

EXTRA APPENDIX – TRADE UNIONS IN SWEDEN (Peter Lang/ ETUI 2023)
Anders Kjellberg 16 June 2023

UNION MEMBERS AND MERGERS

Table. Confederal share of active union members in Sweden (%), 1950-2022

31/12	LO	TCO	Saco	SR*	Independent	All
1950	78 (78,1)	17 (17,0)	1 (1,0)	1 (1,3)	3 (2,7)	100
1955	76 (76,1)	19 (19,2)	2 (1,8)	1 (0,9)	2 (2,1)	100
1960	74 (74,3)	21 (20,6)	2 (2,2)	1 (0,8)	2 (2,0)	100
1965	71 (71,2)	24 (24,48)	3 (2,8)	1 (0,8)	2 (1,6)	100
1970	66 (66,2)	28 (28,3)	3 (3,2)	1 (0,8)	1 (1,4)	100
1975	63 (62,8)	32 (31,8)	4 (4,3)	-	1 (1,0)	100
1980	61 (60,7)	31 (30,8)	5 (5,49)	-	3 (3,1)	100
1985	60 (59,8)	33 (33,1)	7 (6,52)	-	1 (0,6)	100
1990	58 (57,9)	34 (33,8)	8 (7,7)	-	1 (0,6)	100
1995	57 (56,8)	33 (33,4)	9 (8,8)	-	1 (1,0)	100
1999	55 (55,0)	32 (32,0)	11 (10,6)	-	2 (2,4)	100
2000	54 (54,2)	32 (32,3)	11 (11,0)	-	2 (2,4)	100
2001	53 (53,1)	33 (32,8)	12 (11,6)	-	3 (2,5)	100
2002	52 (52,0)	33 (33,4)	12 (12,1)	-	3 (2,6)	100
2003	51 (51,45)	33 (33,3)	13 (12,6)	-	3 (2,6)	100
2004	51 (51,1)	33 (33,2)	13 (13,0)	-	3 (2,7)	100
2005	51 (50,7)	33 (33,2)	13 (13,4)	-	3 (2,8)	100
2006	50 (50,4)	33 (33,1)	14 (13,7)	-	3 (2,8)	100
2007	49 (49,4)	33 (33,4)	14 (14,4)	-	3 (2,8)	100
2008	48 (48,48)	34 (33,54)	15 (15,0)	-	3 (3,0)	100
2009	47 (47,3)	34 (33,8)	16 (15,7)	-	3 (3,2)	100
2010	47 (46,6)	34 (34,0)	16 (16,1)	-	3 (3,3)	100
2011:1	46 (45,9)	34 (34,2)	16 (16,49)	-	3 (3,4)	100
2011:2	46 (46,0)	34 (34,3)	16 (16,3)	-	3 (3,4)	100
2012	45 (45,3)	35 (34,9)	16 (16,3)	-	3 (3,4)	100
2013	44 (44,3)	36 (35,6)	17 (16,6)	-	4 (3,5)	100
2014	44 (43,7)	36 (36,0)	17 (16,8)	-	4 (3,5)	100
2015	43 (43,4)	36 (36,3)	17 (16,8)	-	3 (3,49)	100
2016	42 (42,4)	37 (36,7)	18 (17,6)	-	3 (3,4)	100
2017	42 (42,0)	37 (36,52)	18 (18,0)	-	3 (3,4)	100

2018	41 (41,48)	37 (36,9)	18 (18,1)	-	3 (3,47)	100
31/12	LO	TCO	Saco	SR*	Independent	All
2019	41 (41,0)	37 (37,2)	18 (18,3)	-	3 (3,43)	100
2020	41 (40,7)	37 (37,499)	18 (18,4)	-	3 (3,40)	100
2021	40 (40,4)	38 (37,6)	19 (18,6)	-	3 (3,4)	100
2022	40 (39,7)	32 (32,4)	24 (24,4)	-	3 (3,4)	100

Note. Per 31 December, excluding pensioners and students. Excluding self-employed in Saco up and including 2011:1. Saco excluding the union of military reserve officers. *Ledarna* left TCO in 1967, reentered in 1950, left again in 1980, reentered in 1985 and was expelled in 1997. *Läraryrket* left TCO in 2022 and joined Saco.

* The National Federation of Government Employees (SR, *Statstjänstemännens Riksförbund*) merged in 1975 with Saco.

Source: Kjellberg 2020a.

Table to Figure 28.1. Mergers in Swedish unionism, 2000-2023.

