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Trade unions in Sweden 2025 – Updated statistical data

Anders Kjellberg

This publication contains updated statistical data related to text, tables and figures in the Swedish chapter of *Trade unions in the European Union. Picking up the pieces of the neoliberal challenge* (Peter Lang and European Trade Union Institute 2023) and the Swedish chapter of *Collective bargaining in Europe: towards an endgame* (European Trade Union Institute, ETUI). Volume III.

Biographical information:

Anders Kjellberg (2023) "Trade unions in Sweden: still high union density, but widening gaps by social category and national origin". In Jeremy Waddington, Torsten Müller & Kurt Vandaele (eds.) *Trade unions in the European Union. Picking up the pieces of the neoliberal challenge*. Brussels: Peter Lang and Etui 2023, chapter 28, 1051-1092. <https://portal.research.lu.se/sv/publications/trade-unions-in-sweden-still-high-union-density-but-widening-gaps/>
https://lucris.lub.lu.se/ws/portalfiles/portal/150568818/Trade_Unions_in_Sweden_Kjellberg_2023.pdf

Anders Kjellberg (2019) "Sweden: collective bargaining under the industry norm". In Torsten Müller, Kurt Vandaele & Jeremy Waddington (eds.) *Collective bargaining in Europe: towards an endgame*. Etui. Volume III pp. 583-604: <https://portal.research.lu.se/sv/publications/sweden-collective-bargaining-under-the-industry-norm>
https://lucris.lub.lu.se/ws/portalfiles/portal/114821747/Collective_Bargaining_Industry_Norm_A_Kjellberg_March_2022.pdf

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A. UNION MEMBERS AND MERGERS

Table A:1. Confederal share of active union members in Sweden (%), 1950-2024

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
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
2023	39 (39,3)	33 (32,8)	24 (24,4)	-	4 (3,53)	100
2024	39 (38,50)	33 (33,4)	25 (24,8)	-	4 (3,6)	100

LO (blue-collar): *Landsorganisationen i Sverige*, founded in 1898 (Swedish Trade Union Confederation)

Saco (white-collar): *Sveriges Akademikers Centralorganisation*, founded in 1947 (Swedish Confederation of Professional Associations)

TCO (white-collar): *Tjänstemännens Centralorganisation*, founded in 1944 (Swedish Confederation of Professional Employees)

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. *Lärarförbundet* left TCO in 2022 and joined Saco.

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

Source: A. Kjellberg (2017/2025) *The Membership Development of Swedish Trade Unions and Union Confederations Since the End of the Nineteenth Century*. Department of Sociology, Lund University: Studies in Social Policy, Industrial Relations, Working Life and Mobility. Research Reports 2017:2 (updated in 2025).

<https://portal.research.lu.se/en/publications/the-membership-development-of-swedish-trade-unions-and-union-conf>

Table A:2 and to Figure 28.1. in Kjellberg 2023, p. 1058. Mergers in Swedish unionism, 2000-2025

Pre-merger unions	Members	New unions	Members 2020
Metall (metalworkers)	276,100	IF Metall (LO)	241,600
Industrifacket (industrial workers)	66,000	2006	
CF (graduate engineers)	81,700	Sveriges Ingenjörer (Saco)	132,000
Ingenjörsförbundet (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 Träfacket (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)	219,300 (2023)
Lärarnas Riksförbund (teachers)	63,400	2023	
Skolledarna (school principals)	3,700	Sveriges Skolledare (Saco)	9,900 (2023)
School principals from Läraryrket		2023	
Målarna (painters)*	10,100	Svenska Byggnadsarbetareförbundet (LO)	79,000 (2024)
		2024	

Note: *Acquisition.

Source: Kjellberg 2017/2025.

Table A.3. The six largest unions in Sweden 1990-2024

Year	1	2	3	4	5	6
2024	Unionen 625 000	Kommunal 499 100	IF Metall 236 200	Sveriges Lärare* 218 400	Vision (SKTF) 147 100	Sveriges Ingenjörer 146 700
2023	Unionen 616 400	Kommunal 506 200	IF Metall 240 700	Sveriges Lärare* 219 300	Vision (SKTF) 146 100	Sveriges Ingenjörer 142 400
2022	Unionen 599 800	Kommunal 502 900	IF Metall 240 800	Läraryrket* 167 500	Vision (SKTF) 144 100	Sveriges Ingenjörer 137 800
2021	Unionen 592 400	Kommunal 514 500	IF Metall 241 400	Läraryrket 165 400	Vision (SKTF) 143 300	Sveriges Ingenjörer 133 700
2020	Unionen 596 100	Kommunal 518 800	IF Metall 241 600	Läraryrket 163 300	Vision (SKTF) 143 100	Sveriges Ingenjörer 132 000
2019	Unionen 566 300	Kommunal 500 600	IF Metall 242 000	Läraryrket 166 500	Vision (SKTF) 139 600	Sveriges Ingenjörer 127 400
2018	Unionen 551 500	Kommunal 500 200	IF Metall 246 800	Läraryrket 167 300	Vision (SKTF) 138 500	Sveriges Ingenjörer 125 000
2017	Unionen 538 800	Kommunal 507 500	IF Metall 247 100	Läraryrket 168 400	Vision (SKTF) 137 100	Handels 124 300
2015	Unionen 517 900	Kommunal 517 500	IF Metall 248 400	Läraryrket 172 500	Vision (SKTF) 127 900	Handels 127 800
2014	Kommunal 509 700	Unionen 500 200	IF Metall 248 400	Läraryrket 175 000	Handels 125 700	Vision (SKTF) 125 200
2013	Kommunal 506 100	Unionen 472 300	IF Metall 254 000	Läraryrket 176 800	Vision (SKTF) 123 200	Handels 122 200
2011	Kommunal 500 400	Unionen 422 100	IF Metall 273 600	Läraryrket 176 100	Vision (SKTF) 121 900	Handels 117 300
2010	Kommunal 503 400	Unionen 413 100	IF Metall 275 100	Läraryrket 177 100	SKTF 121 300	Handels 120 500
2008	Kommunal 511 700	Unionen 403 600	IF Metall 304 500	Läraryrket 175 200	Handels 124 100	SKTF 123 100
2007	Kommunal 529 100	IF Metall 316 000	Sif 273 500	Läraryrket 177 000	HTF 138 900	Handels 129 000
2006	Kommunal 563 700	IF Metall 337 700	Sif 288 000	Läraryrket 180 100	HTF 155 000	Handels 146 200
2005	Kommunal 568 300	Sif 294 500	Metall 276 100	Läraryrket 179 800	HTF 157 000	Handels 149 200
2001	Kommunal 594 900	Sif 305 300	Metall 303 200	Läraryrket 176 100	HTF 155 500	Handels 144 700
2000	Kommunal 595 200	Metall 314 300	Sif 298 600	Läraryrket 176 100	HTF 151 800	Handels 147 800
1999	Kommunal 609 000	Metall 315 100	Sif 294 800	Läraryrket 176 800	Handels 154 400	HTF 149 900
1998	Kommunal 620 100	Metall 318 200	Sif 293 300	Läraryrket 177 300	Handels 154 900	SKTF 149 700
1997	Kommunal 633 600	Metall 314 600	Sif 290 200	Läraryrket 173 100	Handels 157 000	SKTF 151 600
1996	Kommunal 650 800	Metall 316 200	Sif 290 900	Läraryrket 174 000	Handels 159 500	SKTF 154 900
1995	Kommunal 660 600	Metall 327 900	Sif 280 200	Läraryrket 173 200	Handels 161 600	SKTF 157 200
1992	Kommunal 664 600	Metall 330 600	Sif 276 600	Läraryrket 168 400	SKTF 167 700	Handels 162 300
1991	Kommunal 651 700	Metall 347 300	Sif 277 900	SKTF 169 600	Läraryrket 165 800	Handels 158 200
1990	Kommunal 636 700	Metall 357 100	Sif 276 800	SKTF 170 500	Handels 152 700	Seko 149 700

* January 1 2023 did Läraryrket merge with Lärarnas Riksförbund (LR) into Sveriges Lärare.

Source: Kjellberg 2017/2025

Table A:4. The six largest unions 1952-1989

Year	1	2	3	4	5	6
1989	Kommunal 634 000	Metall 374 200	Sif 279 200	SKTF 171 000	Handels 157 000	Seko 154 400
1988	Kommunal 636 300	Metall 380 100	Sif 279 300	SKTF 170 500	Seko 157 100	Handels 155 400
1985	Kommunal 632 900	Metall 367 400	Sif 276 800	SKTF 167 000	Seko 160 300	Handels 154 600
1983	Kommunal 594 100	Metall 356 000	Sif 272 700	SKTF 160 300	Seko 157 100	Handels 152 200
1982	Kommunal 567 000	Metall 358 700	Sif 274 300	Seko 158 300	SKTF 153 200	Handels 149 200
1981	Kommunal 540 200	Metall 367 800	Sif 275 900	Seko 159 700	Handels 149 200	SKTF 146 800
1980	Kommunal 514 500	Metall 379 300	Sif 276 700	Seko 158 300	Handels 147 600	SKTF 142 100
1977	Kommunal 415 700	Metall 384 500	Sif 274 100	Seko 155 800	Handels 144 900	SKTF 120 900
1976	Metall 396 500	Kommunal 367 100	Sif 263 700	Seko 152 500	Handels 140 300	Byggnads 112 700
1975	Metall 409 400	Kommunal 340 000	Sif 255 200	Seko 149 000	Handels 136 900	Byggnads 117 700
1974	Metall 402 100	Kommunal 309 100	Sif 236 400	Seko (SF) 148 200	Byggnads 132 700	Handels 128 600
1971	Metall 350 400	Kommunal 257 000	Sif 216 600	Seko (SF) 147 400	Byggnads 145 000	Handels 119 700
1970	Metall 337 500	Kommunal 231 200	Sif 203 000	Byggnads 151 000	Seko (SF) 145 400	Handels 111 700
1969	Metall 323 200	Kommunal 214 900	Sif 192 900	Byggnads 153 400	Handels 108 000	Träindustri 64 100
1967	Metall 302 400	Kommunal 185 200	Sif 176 300	Byggnads 158 700	Handels 103 900	Träindustri 63 100
1966	Metall 313 000	Sif 167 900	Byggnads 158 400	Kommunal 157 500	Handels 104 300	Träindustri 62 100
1965	Metall 315 000	Byggnads 161 100	Sif 154 200	Kommunal 147 900	Handels 102 900	Träindustri 60 900
1964	Metall 309 300	Byggnads 156 500	Sif 145 900	Kommunal 142 100	Handels 102 900	Träindustri 60 600
1963	Metall 297 000	Byggnads 150 800	Kommunal 134 000	Sif 137 600	Handels 104 000	Träindustri 63 200
1960	Metall 269 700	Byggnads 139 600	Kommunal 119 100	Sif 107 100	Handels 96 200	Träindustri 59 000
1956	Metall 237 900	Byggnads 131 700	Kommunal 106 900	Sif 84 800	Handels 83 800	Järnvägsmanna 63 300
1955	Metall 230 000	Byggnads 130 100	Kommunal 103 600	Handels 83 500	Sif 82 600	Järnvägsmanna 63 500
1954	Metall 223 800	Byggnads 127 200	Kommunal 99 600	Handels 78 100	Sif 76 000	Järnvägsmanna 64 800
1953	Metall 214 300	Byggnads 122 100	Kommunal 98 400	Handels 77 300	Sif 73 500	Järnvägsmanna 67 900
1952	Metall 224 200	Byggnads 118 100	Kommunal 96 900	Sif 73 400	Handels 73 100	Järnvägsmanna 67 800

Table A:5. The six largest unions 1921-1951

Year	1	2	3	4	5	6
1951	Metall 219 000	Byggnads 113 700	Kommunal 91 000	Handels 72 900	Järnvägsmanna 67 800	Träindustri 56 200
1950	Metall 211 800	Byggnads 111 100	Kommunal 86 000	Järnvägsmanna 69 100	Handels 66 600	Träindustri 56 300
1949	Metall 207 700	Byggnads 107 400	Kommunal 80 300	Järnvägsmanna 67 400	Handels 63 600	Träindustri 56 500
1948	Metall 217 800	Grov & Fabriks 104 100	Kommunal 77 400	Järnvägsmanna 66 400	Handels 62 000	Lantarbetare 45 400
1946	Metall 197 000	Grov & Fabriks 107 000	Kommunal 64 200	Järnvägsmanna 61 400	Handels 51 300	Lantarbetare 46 900
1945	Metall 193 900	Grov & Fabriks 101 000	Kommunal 59 400	Järnvägsmanna 57 900	Lantarbetare 48 600	Handels 47 000
1941	Metall 181 300	Grov & Fabriks 86 900	Kommunal 46 200	Järnvägsmanna 48 700	Lantarbetare 43 100	Handels 42 500
1940	Metall 175 100	Grov & Fabriks 88 500	Kommunal 45 000	Handels 41 100	Järnvägsmanna 41 000	Lantarbetare 39 800
1939	Metall 165 000	Grov & Fabriks 92 300	Kommunal 43 600	Skogsarbetare 41 500	Byggnadsträ 40 500	Järnvägsmanna 39 600
1938	Metall 153 500	Grov & Fabriks 85 500	Skogsarbetare 43 100	Kommunal 40 900	Järnvägsmanna 39 100	Lantarbetare 38 400
1937	Metall 146 800	Grov & Fabriks 79 700	Skogsarbetare 39 800	Järnvägsmanna 37 800	Kommunal 37 500	Pappers 36 900
1936	Metall 129 300	Grov & Fabriks 73 700	Järnvägsmanna 36 300	Pappers 35 300	Kommunal 34 300	Skogsarbetare 31 100
1935	Metall 119 900	Grov & Fabriks 68 000	Järnvägsmanna 35 400	Pappers 34 800	Textil 32 400	Sågverks 27 400
1934	Metall 109 100	Grov & Fabriks 62 900	Järnvägsmanna 35 500	Pappers 34 400	Textil 32 400	Sågverks 27 400
1933	Metall 101 000	Grov & Fabriks 61 100	Sågverks 38 000	Järnvägsmanna 36 200	Pappers 34 500	Textil 30 800
1930	Metall 101 600	Grov & Fabriks 61 700	Sågverks 38 800	Järnvägsmanna 37 100	Pappers 35 300	Textil 27 200
1927	Metall 81 000	Grov & Fabriks 47 700	Sågverks 35 800	Järnvägsmanna 35 600	Pappers 30 500	Textil 24 000
1926	Metall 76 600	Grov & Fabriks 44 200	Järnvägsmanna 35 300	Sågverks 34 500	Pappers 28 600	Textil 22 600
1925	Metall 71 000	Grov & Fabriks 43 300	Järnvägsmanna 34 900	Sågverks 33 400	Pappers 26 100	Textil 21 600
1924	Metall 63 400	Grov & Fabriks 39 300	Järnvägsmanna 34 500	Sågverks 32 100	Pappers 24 400	Textil 20 000
1923	Metall 55 300	Järnvägsmanna 34 300	Grov & Fabriks 33 300	Sågverks 28 300	Pappers 20 200	Textil 17 300
1922	Metall 54 800	Järnvägsmanna 35 700	Grov & Fabriks 30 600	Sågverks 23 400	Pappers 18 000	SAF (teachers) 16 800
1921	Metall 62 400	Grov & Fabriks 37 600	Järnvägsmanna 37 300	Sågverks 21 500	SAF (teachers) 16 900	Träarbetare 15 800

