

organisation of Industry Series. II.

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The Position of the Rural Worker
in Industry - - - A. W. ASHBY.

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RUSKIN COLLEGE, OXFORD.

United Machine Workers' Association

OF

TURNERS, PLANERS, SHAPERS, BORERS, SLOTTERS, DRILLERS,
MILLING MACHINE, CAPSTAN HANDS, AND GENERAL MACHINE
WORKERS IN THE ENGINEERING, ELECTRICAL, SHIPBUILDING,
TEXTILE AND AGRICULTURAL MACHINE TRADE, WAGON, COACH,
BOILER SHOP, AND SHIPYARD MACHINE WORKERS.

*Established January 9th, 1842.
Registered under the Trades Union Acts, No. 820.*

AFFILIATED TO

*The Trade Union Congress,
The Federation of Engineering and Shipbuilding Trades,
and
The Labour Party.*

*Approved by the National Health Insurance Commissioners, No. 343, under
the National Insurance Act, Parts I and II.*

A hearty invitation is given to all Workers in the above branches of Trade to

**Join the Society which caters for Turners and
Machine-men only, and looks after their interests.**

We do so because, being confined to the Trade we have a clearer insight into and can better meet the requirements of our members by having no other interests to consider. Since the establishment of the U.M.W.A., in January, 1842, we have been enabled to improve the status of the Machine Worker into what is to-day recognised as being one of the Skilled Engineering Trades, and as such we claim all the rights and privileges that fully skilled craftsmen are entitled to, both in regard to wages and conditions of labour, equal to those workmen employed in other Skilled Engineering Trades. We can only attain that ideal by united effort, and therefore appeal to the Machine Workers to join our organisation and help us through combination to improve the conditions of Machine Workers generally, both in status as craftsmen and financially, by resisting any encroachment that the employers may make in trying to take from us the concessions and the advances that we have been enabled to obtain. There are a large number of men who are members of Labourers' Unions simply on account of the cheap contributions they have to pay, and at the same time they are reaping the special advantages obtained for them by the United Machine Workers' Association. Members of Labourers' Unions can only be recognised as labourers, and not as skilled machinemen. Therefore we appeal to you to become combined in the Society which caters for and looks after the interests of Turners and Machinemen ONLY. By joining our organisation you not only protect your interests by improving your industrial conditions, but also make provision against adversity and old age.

Further particulars may be obtained from—

R. H. COATES, General Secretary, 48, Plymouth Grove, Manchester.

139

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PAPERS

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With Criticisms.

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PREFATORY NOTE.

THE success of the Conference held at Oxford under the auspices of Ruskin College, in July, 1916, and the extensive demand for the published Report of its proceedings, seemed to justify the holding of a second conference at Bradford; and, as it is hoped to arrange for a number of other conferences from time to time, it has been decided to issue reports in a series entitled "The Reorganisation of Industry," of which this forms the second volume.

At Oxford the wish was expressed by more than one delegate that Rural Problems might form the subject of discussion on some future occasion, and two of the papers here printed—those by Mr. Orwin and Mr. Ashby—with the discussions to which they gave rise, are the outcome of this suggestion.

The inadequacy of British literature on "Scientific Management" and the growing importance of the subject will justify its inclusion in the programme of the Conference; and the usefulness of the discussion on Mr. Cole's paper was greatly enhanced owing to the fact that its opener is a well-known employer of labour, as those present were in this way enabled to hear the subject dealt with from the point of view of both employers and employed.

There is no need to emphasise the importance of the many problems connected with the subject of "Women in Industry," discussed in the paper by Dr. Marion Phillips.

The four papers, having been circulated beforehand amongst the delegates, were not read at the meetings, but the writers introduced their subjects by short speeches which have been here summarised instead of being printed verbatim, in order to avoid repetition.

Ruskin College, of course, does not hold itself responsible for all the views expressed, but it publishes this little book in the belief that it will be of service to those whose thoughts are already occupied with industrial reorganisation, and with the hope that it may encourage further study of the problems with which it deals.

H. SANDERSON FURNISS,

Principal of Ruskin College.

Oxford, April, 1917.