation.

Confederal Membership

Note: Order of confederations is arbitrary. For confederations ordered by size, see below.

CONMEM1 Members in first confederation. Unless otherwise noted, data include pensioners.

The first confederation of each country is:

ARL	ACTU.
AUT	ÖGB.

BEL	CSC.
CAN	1950–1955: Not applicable.
	1956—: CLC.
DNK	LO.
FIN	SAK.
FRA	CGT. Data exclude retired members.
GER	DGB.
ITA	CGIL.
JPN	1950–1989: Sohyo. (Merged into Rengo in 1989.)
	1990—: Not applicable.
NOR	LO.
NTH	1950–1980: NVV. (Merged with NKV to form FNV 1976–1980.)
	1981—: Not applicable.
SPN	CCOO.
SWE	LO.
SWI	SGB.
UK	TUC.
US	1950–1955: Not applicable.
	1956—: AFL-CIO.

Missing observations:

ARL	Missing 1950–1954, and even-numbered years between 1955 and 1995.
CAN	Missing 1979,1991.
FRA	Missing 1995–2000.
SPN	Missing 1950–1980, 1998–2000.
US	Missing 1979, 1984, 1986, 1988, 1990, 1992-1995.
POR	Missing all years.
NZ	Missing all years.
IRE	Missing all years.

Sources for each confederation are listed at the end of the section.

CONMEM2 Members in second confederation. Unless otherwise noted, data include pensioners.

The second confederation of each country is:

ARL	Not applicable.
AUT	Not applicable.

BEL	CGSLB.
CAN	1950–1955: TLC. (Merged with CCL to form CLC in 1956.)
	1956—: Not applicable.
DNK	1950–1951: Not applicable.
	1952—: FTF.
FIN	TVK. (Affiliates joined STTK in 1992.)
	1992—: Not applicable.
FRA	FO. Data exclude retired members.
GER	DBB.
ITA	CISL.
JPN	1950–1987: Not applicable.
	1988—: Rengo.
NOR	1950–1973: Not applicable.
	1974—: AF.
NTH	1950–1980: NKV. (Merged with NVV to form FNV 1976–1980.)
	1981—: Not applicable.
SPN	UGT.
SWE	TCO.
SWI	VSA.
UK	Not applicable.
US	1950–1955: AFL. (Merged with CIO to form AFL-CIO in 1956.)
	1956—: Not applicable.

Missing observations:

CAN	1950 value is from 1949.
FRA	1996–2000.
SPN	Missing 1950–1980, 1998-2000.

Sources for each confederation are listed at the end of the section.

CONMEM3 Members in third confederation. Unless otherwise noted, data include pensioners.

The third confederation of each country is:

ARL	Not applicable.
AUT	Not applicable.
BEL	FGTB.
CAN	1950–1955: CCL. (Merged with TLC to form CLC in 1956.)

	1956—: Not applicable.
DNK	1950–1952: Not applicable.
	1953—: FR.
FIN	1950–1959: Not applicable.
	1960–1968: SAJ. (Founded from a split with SAK, rejoined SAK in 1969.)
	1969—: Not applicable.
FRA	CFTC. Data exclude retired members.
GER	DAG.
ITA	UIL.
JPN	1950–1987: Domei. (Merged with Curitsuroren to form Rengo in 1988.)
	1988—: Not applicable.
NOR	1950–1976: Not applicable.
	1977—: YS.
NTH	1950-1975: Not applicable.
	1976—: FNV.
SPN	Not applicable.
SWE	1950–1973: SACO. (Merged with SR to form SACO-SR in 1974.)
	1974—: SACO-SR.
SWI	CNG.
UK	Not applicable.
US	1950–1955: CIO. (Merged with AFL to form AFL-CIO in 1956.)
	1956—: Not applicable.

Missing observations:

CAN	1950 value is from 1949.
ITA	Missing 1950–1967.

Sources for each confederation are listed at the end of the section.

CONMEM4 Members in fourth confederation. Unless otherwise noted, data include pensioners.

The fourth confederation of each country is:

ARL	Not applicable.
AUT	Not applicable.
BEL	Not applicable.
CAN	1950–1981: Not applicable.
	1982–1997: CFL. (Joined CLC in January 1997.)

	1998–2000: Not applicable.
DNK	1950–1971: Not applicable.
	1972–: AC.
FIN	Akava.
FRA	1950–1963: Not applicable.
	1964—: CFDT. Data exclude retired members. (Split from CFTC.)
GER	1950-1958: Not applicable.
	1959—: CGB.
ITA	Not applicable.
JPN	1950–1961: Not applicable.
	1962–1987: Curitsuroren. (Merged with Domei to form Rengo in 1988.)
	1988—: Not applicable.
NOR	Not applicable.
NTH	CNV.
SPN	Not applicable.
SWE	Not applicable.
SWI	1950–1997: LFSA (joined CNG in 1998).
	1998–2000: Not applicable.
UK	Not applicable.
US	Not applicable.

Missing observations:

CAN	Missing 1991, 1993–1995.
SWI	Missing 1991,1992,1996.

Sources for each confederation are listed at the end of the section.

CONMEM5 Members in fifth confederation. Unless otherwise noted, data include pensioners.

The fifth confederation of each country is:

ARL	Not applicable.
AUT	Not applicable.
BEL	Not applicable.
CAN	1950–1960: CTCC. (Changed name to CSN in 1961.)
	1961—: CSN.
DNK	Not applicable.
FIN	STTK.

FRA	CGC. Data exclude retired members.
GER	Not applicable.
ITA	Not applicable.
JPN	1950: Shinsanbetsu. (Merged with Sohyo in 1951.)
	1951–1953: Not applicable.
	1954–1988: Shinsanbetsu. (Split from Sohyo. Merged with Rengo in 1989.)
	1989—: Not applicable.
NOR	Not applicable.
NTH	1950–1965: Not applicable.
	1966—: MHP.
SPN	Not applicable.
SWE	Not applicable.
SWI	1950–1981: SVEA. (Merged with CNG in 1982.)
	1982—: Not applicable.
UK	Not applicable.
US	Not applicable.

Missing observations:

CAN	Missing 1979, 1991.
NTH	Missing 1966–1974, 1981.

Sources for each confederation are listed at the end of the section.

CONMEM6 Members in sixth confederation. Unless otherwise noted, data include pensioners.

The sixth confederation for each country is:

ARL	Not applicable.
AUT	Not applicable.
BEL	Not applicable.
CAN	1950–1971: Not applicable.
	1972—: CSD. (Split from CSN.)
DNK	Not applicable.
FIN	Not applicable.
FRA	1950–1996: Not applicable.
	1997–2003: FSU.
GER	Not applicable.
ITA	Not applicable.

JPN	1950–1989: Not applicable.
	1990—: Zenroren.
NOR	Not applicable.
NTH	Not applicable.
SPN	Not applicable.
SWE	Not applicable.
SWI	Not applicable.
UK	Not applicable.
US	Not applicable.

Missing observations:

CAN Missing 1972, 1979, 1991, 1993–1995.

Sources for each confederation are listed at the end of the section.

CONMEM7 Members in seventh confederation. Unless otherwise noted, data include pensioners.

The seventh confederation for each country is:

ARL	Not applicable.
AUT	Not applicable.
BEL	Not applicable.
CAN	1950–1968: Not applicable.
	1969—: CCU.
DNK	Not applicable.
FIN	Not applicable.
FRA	Not applicable.
GER	Not applicable.
ITA	Not applicable.
JPN	1950–1989: Not applicable.
	1990—: Zenrokyo.
NOR	Not applicable.
NTH	Not applicable.
SPN	Not applicable.
SWE	Not applicable.
SWI	Not applicable.
UK	Not applicable.
US	Not applicable.