Pre-merger unions	Members	New unions	Members 2020
Metall (metalworkers)	276,100	IF Metall (LO)	241,600
Industriarbetarna (industrial workers)	66,000	2006	
CF (graduate engineers)	81,700	Sveriges Ingenjörer (Saco)	132,000
Ingenjörernas förbundet (engineers)*	9,200	2007	
Sif (white-collar in industry)	273,500	Unionen (TCO)	596,100
HTF (white-collar in commerce)	138,900	2008	
Farmaciförbundet* (chemists)	4,100	2014	
SLF* (white-collar in agriculture)	600	2019	
Skogs- och Träarbetarna (forest and wood workers)	39,100	GS-Facket (LO)	37,000
GF (graphical workers)	17,300	2009	
Sveriges Naturvetareförbund (scientists)	12,900	Sveriges Naturvetareförbund (Saco)	-
Skogsakademikerna* (masters in forestry)	1,300	2005	
Sveriges Naturvetareförbund (scientists)	17,600	Naturvetarna (Saco)	31,500
Agrifack (graduates in agriculture etc)	5,800	2009	
Läraryrket (teachers)	177,100	Läraryrket (TCO)	163,300
Folkhögskolans Läraryrket (people high school teachers)*	1,800	2010	
Jusek (lawyers, economists)	68,500	Akavia (Saco)	100,400
Civilekonomerna (economists)	28,700	2020	
Läraryrket (teachers)	165,400	Sveriges Lärare (Saco)	
Lärarnas Riksförbund (teachers)	63,400	2023	

Note: *Acquisition.

Source: Kjellberg 2021b.

Table. Number of national unions, of which occupational/professional, 1980-2023

	LO	TCO	Saco	Independent	All
1980	25 (6)	21 (8)	25 (25)	7 (5)	78 (44)
1990	23 (4)	20 (9)	24 (24)	5 (3)	71 (40)
2000	18 (3)	18 (7)	25 (25)	7 (5)	68 (40)
2010	14 (3)	15 (6)	22 (22)	6 (4)	57 (35)
2020	14 (3)	13 (6)	21 (21)	5 (3)	53 (33)
2021	14 (3)	13 (6)	21 (21)	5 (3)	53 (33)
2022	14 (3)	12 (5)	22 (22)	5 (3)	53 (33)
2023	14 (3)	12 (5)	21 (21)	5 (3)	52 (32)

Note. Reserve Officers Association (Saco) excluded as reserve officers is not a profession of employees. Occupational/professional unions within parenthesis. All other unions are vertical (industrial).
Source: Kjellberg 2020b.

Table. Members of occupational/professional unions and their share of total active membership per confederation, 1980-2020

	LO	TCO	Saco	Independent	All
1980	62 100 (3%)	233 100 (24%)	171 100 (100%)	81 100 (85%)	547 400 (18%)
1990	60 800 (3%)	367 700 (32%)	260 100 (100%)	11 100 (53%)*	699 700 (21%)
2000	42 900 (2%)	309 500 (30%)	355 100 (100%)	71 300 (93%)	778 700 (24%)
2010	36 400 (3%)	303 500 (32%)	454 100 (100%)	89 300 (95%)	883 300 (31%)
2019	31 900 (3%)	288 900 (26%)	546 500 (100%)	98 300 (96%)	965 600 (32%)
2020	31 800 (3%)	287 200 (25%)	561 300 (100%)	100 300 (97%)	980 600 (32%)

* *Ledarna* affiliated to TCO in 1990.

Source: Kjellberg 2020b.

The syndicalist union SAC is a general union. All unions not being occupational/professional unions are vertical (industrial unions) during the period 1980-.

Table to Figure 28.2. Total membership per union confederation, 1980-2020

	LO	TCO	Saco	Independent	Total
1980	2 126 800	1 042 800	224 800	117 800	3 512 800
2000	2 016 200	1 244 600	492 700	93 200	3 846 700
2019	1 410 600	1 417 900	706 300	111 500	3 646 300
2020	1 432 900	1 454 700	709 400	116 600	3 713 600
Change 1980-2019	-716 200 -34%	-375 100 +36%	+481 500 +214%	-6 100 -5%	+133 700 +4%
Change 2019-2020	+22 300 +1,6%	+36 800 +2,6%	+3 100 +0,4%	+5 600 ++5,0%	+67 300 +1,8%
Unemployed**					
1980	46 900	6 400	700	2 600	56 600
2000	94 600	35 000	10 900	4 000	144 500
2019	55 800	29 700	4 500	2 600	92 500
2020	65 700	36 800	6 300	5 400	114 200
Students					
1980	0	21 300*	24 600	0	46 000
2000	ca 1 000	66 200	76 700	100	144 000
2019	22 500	114 600	105 400	400	242 900
2020	17 000	114 200	92 900	1 000	225 100
Pensioners					
1980	236 500	83 900	12 700	22 200	355 300
2000	262 100	132 900	29 800	14 700	439 500
2019	165 300	193 500	52 900	9 500	421 200
2020	174 100	196 400	53 800	11 300	435 600

* 1984 ** Unemployed included in active members. Unemployed in LO, TCO and independent unions calculated from the rate of unemployment in their unemployment funds. Saco: statistics from the unemployment fund of academics.

Source: statistics obtained from the unions.