Table A:6. The six largest unions 1900-1920

Year	1	2	3	4	5	6
1920	Metall 69 800	Grov & Fabriks 51 200	Järnvägsmanna 40 600	Sågverks 22 200	Textil 17 600	Träarbetare 17 400
1919	Metall 69 000	Grov & Fabriks 46 300	Järnvägsmanna 39 000	Sågverks 20 900	Träarbetare 19 300	SAF (teachers) 16 100
1918	Metall 63 000	Grov & Fabriks 37 300	Järnvägsmanna 35 000	Träarbetare 18 900	SAF (teachers) 15 500	Sågverks 14 200
1917	Metall 60 700	Grov & Fabriks 29 200	Järnvägsmanna 27 700	Träarbetare 15 400	SAF (teachers) 14 900	Sågverks 13 300
1916	Metall 46 000	Järnvägsmanna 24 400	Grov & Fabriks 22 700	SAF (teachers) 14 200	Träarbetare 11 400	Sågverks 10 200
1915	Metall 35 000	Järnvägsmanna 22 000	Grov & Fabriks 15 700	SAF (teachers) 13 500	Träarbetare 8 400	Sågverks 7 500
1910	Metall 24 300	Järnvägsmanna 18 000	Grov & Fabriks 12 800	SAF (teachers) 11 900	Träarbetare 6 500	Sågverks 4 100
1909	Metall 30 800	Järnvägsmanna 21 000	Grov & Fabriks 20 200	SAF (teachers) 12 200	Träarbetare 8 900	Transport 6 000
1908	Grov & Fabriks 40 100	Metall 33 800	Järnvägsmanna 25 600	Träarbetare 12 100	SAF (teachers) 11 900	Sågverks 11 000
1907	Grov & Fabriks 47 300	Metall 33 500	Järnvägsmanna 27 700	Sågverks 14 900	Träarbetare 14 400	Transport 12 300
1906	Grov & Fabriks 35 200	Metall 25 900	Järnvägsmanna 23 000	Träarbetare 11 000	SAF (teachers) 10 800	Transport 9 500
1905	Metall 18 700	Grov & Fabriks 16 900	SAF (teachers) 10 100	Träarbetare 7 900	Järnvägsmanna 7 700	Transport 6 400
1904	Metall 18 700	Grov & Fabriks 17 100	SAF (teachers) 9 600	Träarbetare 7 400	Järnvägsmanna 5 100	Transport 4 700
1903	Metall 16 400	Grov & Fabriks 10 200	SAF (teachers) 8 900	Träarbetare 6 300	Transport 3 900	Järnvägsmanna 3 600
1902	Metall 15 300	SAF (teachers) 8 400	Grov & Fabriks 6 100	Träarbetare 4 700	Transport 4 400	Stenarbetare 2 440
1901	Metall 14 700	SAF (teachers) 8 000	Grov & Fabriks 7 800	Transport 4 800	Träarbetare 4 700	Stenarbetare 4 100
1900	Metall 13 300	SAF (teachers) 7 300	Transport 5 500	Grov & Fabriks 5 500	Stenarbetare 5 000	Träarbetare 4 800

Source: Kjellberg 2017/2025 (The Membership Development ...)

Blue-collar unions (for union codes, see Kjellberg 2017/2025):

191001 Kommunal (founded in 1910 by a breakaway from Grov & Fabriks)

138002 IF Metall (founded in 2006 by a merger)

138001 Metall (merged in 2006 with 135005 Industrifacket into IF Metall)

160001 Handels (Handelsanställdas Förbund)

171001 Seko (founded in 1970 by a merger)

150001 Byggnads (founded in 1949 by a merger + transfer of several members from Fabriks)

150003 Byggnadsträarbetareförbundet

133002 Träarbetareförbundet

133001 Träindustriarbetareförbundet

112001 Skogsarbetareförbundet

111101 Lantarbetareförbundet

171101 Järnvägsmannaförbundet (merged in 1970 with other unions into Statsanställdas Förbund / Seko)

135001 Grov & Fabriks /Fabriks (breakaways: Kommunal 1910 and Pappers 1920; several members transferred to Byggnads in 1949)

133102 Sågverks (transferred in 1949 to 133001 Träindustriarbetareförbundet)

134101 Pappers (founded in 1920 by a breakaway from Grov & Fabriks)

132101 Textil (Textilarbetareförbundet)

171002 Transport (Transportarbetareförbundet)

129001 Stenarbetareförbundet

White-collar unions (for union codes, see Kjellberg 2017/2025):

393131 Sveriges Lärare (founded in 2022 ny a merger of Lärarförbundet and Lärarnas Riksförbund)

230007 Unionen (founded in 2008 by a merger of Sif and HTF)

293118 Lärarförbundet (teachers) (founded in 1991 by a merger)

291022 Vision (SKTF)

230001 Sif (merged in 2008 with HTF into Unionen)

260001 HTF (merged in 2008 with Sif into Unionen)

293101 SAF (teachers)

Table A:7 and updated Table 28.1 in Kjellberg 2023, p. 1060 and Table 28.2 in Kjellberg 2019, p. 586. The 35 largest national unions in Sweden 31 December 2024

	National union	(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Unionen	625 000	44	P	TJ	V	TCO	FI, PTK
2	Kommunal****	499 100	77	O/P	A	V	LO	
3	IF Metall	236 200	20	P	A	V	LO	FI
4	Sveriges Lärare**	218 400	80	O/P	TJ	Y/P	Saco	OFR, PTK
5	Vision	147 100	72	O	TJ	V	TCO	OFR, PTK
6	Sveriges Ingenjörer	146 700	29	P/O	TJ	P	Saco	FI, PTK, Akad., Saco-S
7	Handels	121 000	61	P	A/TJ	V	LO	
8	Akavia*	105 300	59	P	TJ	P	Saco	PTK, Akad., Saco-S
9	Ledarna	101 400	35	P/O	TJ	Y	Ober.	PTK, OFR
10	Vårdförbundet	91 400	89	O/P	TJ	Y/P	TCO	OFR, PTK
11	Byggnads***	79 000	4	P	A	V	LO	6F
12	Seko	68 000	28	P/O	A/TJ	V	LO	6F
13	Akademikerförbundet SSR	65 900	81	O/P	TJ	P	Saco	OFR, PTK, Saco-S
14	Fackförbundet ST	65 600	62	O	TJ	V	TCO	OFR
15	Transport	45 200	19	P	A	V	LO	
16	Läkarförbundet	42 100	55	O/P	TJ	P	Saco	OFR, PTK, Saco-S
17	Naturvetarna	33 100	64	O/P	TJ	P	Saco	PTK, Saco-S, Akad.
18	GS-facket	30 900	18	P	A	V	LO	FI
19	Finansförbundet	26 300	58	P	TJ	V	TCO	
20	Fastighets	22 600	48	P	A	V	LO	6F
21	Hotell & Restaurang	22 300	56	P	A/TJ	V	LO	
22	Polisförbundet	22 000	35	O	TJ	Y	TCO	OFR
23	Livs	20 800	33	P	A	V	LO	FI
24	Sulf*****	20 400	52	O/P	TJ	P	Saco	Saco-S, Akad., PTK
25	DIK	18 700	76	O/P	TJ	P	Saco	Saco-S, Akad., PTK
26	SRAT	17 600	69	O/P	TJ/A	P	Saco	Saco-S, Akad., PTK
27	Elektrikerna	17 100	4	P	A	Y	LO	6F
28	Officersförbundet	15 200	13	O	TJ	P/V	Saco	OFR
29	Forena (previously FTF)	13 700	58	P	TJ	V	TCO	PTK
30	Sveriges Skolledare	13 000	78	O/P	TJ	P	Saco	Saco-S, Akad., PTK
31	Pappers	12 400	17	P	A	V	LO	
32	Sveriges Psykologförbund	10 600	74	O/P	TJ	P	Saco	Saco-S, Akad., PTK
33	Fysioterapeuterna	10 500	77	O/P	TJ	P	Saco	Saco-S, Akad., PTK
34	Sveriges Arkitekter	10 400	62	O/P	TJ	P	Saco	Saco-S, Akad., PTK
35	Journalistförbundet	9 600	53	P	TJ	P	TCO	PTK

* 1/1 2020 gick Jusek och Civilekonomerna samman i det nya Saco-förbundet Akavia ("Den akademiska vägen").

** 1/1 2023 gick Lärarförbundet och Lärarnas Riksförbund samman i det nya Saco-förbundet Sveriges Lärare.

*** 1/5 2024 gick Målarna in i Byggnads.

**** Drygt 5 100 Kommunalmedlemmar inom det gröna området överfördes till främst Seko, Livs och Fastighets före utgången av 2024.

***** Sulf = Sveriges universitetslärare och forskare.

Alla medlemstal avser aktiva medlemmar den 31 december 2024 (d.v.s. exklusive pensionärer och studerande men inklusive arbetslösa; exklusive ungdomsstuderande i LO-förbunden).

- (1) Antal yrkesaktiva medlemmar
 (2) Andel kvinnor i procent
 (3) O = offentliganställda, P = privatanställda
 (4) A = arbetare, TJ = tjänstemän
 (5) V = vertikalt förbund (omfattar en mängd yrken), Y = yrkesfackförbund, P = professionellt eller "semi-professionellt" förbund
 (6) Anslutet till facklig centralorganisation
 (7) Medlem av FI (Facken inom industrin), PTK (samverkansorganisation för privattjänstemän), OFR (Offentliganställdas Förhandlingsråd), Akad (Akademiker-alliansen), förhandlingskartellen Saco-S, 6F (LO-förbunden Byggnads, Elektrikerna, Fastighets och Seko).
 Source: Kjellberg 2017/2025 (The Membership Development ...)

Table A:8. The 35 largest national unions in Sweden 31 December 2023

	Union	(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Unionen	616 400	44	P	TJ	V	TCO	FI, PTK
2	Kommunal	506 200	77	O/P	A	V	LO	
3	IF Metall****	240 700	20	P	A	V	LO	FI
4	Sveriges Lärare**	219 300	80	O/P	TJ	Y/P	Saco	OFR, PTK, Saco-S
5	Vision	146 100	72	O	TJ	V	TCO	OFR, PTK
6	Sveriges Ingenjörer	142 400	29	P/O	TJ	P	Saco	FI, PTK, Akad., Saco-S
7	Handels	122 900	61	P	A/TJ	V	LO	
8	Akavia*	103 100	59	P	TJ	P	Saco	PTK, Akad., Saco-S
9	Ledarna	99 500	35	P/O	TJ	Y	Ober.	PTK, OFR
10	Vårdförbundet	89 800	89	O/P	TJ	Y/P	TCO	OFR, PTK
11	Byggnads	72 700	2	P	A	V	LO	6F
12	Seko	67 000	27	P/O	A/TJ	V	LO	6F
13	Fackförbundet ST	65 600	62	O	TJ	V	TCO	OFR
14	Akademikerförbundet SSR	64 400	81	O/P	TJ	P	Saco	OFR, PTK, Saco-S
15	Transport	45 700	19	P	A	V	LO	
16	Läkarförbundet	41 200	55	O/P	TJ	P	Saco	OFR, PTK, Saco-S
17	GS-facket	33 300	19	P	A	V	LO	FI
18	Naturvetarna	32 300	64	O/P	TJ	P	Saco	PTK, Saco-S, Akad.
19	Finansförbundet	25 000	58	P	TJ	V	TCO	
20	Hotell & Restaurang	23 300	57	P	A/TJ	V	LO	
21	Fastighets	22 700	48	P	A	V	LO	6F
22	Polisförbundet	21 300	35	O	TJ	Y	TCO	OFR
23	Livs	20 900	33	P	A	V	LO	FI
24	Sulf***	20 100	52	O/P	TJ	P	Saco	Saco-S, Akad., PTK
25	DIK	18 500	76	O/P	TJ	P	Saco	Saco-S, Akad., PTK
26	Elektrikerna	17 800	4	P	A	Y	LO	6F
27	SRAT	17 700	69	O/P	A	P/V	Saco	Saco-S, Akad., PTK
28	Officersförbundet	14 800	12	O		P/V	Saco	OFR
29	Forena (previously FTF)	13 400	58	P	TJ	V	TCO	PTK
30	Sveriges Skolledare	12 700	78	O/P	TJ	P	Saco	Saco-S, Akad., PTK
31	Pappers	12 400	17	P	A	V	LO	
32	Fysioterapeuterna	10 600	77	O/P	TJ	P	Saco	Saco-S, Akad., PTK
33	Sveriges Arkitekter	10 400	62	O/P	TJ	P	Saco	Saco-S, Akad., PTK
34	Sveriges Psykologförbund	10 400	74	O/P	TJ	P	Saco	Saco-S, Akad., PTK
35	Målarna	10 100	15	P	A	Y	LO	6F

* January 1 2020 Jusek and Civilekonomerna merged into the new Saco union Akavia ("Den akademiska vägen").