Missing observations:

CAN Missing 1969–72, 1979, 1991, 1993–1995.

Sources for each confederation are listed at the end of the section.

CONMEM8 Members in eighth confederation. Unless otherwise noted, data include pensioners.

The eighth confederation for each country is:

ARL	Not applicable.
AUT	Not applicable.
BEL	Not applicable.
CAN	1996–2000: CEQ/CSQ.
DNK	Not applicable.
FIN	Not applicable.
FRA	Not applicable.
GER	Not applicable.
ITA	Not applicable.
JPN	1950–1957: NCIU.
	1958—: Not applicable.
NOR	Not applicable.
NTH	Not applicable.
SPN	Not applicable.
SWE	Not applicable.
SWI	Not applicable.
UK	Not applicable.
US	Not applicable.

No missing observations.

Sources for each confederation are listed at the end of the section.

UNAFFMEM Unaffiliated union members. Data include pensioners.

Missing observations:

ARL	Missing 1950–1992.
AUT	Missing 1950–1992.
BEL	Missing 1950–1992.
CAN	1950 value is from 1949.
	Missing 1979, 1991.
DNK	Missing 1950–1992.
FIN	Missing 1950–1967, 1989, 1991–1992.
FRA	Missing 1950–1992.
GER	Missing 1970–1992.
ITA	Missing 1950–1992.
NOR	Missing 1950–1955.
NTH	Missing 1950–1992.
SWE	Missing 1950–1992.
SWI	Missing 1991–1992.
UK	Missing 1950–1992.
US	Missing 1979, 1984–1992.

Sources are listed at the end of the section.

Sources for Confederal & Unaffiliated Membership (CONMEM1-CONMEM8, UNAFFMEM, CONACT1-CONACT3)

Founding and merger dates from Jelle Visser, 1989. *European Trade Unions in Figures* (Deventer, Netherlands: Kluwer Law and Taxation Publishers), supplemented by Jelle Visser, 1989.

ARL

1955–1995: Tim Harcourt, 1997. *A Note on Australian Trade Union Membership Data and ACTU Affiliation* (Melbourne: ACTU).

1996–2003: Courtesy of ACTU

AUT

1950–1980: Franz Traxler, 1982. *Evolution Gewerkschaftlicher Interessenvertretung: Entwicklungslogik und Organisations dynamik Gewerkschaftlichen Handelns Am Beispiel Vsterreich* (Vienna: WilhelmBraumlller Verlag).

1981–1983: *Wirtschafts- und Sozialstaatistisches Taschenbuch, 1984* (Vienna: Verlag der Arbeiterkammer).

1984–1987: *Wirtschafts- und Sozialstaatistisches Taschenbuch, 1988* (Vienna: Verlag der Arbeiterkammer).

1988–1992: *Wirtschafts- und Sozialstaatistisches Taschenbuch, 1992* (Vienna: Verlag der Arbeiterkammer).

1993–2004: Courtesy of ÖGB

BEL

CSC: Courtesy of CSC.
CGSLB: Courtesy of CGSLB.
FGTB:

1950–1965: Guy Spitaels, 1967. *Le Mouvement Syndicale en Belgique* (Brussels: Institute of Sociology), p. 32.

1970, 1973: Michel Molitor, 1978. "Social Conflicts in Belgium" in *National Studies*, volume 1: *The Resurgence of Class Conflict in Western Europe Since 1968*, eds. Colin Crouch and Alessandro Pizzorno (New York: Holmes & Meier Publishers), p. 22.

1980: Therese Beaupain, 1983. "Belgium: Collective Bargaining and Concertation System Inhibited by Economic Crisis and Government" in *Worker Militancy and Its Consequences*, ed. Solomon Barkin (New York: Praeger), p. 152.

1987: Roger Blanpain, 1991. "Belgium" in *International Encyclopedia for Labour Law and Industrial Relations*, volume 2, ed. Roger Blanpain (Boston: Kluwer Law and Taxation Publishers), p. 225.

1990: *European Industrial Review*, no. 205 (1991).

1996–2002: FGTB website (viewed March 2006.) http://www.fgtb.be/code/en/fram002.htm

CAN

1950–1955: Bureau of Labour Information, various years. *Directory of Labour Organizations in Canada* (Ottawa: Ministry of Supply and Services).

1956–1990: David J. Arrowsmith, 1992. *Canada's Trade Unions: An Information Manual* (Kingston, Ontario: Industrial Relations Center Queens University).

1992–2000 Bureau of Labour Information, various years. *Directory of Labour Organizations in Canada* (Ottawa: Ministry of Supply and Services).

DNK

Statistik årbog, various years.

FIN

Suomenon tilastollinen vuosikirja, various years.

FRA

1950–1988: Jelle Visser, 1989. *European Trade Unions in Figures* (Deventer, Netherlands: Kluwer Law and Taxation Publishers).

1989–1995: Bernhard Ebbinghaus and Jelle Visser, 2000. *The Societies of Europe: Trade Unions in Europe since 1945* (New York: Grove's Dictionaries, Inc.), table FR.18.

CFDT:

1996-2000: courtesy of the CFDT

CFTC:

1996-2000: courtesy of the CFTC

FSU:

1997-2003: courtesy of the FSU

CGC:

1996-2000: courtesy of the CGC

GER CGB:

1959–1985: Jelle Visser, 1989. *European Trade Unions in Figures* (Deventer, Netherlands: Kluwer Law and Taxation), p. 92, table GE1/2.

1986–1987: Walter Müller-Jentsch, 1989. *Basisdaten der industriellen Beziehungen* (Frankfurt-an-Main: Campus), p. 134.

1988–1992: *Statistisches Jahrbuch für die Bundesrepublik Deutschland*, various years.

1993-2000: Courtesy of CGB DAG & DBB:

1950: Jelle Visser, 1989. *European Trade Unions in Figures* (Deventer, Netherlands: Kluwer Law and Taxation), p. 92, table GE1/2.

1951–1992: *Statistisches Jahrbuch für die Bundesrepublik Deutschland*, various years.

1993–2000: courtesy of DAG and DBB

DGB:

1950: Walter Müller-Jentsch, 1989. *Basisdaten der industriellen Beziehungen* (Frankfurt-an-Main: Campus), p. 68.

1951–1992: *Statistisches Jahrbuch für die Bundesrepublik Deutschland*, various years.

1993-1998: courtesy of the DGB.

1999-2000: DGB website. (viewed March 2006.) http://www.dgb.de/dgb/mitgliederzahlen/mitglieder.htm

ITA CGIL, CISL, UIL:

1950–1977: Guido Romagnoli, ed., 1990. *La sindacalizzazione tra ideologia e practica: il caso italiano 1950/1970*, volume 2 (Rome: Edizione Lavoro), table 1.1.

1978–1979: Guido Romagnoli, 1982. "Sindacalizzazione e rappresentanzen" in *Le relazione sindacale in Italia, rapporto 1981*, eds. Guido Baglioni, Ettore Santi and Corrado Squarzon (Rome: Edizione Lavoro), p. 171, table 1.

1980–1990: Corrado Squarzon, 1992. "La sindacalizzazione" in *Le relazioni sindacali in Italia, rapporto 1990/1991*, eds. Guido Baglioni, Bruno Liverani and Serafino Negrelli (Roma: Edizioni Lavoro), p. 84, table 1.

CGIL:

1999-2004: CGIL Website: http://www.cgil.it/cgi-bin/tesseramento/parameters.asp

CISL:

1999-2004: courtesy of CISL

UIL:

1998-2004: courtesy of UIL

JPN 1950–1995:*Year Book of Labour Statistics*, various years. Rengo:

1996-2004: courtesy of Rengo

Zenroren:

1996-2005: courtesy of Zenroren

Zenrokyo:

1996-2005: *Ministry of Health Labour and Welfare, Basic Survey of on Labour Unions*

NOR *Statistisk årbok*, various years.