Table 7. Active members per confederation, 1980-2022

	LO	TCO	Saco	Independent	Total
1980	1 890 300	959 000	171 100	95 400	3 115 800
2000	1 753 100	1 045 500	355 100	78 500	3 232 100
2019	1 222 800	1 109 800	546 500	102 300	2 981 400
2020	1 241 800	1 144 100	561 300	103 800	3 050 900
2021	1 224 400	1 141 500	565 100	102 700	3 033 700
2022	1 202 100	982 000	738 400	104 200	3 026 800
Change 1980-2019	-667 500 -35%	+150 800 + 16%	+375 400 +219%	+6 900 +7%	-134 400 -4%
Change 2000-2019	-530 300 -30%	+164 300 +6%	+191 400 +57%	+24 000 +31%	-250 700 -8%
Change 2000-2020	-511 300 -29,2%	+98 600 +9,4%	+206 200 +58,1%	+25 300 +32,2%	-181 200 -56,1%
Change 2019-2020	+19 000 +1,6%	+34 300 +3,1%	+14 800 +2,7%	+1 500 +1,47%	+69 500 +2,3%
Change 2020-2021	-17 400* -1.4%	-2 600 -0.2%	+3 800 +0.7%	-1 100 -1.0%	-16 400* -0.53%
Change 2021-2022	-22 400 -1.8%	-159 500 -14.0%	+173 300 +30.7%	+1 600 +1.5%	-6 900 -0.2%

Note. Active members including unemployed. Saco excluding the union of military reserve officers. Saco excluding self-employed 1980 and 2000.

* 800 members deducted from the 2020 membership due to changed method of calculation.

Table. Active members per confederation: share of women, 1980-2022

	LO	TCO	Saco	Independent	Total
Women					
1980	43%	57%	36,5%	8%	46%
1985	46%	57%	39%	21%	49%
1990	48%	59%	42,5%	21%	51%
1995	48%	60%	47%	11%	52%
1996	49%	60%	47,5%	12%	52%
1997	48%	63%	48%	10%	52%
1998	48%	63%	46%	12%	52%
1999	48%	63%	47%	12%	52%
2000	48%	63%	48%	13%	52%
2001	49%	62%	49%	14%	52%
2002	48%	62%	49%	15%	52%
2003	48%	62%	50%	17%	52%
2004	48%	62%	50%	18%	52%
2005	48%	62%	51%	19%	52%
2006	48%	62%	52%	19%	52%
2007	48%	62%	52%	20%	53%
2008	48%	62%	53%	21%	53%
2009	48%	62%	53%	22%	53%
2010	48%	62%	53%	23%	53%
2011	48%	62%	53%	24%	53%
2012	48%	61%	54%	24%	53%
2013	48%	61%	55%	25%	53%
2014	48%	60%	55%	26%	53%
2015	49%	59%	55%	27%	53%
2016	48%	59%	55%	29%	53%
2017	48%	59%	55%	29%	53%
2018	48%	59%	55%	31%	53%
2019	48%	59%	56%	31%	53%
2020	48%	58%	56%	33%	53%
2021	48%	58%	56%	33%	53%
2022	48%	54%	62%	33%	53%

Note. Active members including unemployed. Saco excluding the union of military reserve officers. Saco excluding self-employed 1980-2015. Lärarförbundet left TCO in 2022 and joined Saco.

Table. Active members per confederation: share foreign-born, 1996-2020

	LO	TCO	Saco	Independent	Total
Foreign-born					
1996-97	10,4%	6,5%	8,5%	-	ca 9%
2003	14%	7%	8%	-	11%
2005	16%	9%	9%	11%	13%
2006	16%	9%	10%	11%	13%
2007	17%	9%	10%	12%	13%
2008	17%	9%	10%	13%	13%
2009	18%	10%	12%	14%	14%
2010	18%	10%	11%	15%	14%
2011	19%	11%	11%	14%	15%
2012	19%	11%	12%	14%	15%
2013	20%	11%	13%	13%	15%
2014	21%	11%	13%	13%	15%
2015	22%	12%	14%	13%	16%
2016	22%	14%	14%	12%	16%
2017	24%	14%	15%	12%	17%
2018	24%	14%	15%	13%	18%
2019	26%	14%	15%	12%	18%
2020	26%	15%	15%	11%	18%

Note. Active members including unemployed. Saco excluding the union of military reserve officers. Saco excluding self-employed 1980-2015. 2003 refers to first quarter 2003.

Sources:

1996/97: Kjellberg A. (2017) *Fackliga organisationer och medlemmar i dagens Sverige*, Lund, Arkiv förlag, p. 285.

https://portal.research.lu.se/portal/files/34614668/Fackliga_organisationer_och_medlemmar_i_Sverige2017.pdf

2003: LO (2003) *Andelen medlemmar i facket med utländsk bakgrund 2003*, Stockholm, LO.

2005-2020: Kjellberg A. (2020) *Den svenska modellen i en oviss tid. Fack, arbetsgivare och kollektivavtal på en föränderlig arbetsmarknad*. Stockholm, Arena Idé. [https://portal.research.lu.se/portal/en/publications/den-svenska-modellen-i-en-oviss-tid\(11ad3d7f-b363-4e46-834f-cae7013939dc\).html](https://portal.research.lu.se/portal/en/publications/den-svenska-modellen-i-en-oviss-tid(11ad3d7f-b363-4e46-834f-cae7013939dc).html) pp. 161-163; Kjellberg, A. *Den svenska modellen 2020: pandemi och nytt huvudavtal*. Stockholm: Arena Idé.