** January 1 2023 Lärarförbundet and Lärarnas Riksförbund merged into the new Saco union Sveriges Lärare.

*** Sulf = Sveriges universitetslärare och forskare.

**** From a longer perspective of time, considerable membership developments have taken place. At the end of 2023 **IF Metall** had **242 700 active members**. Its predecessors Svenska Metallindustriarbetareförbundet, Svenska Fabriksarbetareförbundet, Beklädnadsarbetarnas Förbund och Svenska Gruvindustriarbetareförbundet in 1975 together had **557 600 active members**. That was a historical peak for the total membership of the unions which successively merged into or joined IF Metall. Since then the number of members has consequently has more than halved (minus 57 per cent). Apart from decreasing union density, the membership decline is explained by rationalizations and streamlining of the industry, relocation of production to other countries and that some IF

Metall jobs have been converted into white-collar jobs. Still other jobs have been outsourced to companies in other industries, for example staff restaurants, cleaning, security etc.

Active members by 31 december 2023 (that is excluding pensioners and students but including unemployed).

(1) Number of active members (antal aktiva medlemmar)

(2) Andel kvinnor (share women) i procent

(3) O = offentliganställda (public sector employees), P = privatanställda (Private sector employees)

(4) A = arbetare (blue-collar), TJ = tjänstemän (white-collar)

(5) V = vertikalt förbund (omfattar en mängd yrken), Y = yrkesfackförbund, P = professionellt eller "semi-professionellt" förbund

(6) Anslutet till facklig centralorganisation

(7) medlem av FI (Facken inom industrin), PTK (samverkansorganisation för privat tjänstemän), OFR (Offentliganställdas Förhandlingsråd), Akad (Akademikeralliansen), förhandlingskartellen Saco-S, 6F (LO-förbunden Byggnads, Elektrikerna, Fastighets, Målarna och Seko).

Table A:9. The 35 largest national unions in Sweden 31 December 2022

	Union	(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Unionen	599 800	44	P	TJ	V	TCO	FI, PTK
2	Kommunal	502 900	77	O/P	A	V	LO	
3	IF Metall	241 400	19	P	A	V	LO	FI
4	Läraryrket**	165 400	84	O/P	TJ	Y/P	Saco	OFR, PTK, LS
5	Vision (f d SKTF)	144 100	72	O	TJ	V	TCO	OFR
6	Sveriges Ingenjörer	137 800	29	P/O	TJ	P	Saco	FI, PTK, Akad., Saco-S
7	Handels	125 200	61	P	A/TJ	V	LO	
8	Akavia*	101 400	59	P	TJ	P	Saco	PTK, Akad., Saco-S
9	Ledarna	96 500	34	P/O	TJ	Y	Ober.	PTK, OFR
10	Vårdförbundet	91 000	89	O/P	TJ	Y/P	TCO	OFR, PTK
11	Byggnads	73 700	2	P	A	V	LO	6F
12	Seko	67 200	26	P/O	A/TJ	V	LO	6F
13	Fackförbundet ST	65 700	62	O	TJ	V	TCO	OFR
14	Lärarnas Riksförbund**	63 400	70	O/P	TJ	P	Saco	OFR, PTK, LS, Saco-S
15	Akademikerförbundet SSR	62 600	81	O/P	TJ	P	Saco	OFR, PTK, Saco-S
16	Transport	46 300	18	P	A	V	LO	
17	Läkarförbundet	40 100	54	O/P	TJ	P	Saco	OFR, PTK, Saco-S
18	GS-facket	35 100	18	P	A	V	LO	FI
19	Naturvetarna	31 900	64	O/P	TJ	P	Saco	PTK, Saco-S, Akad.
20	Finansförbundet	24 700	59	P	TJ	V	TCO	
21	Fastighets	23 200	48	P	A	V	LO	6F
22	Hotell & Restaurang	23 200	57	P	A/TJ	V	LO	
23	Livs	21 400	34	P	A	V	LO	FI
24	Polisförbundet	20 500	34	O	TJ	Y	TCO	OFR
25	Sulf***	19 900	51	O/P	TJ	P	Saco	Saco-S, Akad., PTK
26	DIK	18 100	76	O/P	TJ	P	Saco	Saco-S, Akad., PTK
27	SRAT	17 900	69	O/P	A	P/V	Saco	Saco-S, Akad., PTK
28	Elektrikerna	17 900	3	P	A	Y	LO	6F
29	Officersförbundet	14 400	11	O		P/V	Saco	OFR
30	Forena (previously FTF)	13 200	58	P	TJ	V	TCO	
31	Pappers	12 700	17	P	A	V	LO	
32	Fysioterapeuterna	10 700	77	O/P	TJ	P	Saco	Saco-S, Akad., PTK
33	Sveriges Arkitekter	10 700	60	O/P	TJ	P	Saco	Saco-S, Akad., PTK
34	Målarna	10 200	14	P	A	Y	LO	6F
35	Sveriges Psykologförbund	10 100	73	O/P	TJ	P	Saco	Saco-S, Akad., PTK
35	Journalistförbundet	9 900	53	P	TJ	P	TCO	PTK

* Den 1/1 2020 gick Jusek och Civilekonomerna samman i det nya Saco-förbundet Akavia ("Den akademiska vägen").

** Den 1/1 2022 gick Läraryrket över från TCO till Saco. Den 1/1 2023 gick förbundet samman med Lärarnas Riksförbund till det nya förbundet Sveriges Lärare.

*** Sulf = Sveriges universitetslärare och forskare.

Alla medlemstal avser aktiva medlemmar den 31 december 2021 (d.v.s. exklusive pensionärer och studerande men inklusive arbetslösa; exklusive ungdomsstuderande i LO-förbunden).

- (1) Antal aktiva medlemmar
 (2) Andel kvinnor i procent
 (3) O = offentliganställda, P = privatanställda
 (4) A = arbetare, TJ = tjänstemän
 (5) V = vertikalt förbund (omfattar en mängd yrken), Y = yrkesfackförbund, P = professionellt eller "semi-professionellt" förbund
 (6) Anslutet till facklig centralorganisation
 (7) medlem av FI (Facken inom industrin), PTK (samverkansorganisation för privattjänstemän), OFR (Offentliganställdas Förhandlingsråd), Akad (Akademikeralliansen), förhandlingskartellen Saco-S, Lärarnas samverkansråd (LS), 6F (LO-förbunden Byggnads, Elektrikerna, Fastighets, Målarna och Seko).

Table A:10. The 35 largest national unions in Sweden 31 December 2021

	Union	(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Unionen	592 400	44	P	TJ	V	TCO	FI, PTK
2	Kommunal	514 500	77	O/P	A	V	LO	
3	IF Metall	241 400	19	P	A	V	LO	FI
4	Läraryrket	165 400	84	O/P	TJ	Y/P	TCO**	OFR, PTK, LS
5	Vision (f d SKTF)	143 300	72	O	TJ	V	TCO	OFR
6	Sveriges Ingenjörer	133 700	28	P/O	TJ	P	Saco	FI, PTK, Akad., Saco-S
7	Handels	126 400	61	P	A/TJ	V	LO	
8	Akavia	100 600	58	P	TJ	P	Saco	PTK, Akad., Saco-S
9	Ledarna	95 400	33	P/O	TJ	Y	Ober.	PTK, OFR
10	Vårdförbundet	92 100	89	O/P	TJ	Y/P	TCO	OFR, PTK
11	Byggnads	74 800	2	P	A	V	LO	6F
12	Seko	69 200	25	P/O	A/TJ	V	LO	6F
13	Fackförbundet ST	66 600	62	O	TJ	V	TCO	OFR
14	Lärarnas Riksförbund	64 400	70	O/P	TJ	P	Saco	OFR, PTK, LS, Saco-S
15	Akademikerförbundet SSR	61 000	81	O/P	TJ	P	Saco	OFR, PTK, Saco-S
16	Transport	47 800	18	P	A	V	LO	
17	Läkarförbundet	39 700	54	O/P	TJ	P	Saco	OFR, PTK, Saco-S
18	GS-facket	36 100	18	P	A	V	LO	FI
19	Naturvetarna	31 700	64	O/P	TJ	P	Saco	PTK, Saco-S, Akad.
20	Finansförbundet	25 300	59	P	TJ	V	TCO	
21	Fastighets	24 300	48	P	A	V	LO	6F
22	Hotell & Restaurang	24 100	57	P	A/TJ	V	LO	
23	Livs	22 100	34	P	A	V	LO	FI
24	Polisförbundet	20 100	34	O	TJ	Y	TCO	OFR
25	Sulf***	19 700	51	O/P	TJ	P	Saco	Saco-S, Akad., PTK
26	DIK	18 200	76	O/P	TJ	P	Saco	Saco-S, Akad., PTK
27	SRAT	18 200	68	O/P	A	P/V	Saco	Saco-S, Akad., PTK
28	Elektrikerna	18 100	3	P	A	Y	LO	6F
29	Officersförbundet	14 300	14	O		P/V	Saco	OFR
30	Forena (previously FTF)	13 300	58	P	TJ	V	TCO	
31	Pappers	12 900	16	P	A	V	LO	
32	Fysioterapeuterna	11 000	78	O/P	TJ	P	Saco	Saco-S, Akad., PTK
33	Målarna	10 300	13	P	A	Y	LO	6F
34	Journalistförbundet	10 200	53	P	TJ	P	TCO	PTK
35	Sveriges Arkitekter	10 100	61	O/P	TJ	P	Saco	Saco-S, Akad., PTK

* Den 1/1 2020 gick Jusek och Civilekonomerna samman i det nya Saco-förbundet Akavia ("Den akademiska vägen").

** Sedan 1/1 2022 tillhör Läraryrket Saco. Dessförinnan var det ett TCO-förbund.

*** Sulf = Sveriges universitetslärare och forskare.

Alla medlemstal avser aktiva medlemmar den 31 december 2021 (d.v.s. exklusive pensionärer och studerande men inklusive arbetslösa; exklusive ungdomsstuderande i LO-förbunden).

- (1) Antal aktiva medlemmar
 (2) Andel kvinnor i procent
 (3) O = offentliganställda, P = privatanställda
 (4) A = arbetare, TJ = tjänstemän

(5) V = vertikalt förbund (omfattar en mängd yrken), Y = yrkesfackförbund, P = professionellt eller "semi-professionellt" förbund

(6) Anslutet till facklig centralorganisation

(7) medlem av FI (Facken inom industrin), PTK (samverkansorganisation för privattjänstemän), OFR (Offentliganställdas Förhandlingsråd), Akad (Akademikeralliansen), förhandlingskartellen Saco-S, Lärarnas samverkansråd (LS), 6F (LO-förbunden Byggnads, Elektrikerna, Fastighets, Målarna och Seko).

Table A:11. The 35 largest national unions in Sweden 31 December 2020

	Union	Members (active)	Female share (%)	Sector	Category	Confederation	Constellation
1	Unionen (manufacturing and services)	596,077	44	Private	White-collar	TCO	FI, PTK
2	Kommunal (municipal and private)	518,769	78	Both	Blue-collar	LO	
3	IF Metall (metal, chemical etc)	241,649	19	Private	Blue-collar	LO	FI
4	Läraryrket (teachers)	163,290	84	Both	White-collar	TCO	OFR, PTK, LS
5	Vision (municipal and private)	143,087	72	Both	White-collar	TCO	OFR
6	Sveriges Ingenjörer (graduate engineers)	132,037	28	Both	White-collar	Saco	FI, PTK, Akad., Saco-S
7	Handels (retail and wholesale employees)	129,271	62	Private	Both	LO	
8	Akavia (lawyers, economists etc)	100,415	58	Both	White-collar	Saco	PTK, Akad., Saco-S
9	Ledarna (supervisors/ managers)	95,829	33	Both	White-collar	Ober.	PTK, OFR
10	Vårdförbundet (nurses)	92,405	89	Both	White-collar	TCO	OFR, PTK
11	Byggnads (building workers)	75,994	2	Private	Blue-collar	LO	6F
12	Seko (railways, post etc)	70,859	25	Both	Both	LO	6F
13	Fackförbundet ST (civil servants)	67,050	62	Public	White-collar	TCO	OFR
14	Lärarnas Riksförbund (teachers)	64,574	70	Both	White-collar	Saco	OFR, PTK, LS, Saco-S
15	Akademikerförbundet SSR (social workers, HR personnel etc)	59,375	81	Both	White-collar	Saco	OFR, PTK, Saco-S
16	Transport (transport workers)	48,794	17	Private	Blue-collar	LO	
17	Läkarförbundet (Swedish Medical Association)	38,399	54	Both	White-collar	Saco	OFR, PTK, Saco-S
18	GS-facket (graphical and wood workers)	36,954	18	Private	Blue-collar	LO	FI
19	Naturvetarna (university graduates in natural sciences)	31,458	64	Both	White-collar	Saco	PTK, Saco-S, Akad.
20	Hotell o Restaurang (hotel and restaurant employees)	26,468	57	Private	Both	LO	
21	Finansförbundet (finance employees)	26,007	60	Private	White-collar	TCO	
22	Fastighets (maintenance employees)	25,116	48	Private	Blue-collar	LO	6F
23	Livs (food workers)	22,786	34	Private	Blue-collar	LO	FI
24	Polisförbundet (Policemen)	19,689	33	Public	White-collar	TCO	OFR
25	Sveriges universitetslärare och forskare (university teachers)	19,329	51	Both	White-collar	Saco	Saco-S, Akad., PTK
26	Elektrikerna (electricians)	18,695	3	Private	Blue-collar	LO	6F
27	SRAT (Saco general union)	18,345	68	Both	White-collar	Saco	Saco-S, Akad., PTK
28	DIK (academics in documentation, information, communication)	18,332	76	Both	White-collar	Saco	Saco-S, Akad., PTK
29	Officersförbundet (military officers)	14,295	9	Public	White-collar	Saco	OFR
30	Pappers (paper workers)	13,294	16	Private	Blue-collar	LO	FI
31	Forena (insurance employees)	13,274	58	Private	White-collar	TCO	
32	Fysioterapeuterna (physio therapists)	11,064	78	Both	White-collar	Saco	Saco-S, Akad., PTK
33	Målarna (painters)	10,721	12	Private	Blue-collar	LO	6F
34	Journalistförbundet (journalists)	10,417	53	Both	White-collar	TCO	PTK
35	Sveriges Arkitekter (architects)	10,138	59	Both	White-collar	Saco	Saco-S, Akad., PTK

Note: Pensioners and students excluded, unemployed included. FI (Unions in Manufacturing), PTK (private sector white-collar unions), OFR (Public Employees' Negotiation Council), Saco-S (bargaining cartel of government

Saco unions), LS (Teachers' Collaboration Council), Akad. = AkademikerAlliansen (negotiation alliance of Saco unions in municipal sector), 6F (Trade Unions in Cooperation).