NTH CNV, EVC, NKV, NVV, FNV:

1950–1982: *Sociale Maandstatistiek*, various years.

1983–1992: *Sociale-economische Maandstatistiek*, various years.

1993–2002: courtesy of CNV and FNV.

MHP:

1975–1977: Jelle Visser, 1989. *European Trade Unions in Figures* (Deventer, Netherlands: Kluwer Law and Taxation), p. 148, table NE 1/2.

1978–1982: *Sociale Maandstatistiek*, various years.

1983–1993: *Sociale-economische Maandstatistiek*, various years.

1994–2003: CBS Statline Netherlands. http://statline.cbs.nl/

SPN Bernhard Ebbinghaus and Jelle Visser, 2000. *The Societies of Europe: Trade Unions in Europe since 1945* (New York: Grove's Dictionaries, Inc.), table SP.13/18.

SWE *Statistisk årsbok for Sverige*, various years.

SWI 1950–1992:*Gewerkschaftliche Rundschau*, various years. SGB:

1993–2000: courtesy of SGB.

CNG, VSA:

1993–1997: courtesy of CNG and VSA.

1998–2000: courtesy of Travail.Suisse.

LFSA:

1993–1995: courtesy of LFSA.

1997: Report on labour union membership, courtesy of SGB.

UK Annual reports of the TUC, various years.

US **1950–1983:** Calculated as:
Total membership in US and Canadian unions (from Troy and Sheflin) minus total membership in Canadian unions (from Arrowsmith).
Troy and Sheflin, 1985. *U.S. Union Sourcebook: Membership, Finances, Structure, Directory* (West Orange, New Jersey: Industrial Relations Data and Information Services), table A-3.
David J. Arrowsmith, 1992. *Canada's Trade Unions: An Information Manual* (Kingston, Ontario: Industrial Relations Center Queens University).

1984–1992: Courtney Gifford, 1993. *Directory of US Labor Organizations* (Washington, D.C.: Bureau of National Affairs), p. 59.

1996-2001: courtesy of the AFL-CIO.

2.2 Authority Data in Unions and Employers' Associations

Confederal Authority Data

CON11 Power of appointment of affiliates by first confederation, coded:

0	no
1	yes

Available through 2000

Exceptions: 1959–2008 for Ireland, 1987–2008 for New Zealand, 1974–2008 for Portugal, and 1978–2008 for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

CON12 Veto over wage agreements of affiliates by first confederation, coded:

0 no
1 yes

Available through 2000

Exceptions: 1959–2008 for Ireland, 1987–2008 for New Zealand, 1974–2008 for Portugal, and 1978–2008 for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

CON13 Veto over strikes by first confederation, coded:

0 no
1 yes

Available through 2000

Exceptions: 1959–2008 for Ireland, 1987–2008 for New Zealand, 1974–2008 for Portugal, and 1978–2008 for Spai.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

CON14 First confederation has own strike funds, coded:

0 no
1 yes

Available through 2000

Exceptions: 1959–2008 for Ireland, 1987–2008 for New Zealand, 1974–2008 for Portugal, and 1978–2008 for Spain.

Source:

Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

CON21 Power of appointment of affiliates by second confederation, coded:

0 no
1 yes

Available through 2000

Exceptions: 1975–2008 for Portugal and missing for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

CON22 Veto over wage agreements of affiliates by second confederation, coded:

0 no
1 yes

Available through 2000

Exceptions: 1975–2008 for Portugal and missing for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

CON23 Veto over strikes by second confederation, coded:

0 no
1 yes

Available through 2000

Exceptions: 1975–2008 for Portugal and missing for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

CON24 Second confederation has own strike funds, coded:

0 no
1 yes

Available through 2000

Exceptions: 1975–2008 for Portugal and missing for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

Affiliate Authority Data, Metalworking Sector

NAT11 Affiliate of first confederation has strike funds, coded:

0 no
1 yes

Available through 2000

Missing for Ireland, New Zealand, Portugal, and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

NAT12 Affiliate of first confederation appoints shop stewards, coded:

0 no
1 yes

Available through 2000

Missing for Ireland, New Zealand, Portugal, and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

NAT13 Affiliate of first confederation has veto over enterprise wage agreements, coded:

0 no
1 yes

Available through 2000

Missing for Ireland, New Zealand, Portugal, and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

NAT14 Affiliate of first confederation has veto over enterprise strikes, coded:

0 no
1 yes

Available through 2000

Missing for Ireland, New Zealand, Portugal, and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

NAT15 Affiliate of first confederation participates in enterprise bargaining, coded:

0 no
1 yes

Available through 2000

Missing for Ireland, New Zealand, Portugal, and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

NAT21 Affiliate of second confederation has strike funds, coded:

0 no
1 yes

Available through 2000 (missing for Portugal and Spain)

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

NAT22 Affiliate of second confederation appoints shop stewards, coded:

0 no
1 yes

Available through 2000 (missing for Portugal and Spain)

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

NAT23 Affiliate of second confederation has veto over enterprise wage agreements, coded:

0 no
1 yes

Available through 2000 (missing for Portugal and Spain)

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

NAT24 Affiliate of second confederation has veto over enterprise strikes, coded:

0 no
1 yes

Available through 2000 (missing for Portugal and Spain)

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

NAT25 Affiliate of second confederation participates in enterprise bargaining, coded:

0 no
1 yes

Available through 2000 (missing for Portugal and Spain)

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

Employer Peak Association Authority Data

EMCONV1 Employer confederation has power of appointment of affiliates, coded:

0 no
1 yes

Note: Where no peak association exists, this variable is coded as "no."

Available through 2000

Exceptions: through 2008 for Ireland and New Zealand, 1974–2008 for Portugal, and 1978–2008 for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

EMCONV2 Employer confederation has veto over wage agreements, coded:

0 no
1 yes

Note: Where no peak association exists, this variable is coded as "no."

Available through 2000

Exceptions: through 2008 for Ireland and New Zealand, 1974–2008 for Portugal, and 1978–2008 for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

EMCONV3 Employer confederation has veto over lockouts, coded:

0 no
1 yes

Note: Where no peak association exists, this variable is coded as ”no.”

Available through 2000

Exceptions: through 2008 for Ireland and New Zealand, 1974–2008 for Portugal, 1978–2008 for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

EMCONV4 Employer confederation has own conflict funds, coded:

0 no
1 yes

Note: Where no peak association exists, this variable is coded as ”no.”

Available through 2000

Exceptions: through 2008 for Ireland and New Zealand, 1974–2008 for Portugal, and 1978–2008 for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

EMCONV5 Employer confederation exists, coded:

0 no
1 yes

Note: Where no peak association exists, this variable is coded as ”no.”

Available through 2000

Exceptions: through 2008 for Ireland New Zealand, 1974–2008 for Portugal, 1978–2008 for Spain.

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

Employer Affiliate Data, Metalworking Industry

EMAFV1 Employer affiliate has own conflict funds, coded:

0 no
1 yes

Available through 2000

Exceptions: through 2008 for Ireland and New Zealand and missing for Portugal and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

EMAFV2 Employer affiliate has veto over enterprise wage agreements, coded:

0 no
1 yes

Available through 2000

Exceptions: through 2008 for Ireland and New Zealand and missing for Portugal and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

EMAFV3 Employer affiliate has veto over lockouts, coded:

0 no
1 yes

Available through 2000

Exceptions: through 2008 for Ireland and New Zealand and missing for Portugal and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

EMAFV4 Employer affiliate participates in enterprise bargaining, coded:

0 no
1 yes

Available through 2000

Exceptions: through 2008 for Ireland and New Zealand and missing for Portugal and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

EMAFV5 Employer affiliate exists, coded:

0 no
1 yes

Available through 2000

Exceptions: through 2008 for Ireland and New Zealand and missing for Portugal and Spain

Source:
Surveys of relevant organizations in conjunction with review of secondary literature. Performed by P.I.s.