[https://portal.research.lu.se/portal/en/publications/den-svenska-modellen-2020-pandemi-och-nytt-huvudavtal\(bf71341d-dc03-4983-9287-4093d2a47e4c\).html](https://portal.research.lu.se/portal/en/publications/den-svenska-modellen-2020-pandemi-och-nytt-huvudavtal(bf71341d-dc03-4983-9287-4093d2a47e4c).html) Kjellberg, A. (2022) *Den svenska modellen i en föränderlig värld* (Stockholm: Arena Idé February 2022). <https://portal.research.lu.se/en/publications/den-svenska-modellen-i-en-f%C3%B6r%C3%A4nderlig-v%C3%A4rld>

Table 28.3. Public sector share of active members per union confederation, 1980-2020

	LO	TCO	Saco	Independent	Total
1980	37%	52%	77%	6%	43%
1990	37%	50%	73%	0%*	44%
2000	33%	48%	65%	7%	40%
2010	32%	44%	57%	13%	39%
2020	30%	35%	54%	22%	36%

* Ledarna affiliated to TCO in 1990.

Note. Employees in companies owned by central or local government classifies as private sector employees.

Active members include unemployed. Saco excluding the union of military reserve officers. Saco excluding self-employed 1980-2000.

Source: Kjellberg 2021b.

UNION DENSITY

Table to Figure 28.3. Union Density (%) for All Employees, Blue-collar Workers and White-collar Workers in Sweden, 1990-2021

Year	All Employees	Blue-collar Workers	White-collar Workers	All Employees	Blue-collar Workers	White-collar Workers
1990	81 (81,4)	82 (82,2)	81 (80,5)			
1993	85 (84,9)	86 (86,49)	83 (83,49)			
1999:1*	82 (82,1)	84 (84,0)	81(80,50)			
1999:2*	82 (81,8)	84 (83,8)	80 (80,1)			
2000	81 (80,6)	83 (82,6)	79 (79,0)	-1,2	-0,8	-1,1
2001	80 (79,7)	81 (81,4)	78 (78,2)	-0,9	-1,2	-0,8
2002	80 (79,7)	81 (80,9)	79 (78,7)	0	-1,5	+0,5
2003	80 (79,8)	80 (80,3)	79 (79,2)	+0,1	-0,6	+0,5
2004	79 (78,6)	79 (78,9)	78 (78,3)	-1,2	-1,4	-0,9
2005	78 (77,8)	77 (77,4)	78 (78,1)	-0,8	-1,5	-0,2
2006	77 (76,9)	77 (77,0)	77 (76,8)	-0,9	-0,4	-1,3
2007	73 (73,4)	74 (73,52)	73 (73,4)	-3,5	-3,5	-1,9
2008	71 (71,2)	71 (70,7)	72 (71,52)	-2,2	-2,8	-1,9
2009	71 (71,2)	70 (69,8)	72 (72,3)	0	-0,9	+0,8
2010	71 (71,2)	69 (69,0)	73 (72,9)	0	-0,8	+0,6
2011	70 (70,4)	67 (67,47)	73 (72,6)	-0,8	-1,5	-0,3
2012	70 (70,47)	67 (67,3)	73 (72,8)	0	-0,2	+0,2
2013	70 (70,2)	66 (65,8)	73 (73,4)	-0,3	-1,5	+0,6
2014	70 (69,9)	64 (64,45)	74 (73,6)	-0,3	-1,3	+0,2
2015	69 (69,49)	63 (62,9)	74 (73,8)	-0,4	-1,6	+0,2
2016	69 (69,2)	62 (62,1)	74 (73,8)	-0,3	-0,8	0,0
2017	69 (68,6)	61 (61,1)	73 (73,3)	-0,6	-1,0	-0,5
2018	68 (68,0)	60 (60,3)	73 (72,51)	-0,6	-0,8	-0,8
2019	68 (67,8)	60 (60,1)	72 (72,2)	-0,2	-0,2	-0,3
2020	69 (68,9)	61 (60,8)	73 (73,2)	+0,9	+0,7	+1,0
2021	70 (70,0)	62 (61,8)	74 (74,0)	+1,1	+1,0	+0,8
2022	69 (68,9)	59 (59,4)	73 (73,4)	-1,1	-2,4	-0,6

* 1991:1 is comparable with preceding years, 1999:2 with subsequent years.

Remark. Union density of employed workers aged 16-64 according to labour force surveys (annual averages) excluding full-time students working part-time.