Table A:12. Number of national unions, of which occupational/professional, 1980-2025

	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)
2024	13 (2)	12 (5)	21 (21)	5 (3)	51 (31)
2025	13 (2)	12 (5)	21 (21)	5 (3)	51 (31)

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 2023.

Table A:13 Members of occupational/professional unions and their share of total active membership per union 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 2023.

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

Table A:14 and updates to Figure 28.2 in Kjellberg 2023, p. 1062. Total membership per union confederation, 1980-2024

	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
2021	1 412 200	1 440 300	712 000	115 900	3 680 400
2022	1 389 400	1 213 000	955 700	117 000	3 675 100
2023	1 383 300	1 238 300	958 100	119 900	3 699 600
2024	1 362 525	1 263 700	970 200		
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%
Change 2019-2023	-27 300 -1.9%	-179 600 -12,7%	+215 800 +35,7%	8 400 +7,5%	+53 300 +1,46%
Change 1980-2023	-743 500 -35,0%	+195 500 +18,7%	+733 300 +300%	-800 -6,8%	+186 800 +5,3%
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.

A wide definition of blue-collar workers in Sweden

When comparing the membership shares of LO, TCO and Saco it should be observed that in contrast to all other countries most Swedish retail employees and hotel & restaurant workers are classified as *blue-collar* workers (in Swedish *arbetare*), not as white-collar workers (*tjänstemän*). Nurse's assistants (*sjukvårdsbiträden*) and assistant nurses (*undersköterskor*) are considered as blue-collar workers, not only by the unions themselves and in everyday language, but also in the statistics produced by the Swedish Statistical Office. Nurse's assistants and assistant nurses together make up a substantial share of the members of the LO union Municipal Workers' Union (*Kommunal*), Sweden's second largest union. Despite this wide definition of the Swedish working class, LO - as is evident from table A:1 - comprises less than every second union member.

Table A:15. Active members per union confederation, 1980-2024

	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
2023	1 198 100	1 001 000	744 500	107 800	3 051 400
2024	1 176.700	1 014 400	754 700	110 100	3 056 000
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%
Change 2022-2023	-4 000 -0.3%	+18 900 +1.9%	+6 100 +0.8%	+3 600 +3.4%	+24 600 +0.8%
Change 2023-2024	-21 400 - 1.8%	+13 400 +1.3%	+10 200 +1.4%	+2 300 +2.2%	+4 600 +0.1%

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.

** *Lärarförbundet* left TCO in 2022 and joined Saco.

Table A:16. Active members per union confederation: share of women, 1980-2024

Year	Share of women				Total
	LO	TCO	Saco	Independent	
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%
2023	49%	54%	62%	34%	53%
2024	49%	53%	62%	34%	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 A:17. Active members per union confederation: share of foreign-born, 1996-2020

Year	Share of foreign-born				
	LO	TCO	Saco	Independent	Total
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 A:18 and table 28.3 in Kjellberg 2023 p. 1063. 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 2023.

B. UNION DENSITY

Table B:1 and updated table to Figure 28.3 in Kjellberg 2023, p. 1065 and Figure 28. in Kjellberg 2019, p. 587. Union density (%) for all employees (blue-collar workers and white-collar workers) in Sweden, 1990-2024 (PRIVATE + PUBLIC SECTORS)

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)	+1,1	+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
2023	68 (68,3)	58 (58,2)	73 (73,0)	-0,6	-1,2	-0,4
2024	69 (68,9)	58 (58,2)	74 (73,9)	+0,6	0,0	+0,9

* 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 B:2 and updated table to Figure 28.3 in Kjellberg 2023, p. 1065 and Figure 28. in Kjellberg 2019, p. 587. Union density (%) for all private sector employees (blue-collar workers and white-collar workers) in Sweden, 1990-2024 (PRIVATE SECTOR)

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
2023	64 (64,19)	55 (55,4)	69 (69,0)	-0,1	-0,8	+0,1
2024	64 (64,3)	55 (55,47)	69 (69,3)	+0,2	0,0	+0,3

* 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 B:3 and updated table to Figure 28.3 in Kjellberg 2023, p. 1065 and Figure 28. in Kjellberg 2019, p. 587. Union density (%) for all public sector employees (blue-collar workers and white-collar workers) in Sweden, 1990-2024 (PUBLIC SECTOR)

Year	All Employees	Blue-collar Workers	White-collar Workers	All Employees	Blue-collar Workers	White-collar Workers
1990	90,56	87,0	93,53			
1993	93,7	93,1	94,1			
1999:1* 1999:2*	92,47	91,1	93,3			
2000	91,7	90,4	92,53	-0,8	-0,7	-0,8
2001	90,9	89,8	91,50	-0,8	-0,6	-1,0
2002	90,3	88,9	91,1	-0,6	-0,9	-0,4
2003	89,9	88,52	90,6	-0,4	-0,4	-0,5
2004	89,4	88,0	90,1	-0,5	-0,5	-0,5
2005	88,8	85,7	90,48	-0,6	-2,3	+0,4
2006	88,3	86,6	89,2	-0,5	+0,9	-1,3
2007	85,7	84,7	86,2	-2,6	-1,9	-3,0
2008	84,48	82,9	85,3	-1,2	-1,8	-0,9
2009	84,2	82,3	85,1	-0,3	-0,6	-0,2
2010	84,6	82,53	85,6	+0,4	+0,2	+0,4
2011	83,2	80,1	84,7	-1,4	-2,4	-0,9
2012	82,7	80,0	83,9	-0,6	-0,1	-0,8
2013	82,6	78,6	84,4	-0,1	-1,4	+0,5
2014	82,1	77,0	84,3	-0,5	-1,6	-0,1
2015	81,45	76,6	83,4	-0,6	-0,4	-0,9
2016	79,9	74,0	82,1	-0,6	-2,6	-1,3
2017	79,48	71,9	82,4	-0,4	-2,1	+0,3
2018	79,0	70,9	81,9	-0,5	-1,0	-0,5
2019	78,6	71,6	81,1	-0,4	+0,7	-0,8
2020	78,8	72,3	81,1	+0,2	+0,7	0
2021	80,0	73,6	81,9	+1,2	+1,3	+0,8
2022	79,2	70,45	81,9	-0,8	-3,2	0,0
2023	78,1	68,0	81,1	-1,1	-2,5	-0,8
2024	79,2	67,2	82,8	+1,1	-0,8	+1,7

* 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 B:4. Union density of blue-collar and white-collar workers by sector, 1990-2024 (%)

	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	2023	2024
Blue-collar							
Private sector	57	57	57	58	56	55	55
Public sector	71	72	72	74	70	68	67
Both sectors	60	60	61	62	59	58	58
White-collar							
Private sector	67	67	69	70	69	69	69
Public sector	82	81	81	82	82	81	83
Both sectors	73	72	73	74	73	73	74
All employees							
Private sector	63	63	64	65	64	64	64
Public sector	79	79	79	80	79	78	79
Both sectors	68	68	69	70	69	68	69

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

Table B:5. Union density by sex and socio-economic category, 1990-2024 (%)

	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	2023	2024
Blue-collar							
Men	59	58	59	60	58	56	57
Women	62	63	64	65	62	61	61
Both sexes	60	60	61	62	59	58	58
White-collar							
Men	68	69	69	70	69	69	69
Women	76	75	77	78	77	77	78
Both sexes	73	72	73	74	73	73	74
All employees							
Men	64	64	65	66	65	64	64
Women	72	72	73	74	73	73	74
Both sexes	68	68	69	70	69	68	69

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

Source: Labour force surveys.

Table B:6. Union density among blue-collar and white-collar workers by country of birth and sector, 2006-2024 (% and percentage points)

	2006	2013	2019	2020	2021	2022	2023	2024	2006-2024
Blue-collar									
<i>Private sector</i>									
Foreign-born	75	56	47	48	50	47	47	47	-28
Domestic-born	74	64	61	61	62	60	60	59	-15
Sum private sector	74	62	57	57	58	56	55	55	-19
<i>Public sector</i>									
Foreign-born	85	73	65	64	65	61	60	60	-25
Domestic-born	87	80	75	76	79	77	73	72	-152
Sum public sector	87	79	72	72	74	70	68	67	-20
<i>All blue-collar workers</i>									
Foreign-born	77	60	51	52	54	51	50	51	-26
Domestic-born	77	67	64	64	65	63	62	62	-15
All blue-collar workers	77	66	60	61	62	59	58	58	-19
Share of blue-collar workers born abroad	16	21	29	29	30	32	34	34	+18
White-collar									
<i>Private sector</i>									
Foreign-born	65	62	64	66	64	64	65	65	0
Domestic-born	69	68	68	70	71	70	70	70	+1
Sum private sector	69	67	67	69	70	69	69	69	0
<i>Public sector</i>									
Foreign-born	79	76	67	68	70	71	73	75	-4
Domestic-born	90	86	84	83	84	84	83	84	-6
Sum public sector	89	84	81	81	82	82	81	83	-6
<i>All white-collar workers</i>									
Foreign-born	70	67	65	66	66	66	67	68	-2
Domestic-born	77	74	74	75	76	75	75	75	-2
All white-collar workers	77	73	72	73	74	73	73	74	-3
Share of white-collar workers born abroad	10	13	16	17	18	18	20	20	+10

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

Source: Labour force surveys.

Table B:7. Share of foreign-born blue-collar and white-collar workers of employees in the labour force 2006-2024 (% 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

Share foreign-born	2006	2020	2021	2022	2023	2024	2016-2024	2006-2024
Industry*	-	22	24	25	26	23	+5	-
Construction*	-	17	18	19	22	21	+10	-
Commerce (retail etc)*	-	22	20	23	24	24	+8	-
Private services excl. commerce*, of which:	17	38	37	40	43	43	+10	+26
- Transport*	-	34	35	31	36	36	+9	-
- Hotel & restaurants*	-	51	52	60	63	57	+14	-
- Business services*	-	38	37	43	43	45	+11	-
- Other private services*	-	36	33	36	40	40	+8	-
Sum private services*	17	33	32	35	37	38	+10,5	+21
Sum private sector*	16	28	28	30	32	32	+9	+16
Public sector*	16	34	37	40	41	41	+15	+25
All blue-collar workers	16	29	30	32	34	34	+10	+18
All white-collar workers	10	17	18	18	20	20	+5	+10
All workers	13	21	22	23	24	24	+5	+6

* Blue-collar workers.

Note. Blue-collar workers aged 16-64 years, excluding employed full-time students.

Source: Labour force surveys.

Table B:8. Union Density of Public Sector Workers in Sweden, 1990-2024

	1990	1993	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
BLUE-COLLAR													
Local government	86	93	91	90	90	89	88	88	85	86	85	83	82
Central government*	91	95	94	94	92	90	89	90	91	89	83	81	80
Public sector in all, of which	87	93	91	90	90	89	89	88	86	87	85	83	82
- men	87	92	89	87	85	83	82	81	82	81	79	78	77
- women	87	93	92	91	91	90	90	90	86	88	86	84	83
WHITE-COLLAR													
Local government	93	92	94	93	92	92	92	91	91	90	87	86	86
Central government	94	93	91	90	90	89	88	88	90	88	85	84	83
Public sector in all, of which	94	94	93	93	92	91	91	90	90	89	86	85	85
- men	93	92	90	90	89	88	88	87	87	86	83	82	82
- women	94	95	95	94	93	92	92	92	92	91	88	87	87
ALL EMPLOYEES													
Local government	90	94	93	92	91	91	90	90	89	88	86	85	84
Central government	93	94	92	91	90	89	88	88	90	88	85	84	83
Public sector in all, of which	91	94	92	92	91	90	90	89	89	88	86	84	84
- men	91	92	90	89	88	87	87	86	86	85	82	81	81
- women	90	94	93	93	92	91	91	91	90	89	87	86	85

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
BLUE-COLLAR															
Local government	82	80	80	79	77	76	74	72	71	72	72	73	70	68	67
Central government*	(.)*	(80)	(82)	(78)	(79)	(84)	(80)	(74)	(66)	(74)	-	-	-	-	-
Public sector in all, of which	83	80	80	79	77	77	74	72	71	72	72	74	70	68	67
- men	77	73	75	72	72	71	68	66	61	62	62	66	65	59	56
- women	84	82	81	80	78	78	76	73	74	74	76	77	73	71	72
WHITE-COLLAR															
Local government	86	86	86	85	85	84	83	82	82	81	82	83	82	82	84
Central government	83	82	82	83	82	81	81	83	82	81	80	80	81	80	80
Public sector in all, of which	86	85	84	84	84	83	82	82	82	81	81	82	82	81	83
- men	82	80	80	80	80	80	79	79	79	77	77	78	76	75	78
- women	87	87	86	86	86	85	84	84	83	83	83	84	84	84	85
ALL EMPLOYEES															
Local government	85	84	83	83	82	81	80	79	78	78	79	80	78	78	79
Central government	84	82	82	83	82	81	81	82	81	80	80	80	82	79	79
Public sector in all, of which	85	83	83	83	82	81	80	79	79	79	79	80	79	78	79
- men	81	79	79	78	78	77	76	76	75	74	74	75	74	72	73
- women	86	85	84	84	84	83	81	81	81	80	81	82	82	81	82

* Due to very few employed blue-collar workers in central government from 1999 no conclusions could be drawn about the development of union density among this category of workers since 1999.

Remark. Labour force surveys (annual averages): employed workers aged 16-64 excluding full-time students working part-time.

