

BRITISH METHODS OF INDUSTRIAL PEACE

A STUDY OF DEMOCRACY IN RELATION TO
LABOR DISPUTES

BY

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. . . I am a Jew! Hath not a Jew eyes? Hath not a Jew hands, organs, dimensions, senses, affections, passions, fed with the same food, hurt with the same weapons, subject to the same diseases, healed by the same means, warmed and cooled by the same winter and summer as a Christian is? If you prick us, do we not bleed, if you tickle us, do we not laugh, if you poison us, do we not die? And if you wrong us, shall we not revenge? If we are like you in the rest, we will resemble you in that.

WILLIAM SHAKESPEARE: *The Merchant of Venice*, Act 3, Scene 1.

. . . For ye, brethren, were called for freedom; only use not your freedom for an occasion to the flesh, but through love be servants one to another. For the whole law is fulfilled in one word, even in this: Thou shalt love thy neighbor as thyself. But if ye bite and devour one another, take heed that ye be not consumed one of another.

ST. PAUL: *The Epistle to the Galatians*, 5:13-15.

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The following work is an attempt to present the British methods of industrial peace as a whole, to describe the actual modes of operation of the various peace agencies, to determine the relative importance of each, and to indicate the possibilities of further progress toward increased efficiency and better and more democratic industrial relations admittedly among the urgent needs of to-day.

DUCKSOO CHANG

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APPENDIX

TABLE I

NUMBER OF CASES SETTLED BY GOVERNMENT AGENCIES

Year	Arbitration Settlements				Conciliation Settlements			Courts of Inquiry	
	No. 1	No. 2	No. 3	Total	No. 4	No. 5 ¹	Total	Inquiry	Tot
1920 ...	540*	73	15	628	11	275	286	6†	92
1921 ...	122	19	7	148	5	118	123	1	27
1922 ...	37	9	8	54	—	48	48	1	10
1923 ...	113	14	6	133	—	33	33	1	16
1924 ...	143	7	12	162	5	78	83	7	25
1925 ...	165	8	8	181	9	64	73	3	25
1926 ...	104	5	4	113	5	19	24	—	13
1927 ...	82	6	1	89	5	9	14	—	10
1928 ...	52	10	5	67	4	32	36	—	10
1929 ...	39	14	5	58	3	35	38	—	9
1930 ...	43	6	3	52	2	28	30	1	8
1931 ...	35	7	6	48	1	47†	48	—	9
1932 ...	28	5	1	34	—	2	2	—	3
Total ..	1,503	183	81	1,767	50	788	838	20	2,62

¹ Nos. 1-5 stand respectively for the Industrial Court, Single Arbitrators, Ad-Hoc Courts, Conferences presided over by an independent chairman appointed under the Conciliation Act, 1896, and Settlements reached by Efforts of Officers of the Ministry of Labor.

* Includes Decision No. 180A.

† Includes 4 settlements providing for reference to arbitration which are also included under arbitration settlements.

‡ One of the Courts was appointed in 1919 and reported in 1920; the number includes three cases of "investigation" conducted by the Ministry of Labor.

TABLE II

TOTAL NUMBER OF CASES SETTLED BY VARIOUS AGENCIES IN 1920-1932
AS CLASSIFIED BY TRADE GROUPS

Industry	Arbitration Cases ¹				Conciliation	Courts of Inquiry	Total
	No. 1	No. 2	No. 3	Total			
Building	50	8	—	58	89	2	149
Mining	10	12	4	26	37	4	67
Iron & Steel	28	23	40	91	16	—	107
Engineering & Shipbuilding	418	13	16	447	63	3	513
Other Metals	86	9	—	95	48	—	143
Textile	43	12	2	57	50	1	108
Clothing	9	3	—	12	28	—	40
Boots & Shoes	3	19	3	25	26	—	51
Railway Serv.	195	—	—	195	1	1	197
Transport	72	13	5	90	111	8	209
Paper Making & Printing	11	5	—	16	11	—	27
Woodworking	28	10	4	42	54	—	96
Bricks & etc.	10	5	—	15	20	—	35
Glass	5	—	—	5	17	—	22
Oil, Chemical, & etc. ..	30	5	—	35	21	—	56
Food, Drink, & etc. ..	36	14	—	50	103	—	153
Leather	2	—	—	2	10	—	12
Public Utility	182	25	2	209	38	—	247
Civil Service	186	1	—	187	—	—	187
Miscellaneous	99	6	5	110	106	1	217
Total	1,503	183	81	1,767	849*	20	2,636*

¹ Nos. 1-3 stand respectively for the Industrial Court, Single Arbitrators, and Ad-Hoc Courts of Arbitration.