Table. Union density of blue-collar and white-collar workers by sector, 1990-2022 (%)

	1990	2000	2005	2006	2007	2008	2009	2010	2013	2014	2015	2016	2017	2018
Blue-collar														
Private sector	80	79	74	74	70	67	66	65	62	61	59	59	58	57
Public sector	87	90	86	87	85	83	82	83	79	77	77	74	72	71
Both sectors	82	83	77	77	74	71	70	69	66	64	63	62	61	60
White-collar														
Private sector	70	70	70	69	65	63	65	65	67	68	68	69	68	67
Public sector	94	93	90	89	86	85	85	86	84	84	83	82	82	82
Both sectors	81	79	78	77	73	72	72	73	73	74	74	74	73	73
All employees														
Private sector	75	74	72	71	68	65	65	65	65	64	64	64	64	63
Public sector	91	92	89	88	86	84	84	85	83	82	81	80	79	79
Both sectors	81	81	78	77	73	71	71	71	70	70	69	69	69	68

	2018	2019	2020	2021	2022
Blue-collar					
Private sector	57	57	57	58	56
Public sector	71	72	72	74	70
Both sectors	60	60	61	62	59
White-collar					
Private sector	67	67	69	70	69
Public sector	82	81	81	82	82
Both sectors	73	72	73	74	73
All employees					
Private sector	63	63	64	65	64
Public sector	79	79	79	80	79
Both sectors	68	68	69	70	69

Note. Employees aged 16-64 years, excluding employed full-time students.
Source: Labour force surveys.

Table. Union density by sex and socio-economic category, 1990-2022 (%)

	1990	2000	2005	2006	2007	2008	2009	2010	2013	2014	2015	2016	2017	2018
Blue-collar														
Men	82	81	76	76	72	69	68	67	64	64	62	62	60	59
Women	82	85	79	79	76	73	72	72	68	66	64	63	62	62
Both sexes	82	83	77	77	74	71	70	69	66	64	63	62	61	60
White-collar														
Men	77	75	73	72	69	67	68	69	70	70	70	70	69	68
Women	83	82	82	80	77	75	76	76	77	77	77	77	77	76
Both sexes	81	79	78	77	73	72	72	73	73	74	74	74	73	73
All employees														
Men	80	78	75	74	71	68	68	68	67	67	66	66	65	64
Women	83	83	81	80	76	74	74	75	73	73	73	72	72	72
Both sexes	81	81	78	77	73	71	71	71	70	70	69	69	69	68

	2018	2019	2020	2021	2022
Blue-collar					
Men	59	58	59	60	58
Women	62	63	64	65	62
Both sexes	60	60	61	62	59
White-collar					
Men	68	69	69	70	69
Women	76	75	77	78	77
Both sexes	73	72	73	74	73
All employees					
Men	64	64	65	66	65
Women	72	72	73	74	73
Both sexes	68	68	69	70	69

Note. Employees aged 16-64 years, excluding employed full-time students.

Source: Labour force surveys.

Table. Union density among blue-collar and white-collar workers by country of birth and sector, 2006-2022 (% and percentage points)

	2006	2013	2019	2020	2021	2022	2006-2019	2013-2019
Blue-collar								
<i>Private sector</i>								
Foreign-born	75	56	47	48	50	47	-28	-9
Domestic-born	74	64	61	61	62	60	-13	-3
Sum private sector	74	62	57	57	58	56	-17	-5
<i>Public sector</i>								
Foreign-born	85	73	65	64	65	61	-20	-8
Domestic-born	87	80	75	76	79	77	-12	-5
Sum public sector	87	79	72	72	74	70	-15	-7
<i>All blue-collar workers</i>								
Foreign-born	77	60	51	52	54	51	-26	-9
Domestic-born	77	67	64	64	65	63	-13	-3
All blue-collar workers	77	66	60	61	62	59	-17	-6
Share of blue-collar workers born abroad	16	21	29	29	30	32	+13	+8
White-collar								
<i>Private sector</i>								
Foreign-born	65	62	64	66	64	64	-1	+2
Domestic-born	69	68	68	70	71	70	-1	0
Sum private sector	69	67	67	69	70	69	-2	0
<i>Public sector</i>								
Foreign-born	79	76	67	68	70	71	-12	-9
Domestic-born	90	86	84	83	84	84	-6	-2
Sum public sector	89	84	81	81	82	82	-8	-3
<i>All white-collar workers</i>								
Foreign-born	70	67	65	66	66	66	-5	-2
Domestic-born	77	74	74	75	76	75	-3	0
All white-collar workers	77	73	72	73	74	73	-5	-1
Share of white-collar workers born abroad	10	13	16	17	18	18	+6	+3

Note. Employees aged 16-64 years, excluding employed full-time students.

Source: Labour force surveys.

Table. Share of foreign-born blue-collar and white-collar workers in the labour force 2006-2021 (% and percentage points)

Share foreign-born	2006	2008	2010	2013	2015	2016	2017	2018	2019	2020	2016-2020	2006-2020
Industry	-	17	16	18	18,5	18,4	20	22	24	22	+4	-
Construction	-	7	8	11	13	12	13	16	17	17	+5	-
Commerce (retail etc)	-	13	14	14	17	16	18	20	22	22	+6	-
Private services excl. commerce, of which:	17	24	25	29,5	31	33	34,5	36	37	38	+5	+21
- Transport	-	17	18	24	27	27	29	32	33	34	+7	-
- Hotel & restaurant	-	35	37	41	41	43	45	48	52	51	+8	-
- Business services	-	26	28	32	32	34	35	36	37	38	+4	-
- Other private services	-	23	23	27	30	32	32	33	34	36	+4	-
Sum private services	17	20	21	25	27	27,5	29	31	33	33	+5,5	+16
Sum private sector	16	17	18	21	23	23	25	27	28	28	+5	+12
Public sector	16	18	19	20	25,5	26	29	32	33	34	+8	+18
All blue-collar workers	16	18	18	21	23,5	24	26	28	29	29	+5	+13
All white-collar workers	10	11	11,4	13	14	15	16	16	16	17	+2	+7
All workers	13	14	14,4	16	18	18,4	20	20	21	21	+3	+8

