

ARE TRADE UNIONS OBSTRUCTIVE !

ARE TRADE UNIONS OBSTRUCTIVE ? AN IMPARTIAL INQUIRY

Under the joint editorship of

₹.

JOHN HILTON, M.A. Professor of Industrial Relations, Cambridge

> J. J. MALLON, LL.D. Warden of Toynbee Hall

SAM MAVOR, M.I.E.E.

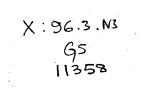
B. SEEBOHM ROWNTREE, C.H. SIR ARTHUR SALTER, K.C.B. FRANK D. STUART

Assisted by

VIDA M. S. HEIGHAM, M.A.

...

LONDON VICTOR GOLLANCZ LTD 1985



Printed in Creat Britain by The Camelot Press Ltd., London and Southampton

| CONTENTS | |
|---|--------|
| Introduction | page 7 |
| The Building Industry | 15 |
| The Coal Industry | 40 |
| The Cotton Industry | 57 |
| The Dock Industry | 87 |
| The Electrical Industry | 129 |
| The Engineering Industry | 187 |
| The Furniture Industry | 167 |
| The Glass Industry | 191 |
| The Iron and Steel Industry | 204 |
| The Printing Industry | 217 |
| The Railway Industry | 258 |
| The Shipbuilding Industry | 272 |
| Textiles : Woollen and Worsted Industry | 297 |
| To Sum Up | 811 |
| Index | 887, |

CONTENTS

ABSENTEEISM, 49, 54

Advertisements, 281, 240, 245, 252

Allied Association of Bleachers, Dyers, Printers and Finishers, 59 Altogether Builder Labourers, 17

Amalgamated Association of Building Trade Workers, 17

Amalgamated Association of Card and Blowing Room Operatives, 61, 66 — membership, 60

Amalgamated Association of Operative Cotton Spinners and Twiners, 60, 66, 74, 77

Amalgamated Engineering Union, 43, 188, 148, 144, 151, 154, 156, 159, 161, 168, 165, 378, 286

--- membership, 189

Amalgamated Moulders' and Kindred Industries Trades Union, 165 Amalgamated Society of Brassworkers, 165

Amalgamated Society of Dyers, Bleachers, Finishers and Kindred Trades, 60

Amalgamated Society of Farriers and Blacksmiths, 165

Amalgamated Society of India Rubber, Cable, and Asbestos Workets, 180 Amalgamated Society of Railway Vehicle Builders, Wheelwrights, Carpenters and Mechanics, 165

Amalgamated Society of Scale, Beam and Weighing Machine Makers, 185 Amalgamated Society of Wood-cutting Machinists, 165, 168

Amalgamated Society of Woodworkers, 17, 278

Amalgamated Union of Building Trade Workers, 147

Amalgamated Union of Upholsterers, 165, 168

Amalgamated Weavers' Association, 60, 74, 76

- membership, 60

Apprenticeship in :

- Building industry, 19-90, 28-80

Coal industry, 48

- Cotton industry, 68, 74-5

Dock industry, 94, 116

- Electrical industry, 181-9, 185

- Engineering industry, 141, 154-5, 161

- Furniture industry, 170-1, 178-9, 188

- Glass industry, 198-5, 200

- Iron and Steel industry, 209, 218

Printing industry, 290-9, 287-8 *

- Railway industry, 258

Shipbuilding industry, 278, 289-90, 295

- Woollen and Worsted industry, 301-3, 805

Ashton List, 68

Xo

Associated Biacksmiths, Forge and Smithy Workers' Society, 165 Associated Society of Locomotive Engineers and Firemen, 255, 259, 261 Association of Engineering and Shipbuilding Draughtemen, 165

BALDWIN, STANLEY, 275 Barr, John, C.B.E., 284 Benn, Sir Ernest, 29 Birmingham Operative Tinplate, Sheet Metal Workers' and Braziers' Society, 165 Boilermakers' and Iron and Steel Shipbuilders' Society, 138, 168, 165, 278, 286, 290, 293 Bolton List, 68, 73 "Bonus term," 46 Booth, Sir Alfred, 103 Bradford Dyers' Association Ltd., 59 British Federation of Master Printers, 217, 229 Building industry, 15-89, 137 — principal trades in, 16 Building industry Coucil of Review, 15, 21, 25, 27, 87