Table B:9. Union density by age (%), 1990-2024

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	2023	2024
16-24	36	35	37	39	36	36	39
25-29	58	58	60	61	58	59	61
16-29 in all	49	49	51	52	49	50	52
30-44	68	68	69	69	68	68	68
45-64	77	76	76	78	78	76	76
16-64 in all	68	68	69	70	69	68	69

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

C. DENSITY OF EMPLOYERS' ASSOCIATIONS

Table C:1 and updated table to Figure 28.1 in Kjellberg 2019, p. 587. Density of Employers' Associations in Sweden (16-64 years), 1995-2024

	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	2022	2023	2024
Private	82	83	82	83	/81	82	85	85
Public	100	100	100	100	100	100	100	100
All	88	90	88	89	/87	88	90	90
SAF/SN*	69	71	69	70	/68	69	71	72

Note: Share of employees (blue-collar + white-collar workers) 16-64 years 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.

Table C:2. Density of Employers' Associations in Sweden (15-74 years), 2007-2024

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Private	76	/80	81	80	79	80	79	81	81	80	80	82
Public	100	100	100	100	100	100	100	100	100	100	100	100
All	84	/ 87	87	86	86	86	86	87	87	87	86	88
SN	63	/ 66	68	67	67	67	67	68	69	68	68	70

	2018	2019	2020	2021	2022	2023	2024
Private	82	80	82	/ 79	80	83	84
Public	100	100	100	100	100	100	100
All	88	87	88	/ 86	87	89	89
SN	70	68	69	/ 67	67	70	70

SN = The share of private sector employees covered by the Confederation of Swedish Enterprise (*Svenskt Näringsliv*, SN).

D. COVERAGE OF COLLECTIVE AGREEMENTS AND AGREEMENT MODELS

Table D:1 and updated table to Figure 28.2 in Kjellberg 2019, p. 589. Share of Workers Covered by Collective Agreements, 1995-2022

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	2022							
Private	84	/ 83	83	85	85	/82	82							
Public	100	100	100	100	100	100	100							
Both sectors	90	/ 89	90	90	90	88	88							
B. The Coverage of Collective Agreements among workers 15-74 years														
Sector	2016	2017	2018	2019	2020	2021	2022							
Private	83	/ 82	82	83	83	/81	80							
Public	100	100	100	100	100	100	100							
Both sectors	89	/ 88	88	89	89	/87	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. Consequently, they must 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 D:2. Coverage of collective agreements by occupational groups 2022-2024

		2022	2023	2024
Private sector:	Category*			
Managers	WC	74,5%	76%	74%
Professionals	WC	71%	72%	73%
Technicians and associate professionals	WC	77%	79%	78%
Clerical support workers	WC/BC	82%	84%	84%
Service and sales workers	BC/WC	90%	90%	91%
Skilled agricultural, forestry and fishery workers	BC	63%	65%	-
Craft and related trades workers (construction and manufacturing)	BC	90%	87%	87%
Plant and machine operators, and assemblers	BC	95%	93%	91%
Elementary occupations (shorter education or introduction)	BC	83%	89%	87%
Private sector all occupations, of which:		82%	83%	82%
- blue-collar workers (<i>arbetare</i>)	BC	90%	90%	89%
- white-collar workers (<i>tjänstemän</i>)	WC	74%	75%	75%
Public sector		100%	100%	100%
All employees		88%	88%	88%

Remark. Share of employees covered by collective agreements.

Remark. Occupational classification according to the Swedish classification system SSYK2012 (Standard för svensk yrkesklassificering), which is based on the international occupational classifications system ISCO-08 (International Standard Classification of Occupations).

<https://www.scb.se/dokumentation/klassifikationer-och-standarder/standard-forsvensk-yrkesklassificering-ssyk/>

<https://isco-ilo.netlify.app/en/isco-08/> SCB, MIS 2012:1, SSYK 2012 Standard för svensk yrkesklassificering

https://www.scb.se/contentassets/c9d055b6f2114b62bd23c33602b56da5/ov9999_2012a01_br_x70br1201.pdf

Remark 2024. Occupations within agriculture, forestry, gardening and fishing not shown due to too few employees.

* BC = blue-collar workers (*arbetare*), WC = white-collar workers (*tjänstemän*).

Source: National Swedish Mediation Office.

Table D:3. Coverage of collective agreements by company size 2022-2024

Company size/ employees	2022	2023			2024		
	Employees	Employees	Blue-collar	White-collar	Employees	Blue-collar	White-collar
1-4	27%						
5-9	51,5%						
Summa 1-9	39%	44%	57%	30%	44%	57%	28%
10-19	70%	71%	83%	55%	70%	84%	54%
20-49	81%	81%	90%	70%	83%	94%	71%
50-199	87%	88%	98%	79%	88%	97%	78%
200-499	93,5%	93%	98%	88%	93%	99%	88%
500-	98,5%	98%	100%*	97%	98%	99%	97%
Private sector in all	82%	83%	90%	75%	82%	89%	75%

* About 100 blue-collar workers without collective agreements are employed in companies with at least 500 employees.

Remark. Share of employees covered by collective agreements.

Source: National Swedish Mediation Office

Table D:4. Coverage of collective agreements by industry 2024

Industry	
Manufacturing, mining etc	95%
Construction	87%
Retail & wholesale trade	82%
Transportation	90%
Hotel & restaurant	82%
Information and communication	55%
Finance & insurance	78%
Real estate & rental/leasing	86%
Professional, scientific and technical activities	59%
Public administration, defence and compulsory social security	100%
Education	99%
Human health and social work activities	97%
Culture and services	82%
All industries	88%

Remark. Share of employees covered by collective agreements.

Remark 2024. Agriculture, forestry, gardening and fishing not shown due to too few employees

Source: National Swedish Mediation Office

Table D:5 and updated table 28.4 in Kjellberg 2019, p. 593. The seven agreement models by category of workers and sector in 2021 (%).

Agreement model 2021	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</i> /chemical industry	3%	0%	2%
- White-collar: <i>Unionen</i> /chemical industry and food industry	12%	0%	6%
4. Local wage frame (wage pot) without an individual guarantee	15%	35%	23%
- Blue-collar: <i>Kommunal (LO), IF Metall</i> /steel	14%	94.5%	37%
- White-collar: <i>Unionen</i> /car trade/media	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</i> /engineering (<i>teknikavtal</i>)	16%	0%	11%
- White-collar: <i>Unionen</i> /engineering/trade/staffing	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</i> /cabin crews	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 D:6 and updated table 28.4 in Kjellberg 2019, p. 593. The seven agreement models by category of workers and sector in 2023 (%).

Wage formation model (agreement model) 2023	Private sector	Public sector	Both sectors
1. Local wage formation without nationally determined wage increase (figureless agreements)	10%	51%	26%
Blue-collar workers*	0 %	3%	1%
White-collar workers: Supervisors/managers (independent), teachers (Saco), nurses (TCO), financial employees (TCO), etc	26%	81%	54%
2. Local wage formation with a fall-back provision (<i>stupstock</i>) regulating the size of the wage increase	14%	12%	13%
Blue-collar workers*	4%	2%	4%
White-collar workers: graduate engineers (technology) (Saco), Unionen (IT) (TCO), civil servants (ST/TCO), medical doctors (Saco)	29%	19%	23,5%
3. Local wage formation with a fall-back provision regulating the size of the wage increase and some form of individual guarantee	3,5%	0%	2 %
Blue-collar workers*: IF Metall (chemical industry) (LO)	3%	0%	2%
White-collar workers: Unionen (chemical and food industries) (TCO)	4%	0%	2%
4. Local wage frame (wage pot) without an individual guarantee	13%	36%	22%
Blue-collar workers*: municipal workers (LO), IF Metall (steel) (LO)	11%	94,5%	34,5%
White-collar workers: Unionen (car trade, media) (TCO)	16%	0%	8%
5. Local wage frame with an individual guarantee; alternatively a fall-back provision regulating the individual guarantee	18%	0%	11%
Blue-collar workers*: IF Metall (technology) (LO)	15%	0%	11%
White-collar workers: Unionen (technology, trade, staffing) (TCO)	23%	0%	11,5%
6. General wage increase and local wage frame	28%	0%	17%
Blue-collar workers*: commercial employees (LO union of wholesale and retail workers), HRF (hotel & restaurant workers) (LO), Pappers (paper workers) (LO)	44%	0%	32%
White-collar workers	0%	0%	0%
7. General wage increase (wage tariffs or piece work)	14%	1%	9%
Blue-collar workers*: Building workers (LO), Transport and Kommunal (transportation workers) (LO), painters (LO)	22%	0%	16%
White-collar workers: SPF (air pilots) (independent), Unionen (cabin crews) (TCO)	1%	1%	1%
Number of agreements by sector	655		
Number of employees covered by collective agreements (thousands)			

Remark. To be summed vertically for total employees, blue-collar workers and white-collar workers respectively. For example, the figure 94,5% regarding blue-collar workers in agreement type 4 means that 94,5% of all blue-collar workers in the private sector are covered by this agreement model.

* Blue-collar workers are defined as employees that are covered by agreements by LO unions.

Agreement models 4-7: Centrally specified wage increase.

Source. Medlingsinstitutets årsrapport 2023 p. 81 (is said to refer to 2021. but refers in reality to 2023).

Table D:7 and updated table 28.4 in Kjellberg 2019, p. 593. The seven agreement models by category of workers and sector in 2024 (%).

Wage formation model (agreement model) 2024	Private sector	Public sector	Both sectors
1. Local wage formation without nationally determined wage increase (figureless agreements)	10%	16%	12%
Blue-collar workers*	0 %	3%	1%
White-collar workers: Supervisors/managers (independent), financial employees (TCO), etc	26%	23%	25%
2. Local wage formation with a fall-back provision (<i>stupstock</i>) regulating the size of the wage increase	14%	10%	12%
Blue-collar workers*	4%	2%	4%
White-collar workers: graduate engineers (technology) (Saco), Unionen (IT) (TCO), civil servants (ST/TCO)	29%	14%	21%
3. Local wage formation with a fall-back provision regulating the size of the wage increase and some form of individual guarantee	4%	0%	2 %
Blue-collar workers*: IF Metall (chemical industry) (LO)	3%	0%	2,5%
White-collar workers: Unionen (chemical and food industries) (TCO)	4%	0%	2%
4. Local wage frame (wage pot) without an individual guarantee	13%	39%	23%
Blue-collar workers*: IF Metall (steel) (LO)	11%	1%	8%
White-collar workers: Vårdförbundet (nurses) (TCO), Läkarförbundet (medical doctors) (Saco), Sveriges Lärare (school teachers) (Saco), Vision (municipal employees) (TCO), Akademikerförbundet SSR (municipal employees) (Saco), etc.	16%	62%	39%
5. Local wage frame with an individual guarantee; alternatively a fall-back provision regulating the individual guarantee	18%	35%	25%
Blue-collar workers*: IF Metall (technology) (LO), Kommunal (municipal workers) (LO)	15%	93%	37%
White-collar workers: Unionen (technology, trade, staffing) (TCO)	23%	0%	11,5%
6. General wage increase and local wage frame	27%	0%	17%
Blue-collar workers*: commercial employees (LO union of wholesale and retail workers), HRF (Hotel & restaurant workers) (LO), Pappers (paper workers) (LO)	44%	0%	32%
White-collar workers	0,2%	0%	0,1%
7. General wage increase (wage tariffs or piece work)	14%	1%	9%
Blue-collar workers*: Byggnads (building workers) (LO), Transport and Kommunal (transportation workers) (LO), Målarna (painters) (LO)	22%	0,2%	16%
White-collar workers: SPF (air pilots) (independent), Unionen (cabin crews) (TCO)	1%	1%	1%
Sum	100%	100%	100%
Number of agreements by sector	622		
Number of employees covered by collective agreements (thousands)			

Remark. To be summed vertically for total employees, blue-collar workers and white-collar workers respectively.

* Blue-collar workers are defined as employees that are covered by agreements by a LO union.

Agreement models 4-7: Centrally specified wage increase.

Source. Medlingsinstitutets årsrapport 2024 p. 35.

Table D:7 and updated table 28.4 in Kjellberg 2019, p. 593. The seven agreement models by category of workers and sector in 2025/2026 (%).

Wage formation model (agreement model) 2025/2026	Private sector	Public sector	Both sectors
1. Local wage formation without nationally determined wage increase (figureless agreements)	8.2%	15.7%	11.1%
Blue-collar workers*	0.0 %	3.4%	0.9%
White-collar workers: Supervisors/managers (independent), financial employees (TCO), etc	22.6%	23.2%	22.9%
2. Local wage formation with a fall-back provision (<i>stupstock</i>) regulating the size of the wage increase	12.5%	9.7%	11.4%
Blue-collar workers*	4.3%	2.0%	3.6%
White-collar workers: graduate engineers (technology) (Saco), Unionen (IT) (TCO), civil servants (ST/TCO)	27.3%	14.4%	20.5%
3. Local wage formation with a fall-back provision regulating the size of the wage increase and some form of individual guarantee	6.7%	0.0%	4.1%
Blue-collar workers*: IF Metall (chemical industry) (LO)	3.3%	0.0%	2,4%
White-collar workers: Unionen (chemical and food industries) (TCO)	12.8%	0.0%	6.1%
4. Local wage frame (wage pot) without an individual guarantee	14.1%	38.7%	23.7%
Blue-collar workers*: IF Metall (steel) (LO)	10.7%	1.2%	8.1%
White-collar workers: Vårdförbundet (nurses) (TCO), Läkarförbundet (medical doctors) (Saco), Sveriges Lärare (school teachers) (Saco), Vision (municipal employees) (TCO), Akademikerförbundet SSR (municipal employees) (Saco), etc.	20.0%	61.6%	41.9%
5. Local wage frame with an individual guarantee; alternatively a fall-back provision regulating the individual guarantee	15.6%	35.3%	23.3%
Blue-collar workers*: IF Metall (technology) (LO), Kommunal (municipal workers) (LO)	15.1%	93.3%	36.7%
White-collar workers: Unionen (technology, trade, staffing) (TCO)	16.5%	0.0%	7.8%
6. General wage increase and local wage frame	27.4%	0.0%	16.7%
Blue-collar workers*: commercial employees (LO union of wholesale and retail workers), HRF (Hotel & restaurant workers) (LO), Pappers (paper workers) (LO)	42.8%	0.0%	31.0%
White-collar workers	0,2%	0.0%	0,1%
7. General wage increase (wage tariffs or piece work)	15.5%	0.6%	9.6%
Blue-collar workers*: Byggnads (building workers) (LO), Transport and Kommunal (transportation workers) (LO)	23.8%	0.2%	17.3%
White-collar workers: SPF (air pilots) (independent), Transport (cabin crews) (LO)	0.6%	0.8%	0.7%
Sum	100%	100%	100%
Number of agreements by sector			

Number of employees covered by collective agreements (thousands)			
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Remark. To be summed vertically for total employees, blue-collar workers and white-collar workers respectively.