/Continued/

Share foreign-born	2006	2020	2021	2016-2021	2006-2021
Industry	-	22	24	+6	-
Construction	-	17	18	+6	-
Commerce (retail etc)	-	22	20	+4	-
Private services excl. commerce, of which:	17	38	37	+4	+20
- Transport	-	34	35	+8	-
- Hotel & restaurant	-	51	52	+9	-
- Business services	-	38	37	+3	-
- Other private services	-	36	33	+1	-
Sum private services	17	33	32	+4,5	+15
Sum private sector	16	28	28	+5	+12
Public sector	16	34	37	+11	+21
All blue-collar workers	16	29	30	+6	+14
All white-collar workers	10	17	18	+3	+8
All workers	13	21			

Note. Blue-collar workers aged 16-64 years, excluding employed full-time students.
Source: Labour force surveys.

Table. Union density by age (%), 1990-2022

Age	1990	1993	2000	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
16-24	62	69	52	46	40	36	35	34	34	36	36	35	35	36	37	36
25-29	78	81	74	68	64	61	59	60	58	57	58	58	59	59	59	58
16-29 in all	69	76	64	58	53	49	48	48	47	47	47	47	48	49	49	49
30-44	85	86	82	77	74	72	72	73	72	71	71	71	70	70	69	68
45-64	88	89	88	85	82	81	80	80	80	80	80	80	79	79	78	77
16-64 in all	81	85	81	77	73	71	71	71	70	70	70	70	69	69	69	68

Age	2018	2019	2020	2021	2022
16-24	36	35	37	39	36
25-29	58	58	60	61	58
16-29 in all	49	49	51	52	49
30-44	68	68	69	69	68
45-64	77	76	76	78	78
16-64 in all	68	68	69	70	69

Note. Employees aged 16-64 years, excluding employed full-time students.
Source: Labour force surveys.

DENSITY OF EMPLOYERS' ASSOCIATIONS

Table E. Density of Employers' Associations in Sweden, 1995-2021

	1995	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Private	77	75	78	77	77	/ 80	81	80	80	81	80	82	82	82	82
Public	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All	86	83	86	85	84	/ 87	88	87	86	87	87	88	88	88	88
SAF/SN*	65	62	64	64	64	67	68	68	67	68	67	69	70	69	69

	2017	2018	2019	2020	2021
Private	82	83	82	83	/81
Public	100	100	100	100	100
All	88	90	88	89	/87
SAF/SN*	69	71	69	70	

Note: Share of employees (blue-collar + white-collar workers) employed by employers affiliated to an employer organisation at the end of each year.

* Share of private sector employees.

SAF = Svenska Arbetsgivareföreningen (Swedish Employers' Confederation); SN = Svenskt Näringsliv (Confederation of Swedish Enterprise)

Sources: Own calculations from statistics provided by the Swedish Statistical Office (SCB) and employers' associations.

COVERAGE OF COLLECTIVE AGREEMENTS AND AGREEMENT MODELS

Table F. Share of Workers Covered by Collective Agreements, 1995-2021

A. The Coverage of Collective Agreements among workers 16-64 years														
Sector	1995:1	1995:2	2000	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Private	90	/ 84	81	84	83	/ 82	/ 84	85	84	84	85	84	85	85
Public	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Both sectors	94	/ 90	88	89	89	/ 88	/ 90	90	89	89	90	89	90	90
B. The Coverage of Collective Agreements among workers 15-74 years														
Sector						2007	2008	2009	2010	2011	2012	2013	2014	2015
Private						81	/84	85	83	83	84	83	83	83
Public						100	100	100	100	100	100	100	100	100
Both sectors						87	/89	90	89	88	89	88	89	89

A. The Coverage of Collective Agreements among workers 16-64 years														
Sector	2016	2017	2018	2019	2020	2021								
Private	84	/ 83	83	85	85	/82								
Public	100	100	100	100	100	100								
Both sectors	90	/ 89	90	90	90	88								
B. The Coverage of Collective Agreements among workers 15-74 years														
Sector	2016	2017	2018	2019	2020	2021								
Private	83	/ 82	82	83	83	/81								
Public	100	100	100	100	100	100								
Both sectors	89	/ 88	88	89	89	/87								