CABLE MAKERS' ASSOCIATION, 180, 181 Cable making, 129, 184 Call times, 99, 106, 119 Call money, 281, 244 Casual labour in : --- Dock industry, 98-4, 114, 116, 126-7 - Printing industry, 282, 244-5 Census of Production, 1980, 272 Chief Registrar of Friendly Societies, 189 Civil Engineering-relation to Building trade, 41, 66 Civil Research Committee, 159 **Cleveland Iron Masters' Association, 205** Coal industry, 40-56, 204 Coal-cutting machinery, 44, 51 Coal porters, 90 Coal trimmers, 108-9 Cole, G. D. H., 42 Communists, 48, 181 **Conciliation machinery in : Building industry**, 18 _ Electrical industry, 180 Iron and Steel industry, 207-8, 216 Printing industry, 218-19 Railway industry, 256-7 Woollen and Worsted industry, 299 Contracting-electrical, 129 Coppersmiths' Society, 145 Coppersmiths, 147

Cost of living :

--- effect on wages in Building industry, 24

- and wages in Printing industry, 229

- and wages in Railway industry, 260

--- and wages in Woollen and Worsted industry, 808

Cotton industry, 57-86

- principal trades in, 57

Cotton Spinners and Manufacturers' Association, 58

Cotton Yam Association, 78

Court of Investigation, 1925 (Woollen and Worsted), 297, 299, 808, 805 Czecho-Slovakian glazs, 191

- furniture, 167

" DEAD " HOURS, 99, 120

Demarcation in :

-- Building industry, 21-4, 81-2, 88

- Coal industry, 48

Cotton industry, 65, 76

---- Dock industry, 96-7, 117

--- Electrical industry, 189-8, 185

--- Engineering industry, 145-9, 157, 161

- Furniture industry, 178, 181

--- Glass industry, 195, 200

--- Iron and Steel industry, 209

- Printing industry, 228-6, 242-8

Railway industry, 259

-- Shipbuilding industry, 279-80, 290-1

- Woollen and Worsted industry, 802

Demarcation Committee :

- Building industry, 21

- Shipbuilding industry, 280

Derating, 275

f

Differential payments, 100

Displacement principle, 285, 294

Disputes in Cotton industry, 1982, 61

Disraeli, Benjamin, 85

Dook industry, 87-128

" Dookers' tanner," 112

EDWARDS, G. TRISTRAM, 272

Eight Hours Act, 1908, 55

Electrical industry, 129-86

Electrical Trades Union, 48, 180, 181, 188, 184, 185, 188, 142, 185

Electrotyping and Stereotyping Trade Employers' Federation, 287

Employers' Federation of Bleachers, 59

Employers' Federation of Dyers and Finishers, 59

Engineering industry, 187, 166, 385

-- principal trades in, 138

Engineering and Allied Employers' Federation, 188, 189, 159, 162, 205 Engineering Joint Trades Movement, 189, 149 Engravers' Union, 64

FEDERATION OF ENGINEERING AND SHIPBUILDING TRADES, 189, 256, 278 Federation of Calico Printers, 59 Federation of Cotton Yarn Bleachers, Dyers and Sizers, 59 Federation of Master Cotton Spinners' Associations Ltd., 58, 66 Finishing trades, 57, 59, 60 64, 65, 67, 69–70, 78, 77–8 Finnsh furniture, 187 Finit-glass makers, 191, 198 Furness-Withy contract, 277 Furniture industry, 107–90 — principal trades, 167

GENERAL IRON FITTERS' ASSOCIATION, 165 General Jabour unions, 180, 143, 193 General printing, 217, 222, 224, 227, 227, 287, 246 General Union of Associations of Loom Overlookers, 60 Generation—electrical, 129 George Spence's Industrial Union, 48 German shipbuilding, 276 Glass industry, 191–203 — principal trades in, 191 Glass bottle making, 192, 194, 195 Gloucester Docks and Canal Co., 88 Government regulations in Coal industry, 44, 47 Great. Western Railway Company, 254 Grid, The, 129 Guaranteed day, 261–8, 266–7, 270

HEAVING ENGINEERING, 162-5 High Wycombe and District Furniture Manufacturers' Federation, 168 Holland, trade unionism in, 379 — elassification of workers in, 281 Hot-water engineers—demarcation disputes, 21 Hours, working, per week in :