* Blue-collar workers are defined as employees that are covered by agreements by a LO union.

Agreement models 4-7: Centrally specified wage increase.

Source. Medlingsinstitutets årsrapport 2025 p. 33 (Stockholm 2026) and supplementary information from Christian Kjellström, The Swedish National Mediation Office (Medlingsinstitutet)

E. THE SWEDISH INDUSTRY NORM

Table E:1 and updated table 28.4 in Kjellberg 2023, p. 1071. 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% ⁰ ; 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%
April 2023 – March 2025	24 months	7.4% ⁹	3,7%

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.

⁹. Of which 4,1% for the first year and 3,7% the second year. Including costs for parttime/flex pension.

April 2025 – March 2027	24 months	6.4% ¹⁰	3,2%
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*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, Anna & Öberg, Tommy 2017:154-155 (*Vem ska bestämma på löne marknaden?* Stockholm: Premiss).

¹⁰. Of which 3,4% for the first year and 3,0% the second year.

F. ACTUAL WAGE INCREASES, CENTRALLY AGREED WAGE INCREASES AND WAGE DRIFT

Table F:1 and updated table to Figure 28.4 in Kjellberg 2019, p. 599. Actual wage increases, centrally agreed wage increases and wage drift (%).

In Swedish: Faktiska (utgående) löneökningar, centralt avtalade löneökningar samt löneglidning (%)

Year	All sectors			Private sector									Local government			Central government		
	All			All			Blue-collar			White-collar			All			All		
	LÖ	CA	LG	LÖ	CA	LG	LÖ	CA	LG	LÖ	CA	LG	LÖ	CA	LG	LÖ	CA	LG
1995	3,3	2,3	1,0	4,1	3,0	1,1	4,7	2,8	1,9	3,5	2,9	0,6	1,5	0,9	0,6	2,5	1,0	1,5
1996	6,0	4,5	2,5	5,9	4,2	1,7	5,4	4,3	1,1	6,4	3,5	2,9	5,8	5,3	0,5	7,4	5,0	2,4
1997	4,5	3,8	0,7	4,5	3,6	0,9	4,7	3,8	0,9	4,2	3,0	1,2	4,8	4,7	0,1	4,4	3,5	0,9
1998	3,7	2,8	0,9	4,0	3,1	0,9	3,4	3,3	0,1	4,7	2,7	2,0	3,2	2,3	0,9	2,3	1,9	0,5
1999	3,4	2,5	0,9	3,1	2,5	0,6	2,6	2,3	0,3	3,7	2,4	1,3	3,8	2,7	1,1	4,6	2,5	2,1
2000	3,7	2,7	1,0	3,7	2,6	1,1	3,3	2,7	0,6	4,1	2,1	2,0	3,6	3,3	0,3	4,8	2,5	2,4
2001	4,4	3,0	1,4	4,2	2,8	1,4	3,8	2,9	0,9	4,5	2,8	1,7	4,9	3,3	1,6	4,2	2,6	1,6
2002	4,1	2,8	1,3	3,9	2,8	1,1	3,6	3,1	0,5	4,1	2,6	1,5	4,5	2,9	1,6	4,3	2,9	1,4
2003	3,5	2,7	0,8	3,3	2,7	0,6	3,1	3,0	0,1	3,3	2,5	0,8	3,8	2,8	1,0	4,2	2,5	1,6
2004	3,3	2,2	1,1	3,0	2,1	0,9	2,6	2,4	0,2	3,2	1,9	1,3	4,2	2,6	1,6	2,9	2,0	1,0
2005	3,1	2,3	0,8	3,2	2,2	1,0	2,8	2,4	0,4	3,5	2,1	1,4	2,8	2,4	0,4	3,3	2,4	0,8
2006	3,1	2,4	0,7	3,1	2,5	0,6	3,1	2,8	0,3	3,1	2,3	0,8	2,8	2,3	0,5	3,4	2,4	1,0
2007	3,3	3,0	0,3	3,4	3,1	0,3	3,6	3,1	0,5	3,3	3,1	0,2	3,0	3,0	0,0	3,8	2,6	1,2
2008	4,3	3,6	0,7	4,0	3,4	0,6	4,2	3,5	0,7	3,9	3,3	0,6	5,0	4,4	0,6	3,9	2,8	1,1
2009	3,4	3,1	0,3	3,2	3,2	0,0	2,9	3,5	-0,6	3,4	3,0	0,4	3,9	3,1	0,8	3,9	2,8	1,1
2010	2,6	2,0	0,6	2,5	1,7	0,8	2,7	2,1	0,6	2,4	1,5	0,9	2,7	2,4	0,3	3,2	3,6	-0,5
2011	2,4	1,8	0,6	2,5	1,8	0,7	2,4	1,9	0,5	2,6	1,8	0,8	2,3	1,8	0,5	1,9	1,8	0,1
2012	3,0	2,8	0,2	3,2	2,9	0,3	3,1	2,8	0,3	3,3	2,9	0,4	2,7	2,7	0,0	2,1	2,0	0,1
2013	2,5	2,2	0,3	2,3	2,1	0,2	2,4	2,1	0,3	2,3	2,1	0,2	2,9	2,5	0,4	2,6	2,5	0,1
2014	2,8	2,2	0,6	2,9	2,1	0,8	2,8	2,2	0,6	2,9	2,1	0,8	2,8	2,3	0,5	2,3	2,2	0,1
2015	2,4	2,3	0,1	2,3	2,3	0,0	1,8	2,3	-0,5	2,6	2,3	0,3	2,7	2,3	0,4	2,6	2,3	0,2
2016	2,4	2,3	0,1	2,3	2,2	0,1	2,4	2,3	0,1	2,2	2,2	0,0	2,7	2,4	0,4	2,4	2,3	0,0
2017	2,3	2,1	0,2	2,0	2,1	-0,1	1,6	2,1	-0,5	2,3	2,1	0,3	3,1	2,3	0,8	2,3	2,2	0,1
2018	2,6	2,1	0,5	2,5	2,0	0,5	2,5	2,1	0,4	2,5	2,0	0,5	2,7	2,3	0,4	2,8	2,2	0,6
2019	2,6	2,1	0,4	2,5	2,1	0,4	2,1	2,1	0,0	2,7	2,1	0,6	2,8	2,3	0,5	2,8	2,1	0,7
2020	2,1	1,4	0,7	2,0	1,3	0,8	1,4	1,0	0,3	2,4	1,4	1,0	2,3	1,6	0,6	2,3	2,1	0,1
2021	2,6	2,2	0,4	2,8	2,2	0,6	2,4	2,3	0,1	3,0	2,1	0,8	2,6	2,5	0,1	1,7	1,8	-0,1
2022	2,7	1,7	1,0	2,9	1,7	1,2	2,4	1,6	0,8	3,2	1,8	1,5	2,2	1,8	0,4	2,6	1,8	0,8
2023	3,7	3,4	0,3	4,0	3,4	0,6	3,6	3,5	0,1	4,2	3,4	0,8	3,2	3,5	-0,3	2,8	2,4	0,4
2024	4,1	3,4	0,7	4,2	3,4	0,8	3,7	3,6	0,1	4,4	3,3	1,1	3,7	3,4	0,3	4,7	3,9	0,8

Yellow colour = negative wage drift.

LÖ = faktisk (utgående) löneökning (actual wage increase), CA = Centrally agreed wage increase, LG = löneglidning (wage drift). $LG = LÖ - CA$

Note. In the municipal (local government) sector among others the unions of school teachers (Saco), nurses (TCO) and medical doctors (Saco) from April 2024 changed wage model from figureless agreements (wage model 1 in table D:6 above) to agreements with a local wage frame (wage pot) without an individual guarantee (wage model 4 in table D:7).

Anmärkning 1. Den negativa löneglidningen inom staten (minus 0,1 procent) 2021 kan bero på sifferlösa avtal hos tjänstemännen. Medlingsinstitutet har ingen möjlighet att kolla upp detta via sin statistik.

Anmärkning 2. LÖ (Löneökning) = faktisk årlig löneökning per kalenderår enligt kortperiodisk lönestatistik. CA (Centralt avtalad löneökning) = årlig löneökning per kalenderår enligt centrala avtal (förbundsavtal/branschavtal). LG (Löneglidning) = årlig löneglidning per kalenderår.

Anmärkning 3. LÖ (Löneökning) avser endast höjningen av lönerna och inte ökade lönekostnader (som kan inkludera t.ex. arbetstidsförkortning, förbättrad avtalspension och kompetensutveckling).

Anmärkning 4. LÖ (Löneökning) och LG (Löneglidning) hos arbetare och tjänstemän *påverkas av förändringar av arbetskraftens sammansättning avseende arbetare respektive tjänstemän*. Så kan exempelvis en växande andel universitets- och högskoleutbildade höja tjänstemännens genomsnittliga lön (vilket avspeglas i tabellen) utan att lönerna höjs för de individuella tjänstemännen. Följaktligen kan en högre löneglidning bland tjänstemännen jämfört med bland arbetarna åtminstone delvis bero på en ökad andel tjänstemän med högre utbildning. Detta innebär att differensen mellan utgående löner (officiell lönestatistik) och avtalade löner (Medlingsinstitutets bedömning) egentligen inte mäter "löneglidning" i klassisk mening (att individer tenderar att få större ökning än vad avtalen implicerar). Strukturomvandlingar i fråga om ålder, yrken etc. ingår i de utgående lönerna men inte i avtalade. Det brukar benämnas som "restposten" för att särskilja från klassisk "löneglidning".

Anmärkning 5. Hänsyn tas inte till de relativt få sifferlösa avtalen i privat sektor. Löneökningen hos sifferlösa avtal inom offentlig sektor approximeras med industrinormen. Statistiken för 2022 är fortfarande preliminär.

Anmärkning 6. Att det i offentlig sektor saknas lönestatistik nedbruten på arbetare och tjänstemän beror på motviljan hos den offentliga sektorns arbetsgivare att inkludera bestämmelser om detta i kollektivavtalen, och på tjänstemannafackens ovilja att offentliggöra sin lönestatistik. Medlingsinstitutet är beroende av ett gott samarbetsklimat med de som förser institutet med lönestatistik.

Anmärkning 7. Observera att avtalsrörelsen 2000 på grund av pandemin fortgick in i år 2021, vilket förlängde de gamla avtalen med sju månader utan lönekomensation.

Source: Swedish National Mediation Office (Medlingsinstitutet, MI): Data base Konjunkturlönestatistik.

G. INDUSTRIAL ACTION IN SWEDEN

Table G:1 and updated table to Figure 28.3 in Kjellberg 2019, p. 596. Industrial action in collective bargaining in Sweden, 1995-2025

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Strikes and lockouts	36 (19)	9 (5)	14 (6)	13 (7)	10 (2)	2 (2)	20 (6)	10 (6)	11 (0)	9 (2)
Legal strikes and lockouts	17	4	8	6	8	0	14	4	11	7
- of which strikes*	11	3	5	4	7	0	12	4	9	5
Employees involved	125 489	9 137	11 856	570	9 481	163	9 831	711	80 538	2 449
Lost working-days	627 291	61 348	23 579	1 677	78 735	272	11 098	838	627 541	15 282
Large bargaining round	X			X			X			X

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Strikes and lockouts	14 (2)	9 (3)	14 (4)	5 (0)	6 (3)	5 (0)	2 (0)	7 (0)	9 (1)	5 (0)
Legal strikes and lockouts	12	6	10	5	3	5	2	7	8	5
- of which strikes*	11	6	10	4	3	5	2	7	8	4
Employees involved	604	1 749	3 636	12 551	1 119	3 198	7	6 158	2 446	2 190
Lost working-days	568	1 971	13 666	106 801	1 560	28 895	254	37 072	7 084	3 450
Large bargaining round			X			X		X	X	

	2015	2016	2017	2018	2019**	2020	2021	2022	2023	2024	2025
Strikes and lockouts	5 (2)	10 (0)	4(1)	1	2***	0	0	3	6 (1)	4	4
Legal strikes and lockouts	3	10	3	1	2***	0	0	3	5	4	4
- of which strikes*	2	8	2	1	2	0	0	3	5	4	4
Employees involved	126	3 771	317	38	1 376	0	0	744	544	2 922	
Lost working-days	234	10 417	2 570	50	7 577	0	0	5 240	3 909	45 717	21 507
Large bargaining round		X	X			X			X		X

* International/political strikes and local strikes against non-organized employers included.

** In addition, a number of political strikes arranged by the syndicalist union SAC took place in 2019, resulting in about 50 lost working-days (included in the total number of 7 577 lost working-days).

*** Both labour conflicts (affecting dock workers and airplane pilots respectively) were at the same time both strike and lockout.

In 2024 all the 32 579 working days lost in the negotiations between trade unions and employers' associations (sectoral bargaining) occurred in the conflict between Vårdförbundet and SKR/Sobona.

The three cases of industrial action in 2025 were a Dockworkers' Union (sectoral bargaining), the Tesla strike (to sign a collective agreement) started in 2023 and a short strike of the Food Workers' Union at a food business (also to sign collective agreements).

Remark: Illegal strikes within parenthesis. For some years (2007, 2012-2014) the sum of “legal strikes and lockouts” is somewhat higher than appears from the table which excludes “mirror lockouts” (lockouts corresponding to strikes).

