



Developing social dialogue indicators in Luxembourg

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Social dialogue

An important topic, but a statistical desert ...

- A basic collection via existing surveys
- Some “external” sources
- An on-going project on collective agreements



Why shall we collect social dialogue indicators via surveys?

- Efficient
- Breakdowns available
- International comparability



Social dialogue indicators via surveys

Trade union density:

- Labour Force Survey (LFS)

Collective bargaining coverage:

- Structure of Earnings Survey (SES)



Are there alternatives?

- Administrative data : ICTWSS/OECD
- Other surveys: Labour Cost Survey (LCS), European Values Study (EVS)

5

ICTWSS

<http://www.uva-aias.net/208>

OECD

http://www.oecd.org/employment/emp/UnionDensity_Sourcesandmethods.pdf

European Values Study

<http://www.europeanvaluesstudy.eu/>



Trade union density via the LFS

Collected on a yearly basis since 2009

Simple question at a strategic place for employees only
(STAPRO = 3)

No regularly scheduled dissemination

National initiative

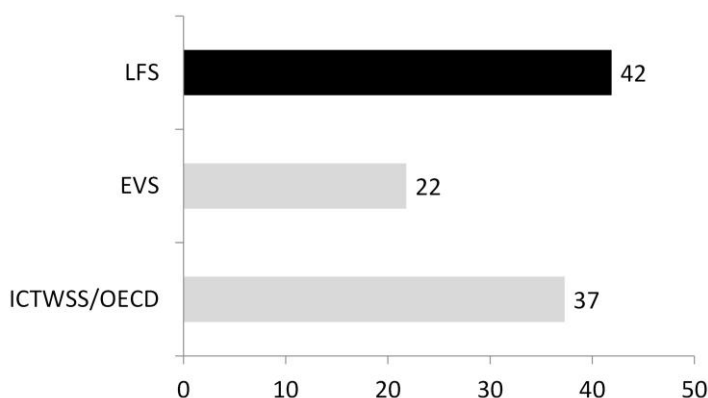
6

This question is a national initiative. It turns out that only very few countries have such a question. In February 2012 Sonia Torres (INE / Portugal) made an enquiry about the availability of trade union affiliation questions in Labour Force Surveys in European countries, in Canada and the US. Among the 24 countries who replied:

- 6 countries are regularly asking such questions
- 2 countries are asking such questions from time to time via ad hoc modules
- 2 countries have stopped asking such questions



Trade union density



7

- LFS – Labour Force Survey
- EVS – European Values Study
- ICTWSS – Database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts

- LFS and EVS cover only workers living in Luxembourg
- ICTWSS/OECD covers persons working in Luxembourg

Despite the discrepancy in coverage, LFS and ICTWSS deliver similar results. However, EVS is far apart. This can be related to the questionnaire design and the way the question is asked. In the LFS it is simple and direct « Are you member of a trade union? ». The question is at the end of the block about the workplace characteristics. The question asked in the Luxembourgish questionnaire is similar to that asked in other Labour Force Surveys (cf. previous slide). However, in the EVS, trade union membership is covered in a more complicated question, together with membership in other associations.



Collective bargaining coverage via the Structure of Earnings Survey

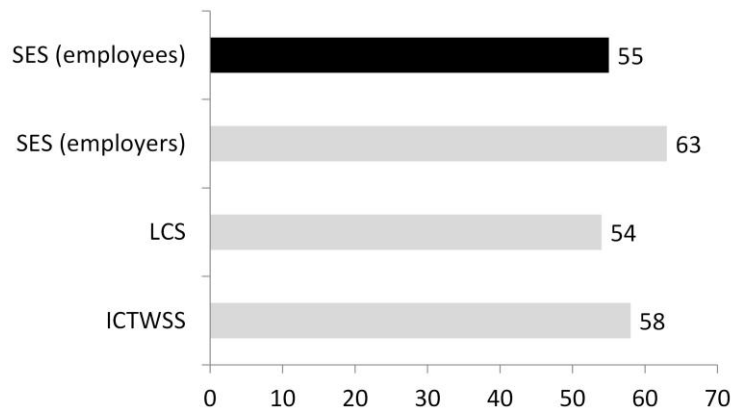
Four-yearly establishment survey, excluding agriculture and small businesses

Questions at two levels:
employee (national) and employers (EU)

No regularly scheduled dissemination



Collective bargaining coverage



9

- SES – Structure of Earnings Survey
- LCS – Labour Cost Survey
- ICTWSS – Database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts

- SES (employees) – « Is the employee covered by a collective pay agreement? »
- SES (employers) – « At least 50% of the employees in the local unit are covered by a pay agreement » (variable 1.5 of the commission regulation (EC) No 1738/2005)

- The figures from SES and LCS cover sections B-N and P-S of the NACE rev2



Conclusions

- An efficient way to collect rich data
- The surveys produce coherent results
- Incomplete coverage do not seem to play a big role

10

More detailed results can be found in the following publications of STATEC:

Regards sur la couverture des conventions collectives de travail

<http://www.statistiques.public.lu/fr/publications/series/regards/2013/06-13-conventions-collectives/index.html>

Regards sur la syndicalisation au Luxembourg

<http://www.statistiques.public.lu/fr/publications/series/regards/2011/12-11-syndicalisation/index.html>