3 Variables Coded by the P.I.s

3.1 Bargaining Centralization Measures

Confederal Involvement in Wage Setting

CONINV Index of confederal involvement in wage-setting. Coding as follows:

1 Confederation(s) uninvolved in wage-setting in any of the subsequent ways.
2 Confederation(s) participates in talks or in formulation of demands for some affiliates
3 Confederation(s) participates in tales or in formulation of demands for all affiliates.
4 Confederation(s) negotiates non-wage benefits.
5 Confederation(s) negotiates a part of the wage agreement, such as the cost-of-living-adjustment.
6 Confederation(s) represents affiliates in mediation with centralized ratification.
7 Confederation(s) represents affiliates in arbitration.
8 Confederation(s) bargains for affiliates in industry-level negotiations.
9 Confederation(s) negotiates national wage agreement without peac obligation.
10 Confederation(s) negotiates national wage agreement with peace obligation.
11 Confederation(s) negotiates national wage agreement with limits on supplementary bargaining.

Available for 1950–2000.

Missing 1950-1977 for Spain, and all years for Ireland, New Zealand, and Portugal.

Source:

Coded by P.I.s.

Government Involvement in Wage Setting

GOVIN Index of government involvement in wage-setting. Coding as follows:

1 Government uninvolved in wage setting.
2 Government establishes minimum wage(s).
3 Government extends collective agreements.
4 Government provides economic forecasts to bargaining partners.
5 Government recommends wage guidelines or norms.
6 Government and unions negotiate wage guidelines.
7 Government imposes wage controls in selected industries.
8 Government imposes cost of living adjustment.
9 Formal tripartite agreement for national wage schedule without sanctions.
10 Formal tripartite agreement for national wage schedule with sanctions.
11 Government arbitrator imposes wage schedules without sanctions on unions.
12 Government arbitrator imposes national wage schedule with sanctions.
13 Government imposes national wage schedule with sanctions.
14 Formal tripartite agreement for national wage schedule with supplementary local bargaining prohibited.
15 Government imposes wage freeze and prohibits supplementary local bargaining.

Available for 1950–2000.

Missing 1950-1977 for Spain, and all years for Ireland, New Zealand, and Portugal.

Source:

Coded by P.I.s.

Bargaining Level

BARGLEV1 Bargaining level at which wages are determined. Coded as follows:

1 = plant-level wage-setting
2 = industry-level wage-setting
3 = central wage setting without sanctions
4 = central wage setting with sanctions

Available for 1950–2000.

Missing 1950-1977 for Spain, and all years for Ireland, New Zealand, and Portugal.

Source:

Definitional note: central wage setting refers to wage setting for the entire private sector (with the exception of Denmark, for some years), whereas industry level wage setting refers to wage setting by specific industry (e.g. engineering, chemicals, food, etc.). Sanctions refer to legally enforceable sanctions against industrial conflict or situations in which lower levels do not have access to strike funds without authorization from above (including situations in which strike funds do not exist).
Coded as follows from CONINV and GOVIN:

Definition of the Index of Bargaining Level

The index for bargaining level assigns a score of one,
two, three or four to each country for each year. Level one indicates
predominantly plant or firm-level wage contracts. Level two
indicates industry-level bargaining or confederal coordination
of firm-level bargaining (for example, the Japanese Shunto).
The distinction between levels one and two provides information
that is not available in other indices already in our dataset.
Levels three and four can be derived from the indices of government
and confederal involvement in wage-setting as follows. Let y_G be
defined as the category of government involvement
index on which the country is coded and y_C as the score for confederal
involvement. If both $y_G <= 6$ and $y_C <= 4$, then
the bargaining level is either one or two. If either $y_G = 10, 12, 13, 14, 15$ or $y_C = 6, 10, 11$, then the bargaining level is
category four. If $y_G >= 7$ or $y_C >= 5$ and the condition for
category four is not satisfied, the country year is coded as
category three.

Note that the relationship between the level of bargaining and
confederal and government involvement is not entirely monotonic,
since the two scales measure distinct concepts. In Denmark, for
example, the government mediator typically submits a centralized
wage agreement to a vote by the union membership. In this election,
the entire membership of the LO is considered to be one voting
unit, so if a majority of LO members accepts, the agreement is
binding on all LO unions regardless of how the members of any
particular affiliate votes. Since the government mediator is
somewhat independent of the government of the day, we score

government involvement as moderate but not at the high end of the scale. Similarly, since the role of the LO is, nominally, not to negotiate directly but to represent its affiliates before the state mediator, we score confederal involvement as moderate. Yet overall wage-setting is highly centralized.

(Coded by Michael Wallerstein, P.I., summer 1996; partially recoded by Miriam Golden and Michael Wallerstein, fall 2002.)

BARGLEV2 Bargaining level at which wages are determined, recoded from original dataset using a more complex scale. Coding as follows:

1 = plant-level wage-setting
2 = industry-level wage-setting without sanctions
3 = industry-level wage-setting with sanctions
4 = central wage-setting without sanctions
5 = central wage-setting with sanctions

Available for 1950–2000.

Missing 1950-1977 for Spain, and all years for Ireland, New Zealand, and Portugal.

Definitional note: See above, under BARGLEV1. Source:

Coded by P.I.s.

4 Variables Calculated by the P.I.s

4.1 Concentration Measures

Union Concentration

CONTOT Total confederal union membership.

Missing observations:

ARL	Missing 1950–1954, even years between 1955 and 1992.
CAN	Missing 1969–1972, 1979, 1991, 1993-1995.
FRA	Missing 1995–2000.
ITA	Missing 1950–1967.
NTH	Missing 1966–1974, 1980–1981.
SPN	Missing 1950–1980, 1998-2000.
SWI	Missing 1991–1992.
US	Missing 1979, 1984, 1986, 1988, 1990, 1992–1994.

Calculated as:

$CONTOT = CONMEM1+CONMEM2+CONMEM3+CONMEM4+CONMEM5+CONMEM6+CONMEM7+CONMEM8$.
Note: If any single confederation's membership is missing, CONTOT is set to missing.

HERF Herfindahl index of union concentration across all confederations.

Missing observations:

ARL	Missing 1950–1954,1993, and even years between 1955 and 1995.
CAN	Missing 1969–1972, 1979, 1991, 1993–1995.
FRA	Missing 1996–2000.
ITA	Missing 1950–1967.
NTH	Missing 1966–1974, 1980–1981.
SPN	Missing 1950–1980, 1998-2000.

SWI	Missing 1991–1992, 1996.
US	Missing 1979, 1984, 1986, 1988, 1990, 1992–1994.

Calculated as:

$HERF=SHARE1^2 + SHARE2^2 + SHARE3^2 + SHARE4^2 + SHARE5^2 + SHARE6^2 + SHARE7^2 + SHARE8^2$., where SHARE1 is the share of confederal union members in the first confederation.

APPHRF1 Approximate Herfindahl index of union concentration for affiliates of first confederation.

Available only every fifth year.

Missing observations:

ARL	Missing 1950, 1960, 1970, 1980, 1990.
FRA	Missing 1950–2000.
NTH	Missing 1950–1965, 1980.
US	Missing 1990.

Calculated as:

$APPHRF1=(AFF11/CONMEM1)^2 + (AFF12/CONMEM1)^2 + (AFF13/CONMEM1)^2 + ((1-AFF11-AFF12-AFF13) / CONMEM1) ^2 / (NOAFF1)$, where AFF11 is the share of confederation members in the largest affiliate union of the confederation, and NOAFF1 is the number of affiliate unions in the confederation.