Source: Stoppages of work in Sweden, private and public sector, workdays lost 1965-2024 (Swedish National Mediation Office).

Table G:2 and updated table 28.5 in Kjellberg 2019, p. 597 and updated table to Figure 28.3 in Kjellberg 2019, p. 596. Industrial action in sectoral bargaining, 2000-2025.

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Legal strikes and lockouts in all*	0	14	4	11	7	12	6	10	5	3	5
- of which strikes*	0	12	4	9	5	11	6	10	4	3	5
Number of sectoral negotiations with notices on industrial action**	3	15	6	4	17	9	7	27	9	4	23
Cases of industrial action taken (sectoral bargaining)	2	5	2	2	4	3	0	5	7	1	8
- of which strikes (sectoral bargaining)	0	2	0	2	3	3	0	3	3	0	4
Number of MI mediations in sectoral negotiations**	5	20	2	6	24	11	7	30	9	6	27
Expiring sectoral agreements		Most	ca 65	ca 30		90		ca 500	ca 90		550
During the year signed sectoral agreements		Most	ca 65	ca 30	420	>80	41	ca 500	ca 90	ca 30	550
Registered sectoral agreements in all						572	572	572		670	650
Large bargaining round		X			X			X			X

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020/21 ¹¹
Legal strikes and lockouts in all*	2	7	8	5	3	10	3	1	2****	0
- of which strikes*	2	7	8	4	2	8	2	1	2****	0
Number of notices in sectoral negotiations (SN)	15	46	47	11	4	47	41	0	2	20
Number of notices in sectoral negotiations (MI)					3	40	23	0	2**	10
- of which from unions					2	30	19	0	2	10
Number of sectoral negotiations with notices on industrial action** ¹²	9	23	19	6	2	25	15	0	2	9
Cases of industrial action taken (sectoral bargaining)	4	8	7	2	1	7	1	0	2	0
- of which strikes (sectoral bargaining)	0	6	4	2	0	6	0	0	2	0
Number of MI mediations in sectoral negotiations **	10	23	25	5	2	20	15	0	2	10 ¹³
Expiring sectoral agreements	90	ca 500	>520	54	40	484	465	29	ca 30	ca 500
During the year signed sectoral agreements	153	ca 500	508	43	40	498	497	30	21	577
Registered sectoral agreements in all	665	680	669	685	682	668	671	668	683	744
Large bargaining round		X	X			X	X			X

	2020/21	2020	2021	2022	2023	2024	2025
Legal strikes and lockouts in all*	0	0	0	2	1	2	1
- of which strikes*	0	0	0	2	1	2	1
Number of notices in sectoral negotiations (SN)	20	10					
Number of notices in sectoral negotiations (MI)	9	7	3	7	20	2	15
- of which from unions	10	7	3	6	17	2	15
Number of sectoral negotiations with notices on industrial action**	9	7	2	6	17	2	15
Cases of industrial action taken (sectoral bargaining)	0	0	0	2	1	2	1
- of which strikes (sectoral bargaining)	0	0	0	2	1	2	1
Number of MI mediations in sectoral negotiations **	10	8	2	3	14	4	18
Expiring sectoral agreements	ca 500			31	470		510
During the year signed sectoral agreements	577		ca 90		460	56	549
Registered sectoral agreements in all	744	744		655	655	622	622
Large bargaining round	X	X			X		X

¹¹ Due to the covid-19 pandemic was the 2020 bargaining round delayed and extended into the beginning of 2021.

¹² The number of sectoral negotiations (*förbundsförhandlingar*) in which notices are made.

¹³ Seven mediations in 2020 and another two in 2021 + one mediation about prolongation of collective agreement = in all 10 mediations in sectoral bargaining in 2020/21 the bargaining round (MI Yearbook 2020 (MI 2021) p. 40).

Remark: Number of notices in sectoral negotiations (*förbundsförhandlingar*) excluding sympathy conflicts.

* International/political strikes and local strikes against unorganized employers included.

** Number of sectoral negotiations with notices on strikes, lockouts, blockades or other industrial action.

*** If the conflict between the Swedish Dock Workers' Union (*Svenska Hamnarbetarförbundet*) and the Ports of Sweden (Sveriges Hamnar) is included, then the total number of notices in sectoral/company negotiations was no less than 206 of which 83 were announced by the employers. Of the 204 notices in the latter conflict, 86 were withdrawn. MI Yearbook 2019, p. 53.

**** Both labour conflicts (affecting dock workers and airplane pilots respectively) meant at the same time both strike and lockout.

Source: MI and *Varsel om stridsåtgärder på svensk arbetsmarknad 2019*. Stockholm: Svenskt Näringsliv 2020, p. 11 (figure 2).

Varsel om stridsåtgärder på svensk arbetsmarknad 2020. Stockholm: Svenskt Näringsliv 2021, p. 7 (figure 1).

H. ARBETSKONFLIKTER I SVERIGE (INDUSTRIAL ACTION IN SWEDEN; IN SWEDISH)

Table H:1. Varsel om konflikt i avtalsrörelsen 2025 (15 medlingsärenden för Medlingsinstitutet) /Notices on industrial action in the 2025 bargaining round/

Fackförbund	Arbetsgivarorganisation	Bransch/företag	Varslad stridsåtgärd	Avtal	Konflikt
(1) Sveriges Ingenjörer (Saco)	Almega Tjänsteförbunden (Utbildningsföretagen)	Utbildningsföretag (Academia Support)	Strejk/blockad	Ja	Nej
(2) Unionen (TCO)	Almega Tjänsteförbunden (Utveckling och Tjänster)	Carspect AB, Opus Bilprovning	Do	Ja	Nej
(3) Unionen (TCO)	Almega Tjänsteförbunden (Serviceföretagen)	Städning mm (ISS)	Do	Ja	Nej
(4) Unionen (TCO) och Sveriges Ingenjörer (Saco)	Innovationsföretagen (Almegagruppen)	Innovationsavtalet	Do	Ja	Nej
(5) Journalistförbundet (TCO), Unionen (TCO)	Medieföretagen (Almegagruppen)	Public service	Do	Ja	Nej
(6) Kommunal (LO)	Visita	Liseberg	Do	Ja	Nej
(7) Transport (LO)	Svenska Flygbranschen (Transportföretagen)	Kabinpersonal	Do + spegellockout	Ja	Nej
(8) Unionen (TCO), Akavia (Saco), Sveriges Ingenjörer (Saco), SSR (Saco), DIK (Saco)	Svensk Handel	Systembolaget	Strejk/blockad	Ja	Nej
(9) Hamnarbetarförbundet (fristående)	Sveriges Hamnar (Transportföretagen)	Hamn- och stuveribranschen	Do + spegellockout	Samma som Transports	Ja
(10) Transport (LO)	Sveriges Hamnar (Transportföretagen)	Do	Do + spegellockout	Ja	Nej
(11) Elektrikerförbundet (LO)	Installationsföretagen	Installationsavtalet	Do	Ja	Nej
(12) Musikerförbundet (LO), Symf (ej varsel)	Svensk Scenkonst	Musiker m fl	Do	Ja	Nej
(13) Kommunal	Almega Vårdföretagarna	Privat vård & omsorg	Do	Ja	Nej
(14) Fastighets och Seko	Almega Serviceföretagen	Städning	Do	Ja	Nej
(15) Kommunal	Almega Vårdföretagarna	Personlig assistans	Nyanställnings- och inhyrnings-blockad	Ja	Nej

Antal förbundsförhandlingar med varsel (och medling): 15, varav verkställd konflikt i ett fall (Hamnarbetarförbundet)

Berörda fackförbund: 6 LO-förbund i 9 varsel, 3 TCO-förbund i 6 varsel, 5 Saco-förbund i 3 varsel, 1 fristående förbund i 1 varsel.

Berörda arbetsgivarorganisationer: 6 förbund i Almegagruppen, 2 i Transportföretagen samt Visita, Svensk Handel, Installationsföretagen och Svensk Scenkonst.

Table H:2. Medlingar utan varsel i avtalsrörelsen 2025

Fackförbund	Arbetsgivarorganisation	Bransch/arbetsplats	Stridsåtgärd	Avtal	Konflikt
Läkarförbundet	SKR/Sobona		Ej varsel		
Brandmännens Riksförbund (fristående) Kommunal (LO)	SKR/Sobona	Räddningstjänsten	Regler om dygnsvila, översyn av arbetstidsregler		
Transport	Fyra medlemsföretag i Svenska Flygbranschen	Flyg	Kabinavtalet i de fyra företagen		

Table H:3. Medlingar med varsel i avtalsrörelsen 2025: tvistefrågor

Fackförbund	Arbetsgivarorganisation	Bransch/företag	Tvistefrågor
(1) Unionen (TCO) Sveriges Ingenjörer (Saco)	Almega Tjänsteförbunden (Utbildningsföretagen)	Utbildningsföretag (Academia Support)	Arbetstidsförkortning, deltidares övertidsersättning
(2) Unionen (TCO)	Almega Tjänsteförbunden (Utveckling och Tjänster)	Carspect AB, Opus Bilprovning	Arbetstidsförkortning, deltidares övertidsersättning
(3) Unionen (TCO)	Almega Tjänsteförbunden (Serviceföretagen)	Städning mm (ISS)	Arbetstidsförkortning, deltidares övertidsersättning
(4) Unionen (TCO) och Sveriges Ingenjörer (Saco)	Almega Tjänsteförbunden (Innovationsföretagen)	Innovationsavtalet (Sweco)	Arbetstidsförkortning, deltidares övertidsersättning
(5) Journalistförbundet (TCO), Unionen (TCO)	Medieföretagen (Almegagruppen)	Public service	Arbetstidsförkortning 1 dag från 2026, deltidares övertidsersättning, högre lön
(6) Kommunal (LO)	Visita	Liseberg	
(7) Transport (LO)	Svenska Flygbranschen (Transportföretagen)	Kabinpersonal	Arbetstid (begränsad flygtid per 7 dagar). Centrala avtalet preliminärt tills lokala förhandlingar slutförts
(8) Unionen (TCO), Akavia (Saco), Sveriges Ingenjörer (Saco), SSR (Saco), DIK (Saco)	Svensk Handel	Systembolaget 10 juni (Unionen) 11 juni (3 Saco) 12 juni (DIK)	Arbetstidsförkortning, deltidares övertidsersättning, högre lön Unionens mål: fler heltidare (inte avräkna på märket)
(9) Hamnarbetarförbundet (fristående)	Sveriges Hamnar (Transportföretagen)	Hamn- och stuveribranschen	Skydd för förtroendevalda, andel bemanningsanställda o deras rätt till fritid
(10) Transport (LO)	Sveriges Hamnar (Transportföretagen)	Do	Bemanningsanställdas scheman. Delpension
(11) Elektrikerförbundet (LO)	Installationsföretagen	Installationsavtalet	Deltidspension, extra tjänstepension, 2 timmars arbetstidsförkortning per år, stopp för försämrade arbetstider, underentreprenörer
(12) Musikerförbundet (LO), Symf (ej varsel)	Svensk Scenkonst	Musiker m fl	Stoppa försämrade arbetstider, förbättringar för frilansare
(13) Kommunal	Almega Vårdföretagarna	Privat vård & omsorg 50 000 16 juni	Mertidsersättning. Samma som i avtalet med SKR/Sobona. 10 fridagar under fyra veckor. Låglönesatsning. Individgaranti (ej lika viktig fråga som i off sektor)
(14) Fastighets och Seko	Almega Serviceföretagen	Städning	Övertidsersättning för deltidare. Låglönesatsning (Almega vill ha något i utbyte)
(15) Kommunal	Almega Vårdföretagarna	Personlig assistans	Övertidsersättning för deltidare.

Table H:4. Strejker och lockouter under åren 1995-2025 (totalt)

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Strejker och lockouter	36 (19)	9 (5)	14 (6)	13 (7)	10 (2)	2 (2)	20 (6)	10 (6)	11 (0)	9 (2)
Lagliga strejker och lockouter	17	4	8	6	8	0	14	4	11	7
- varav strejker*	11	3	5	4	7	0	12	4	9	5
Berörda anställda	125 489	9 137	11 856	570	9 481	163	9 831	711	80 538	2 449
Förlorade arbetsdagar	627 291	61 348	23 579	1 677	78 735	272	11 098	838	627 541	15 282
Stor avtalsrörelse	X			X			X			X

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Strejker och lockouter	14 (2)	9 (3)	14 (4)	5 (0)	6 (3)	5 (0)	2 (0)	7 (0)	9 (1)	5 (0)
Lagliga strejker och lockouter	12	6	10	5	3	5	2	7	8	5
- varav strejker*	11	6	10	4	3	5	2	7	8	4
Berörda anställda	604	1 749	3 636	12 551	1 119	3 198	7	6 158	2 446	2 190
Förlorade arbetsdagar	568	1 971	13 666	106 801	1 560	28 895	254	37 072	7 084	3 450
Stor avtalsrörelse			X			X		X	X	

	2015	2016	2017	2018	2019**	2020	2021	2022	2023	2024	2025
Strejker och lockouter	5 (2)	10 (0)	4(1)	1	2***	0	0	3	6 (1)	4	4
Lagliga strejker och lockouter	3	10	3	1	2***	0	0	3	5	4	4
- varav strejker*	2	8	2	1	2	0	0	3	5	4	4
Berörda anställda	126	3 771	320	50	1 396	0	0	744	544	2 922	
Förlorade arbetsdagar	234	10 417	2 570	50	7 577	0	0	5 240	3 909	45 717	21 507
Stor avtalsrörelse		X	X			X			X		X

* International/political strikes and local strikes against unorganized employers included.

** In addition, a number of political strikes arranged by the syndicalist union SAC took place in 2019, resulting in about 50 lost working-days (included in the total number of 7 577 lost working-days).

*** Both labour conflicts (affecting dock workers and airplane pilots respectively) were at the same time both strike and lockout.

In 2024 all the 32 579 working days lost in the negotiations between trade unions and employers' associations (sectoral bargaining) occurred in the conflict between Vårdförbundet and SKR/Sobona.

The four strikes in 2025 were a Dockworkers' Union (sectoral bargaining), the Tesla strike (to sign a collective agreement) started in 2023 and two short strikes of the Food Workers' Union (Svenska Livsmedelsarbetareförbundet) to sign collective agreements.