* Fifteen cases are included under this heading, which are also included in the arbitration settlements as they were referred to arbitration under conciliation arrangements.

TABLE III

THE NUMBER OF STRIKES AND LOCKOUTS IN GREAT BRITAIN AND NORTHERN IRELAND
FOR THE 41 YEAR PERIOD, 1893-1933 ¹

Year	No. of Disputes	No. of Workers Affected (in thousand)	Working Days Lost (in thousand)
1893-1913 (21 years) ..	13,721	7,527	183,561
Percentage	%	%	%
1914-1918 (5 years) ...	51.02	31.63	30.77
Percentage	%	%	%
1919-1926 (8 years) ...	4.071	3.159	26,799
Percentage	15.14	13.21	4.49
1919-1926 (8 years) ...	6,471	11,069	356,540
Percentage	24.06	46.45	59.76
1927-1933 (7 years) ...	2,629	2,077	29,691
Percentage	9.78	8.71	4.98
Total	26,892	23,832	596,591
Percentage	%	%	%
Percentage	100.00	100.00	100.00

¹ *The 21st Abstract of Labor Statistics*, p. 125.

TABLE IV
STRIKES AND LOCKOUTS CLASSIFIED BY CAUSES ¹

Year	Wages	Hours of Labor	Employment of Particu- lar Persons	Other Working Conditions	Trade Unionism	Other Causes	Total
No. of Disputes							
1920	1,079	41	259	93	89	46	1,607
1921	560	31	91	40	24	17	763
1922	385	18	77	52	31	13	576
1923	353	16	87	52	91	29	628
1924	436	13	121	58	57	25	710
1925	305	15	141	54	72	16	603
1926	148	16	80	29	28	22	323
1927	165	22	68	22	26	5	308
1928	169	15	69	29	13	7	302
1929	224	12	107	40	40	8	431
1930	249	19	79	45	28	2	422
1931	232	33	84	52	18	1	420
1932	230	10	89	43	14	3	389
1933	188	4	90	44	24	7	357
No. of Workers Directly Involved (in thousands)							
1920	1,450	13	176	45	27	68	1,779
1921	1,705	10	23	14	7	11	1,770
1922	206	6	23	263	10	4	512
1923	147	6	24	43	105	18	343
1924	422	2	35	26	18	55	558
1925	275	9	57	22	31	7	401
1926	1,087	1	16	8	13	1,599	2,724
1927	31	13	29	5	6	6	90
1928	38	1	13	7	1	20	80
1929	440	4	25	7	15	2	493
1930	156	96	17	11	5	—	286
1931	239	24	16	140	5	—	424
1932	292	4	16	17	6	2	337
1933	46	—	34	26	5	3	114

¹ The 21st Abstract of Labor Statistics, p. 130.

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Date	Short Title	Reference
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1803	Cotton Arbitration Act (Scottish)	43 Geo. 3, c. 151
1804	Arbitration (Amendment) Act	44 Geo. 3, c. 87
1813	Cotton Arbitration Act (Irish)	53 Geo. 3, c. 75
1824	Arbitration (Masters and Workmen) Act ..	5 Geo. 4, c. 96
1837	Arbitration (Amendment) Act	7 Will. 4 & 1 Vict., c. 67
1845	Hosiery Act	8 & 9 Vict., c. 77
1845	Silkweavers Act	8 & 9 Vict., c. 128
1867	Councils of Conciliation Act	30 & 31 Vict., c. 105
1872	Arbitration (Masters and Workmen) Act ..	35 & 36 Vict., c. 46
1896	Conciliation Act	59 & 60 Vict., c. 30
1915	Munitions of War Act	5 & 6 Geo. 5, c. 54
1916	Munitions of War (Amendment) Act	5 & 6 Geo. 5, c. 99
1917	Munitions of War Act	7 & 8 Geo. 5, c. 45
1918	Wages (Temporary Regulation) Act	8 & 9 Geo. 5, c. 61
1919	Wages (Temporary Regulation Extension) Act	9 & 10 Geo. 5, c. 18
1919	Industrial Courts Act	9 & 10 Geo. 5, c. 69