APPHRF2 Approximate Herfindahl index of union concentration for affiliates of second confederation.

Available only every fifth year.

Missing observations:

BEL	Missing 1950–1990.
FIN	Missing 1950–1955, 1975–1990.
FRA	Missing 1950–2000.
GER	Missing 1950–1990, 2000.
NTH	Missing 1950–1965.
US	Missing 1955.

Calculated as:

APPHRF2=(AFF21/CONMEM2)^2 *+ (AFF22/CONMEM2)*^{2} *+ (AFF23/CONMEM2)*^{2} *+ ((1-AFF21-AFF22-AFF23) / CONMEM2)* ^{2} */ (NOAFF2)*, where AFF21 is the share of confederation members in the largest affiliate union of the confederation, and NOAFF2 is the number of affiliate unions in the confederation..

APPHRF3 Approximate Herfindahl index of union concentration for affiliates of third confederation.

Available only every fifth year.

Missing observations:

BEL	Missing 1950–1990.
DNK	Missing 1955–2000.
FRA	Missing 1950–2000.
GER	Missing 1950–1995.
ITA	Missing 1950–1975.
JPN	Missing 1950.
NTH	Missing 1980.
SWE	Missing 1950–1990.
SWI	Missing 1950.
US	Missing 1955.

Calculated as:

APPHRF3=(AFF31/CONMEM3)^2 *+ (AFF32/CONMEM3)*^{2} *+ (AFF33/CONMEM3)*^{2} *+ ((1-AFF31-AFF32-AFF33) / CONMEM3)* ^{2} */ (NOAFF3)*, where AFF31 is the share of confederation members in the largest affiliate union of the confederation, and NOAFF3 is the number of affiliate unions in the confederation..

APPHRF4 Approximate Herfindahl index of union concentration for affiliates of fourth confederation.

Available only every fifth year.

Missing observations:

DNK	Missing 1975–1990.
FIN	Missing 1950–1990.
FRA	Missing 1965–1995.
GER	Missing 1960–1995.
JPN	Missing 1965–1985.
NTH	Missing 1955, 1965, 1975, 1995.

SWI Missing 1950–1990.

Calculated as:

AFFHRF4=(AFF41/CONMEM4)^2 *+ (AFF42/CONMEM4)*^{2} *+ (AFF43/CONMEM4)*^{2} *+ ((1-AFF41-AFF42-AFF43) / CONMEM4)* ^{2} */ (NOAFF4)*, where AFF41 is the share of confederation members in the largest affiliate union of the confederation, and NOAFF4 is the number of affiliate unions in the confederation..

APPHRFWT Approximate Herfindahl index of union concentration for affiliates of the first four confederations, weighted by confederation size.

Available only every fifth year.

Missing observations:

ARL	Missing 1950, 1960, 1970, 1980, 1990.
BEL	Missing 1950–1990.
DNK	Missing 1955–1990.
FIN	Missing 1950–1955, 1970–1990.
FRA	Missing 1950–2000.
GER	Missing 1950–2000.
ITA	Missing 1950–1975.
JPN	Missing 1950.
NTH	Missing 1950–1965, 1975–1980.
SWE	Missing 1950–1990.
SWI	Missing 1950–1990.
US	Missing 1955, 1990.

Calculated as:

*APPHRFWT=(APPHRF1*CONMEM1)+(APPHRF2*CONMEM2)+ (APPHRF3*CONMEM3)+(APPHRF4*CONMEM4)/ (CONMEM1+CONMEM2+CONMEM3+CONMEM4)*, the average of APPHRF1 through APPHRF4, weighted by the number of members in each confederation.

APPHRFBL Approximate Herfindahl index of union concentration for affiliates of the major blue collar confederation, or a weighted average of major confederations with substantial numbers of manual workers.

Available only every fifth year.

Observations and confederations included:

ARL	1955-2000	ACTU.
		Note: 1960, 1970, and 1980 are missing for ARL.
AUT	1950-2000	ÖGB.
BEL	2000	CSC and FGTB.
CAN	1950-1955	TLC and CCL.
	1960-2000	CLC.
DNK	1950-2000	LO.
FIN	1950-2000	SAK.
	1960-1965	SAK and SAJ.
	1970-2000	SAK.
GER	1950-2000	DGB.
ITA	1980-2000	CGIL, CISL, and UIL.
JPN	1950	Sohyo.
	1955-1985	Sohyo and Domei.
	1990-2000	Rengo.
NTH	1970-1980	NVV, NKV, and CNV.
		Note: 1975 is missing for NTH.
	1985-2000	FNV and CNV.
NOR	1950-2000	LO.
SWE	1950-2000	LO.
SWI	1955-2000	SGB and CNG.
UK	1950-2000	TUC.
US	1950	AFL and CIO.
	1960-2000	AFL-CIO.

Calculated as a weighted average of APPHRFx for the appropriate confederation(s), weighted by confederation size.

CONSHRE Share of the total unionized workforce organized into confederations for which we have membership data.

Missing observations:

ARL	Missing 1950–1954, and even years between 1955 and 1992, 1991.
BEL	Missing 1951–1954, 1956–1958, 1966–1969, 1971–1972, 1974–1979, 1981–1986, 1988–1989, 1991–1992.
CAN	Missing 1969–1972, 1979, 1991.
DNK	Missing 1952, 1972.
FIN	Missing 1950–1967, 1989, 1991–1992.
FRA	Missing 1986–1992.
ITA	Missing 1950–1976, 1991–1992.
NTH	Missing 1966–1974, 1976–1981.
SWE	Missing 1992.
SWI	Missing 1991–1992.

US Missing 1979, 1984, 1986, 1988, 1990–1992.

Calculated as:

$CONSHRE = CONTOT/AMT$, where CONTOT is total confederal union membership and AMT is total union membership, including retired and unemployed, but not self-employed.

CONFEDR1 Name of largest confederation. Note: Order of confederations may change from year to year.

CONFEDR2 Name of second largest confederation. Note: Order of confederations may change from year to year.

CONFEDR3 Name of third largest confederation. Note: Order of confederations may change from year to year.

CONFEDR4 Name of fourth largest confederation. Note: Order of confederations may change from year to year.

CONMEMR1 CONMEM of largest confederation. Note: Order of confederations may change from year to year.

CONMEMR2 CONMEM of second largest confederation. Note: Order of confederations may change from year to year.

CONMEMR3 CONMEM of third largest confederation. Note: Order of confederations may change from year to year.

CONMEMR4 CONMEM of fourth largest confederation. Note: Order of confederations may change from year to year.

APPHRFR1 APPHRF of largest confederation. Note: Order of confederations may change from year to year.

APPHRFR2 APPHRF of second largest confederation. Note: Order of confederations may change from year to year.

APPHRFR3 APPHRF of third largest confederation. Note: Order of confederations may change from year to year.

APPHRFR4 APPHRF of fourth largest confederation. Note: Order of confederations may change from year to year.