- Building industry, 24
- Coal industry, 49
- Cotton industry, 66, 77
- --- Dock industry, 98
- Electrical industry, 188, 186
- Engineering industry, 149
- --- Furniture industry, 169
- --- Glass industry, 195-6
- --- Iron and Steel industry, 209-10
- Printing industry, 227
- Railway industry, 262. (See also Guaranteed day.)
- Shipbuilding industry, 280, 291
- Woollen and Worsted industry, 804, 806, 810

Housing Act, 1924, 19

. . ê

2.44

IMPORT DUTIES ADVISORY COMMITTEE, 280 Improvers, 171

Incorporated Engineers' Institute, 180 Industrial Court (Railways) Decision, No. 728, 255-6 Institute of Civil Engineers (London), 187 Insured persons in :

- Building industry, 15

- Coal industry, 40

- Cotton industry, 57

- Electrical industry, 129

Engineering industry, 187

--- Furniture industry, 167

- Glass industry, 191

- Iron and Steel industry, 205

Printing industry, 217

Railway (shopmen), 255

Shipbuilding industry, 278

--- Woollen and Worsted industry, 296

Iron and Steel industry, 187, 188, 204-16 — principal trades in, 204

" Iron and Steel Trades, Special Review of," 160 Iron and Steel Trades Confederation, 168, 205, 206 Iron and Steel Trades Employers' Association, 205 Iron, Steel and Metal Dressers' Trade Society, 165 Italian furniture, 167

JAPANESE COTTON INDUSTRY, 62, 64

Joiners-demarcation disputes, 22

Joint Inquiry into Foreign Competition and Conditions in the Shipbuilding industry, 376, 379-80, 381, 385, 387-9, 391

Journal of the Royal Statistical Society, 82

" LEARNER," 801

Lieu work-in heavy engineering, 164

"Lighterage "--- in Port of London, 90, 110-12, 192-4

Lithgow, Sir James, 274

Liverpool Docks scheme-first year's working of, 127

Lodges, 48

London Furniture Trade Federation, 168

London Metropolitan Railway, 254

London, Midland and Scottish Railway Company, 254

London newspaper trade, 200, 216, 217, 224, 228, 231, 233, 233-4, 239-40, 244-5, 248, 250-1, 252

London and North Eastern Railway Company, 254

London Ocean Shipowners' Group, 89

London School of Printing, 237

London Society of Compositors, 218, 228, 280, 297, 239, 345

Looms :

- automatic, 86, 804, 808

- Lancashire, 71

- number per weaver, 71, 80, 81-2, 84

*

Ludlow type-casting machine, 288, 247

MacMILLAN, LORD, 278, 802, 808 Macmillan Report, 800, 808, 805 Maintenance workers in :

--- Glass industry, 194, 195-6

- Iron and Steel industry, 208, 209, 212 Management in :

- Building industry, 27-8

- Coal industry. 44

- Cotton industry, 85-6

Engineering industry, 147, 150, 153, 159, 160

- Furniture industry, 186-8

Iron and Steel industry, 215

- Printing industry, 226-7, 248

--- Railway industry, 268-70

- Woollen and Worsted industry, 808

Managerial Functions Agreement, 140, 142, 162

Manchester Chamber of Commerce, 57

Manchester Ship Canal, 88

Manning of machines, 149-51, 158, 177, 197, 201, 211, 218, 282-4, 242, 246-8, 261, 284-5, 298-4, 296, 804

Masons-demarcation disputes, 22

Mass production, 187-8

Master lightermen, 90

Master stevedores, 89

Mersey Docks and Harbour Board-functions, 88

Metropolitan District Railway, 254

Middleman in :

- Cotton industry, 88 /n

- Woollen and Worsted industry, 808

Midland Iron and Steel Wages Board, 207

Mining Association of Great Britain, The, 41

Miners' Federation of Great Britain, 42, 44, 47, 49, 51, 58, 55

Miners' Welfare Fund, 58

Minimum Wage Act, 1912, 55

Ministry of Labour-general wage levels compared with pre-war, 264

Mobile vans, 224, 289

Motor Car industry, 285

NATIONAL AMALGAMATED FURNISHING TRADES ASSOCIATION, 165, 168, 181, 184

National Amalgamated Labourers' Union of Great Britain and Ireland, 166 National Amalgamated Stevedores and Dockers, 91