Remark. The coverage of collective agreements in private sector has been calculated by adding the number of workers (blue-collar + white-collar workers) employed by members of employers' organisations (subtracting workers in membership companies without collective agreements) and the number of workers covered by substitute agreements. In 2017 there existed in the private sector 19 employers' organisations, among them SN (Svenskt Näringsliv; Confederation of Swedish Enterprise) with 1 882 626 employees in its affiliated employers' associations (excluding affiliated associations not being employers' associations), KFO (Kooperationens Förhandlingsorganisation; The Co-operative Employers' Association) covering 111 112 employees and BAO (Bankinstitutens Arbetsgivareorganisation; Employers' Association of Banking Institutions) covering 41 350 employees (for a complete list, see table 65 below). It should be observed that some employers' associations, among them SN and BAO, report employees by full-time equivalents (*årsanställda*). Therefore, they have to be converted into individuals by using data from SCB (Statistics Sweden) on the average agreed weekly working-time (*genomsnittlig överenskommen arbetstid per vecka*) in the private sector. That means that the 1 977 964 full-time equivalents at the end of 2017 in companies affiliated to employers' organisations reporting in this way have to be multiplied by 1,087 resulting in 2 150 047 individuals (see table 65 below). Some of these, however, have to be subtracted as a few employers' associations affiliated to the SN comprise a number of companies without collective agreements. These companies at the end of 2017 employed 69 730 workers (converted into individuals). That means 2 150 047 minus 69 730 = 2 080 217 employees covered by collective agreements (table 66 below). Adding 261 069 employees reported as individuals by employers' organisations reporting individuals (among the KFO) will result in 2 341 386 employees (= individuals) in companies affiliated to private sector employers' associations (see also table 9 above). To these are added 119 625 employees covered by substitute agreements (*hängavtal* between unions and companies not affiliated to an employers' association) reported by trade unions (calculated approximatively in one case as the union in question has no data on this). In fact, the unions only report the number of *members* covered by substitute agreements. Therefore they have to be adjusted upwards to include also non-members at workplaces with substitute agreements. An example to illustrate this: the white-collar unions for 2017 reported ca 16 110 members under substitute agreements; dividing 16 110 with 67,9 (union density of private sector white-collar workers) x 100 = ca 23 725 white-collar workers in all under substitute agreements. The result is 2 461 011 private sector individuals covered by collective agreements. According to the labour force survey the fourth quarter of 2017 there were 2 954 500 private sector employees (16-64 years), which gives a private sector coverage rate of 83,3 per cent in 2017. Adding 1 413 300 public sector employees (all of them covered by collective agreements) gives 3 874 311 employees covered by collective agreements. According to the

labour force survey there were 4 367 800 employees (private + public sector, which means that employees working abroad are excluded). The overall coverage rate consequently was 88,7 per cent in 2017.

Table. Agreement models by category of workers and sector in 2021 (%).

Agreement model	Share of employees by sector (%)		
	Private Sector	Local and central government	All sectors
1. Local wage formation without nationally determined wage increase (figureless agreements)	11%	52%	27%
- Blue-collar	0%	3%	1%
- White-collar: unions of managers, teachers, nurses, bank employees, and so on	27%	81%	55%
2. Local wage formation with a fall-back provision (<i>stupstock</i>) regulating the size of the wage increase	12%	12%	12%
- Blue-collar	2%	2%	2%
- White-collar: graduate engineers/engineering (<i>teknikavtal</i>), <i>Unionen/IT, ST</i> , medical doctors	29%	18%	23%
3. Local wage formation with a fall-back provision regulating the size of the wage increase and some form of individual guarantee	7%	0%	4%
- Blue-collar: <i>IF Metall/chemical industry</i>	3%	0%	2%
- White-collar: <i>Unionen /chemical industry and food industry</i>	12%	0%	6%
4. Local wage frame (wage pot) without an individual guarantee	15%	35%	23%
- Blue-collar: <i>Kommunal (LO), IF Metall/steel</i>	14%	94.5%	37%
- White-collar: <i>Unionen/motor trade/media</i>	16%	0%	8%
5. Local wage frame with an individual guarantee; alternatively a fall-back provision regulating the individual guarantee	15%	0%	9%
- Blue-collar: <i>IF Metall/engineering (teknikavtal)</i>	16%	0%	11%
- White-collar: <i>Unionen/engineering/trade/staffing</i>	14%	0%	7%
6. General wage increase and local wage frame	27%	0%	16%
- Blue-collar: commercial employees, hotel and restaurant workers and paper workers	44%	0%	31%
- White-collar	0%	0%	0%
7. General wage increase (wage tariffs or piece work)	13%	1%	8%
- Blue-collar: building and transport workers, painters	21%	0%	15%
- White-collar: air pilots, <i>Unionen/cabin crews</i>	1%	1%	1%
Number of agreements by sector	669*	25**	694
Number of employees covered by collective agreements (thousands)	2 214	1 480	3 694

* Of which 368 Confederation of Swedish Enterprise (*Svenskt Näringsliv, SN*, 1 926 900 employees) and 301 other employers' associations (287 200 employees).

** Of which 3 in central government (*staten: Arbetsgivarverket, 268 000 employees*) and 22 in local government (*kommuner och regioner: Sveriges Kommuner och Regioner, SKR, 1 212 400 employees*).

Remark. Blue-collar workers are defined as employees covered by agreements concluded by LO unions.

Source: *Avtalsrörelsen och lönebildningen 2020. Medlingsinstitutets årsrapport*. Stockholm: Swedish National Mediation Office (*Medlingsinstitutet*) 2021, pp. 246-247. (Observe that the year 2020 in the table on page 247 should be 2021.

Table 28.4 updated. The Swedish industry norm (%) by bargaining round since 1998.