Remark: Illegal strikes within parenthesis. For some years (2007, 2012-2014) the sum of "legal strikes and lockouts" is somewhat higher than appears from the table which excludes "mirror lockouts" (lockouts corresponding to strikes).

Source: Arbetsinställelser i Sverige, privat och offentlig sektor, förlorade arbetsdagar 1965-2024 Medlingsinstitutet) [Arbetsinställelser i Sverige, privat och offentlig sektor, förlorade arbetsdagar 1965-2024](#)

Table H:5. Strejker och lockouter under avtalsrörelserna (förbundsförhandlingarna) 1995-2025

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Legala strejker och lockouter totalt*	0	14	4	11	7	12	6	11	5	3
- varav strejker*	0	12	4	9	5	11	6	10	4	3
Förbundsförhandlingar med konfliktvarsel**	3	15	6	4	17	9	7	27	9	4
Verkställda konfliktåtgärder (förbundsförhandlingar)	2	5	2	2	4	3	0	5	7	1
- varav strejker (förbundsförhandlingar)	0	2	0	2	3	3	0	3	3	0
Förlorade arbetsdagar (förbundsförhandlingar)		ca 9 000	0	625 000	14 326	ca 140	0	11 350	106 760	0
MI-medlingar i förbundsförhandlingar**	5	20	2	6	24	11	7	30	9	6
Utlöpande förbundsavtal		Most	ca 65	ca 30		90		ca 500	ca 90	
Under året ingångna förbundsavtal		Most	ca 65	ca 30	420	>80	41	ca 500	ca 90	ca 30
Totalantalet registrerade förbundsavtal						572	572	572		670
Stor avtalsrörelse		X			X			X		

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Legala strejker och lockouter totalt*	5	2	7	8	5	3	10	3	1	2****
- varav strejker*	5	2	7	8	4	2	8	2	1	2****
Förbundsförhandlingar med konfliktvarsel**		15	46	47	11	4	47	41	0	2
Varsel i förbundsförhandlingar (MI)						3	40	23	0	2**
- varav fackliga						2	30	19	0	2
Förbundsförhandlingar med konfliktvarsel**	23	9	23	19	6	2	25	15	0	2
Verkställda konfliktåtgärder (förbundsförhandlingar)	8	4	8	7	2	1	7	1	0	2
- varav strejker (förbundsförhandlingar)	4	0	6	4	2	0	6	0	0	2
Förlorade arbetsdagar (förbundsförhandlingar)	28 852	0	36 180	6 192	2 845	0	10 079	0	0	7 527
MI-medlingar i förbundsförhandlingar **	27	10	23	25	5	2	20	15	0	2
Utlöpande förbundsavtal	550	90	ca 500	>520	54	40	484	465	29	ca 30
Under året ingångna förbundsavtal	550	153	ca 500	508	43	40	498	497	30	21
Totalantalet registrerade förbundsavtal	650	665	680	669	685	682	668	671	668	683
Stor avtalsrörelse	X		X	X			X	X		

	2020/21 ¹⁴	2020	2021	2022	2023	2024	2025
Legala strejker och lockouter totalt*	0	0	0	3	5	4	3
- varav strejker*	0	0	0	3	5	4	3
Förbundsförhandlingar med konfliktvarsel	20	10					
Varsel i förbundsförhandlingar (MI)	10	7	3	7	20	2	15 ¹⁵
- varav fackliga	10	7	3	6	17	2	15
Förbundsförhandlingar med konfliktvarsel**	9	7	2	6	17	2	15
Verkställda konfliktvarsel (förbunds-förhandlingar)	0	0	0	2	1	2	1
- varav strejker (förbunds-förhandlingar)	0	0	0	2	1	2	1
Förlorade arbetsdagar (förbunds-förhandlingar)	0	0	0	5 234	1 530	32 579	5 176
MI-medlingar i förbundsförhandlingar **	10	8	2	3	14	4	18
Utlöpande förbundsavtal	ca 500			31	470		510
Under året ingångna förbundsavtal	577		ca 90		460	56	549
Totalantalet registrerade förbundsavtal	744	744		655	655	622	622
Stor avtalsrörelse	X	X			X		X

GULMARKERAT Antal förbundsförhandlingar i vilka varsel utfärdats (antalet varsel kan vara högre eftersom det ibland förekommer flera varsel i anslutning till en och samma förbundsförhandling.

Remark: Number of notices in sectoral negotiations excluding sympathy conflicts.

* International/political strikes and local strikes against unorganized employers included. All legal strikes and lockouts (not only in sectoral bargaining)

** Number of sectoral negotiations (förbundsförhandlingar) with notices on strikes, lockouts, blockades or other industrial action.

*** If the conflict between the Swedish Dock Workers' Union (Svenska Hamnarbetarförbundet) and the Ports of Sweden (Sveriges Hamnar) is included, then the total number of notices in sectoral/company negotiations was no less than 206 of which 83 were announced by the employers. Of the 204 notices in the latter conflict, 86 were withdrawn. MI Yearbook 2019, p. 53.

**** Both labour conflicts (affecting dock workers and airplane pilots respectively) meant at the same time both strike and lockout.

Source: MI and *Varsel om stridsåtgärder på svensk arbetsmarknad 2019*. Stockholm: Svenskt Näringsliv 2020, p. 11 (figure 2).

Varsel om stridsåtgärder på svensk arbetsmarknad 2020. Stockholm: Svenskt Näringsliv 2021, p. 7 (figure 1).

¹⁴ Due to the covid-19 pandemic was the 2020 bargaining round delayed and extended into the beginning of 2021.

¹⁵ Antal förbundsförhandlingar i vilka varsel utfärdats.

Avtalstvister 2025 (samtliga Livs; se artikel i Mål & Medel nr 8 2025):

Varsel 28 januari matproducent (Naoi Group) i Vällingby: varsel om strejk och blockad, blockaden skjuts upp till 18/2, företaget går med i Livsmedelsföretagen sedan strejk och blockad utbrutit (pågick 18-21/2) (Mål & Medel 24/2 2025). Livs drar tillbaka varslet om blockad sedan företagens medlemskap i Livsmedelsföretagen trätt i kraft 1/3 (Livs.se 21/2 2025).

Varsel 19 mars Chokladfabrik i Malmö: varsel om strejk och blockad, företaget går med i Livsmedelsföretagen och Livs varsel dras tillbaka

Varsel 20 mars bageri i Helsingborg: varsel om strejk och blockad, företaget tecknar hängavtal med Livs som drar tillbaka varslet

Varsel 21 mars tobaksdistributör i Järfälla: varsel om strejk och blockad, företaget går med i Livsmedelsföretagen och Livs drar tillbaka varslet

Varsel 8 april bageri i Vadstena: varsel om strejk och blockad, företaget tecknar hängavtal med Livs som drar tillbaka varslet

Varsel 11 april bageri (Garbo Food) i Partille: varsel om strejk och blockad, företaget tecknar hängavtal med Livs sedan strejk brutit ut 28 april varefter facket 29 april drar tillbaka varslet om stridsåtgärder.

Varsel 21 maj Brundins bageri i Hägersten: varsel om strejk och blockad, stridsåtgärderna skjuts upp två gånger (till 17/6 och 19/6). De dras tillbaka 19/6 sedan företaget tecknat hängavtal.

Varsel 21 maj Söderbergs bageri i Hägersten: varsel om strejk och blockad, stridsåtgärderna skjuts upp till 17/6. De dras tillbaka 16/6 sedan företaget gått med i Livsmedelsföretagen.

Summa 8, varav 4 hängavtal och 4 medlemskap i Livsmedelsföretagen. 1 konfliktåtgärd (strejk och blockad).

Table H:6. Avtalstvister och nya avtal med enskilda företag 2006-2014

	2006	2007	2008	2009	2010	2011	2012	2013	2014
Avtalstvister	102	44	13	18	17	12	16	17	27
Konfliktvarsel	98	44	13	18	17	12	16	17	27
Verkställda konflikter	18	14	4	3	6	1	5	7	8
Nya hängavtal	3 906	-	5 159	3 397	4 035	5 071	4 245	3 845	3 324
- varav Unionen					554	643	666	470	470
- varav Byggnads					1 346	1 440	1 124	1 086	1 108
Nya medlemsföretag arbetsgivarorganisation						4 278	5 918	5 891	5 229
- varav avtal med Unionen							2 998	1 349	1 285
- varav med Handels					2 092	2 018	1 190	2 271	1 545
Summa nya avtal						9 349	10 163	9 736	8 553

Bland de utbrutna avtalskonflikterna (konflikter om att teckna kollektivavtal) märks:

Toppåret 2006 pågick LO:s ”Ordning- och reda”-kampanj och HRF:s avtalskampanj i Göteborg (ett 50-tal restauranger tecknade avtal, varav 19 efter varsel): 1 salladsbar, 1 Plymouthbröder i Småland, 1 byggföretag i Linköping.

2007: 1 salladsbar i Göteborg (fortsättning), minst 5 bekvämlighetsflaggade fartyg, 1 i Göteborgs hamn.

2008: 1 bekvämlighetsflaggat fartyg, 1 i Göteborgs hamn.

2009: 2 bekvämlighetsflaggade fartyg, 1 i Göteborgs hamn.

2010: 2 bekvämlighetsflaggade fartyg.

2012: 3 bekvämlighetsflaggade fartyg, 1 i Göteborgs hamn (Roro-företag).

2013: 1 bekvämlighetsflaggat fartyg, 1 Unionen, 2 Teaterförbundet.

2014: 4 bekvämlighetsflaggade fartyg, 1 i Göteborgs hamn, 1 Svea Exchange (Finansförbundet).

Anmärkning: Antalet nya hängavtal och anslutningar till arbetsgivarorganisation är något osäkra. En del är ofullständigt, men också en del dubbelräkningar förekommer.

Källa: Medlingsinstitutets årsrapporter.

Table H:7. Avtalstvister och nya avtal med enskilda företag 2015-2025

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Avtalstvister	25	12	2	8	2	10	8	10	20*	6**	8***
Konfliktvarsel	25	12	2	8	2	10	8	10	20	6	8
Verkställda konflikter	4	2	1	3	0	0	0	1	4	2	2
Förlorade arbetsdagar avtalstvister		288	2 405	0	0	0	11	6	1 965	13 138	16 331
Nya hängavtal	5 638	4 652	3 759	4 822	3 583	4 246	3 181	2 280	2 213	1 653	
- varav Unionen	525	473	-	514	605	1 739 ¹⁸	881	226	250	145	
- varav Byggnads	1 167	1 160		2 344 ¹⁶	784 ¹⁷	802	869	761	788	640	
Nya medlemsföretag arbetsgivarorganisation	6 078	6 950	10 874	10 663	10 935	14 042	9 346	8 003	10 728	8 162	
- varav avtal med Unionen	1 434	2 542									
- varav med Handels	1 598	1 664									
Summa nya avtal	11 716	11 602	14 633	15 485	14 518	18 288	12 527	10 283	12 941	9 815	

* Varav Livs 12 och bekvämlighetsflaggade fartyg 2. Andra fall: Klarna och Tesla.

¹⁶ Enligt Medlingsinstitutets årsrapport 2018 (sid. 49) är denna siffra för nya hängavtal ”i jämförelse med Byggnads egen siffra en mycket stor överskattning”. Bidragande är att två arbetsgivarorganisationer gick samman och då omregistrerades avtalen.

¹⁷ Byggnads uppger 975 tecknade hängavtal. Medlingsinstitutets årsrapport 2019, sid. 47.

¹⁸ Enligt Medlingsinstitutets årsrapport 2020 (sid. 61) förklaras en del av den höga siffran för Unionen av dubbelräkningar.

** Exklusive Tesla-konflikten som inleddes 2023. Två av de sex nya avtalstvister fördes av Livs (0 strejk, hängavtal), en av Elektrikerna (0 strejk, företaget gick med i Installationsföretagen), en av Sveriges Lärare (gymnasieskolan gick med i Almega Utbildning), två av SAC som ville ha egna avtal med företag där sådant redan fanns (två varsel och strejker vid samma företag, men utan resultat). Av de fem företagen som avtalstvister berörde hade ett redan kollektivavtal och i de fyra andra tecknades hängavtal i två fall medan företaget i de båda andra gick med i arbetsgivarorganisation.

*** Exklusive Tesla-konflikten. Åtta nya avtalstvister som alla fördes av Livs. Under perioden utlöstes två av de åtta strejkvarslen, i fyra fall gick företaget med i Livsmedelsföretagen (varav ett efter strejk) och i ytterligare fyra fall (varav ett efter strejk) tecknade företaget hängavtal med Livs.

Bland de utbrutna avtalskonflikterna (konflikter om att teckna kollektivavtal) märks:

2015: 1 bekvämlighetsflaggat fartyg.

2016: 1 i Göteborgs hamn.

2017: 1 i Göteborgs hamn.

2018: 1 bekvämlighetsflaggat fartyg, 1 Ryanastrejk.

2022: Elektrikerförbundets strejk som ersattes av nyanställningsblockad mot Järfälla Energi AB som installerar laddboxar och solceller. Det blev inget kollektivavtal i detta fall.

2023: 1 Teslastrejk (1 936 förlorade arbetsdagar) och 3 Livskonflikter (ca 30 förlorade arbetsdagar)

2024: En gymnasieskola gick med i Almega Utbildning efter konflikt.

2025: Endast en utlöst strejk/blockad. Livs var inblandad i samtliga 8 avtalstvister under året (exklusive Tesla).

Anmärkning: Antalet nya hängavtal och anslutningar till arbetsgivarorganisation är något osäkra. En del är ofullständigt, men också en del dubbelräkningar förekommer.

Källa: Medlingsinstitutets årsrapporter (antal nytecknade hängavtal 2006-2012 ur MI årsrapport 2019 sid. 47 och 2013-2022 ur MI årsrapport 2022 sid. 37) samt *Kollektivavtalstäckning och arbetsmarknadens organisationer* (Medlingsinstitutet 2024, 2025):

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Link to extra appendix (with the latest data):

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delete the word AMALG.

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