2. *Trade Unions*

1800	Combination Act	39 & 40 Geo. 3, c. 106
1817	Seditious Meetings Act	57 Geo. 3, c. 19
1824	Combination Act	5 Geo. 4, c. 95
1825	Combination Act	6 Geo. 4, c. 129
1859	Molestation of Workmen Act	22 Vict., c. 34
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1876	Trade Union Amendment Act	39 & 40 Vict., c. 22
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1913	Trade Union Act	2 & 3 Geo. 5, c. 30

Date	Short Title	Reference
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1802	Health and Morals of Apprentices Act	42 Geo. 3, c. 73
1833	Factory Act	3 & 4 Will. 4, c. 103
1842	Lord Ashley's Act (Mines)	5 & 6 Vict., c. 99
1847	Factory (Ten Hours) Act	10 Vict., c. 29
1860	Regulation and Inspection of Mines Act	23 & 24 Vict., c. 151
1864	Factory (Dangerous Trades) Act	27 & 28 Vict., c. 48
1870	Elementary Education Act	33 & 34 Vict., c. 75
1872	Coal Mines Regulation Act	35 & 36 Vict., c. 76
1875	Public Health Act	38 & 39 Vict., c. 55
1878	Factory and Workshops (Consolidation) Act	41 Vict., c. 16
1880	Employers' Liability Act	43 & 44 Vict., c. 42
1885	Housing of the Working Classes Act	48 & 49 Vict., c. 72
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1897	Workmen's Compensation Act	60 & 61 Vict., c. 37
1900	Mines (Prohibition of Child Labor Under- ground) Act	63 & 64 Vict., c. 21
1900	Workmen's Compensation (Agriculture) Act	63 & 64 Vict., c. 22
1901	Factory and Workshops (Consolidation) Act	1 Edw. 7, c. 22
1902	Metropolitan Water Board Act	2 Edw. 7, c. 41
1904	Shop Hours Act	4 Edw. 7, c. 31
1906	Workmen's Compensation Act	6 Edw. 7, c. 58
1908	Old Age Pensions Act	8 Edw. 7, c. 40
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1911	Coal Mines (Consolidation Act)	1 & 2 Geo. 5, c. 50
1911	National Insurance Act	1 & 2 Geo. 5, c. 55
1912	Coal Mines (Minimum Wage) Act	2 Geo. 5, c. 2
1916	Police, Factories, etc., (Miscellaneous Provisions) Act	6 & 7 Geo. 5, c. 31
1916	New Ministries and Secretaries Act	6 & 7 Geo. 5, c. 68
1918	Trade Boards Act	8 & 9 Geo. 5, c. 32

Date	Short Title	Reference
1918	Maternity and Child Welfare Act	8 & 9 Geo. 5, c. 29
1919	Electricity (Supply) Act	9 & 10 Geo. 5, c. 100
1920	National Health Insurance Act	10 & 11 Geo. 5, c. 10
1920	Unemployment Insurance Act	10 & 11 Geo. 5, c. 30
1920	Mining Industry Act	10 & 11 Geo. 5, c. 50
1920	Employment of Women, Young Persons, and Children Act	10 & 11 Geo. 5, c. 65
1921	Education Act	11 & 12 Geo. 5, c. 51
1921	Railways Act	11 & 12 Geo. 5, c. 55
1924	Agricultural Wages (Regulation) Act	14 & 15 Geo. 5, c. 37
1925	Workmen's Compensation (Consolidation) Act	15 & 16 Geo. 5, c. 84
1925	Widows', Orphans', and Old Age Contribu- tory Pensions Act	15 & 16 Geo. 5, c. 70
1926	Mining Industry Act	16 & 17 Geo. 5, c. 28
1926	Electricity (Supply) Act	16 & 17 Geo. 5, c. 51
1930	Coal Mines Act	20 & 21 Geo. 5, c. 34
1931	Agricultural Marketing Act	21 & 22 Geo. 5, c. 42
1932	Wheat Act	22 Geo. 5, c. 24
1933	Children and Young Persons (Consolida- tion) Act	23 & 24 Geo. 5, c. 12
1933	London Passenger Transport Act	23 & 24 Geo. 5, c. 14
1934	Unemployment Act	24 & 25 Geo. 5, c. 29
1934	Cotton Manufacturing (Temporary Pro- visions) Act	24 & 25 Geo. 5, c. 30
1935	Special Areas (Development and Improve- ment) Act	25 Geo. 5, c. 1
1936	Railways Agreement Act	26 Geo. 5, c. 6

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V I T A

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