National Amalgamated Union of Enginemen, Firemen, Mechanics, Motormen and Electrical Workers, 165

National Association of Operative Plasterers, 17 National Association of Unions in the Textile Trades, 298 National Brass and Metal Mechanics, 165 1 National Builder Labourers and Constructional Workers' Society, 17 National Confederation of Employers' Organisations, 298 National Decorators' and Cutters' Society, 192 National Electrical Federation, 180, 181, 184 National Federation of Building Trades Employers, 16 National Federation of Building Trades Operatives, 16, 17, 17 fn, 28, 81, 84, 256 National Federation of Colliery Deputies', Examiners' and Firemen's Associations, 48 National Federation of Colliery Enginemen and Boilermen, 48 National Federation of Colliery Mechanics, 48 National Federation of Furniture Trades, 168 National Federation of General Workers, 256 National Federation of Glass Workers, 192, 200 National Federation of Iron and Steel Manufacturers, 205 National Federation of Plumbers and Domestic Engineers (Employers), 16 National Federation of Slate Merchants, Slaters and Tilers, 16 National Flint Makers' Society, 192, 200 National Joint Council for the Building industry, 18, 18 fn, 19, 24 National Joint Council for the Dock industry, 91 National Joint Council for the Electrical industry, 180 National Joint Council for the Furniture industry, 186 National Joint Council for the Glass industry, 198 National Joint Council for the Printing industry, 219 National Joint Council for the Woollen and Worsted industry, 299 National Shipbuilders' Security Ltd., 277 National Society of Coppersmiths, Braziers and Metalworkers, 166 National Society of Electrotypers and Stereotypers, 218, 238, 287, 241 - membership, \$17 fn National Society of Operative Printers and Assistants (" Natsopa "), 218, 224, 227, 282, 284, 289, 248 National Society of Painters, 17 National Society of Woolcombers, 299, 804, 807 National Union of Blast Furnacemen, Ore Miners, Coke Workers and Kindred Trades, 206 National Union of Clerks, 166 National Union of Distributive and Allied Workers, 198, 199 National Union of Foundry Workers, 166 National Union of General and Municipal Workers, 17, 60, 91, 188, 144, 156, 165, 200, 286 National Union of Journalists, 218 National Union of Lift and Crane Workers, 166 National Union of Printing, Bookbinding and Paper Workers, 218, 245 National Union of Railwaymen, 255, 256, 259, 261 National Union of Sheet Metal Workers and Domestic Engineers, 166 National Union of Stove, Grate and General Metal Workers, 166 National Union of Textile Workers, 60, 298 National Union of Vchicle Builders, 166

National Wages Board-Railways, 254, 256, 257 /n. 264, 268 National Wool (and Allied) Textile Industrial Council, 299 Navvies', Builders', Labourers' and General Labourers' Union. 166 Newspaper Proprietors' Association, 217, 229 Newspaper Society, 217, 229, 282

Newspaper trade unions, 158 New Union of Glass Workers and Kindred Trades, 192 Night work in :

- Cotton industry, 67, 78
- Dock industry, 104-5
- Engineering industry, 149
- Printing industry, 220

Non-union labour, 186, 141-2, 155, 172, 180-1, 198, 199, 219-20 Northern Counties Textile Trades Federation, 59 Northern Furniture Trades Federation, 168 Northern United Enginemen's Association, 166

OLDHAM LIST, 68, 79

" One staff, one paper," 224, 240 Operative Bleachers', Dyers' and Finishers' Association, 60 Operative House and Ship Painters, 166 Operative Mule and Ring Spindle Makers' Society, 168 **Output** in :

- Building industry, comparison with pre-war level, 26-7, 86, 89
- Coal industry, comparison with pre-war level, 40
- Cotton industry, comparison with pre-war level, 70

- Shipbuilding industry, comparison with pre-war level. 274
- Shipbuilding industry, per man, 292

Output, restriction of, in :

- Engineering industry, 151-2, 158-9, 162
- -- Furniture industry, 177-8
- Glass industry, 197-8, 201
- Printing industry, 285-6, 246
- Outside erection, 148