5 Appendix: Acronyms of Organizations

Australia:

Union Confederation(s):

ACTU	Australian Council of Trade Unions
ACSPA	Australian Council of Salaried and Professional Associations
CAGEO	Council of Australian Government Employee Associations
AFPU	Australian Federation of Police Associations and Unions
APSF	Australian Public Service Federation
ATF	Australian Teachers' Federation
CPA	Council of Professional Associations

Employer Confederation(s):

ACCA	Associated Chambers of Commerce of Australia
ACMA	Associated Chambers of Manufacturers Business Council of Australia
CCEA	Central Council of Employers of Australia (later renamed the ACEF)
ACEF	Australian Council of Employers Federation
CAI	Confederation of Australian Industry
NEA	National Employers' Association

Metalworkers' Union(s):

AMWU	Amalgamated Metal Workers' Union

Metalworking Employers' Organization(s):

MTIA	Metal Trades Industry Association

Austria:

Union Confederation(s):

ÖGB	Österreichischer Gewerkschaftsbund (Austrian Federation of Trade Unions)

Employer Confederation(s):

BWK (ChComm)	Bundeskammer der Gewerblichen Wirtschaft (Chamber of Commerce)

Metalworkers' Union(s):

Gewerkschaft Metall-Bergbau-Energie (Metal Workers, Miners and Power Supply Workers)

Metalworking Employers' Organization(s):

Fachverband der Metallindustrie (metal industry sub-department of BK)

Belgium:

Bargaining Structures:

NAR/CNT	Nationale Arbeidsraad/Conférence Nationale du Travail (National Work Council)

Union Confederation(s):

ABVV/FGTB	Algemeen Belgisch Vakverbond/Fédération Générale du Travail de Belgique (Belgian General Federation of Labor)
ACV/CSC	Algemeen Christelijk Vakverbond/Confédération des Syndicats Chrétiens (Confederation of Christian Unions)
ACLVB/CGSLB	Algemene Centrale der Liberale Vakbonden va België/Confédération Générale des Syndicats Libéraux de Belgique (General Union of Free Unions of Belgium)

Employer Confederation(s):

VBO/FEB	Verbond van Belgische Ondernemingen/Fédération des Entreprises de Belgique (Belgian Business Federation)

Metalworkers' Union(s):

Centrale Chretienne des Metallurgistes de Belgique (affiliated with the CSC)
Centrale des Metallurgistes de Belgique (affiliated with the FGTB)

Metalworking Employers' Organization(s):

Fabrimétal	Fédération des Entreprises de l'Industrie des Fabrications Métalliques, Mécaniques, Electriques, Electroniques et de la Transformation des Matières Plastiques

Canada:

Union Confederation(s):

CLC/CTC	Canadian Labour Congress/Congrès du Travail du Canada
AFL-CIO	American Federation of Labour-Congress of Industrial Unions
CSN/CNTU	Confédération des Syndicats Nationaux/Confederation of National Trade Unions
CSD	Centrale des Syndicats Democratiques (Centre of Democratic Trade Unions)

CFL/FCT	Canadian Federation of Labour/Fédération Canadienne du Travail
CCU	Confederation of Canadian Unions
CEQ	Corporation des enseignants du Quebec
CNFIU/FCNSI	Canadian National Federation of Independent Unions/Fédération Canadienne Nationale des Syndicats Indépendants
TLC	Trades and Labour Congress of Canada
CCL	Canadian Congress of Labour
CTCC/CCCL	Confédération des Travailleurs Catholiques du Canada/Canadian and Catholic Confederation of Labour
AFL	American Federation of Labour
CIO	Congress of Industrial Unions
NCCL	National Council of Canadian Labour
CSQ	Centrale des syndicats du Quebec

Employer Confederation(s):
none

Metalworkers' Union(s):

UAW	United Automobile Aerospace and Agricultural Implement Workers of America (United Autoworkers)
CAW	Canadian Autoworkers, or The National Automobile, Aerospace and Agricultural Implement Workers' Union of Canada (CAW-Canada)
USA/MUA	United Steelworkers of American/Métallurgiste Unis d'Amérique

Metalworking Employers' Organization(s):

none

<u>Denmark</u>:

Union Confederation(s):

LO	Landsorganisationen i Danmark (Federation of Danish Trade Unions)
FTF	Funktionærernes og Tjenestemændenes Fællesråd (Federation of Civil Servants and Salaried Employees' Organizations)
FR	Hovedorganisationen for Arbejdsleder- og tekniske Funktionserforeninger i Danmark (Federation of Supervisory and Technical Staff Associations)
AC	Akademikernes Centralorganisation (Central Organization of Professional Employees)
CO-I	Statsjenestemændenes Centralofganisation I (inferior public servants of the State: central organization)

Employer Confederation(s):

DA	Dansk Arbejdsgiverforening (Danish Employers' Confederation)

DI	Danmarks Industri(Confederation of Danish Industries)
SALA	Landbrugets Arbejdsgiverorganisation (agricultural employers)

Metalworkers' Union(s):

Dansk Metalarbejderforbund (Union of Danish Metalworkers; organizes skilled metalworkers)

SiD	Specialarbejderforbundet i Danmark (Union of General Workers in Denmark; organizes unskilled metalworkers)
CO Metal	Centralorganisationen af Metalarbejdere (Central Organization of Metal Workers; bargaining cartel for metal industry until 1992)
CO Industri	Centralorganisationen af Industriansatte (Central Organization of Industrial Employees; bargaining cartel for metal industry after 1992)

Metalworking Employers' Organization(s):

JA	Jernets Arbejdsgiverforening (Metal Industry Employers)
IA	Industriens Arbejdsgivere (Industrial Employers; JA joined this organization in 1990; prior to 1990, IA was named Industrifagenes Arbejdsgiverforening)

Finland:

Union Confederation(s):

SAK	Suomen Ammattiliittojen Keskusjärjestö (Central Organization of Finnish Trade Unions) (FFC in Swedish)
TVK	Toimihenkilö-ja Virkamiesjärjestöjen Keskusliitto (Confederation of Salaried Employees) (TOC in Swedish)
STTK	Suomen Teknisten Toimihenkilöiden Keskusliitto(Confederation of Technical Employees Organizations in Finland) (FTFC in Swedish)
AKAVA	AkateeminenYhteisvaltuuskuntaFinnish (Central Organization of Professional Workers, or The Confederation of Unions for Academic Professionals in Finland)
SAJ	Suomen Ammattijärjestö (Finnish Trade Union Federation) (1960-69)

Employer Confederation(s):

STK	Suomen Työnantajain Keskusliitto (The Finnish Employers Confederation)
LTK	Liiketyönantajain Keskusliitto (The Employers' Confederation of Service Industries, or the Business Employers' Central Federation) (LTK AAC in Swedish)

Metalworkers' Union(s):

Metallarbetarförbund (Metallityöväen Litto) (SAK union)

STL	Suomen Teollisuustoimihenkilöiden Liito (TVK union)

Metalworking Employers' Organization(s):

FIMET	Federation of Finnish Metal, Engineering and Electrotechnical Industries (previously the Finnish Metalworking and Engineering Employers' Association)

France:

Union Confederation(s):

CGT	Confédération Générale du Travail (General Confederation of Workers)
CFDT	Confédération Française Démocratique du Travail (French Democratic Confederation of Workers)
CFTC	Confédération Française des Travailluers Chrétiens (Confederation of French Christian Workers)
CGT-FO	Confédération Générale du Travail-Force Ouvrière (General Confederation of Workers-Worker's Force)
CGC	Confédération Générale des Cadres (General Confederation of Cadres)
FEN	Fédération de l'Education Nationale
FSU	Fédération Syndicale Unitaire

Employers' Organization(s):

CNPF	Conseil National du Patronat Français (National French Employers' Council)
CGPME	Confédération Générale des Petites et Moyennes Enterprises
MEDEF	Mouvement des Entreprises de France

Metalworking Union(s):

none

Metalworking Employers' Organization(s):

UIMM	Union des Industries Métallurgiques et Minières (Union of Metalworking and Mining Industries)

Germany:

Union Confederation(s):

DGB	Deutscher Gewerkschaftsbund (German Federation of Labor)
CGB	Christlicher Gewerkschaftsbund (Christian Federation of Labor)
DAG	Deutsche Angestellten-Gewerkschaft (German Salaried Employees Union)
DBB	Deutscher Beamtenbund (German (tenured) Officials Federation)
DHV	Deutscher Industrie- und Handelsgehilfenverband (German Industrial and Commercial Clerks' Federation)
ULA	Union der leitenden Angestellten (Union of Executive Staff)
VWA	Verband der weiblichen Angestellten (Federation of Salaried