Industry Agreement by bargaining round	Duration	Industry norm or 'mark' (wage + other costs)	Average 'mark' by 12 months periods (not by calendar year)
March 1998 – January 2001	Three years ¹	6.9% ² ; 7,5% (8,7%) ³	2,4%; 2,5% (2,8%) ⁴
February 2001 – March 2004	Three years ⁵	8.5% (7.0%), 7.3% (5.8%) ⁶	ca 2,7%, ca 2,3%
April 2004 – March 2007	Three years	7.3% (6.9%, 5.7%) ⁷	2.4%
April 2007 – March 2010	Three years	10.2% (8.1%) ⁸	3.4%
White-collar: April 2010 – September 2011/January 2012	18 months	2.6%	1.75%
Blue-collar: April 2010 – January 2012	22 months	3.2%	1.75%
February 2012 – March 2013	14 months	3.0%	2.6%
April 2013 – March 2016	Three years	6.8%	2.3%
April 2016 – March 2017	One year	2.2%	2.2%
April 2017 – March 2020	Three years	6.5%	2.2%
April 2020 – October 2020	7 months*	0.0%	-
November 2020 – March 2023	29 months	5.4%	2.2%

Note: *Prolongation for seven months due to the covid-19 pandemic *without wage compensation*.

Sources: Annual reports of the Swedish National Mediation Office, Danielsson Öberg & Öberg 2017:154-155 (*Vem ska bestämma på löne marknaden?* Stockholm: Premiss).

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¹. 35 months.

². The agreement Metall – Association of Engineering Employers (wage increase 5.7%, shortened working-time 1.2%).

³. See next note.

⁴. In *Utvärdering av 1998 års avtalsrörelse* (Facken inom industrin 1998, pp. 9, 12, 15, 30-31) 0,4% estimated wage drift for each year is included in the industry norm, which then would be 2,8% per 12-month period. The total labour cost for the 35 months long Metall agreement would then be 8,2%. For agreements 37 months long, the total labour cost for the whole period would be about 8,6%. The first agreement, the norm-setting paper industry agreement, was calculated to 2% + 0,5% (shortened working-time) for the first year, 1,9% + 0,5% for the second year and 1,9% + 0,5% for the third year, which means 2,5% + 2,4% + 2,4% = 7,3%. As the agreement was 37 months long, the total calculated cost would be 7,5% (by 2,5% 12-month period). The estimated wage drift was between 0% and 0,4% per year. When adding 0,4% wage drift each year, the total would be 2,9% + 2,8% + 2,8% = 8,5%. For the 37 months, the total calculated cost would be 8,7% (on average 2,8% per 12-month period).

⁵. 36-38 months (in engineering 38 months).

⁶. Blue-collar 7.0% wage increase (2.5%+2.3%+2.2%) + 1,5% shortened working-time (0.55%+0.4%+0.55%) = 8.5% cost increase (2.8% per 12 months); white-collar 5.8% wage increase (2.2%+1.9%+1.7%) + 1,5% shortened working-time (0.55%+0.4%+0.55%) = 7.3% cost increase (2,4% per 12 months).

⁷. Blue-collar 6.9% wage increase + 0.5% shortened working-time = 7.4% cost increase; white-collar 5.7% + 0.5% shortened working-time = 6.2% cost increase.

⁸. Of which wage increases in engineering 8.1% (2.8% first year +2.5% second year + 2.8% third year) to which came increased costs for pensions and other things.

News Archive (in Swedish): [http://portal.research.lu.se/portal/en/publications/nyhetsarkiv-fack-arbetsgivare-kollektivavtal-akassan-arbetsvillkor-mm\(4b30c9be-719e-46f1-8b69-83129ff34981\).html](http://portal.research.lu.se/portal/en/publications/nyhetsarkiv-fack-arbetsgivare-kollektivavtal-akassan-arbetsvillkor-mm(4b30c9be-719e-46f1-8b69-83129ff34981).html)

Complete publication list (in Swedish): [http://portal.research.lu.se/portal/en/publications/anders-kjellbergs-skrifter-om-arbetsmarknad-partsrelationer-kollektivavtal-mm\(a8f6a6f4-2327-4a9b-998f-4a5773d1eaa5\).html](http://portal.research.lu.se/portal/en/publications/anders-kjellbergs-skrifter-om-arbetsmarknad-partsrelationer-kollektivavtal-mm(a8f6a6f4-2327-4a9b-998f-4a5773d1eaa5).html)

Publications in English, German and Italian: [https://portal.research.lu.se/portal/en/publications/publications-by-anders-kjellberg-on-trade-unions-employers-associations-industrial-relations-collective-agreements-the-swedish-model-the-swedish-ghent-system-etc-only-publications-in-english-german-and-italian\(25451e61-0f1d-4426-a99d-d07507a94faf\).html](https://portal.research.lu.se/portal/en/publications/publications-by-anders-kjellberg-on-trade-unions-employers-associations-industrial-relations-collective-agreements-the-swedish-model-the-swedish-ghent-system-etc-only-publications-in-english-german-and-italian(25451e61-0f1d-4426-a99d-d07507a94faf).html)