Overtime, continuous, rule regarding, 110, 122-8 Overtime in :

- --- Coal industry: 49-50, 58
- -- Cotton industry, 66-7, 77-8, 84
- Dock industry, 102–106, 119, 128
- Electrical industry, 188–4
- --- Engineering industry, 149, 157-8, 164-5
- Furniture industry, 174-5, 182-8, 189
- Glass industry, 196
- Printing industry, 227-8
- Railway industry, 260
- --- Shipbuilding industry, 281
- Woollen and Worsted industry, 804, 806-7

PAINTERS—qualifications of, 20, 81 Piccadilly Underground Railway Station, 86 Piece rates in :

- --- Coal industry, 41, 50, 54
- Cotton industry, 68-70, 79-80, 88
- Dock industry, 100-2, 121
- Furniture industry, 169, 175, 185
- Iron and Steel industry, 210, 218-14
- Printing industry, 280
- Shipbuilding industry, 286
- Piece work in :
 - ---- Building industry, 25-6, 88-5, 88
 - Coal industry, 50
 - Cotton industry, 68-70
 - Dock industry, 100, 121
 - Electrical industry, 184
 - --- Furniture industry, 175-7, 184-6
 - Glass industry, 196, 201
 - Iron and Steel industry, 210, 218-14
 - Printing industry, 280-1, 245
 - Railway industry, 261
 - --- Shipbuilding industry, 282-8, 285-6, 292-8

Pig iron trade, 204, 209, 214

Plating-equads, 286, 298

Plasterers :

- demarcation disputes, 29, 88
- --- limitation of entry to, 20, 29-80
- piece work, 84-5

Plumbers', Glasiers' and Domestic Engineers' Union, 17

Plumbers-qualifications, 17, 182

Plumbing, Heating and Domestic Engineering Confederation, The, 33 Plumber's Trade and Training, The, 17 fn, 29

Ports-ownership of in Great Britain, 87-8

Port of London Authority, 88, 119

- functions, 88

Port of London Registration Committee, 114 Port of Manchester, 88

Port Labour Inquiry Committee, 114

Printing, 217-52

a rancing, arri-oa

- principal trades in, 918

Printing and Kindred Trades Federation, 218

Promotion by seniority-Railways, 259-60, 267-8, 271

Provincial Press, 217, 220, 221, 234, 228, 230, 240, 249

Public Works and Constructional Operatives' Union, 168

Public works contracting-concerns engaged in, 15

RAILWAY CLEARING HOUSE, 255 Railway Clerks' Association, 255 Railway industry, 258–271 Railway industry, principal trades in, 254-5

---, total staff employed, 255

Railway shopmen, 255-6

Railways Act, 1921, 254, 268

Railways :

— clerical staff, 254

- conciliation staff, 254-5, 262

Railways-" The Case of the Four Group Railways for a Reduction in Labour Costs," 264

Registration of dockers, 92, 114-17, 126-8

"Report of an Inquiry into Apprenticeship and Training," 63, 188, 141, 220, 229, 238, 301

"Report of an Inquiry into Casual Labour in the Merseyside Area," 89 /n, 95 fn, 127

Report of an Inquiry concerning Transport Workers, 92, 93, 121, 126

Report of the Departmental Committee on Accidents in Shipbuilding and Ship-repairing, 1924, 292 fn

Riveting squads, 288, 298

Robertson, T. Graham, K.C., 278

Rotary printing presses-staffing of, 234, 247

Royal Institute of British Architects, 28

Royal Commissions-in Coal industry, 44

Russian furniture, 167

SALTER REPORT. THE. 265, 270 Scottish Brassmoulders' Union, 166 Scottish Furniture Manufacturers' Association. 168 Scottish Joint Advisory Committee-Furniture, 169 /n Scottish Painters' Society, 166 Scottish Union of Dock Labourers. 166 Shaw of Dunfermline, Lord, 91 Sheet and plate glass manufacturers, 192, 195, 202 /n Sheet Metal Workers' Union, 141, 146, 152 Sheffield steel trade, 204 Sheltered industry-building, 19, 88 Shipbuilding Employers' Federation, 272, 281, 282, 288 Shipbuilding industry, 187, 188, 140, 204, 272-96 Shin Constructors' and Shipwrights' Association, 166 Shipping industry, 272, 277 Ship-repairing, 281, 282, 288-9 Ship-welders, 278-9, 290 Ship's gangs, 96, 116 Society of Lithographic Artists, Designers, Engravers and Process Workers, 218 Society of Scale, Beam and Weighing Machinists. 166 South Wales Coal Owners' Association, 41 South Wales and Monmouthshire Steel Manufacturers' Association, 205 South Wales Siemen's Association, 205 Southern Railway Co., 254