Female Employees)

Employer Confederation(s):

BDA	Bundesvereinigung der Deutschen Arbeitgeberverbände (Confederation of German Employers Associations)

Metalworkers' Union(s):

IG-Metall	Industriegewerkschaft Metall

Metalworking Employers' Organization(s):

Gesamtmetall	Gesamtverband der metallindustriellen Arbeitgeberverbände (Federation of Metal Industry Employers Associations)

Ireland:

Union Confederation(s):

ICTU	Irish Congress of Trade Unions

Employers Confederation(s):

IBEC	Irish Business and Employers Confederation

Metalworkers Union(s):

SIPTU	Services, Industrial, Professional & Technical Union

Metalworking Employers' Organization(s):

IEEF	Irish Engineering Enterprise Federation

Italy:

Union Confederation(s):

CGIL	Confederazione Generale Italiana del Lavoro (Italian General Confederation of Labor)
CISL	Confederazione Italiana dei Sindacati Lavoratori (Italian Confederation of Workers Unions)
UIL	Unione Italiana del Lavoro (Italian Union of Labor)

Employer Confederation(s):

Confindustria	Confederazione Generale dell'Industria Italiana (General Confederation of Italian Industry)
ASAP	Associazione Sindacale per le Aziende Petrochemiche e Collegate a Partecipazione Statale (Association of Petrochemical and Related Firms in the Public Sector)
Intersind	Associazione Sindacale Intersind
Confapi	Confederazione Italiana della Piccola e Media Industria (Confederation of small and medium industries)
Confcommercio	Confederazione Generale di Commercio (General Confederation of Commerce)
Confagricoltura	Confederazione Generale di Agricoltura (General Confederation of Agriculture)

Metalworkers Union(s):

FIOM-CGIL	Federazione Impiegati Operai Metallurgici (Federation of Metalworkers)
FIM-CISL	Federazione Italiana Metallurgici (Federation of Italian Metalworkers)
UILM-UIL	Unione Italiana dei Lavoratori Metallurgici (Italian Union of Metalworkers)
FLM	Federazione dei Lavoratori Metalmeccanici (Federation of Metalworkers), a federation of the FIOM, FIM, and UILM from 1972-1983

Metalworking Employers' Organization(s):

Federmeccanica	Federazione dell'Industria Metalmeccanica Italiana (Federation of Italian Metalworking Industries)

Japan:

Union Confederation(s):

Sanbetsu	
Sohyo	General Council of Trade Unions of Japan
Shinsanbetsu	National Federation of Industrial Organization
Churitsuroren	Federation of Independent Unions of Japan
Domei	Japanese Confederation of Labor
Rengo	Japanese Trade Union Confederation
Zenroren	Japanese Confederation of Trade Unions
Zenrokyo	National Trade Union Council
JTUC	Japan Trade Union Confederation (Shin-Rengo)

Employer Confederation(s):

Nikkeiren	Japan Federation of Employers' Association

Metalworkers' Union(s):

Jidoshasoren	Confederation of Japan Automobile Workers' Unions
Denkiroren	Japanese Federation of Electrical Machine Workers' Unions
Zenkinrengo	Japanese Federation of Metal Industry Unions
Kinzoku-kikai	National Metal and Mechanically [sic] Workers' Union of Japan
Tekkororen	Japan Federation of Steel Workers' Unions
Zosenjukiroren	Japanese Confederation of Shipbuilding and Engineering Workers' Unions
Zenjikororen	National Federation of Automobile Transport Workers Unions
Zenzosen-kikai	All Japan Shipbuilding and Engineering Union
Kirokaigi	Machinery Labor Union Council
Kisankyo	National Council of Machine Industry Workers' Unions
Keiatsurokyo	Council of Light Metal Rolling Workers' Unions
IMF-JC	The International Metal Workers' Federation - Japan Council
Hitetsukinzokuroren	Japanese Metalmine Workers Unions

Metalworking Employers' Organization(s):

none

<u>Netherlands</u>:

Bargaining Structures:

CR	College van Rijkshemmiddelaars
SER	Sociaal-Economische Raad (Social-Economic Council)
SvdA	Stichting van de Arbeid (Foundation of Labor)

Union Confederation(s):

NVV	Nederlands Verbond van Vakverenigingen (Netherlands Federation of Trade Unions)
NKV	Nederlands Katholiek Vakverbond (Netherlands Catholic Federation of Trade Unions)
CNV	Christelijk Nationaal Vakverbond (Netherlands Federation of Protestant Christian Trade Unions, or National Christian Trade Union Federation)
FNV	(merger of NVV and NKV) Federatie Nederlandse Vakbeweging (Confederation of Netherlands Trade Union Movement, or Federated Dutch Trade Union Movement)
EVC	Eenheids Vakcentrale (United Centre of Trade Unions)
MHP (R/V MHP)	Vakcentrale voor Middelbaar en Hoger Personeel (Supervisory and Managerial Staff Federation)
NVC	Nederlandse Vakcentrale (Liberal Dutch Trade Union Centre)
AVC	Algemene Vakcentrale (General Union)
NCHP	Nederlandse Centrale voor Hoger Personeel (Dutch Federation

	of Staff Associations)
CMHA	Centrale van Middelbare en Hogere Ambtenaren (Centre for Higher Civil Servants)
AC	Ambtenaren-Centrale (Civil Servant's Centre)
AVV	Alg. Vrijzinnig Vakvebond

Employer Confederation(s):

VNO	Verbond van Nederlandse Ondernemers (Federation of Netherlands Industry)
AWV	Algemene Werkgevers Vereniging (General Industrial Employers' Association) (affiliated with VNO)
NCW	Nederlandse Christelijke Werkgeversorganisatie (Dutch Federation of Christian Employers)

Metalworkers' Union(s):

Industriebond FNV
Industrie- en Voedingsbond CNV

Metalworking Employers' Organization(s):

FME	Federatie van Werkgevers in de Metaal- en Electrotechnische Industrie (Federation of Metals and Electrical Industries)
MU	Metaal Unie

New Zealand:

Union Confederation(s):

CTU	New Zealand Council of Trade Unions

Metalworkers' Union(s):

EMPU	NZ Amalgamated Engineering, Printing, & Manufacturing Union

Norway:

Union Confederation(s):

LO	Landsorganisasjon i Norge (National Federation of Trade Unions)
AF	Akademikernes Fellesorganisasjon (The Federation of Norwegian Professional Associations)
YS	Yrkesorganisasjonenes Sentralforbund (The Confederation of Vocational Unions)

The EL, FSO, ST and YH are predecessors to the AF and YS:

EL	Embetsmennenes Landsforbundet (Federation of Civil Servants)
FSO	(Funksjonærenes Sentralorganisasjon (Central Organization of White-Collar Employees)
ST	Statstjenestemanns Sentralorganisasjon (Central Organization of State Employees)
YH	Yrkesorganisasjonennes Hovedsammenslutning (Federation of Public Employee Unions)

Employer Confederation(s):

NAF/NHO	Norsk Arbeidsgiverforening/Naeringslivets Hovedorganisasjon (Norwegian Employers' Confederation)
HSH	Handels- og Servicenæringens Hovedorganisajon (Federation of Norwegian Commercial and Service Enterprises)
Ministry of Labor	(the government is formally the employer in the state sector)
KS	Norske Kommuners Sentralforbund (The Norwegian Association of Local Authorities)

Metalworkers' Union(s):

Fellesforbundet (The United Federation of Trade Unions) (affiliated with the LO)

Metalworking Employers' Organization(s):

TBL	Teknologibedriftenes Landsforening

Portugal:

Union Confederation(s):