Specialisation in :

- Building industry, 15, 19,

- Printing industry, 228

Spinning, 57, 58

Stand system, 94, 95, 126

" Stint," 51

Sunday work in :

Docks, 106, 122

- Railways, 262

TARIFFS and :

--- Cotton industry, 62

- Iron and Steel industry, 215

- Woollen and Worsted industry, 800

" Terms of Settlement," 189

Thames House, 86

Tillett, Ben, 119

Time and Progress Schedule, 97

Times Engineering Supplement, The, 160

Tinplate industry, 204, 207

Trade Facilities Act, The, 275

Trade-union membership :

- Building, 17

- Coal, 42-8

- Cotton, 60-1, 266

- Electrical, 180

- Engineering, 189 .

- Furniture, 168

- Glass, 192

- Iron and Steel, 206

- Printing, \$17

- Woollen and Worsted, 298

Transport and General Workers' Union, 17, 44, 90, 94, 101, 112, 188, 166, 206

Truck Acts, 76

" Tubes," The, 254

" Turn," 196, 198

Typographical Association, 218, 221, 228, 226, 286, 240

UNDER-EMPLOYMENT in :

- Cotton industry, 81, 84

- Dock industry, 98

Unemployment in :

- Building industry, 16

- Coal industry, 40

- Cotton industry, 57

- Dock industry, 115

- Engineering industry, 188

- Furniture industry, 167

- Glass industry, 191

- Iron and Steel, 905.

848

Unemployment in :

- Printing industry, 217

Railway industry, 255 fn ^{*}

- Shipbuilding industry, 274

Woollen and Worsted, 297

Unemployment Insurance, 255 fn, 265

Uniform List of Weaving Prices, 80

United French Polishers' London Society, 168

United Patternmakers' Association, 166

United Operative Plumbers' and Domestic Engineers' Association, 188, 144, 166

United Operative Spindle and Flyer Makers' Trade and Friendly Society, 166

United Metal Founders' Society, 166

United Textile Factory Workers' Association, 59

Universal List for Cards, 78

Universal List for Frames, 69

Upgrading, 143, 156, 209, 258, 294

Upholstery section of Furniture industry, 175, 176-7, 178, 184-5

VACUUM CLEANING, 64, 74

WAGE DISPUTES, 256-7, 264-5, 268-9, 800, 808, 806 Wage Index, 288-4 Wage rates in the :

--- Building industry, 24

- Cotton industry, 67, 80

Dock industry, 100

- Furniture industry, 169

- Glass industry, 196

- Iron and Steel industry, 210

- Printing industry, 229, 284

Watermen, Lightermen, Tugmen and Bargemen's Union, 90, 110, 122, 128 Weather-factor in Building industry, 15 Weavhg. 58

Welding :

--- electric, 278-9, 290

- oxy-acetylene, 146

West of Scotland Brass Turners', Fitters', Finishers' and Instrument Makers' Society, 166

Wharfingers, 89

Wharfingers' Group Joint Committee, 96

Wheelwrights' and Coachmakers' Operatives' Union, 166

Winding and General Engineers' Society, 166

Women, objection to employment of in :

- finishing trades, 65-6

- Furniture industry, 172

Woodworkers' Agreement, 149 /n

Wool Textile Employers' Council, 298

Woollen and Worsted industry, 297-810

- principal trades in 297-8

Woollen and Worsted Trades Federation, 298 Workers' Union, 166 Worsted Spinners' Federation, 298

. .

YORN MEMORANDUM, 140 fn Yorkshire Association of Power Loom Overlookers, 802 Yorkshire County Furniture Operatives' Federatioh, 168 Yorkshire Mineworkers' Association, 41 fn Yorkshire Miners' Federation, 58

ž

ZINC AND COPPER ROOFERS' AND GENERAL SHEET METAL WORKERS' SOCIETY, 166

8,49