CGTP–IN	Geral dos Trabalhadores Portugueses – Intersindical Nacional
UGT–P	União Geral de Trabalhadores

Employer Confederation(s)

CIP	Confederação da Indústria Portuguesa

Metalworkers' Union(s):

FIEQUIMETAL	Federación Intersindical de Metalurgia, Metalmecáica, Minas, Química, Farmacéutica, Petróleo y Gas

SIMA

Metalworking Employers' Organization(s):

EMA

Spain:

Union Confederation(s):

CCOO	Confederación Sindical de Comisiones Obreras (Union Confederation of Workers Commissions)
UGT	Unión General de Trabajadores (General Union of Workers)

Sweden:

Union Confederation(s):

LO	Landsorganisationen i Sverige (Swedish Trade Union Confederation)
SACO/SACO-SR	Sveriges Akademikers Centralorganisation (Central Organization for Employees with University Training)
TCO	Tjänstemännens Centralorganisation (Central Organization for White-Collar Employees)
SAC	Sveriges Arbetares Centralorganisation (Central Organization for Syndicalist Workers)
SR	Statstjänstemännens Riksförbund (National Federation of Civil Servants)
DACO	De Anställdas Centralorganisationen (Employees Central Organization)
Gamla	Tjänstemännens Centralorganisation (Central Organization of Government Employees)

Independent Bargaining Agents: Union-side

SALF	Sveriges Arbetsiedareörbund
SIF	Svenska Industritjänstemannaförbundet
CF	Civilingenjörsförbundet
SACO-S	SACOs statliga förhandlingskartell- (SACO Section for State Employees)
SACO-K	SACOs Kommunala förhandlingskartel (SACO section for Salaried Local Government Employees)
TCO-S	bargaining organization for central government white-collar workers
SF	Statsanställdas Förbund (Union for Central Government Blue-Collar Workers)(Established 1970; affiliated with LO)
PTK	Privattjänstemannakartellen (Federation of Salaried Employees in Industries and Services)
SKAF	Central Organization for regional and local blue-collar workers.

	This is an LO affiliated union but bargains independently with a government agency
KTK	Kommunaltjänstemannakartellen (Federation of Salaried Local Government Employees - bargaining cartel of TCO municipal unions)

Employer Confederation(s):

SAF	Svenska Arbetsgivareföreningen (Swedish Employers' Confederation)
HAO	Handelns Arbetsgivareorganisation (Swedish Commercial Employers' Association)
LF	central organization for regional government employers (mainly health care and public transport)
KF	central organization for local government employers
SFO	central employer organization for publicly-owned companies
KFO	central organization for cooperative employers
TA	central employer organization for the press
BAO	central employer organization for the banks

Independent Bargaining Agents: Employer-side

SAV	central government bargaining unit.

Metalworkers' Union(s):

Metallindustriarbetareförbund	
Metall	Svenska Metallindustriarbetareförbundet (Swedish Union of Metalworkers)

Metalworking Employers' Organization(s):

VF/VI	Verkstadsföreningen/Verkstads Industrier (Engineering Employers' Association)
Metal Sveriges Verkstadsindustrier (Association of Swedish Engineering Industries; name changed to VF in 1992)	

<u>Switzerland</u>:

Union Confederation(s):

CNG/CSC	Christlicher Gewerkschaftsbund der Schweiz/Confédération des Syndicats Chrétiens de Suisse (Swiss Confederation of Christain Trade Unions)
LFSA	Landesverband Freier Schweizer Arbeitnehmer/Union Suisse des Syndicats Autonomes (Swiss Union of Free Trade Unions)
SGB/USS	Schweizerischer Gewerkschaftsbund/Union Syndicale Suisse (Swiss Trade Unions)
SVEA	Schweizerischer Verband Evangelischer Arbeitnehmer (Swiss

	Federation of Protestant Workers)
VSA	Vereinigung Schweizerischer Angestelltenverbände (Central Organization of Swiss Salaried Employee Unions)
FöV	Föderativverband des Personals Öffentlicher Verwaltungen und Betriebe (Federated Union of Personnel in Public Administrations and Enterprises)

Employer Confederation(s):

ZSAO	Zentralverband Schweizerischer Arbeitgeber-Organisationen/Union Centrale des Associations Patronales Suisses ("Central Union")

Metalworkers' Union(s):

SMUV/FTMH	Schweizerischer Metall- und Uhrenarbeitnehmer-Verband/Fédération Suisse des Travailleurs de la Métallurgie et de l'Horlogerie
CMV	Christlicher Metallarbeiter-Verband
VSAM	Verband schweizerische Angestelltenvereine der Maschinen- und Elektro-Industrie
SKO	Schweizerische Kader-Organisation (previously SVTB)
SKV	Schweizerischer Kaufmännischer Verband

Metalworking Employers' Organization(s):

ASM	Arbeitgeberverband schweizerischer Maschinen- und Metall-Industrieller
SMU	Schweizerischer Metallunion

UK:

Union Confederation(s):

TUC	Trades Union Congress
GFTU	General Federation of Trade Unions
STUC	Scottish Trades Union Congress

Employer Confederation(s):

CBI	Confederation of British Industry

Metalworkers' Union(s):

AEU	The Amalgamated Engineering Union
AUEW	Amalgamated Union of Engineering Workers. The AUEW was founded in 1971 and is the result of the amalgamation of the AEU, AUFW (1967), CEU and DATA (both in 1971)

CSEU	Confederation of Shipbuilding and Engineering Unions

Metalworking Employers' Organization(s):

EEF	Engineering Employers' Federation

US:

Union Confederation(s):

AFL-CIO	American Federation of Labor-Congress of Industrial Unions
AFL	American Federation of Labor
CIO	Congress of Industrial Unions
AGE	Assembly of Government Employees
NFIU	National Federation of Independent Unions
AACSE	American Association of Classified School Employees

Employer Confederation(s):

none

Metalworkers' Union(s):

UAW	United Automobile Aerospace and Agricultural Implement Workers of America, or United Autoworkers
USWA	United Steelworkers of America

Employer Confederation(s):

Metalworking Employers' Organization(s):

none

INDEX

ADJCOV, 3
APPHRF1, 36
APPHRF2, 36
APPHRF3, 37
APPHRF4, 37
APPHRFBL, 38
APPHRFR1, 40
APPHRFR2, 40
APPHRFR3, 40
APPHRFR4, 40
APPHRFWT, 38

BARGLEV, 32
BARGLEV2, 34

CON11, 20
CON12, 21
CON13, 21
CON14, 21
CON21, 22
CON22, 22
CON23, 22
CON24, 23
CONFED1, 8
CONFED2, 8
CONFED3, 8
CONFED4, 8
CONFED5, 8
CONFED6, 8
CONFED7, 8
CONFED8, 8
CONFEDR1, 40
CONFEDR2, 40
CONFEDR3, 40
CONFEDR4, 40
CONINV, 31
CONMEM1, 8
CONMEM2, 9
CONMEM3, 10
CONMEM4, 11
CONMEM5, 12
CONMEM6, 13
CONMEM7, 14
CONMEM8, 15
CONMEMR1, 40
CONMEMR2, 40
CONMEMR3, 40
CONMEMR4, 40
CONSHRE, 39
CONTOT, 35

EMAFV1, 29
EMAFV2, 29
EMAFV3, 29
EMAFV4, 30
EMAFV5, 30
EMCONV1, 27
EMCONV2, 27
EMCONV3, 27
EMCONV4, 28
EMCONV5, 28

GOVIN, 32

HERF, 35

NAT11, 23
NAT12, 24
NAT13, 24
NAT14, 24
NAT15, 25
NAT21, 25
NAT22, 25
NAT23, 25
NAT24, 26
NAT25, 26
NETDEN, 6

TOTDEN, 5

UNADJCOV, 4
UNAFFMEM, 15