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ROYAL MEEKER, Commissioner

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LABOR AS AFFECTED BY THE WAR SERIES

# INDUSTRIAL UNREST IN GREAT BRITAIN

REPRINTS OF THE—

1. REPORTS OF THE COMMISSION OF INQUIRY INTO INDUSTRIAL UNREST
2. INTERIM REPORT OF THE RECONSTRUCTION COMMITTEE, ON JOINT STANDING INDUSTRIAL COUNCILS

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## PREFACE.

In compliance with a resolution adopted April 7, 1917, by the Council of National Defense, providing "that the complete reports of the committee appointed by the British Minister of Munitions to investigate conditions affecting the health and welfare of workers be edited so that the salient features thereof may be made applicable to the conditions pertaining in the United States, and printed in condensed form by the Department of Labor," four bulletins have been issued by the Bureau of Labor Statistics. The first (Bulletin 221) contains documents, official and unofficial, dealing with hours, fatigue, occupational diseases, and the provisions of the munitions of war act relating to labor disputes and the restoration of trade-union conditions after the war; the second (Bulletin 222) contains memoranda relating to welfare supervision and welfare work; the third (Bulletin 223) contains reprints of official and unofficial documents dealing with the employment of women and juveniles, and the fourth (Bulletin 230) contains official reports and memoranda relating to industrial efficiency and fatigue.

This bulletin (No. 237) is a reprint of the reports of the British Commission of Inquiry into Industrial Unrest and the interim report of the Reconstruction Committee on Joint Standing Industrial Councils. Although these reports were not issued by the British Health of Munition Workers Committee, and, therefore, are not covered by the resolution above quoted, they deal in such a vital way with labor problems growing out of the war as to warrant their publication along with the reports named specifically in the resolution quoted above.

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United States Commissioner of Labor Statistics.

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## APPENDIX.

The following questions were addressed by the reconstruction committee to the subcommittee on the relations between employers and employed in order to make clear certain points which appeared to call for further elucidation. The answers given are subjoined.

*Q. 1. In what classes of industries does the interim report propose that industrial councils shall be established? What basis of classification has the subcommittee in view?*

A. 1. It has been suggested that, for the purpose of considering the establishment of industrial councils, or other bodies designed to assist in the improvement of relations between employers and employed, the various industries should be grouped into three classes: (a) industries in which organization on the part of employers and employed is sufficiently developed to render the councils representative; (b) industries in which either as regards employers and employed, or both, the degree of organization, though considerable, is less marked than in (a) and is insufficient to be regarded as representative; and (c) industries in which organization is so imperfect, either as regards employers or employed, or both, that no associations can be said adequately to represent those engaged in the trade.

It will be clear that an analysis of industries will show a number which are on the border lines between these groups and special consideration will have to be given to such trades. So far as groups (a) and (c) are concerned, a fairly large number of trades can readily be assigned to them; group (b) is necessarily more indeterminate.

For trades in group (a) the committee have proposed the establishment of joint standing industrial councils in the several trades. In dealing with the various industries it may be necessary to consider specially the case of parts of industries in group (a) where organization is not fully developed.

*Q. 2. Is the machinery proposed intended to be in addition to or in substitution for existing machinery? Is it proposed that existing machinery should be superseded? By "existing machinery" is meant conciliation boards and all other organizations for joint conference and discussion between employers and employed.*

A. 2. In most organized trades there already exist joint bodies for particular purposes. It is not proposed that the industrial councils should necessarily disturb these existing bodies. A council would be free, if it chose and if the bodies concerned approved, to merge existing committees, etc., in the council or to link them with the council as subcommittees.

*Q. 3. Is it understood that membership of the councils is to be confined to representatives elected by employers' associations and trade-unions? What is the view of the subcommittee regarding the entry of new organizations established after the councils have been set up?*

A. 3. It is intended that the councils should be composed only of representatives of trade-unions and employers' associations, and that new organizations should be admitted only with the approval of the particular side of the council of which the organization would form a part.

**Q. 4. (a)** *Is it intended that decisions reached by the councils shall be binding upon the bodies comprising them? If so, is such binding effect to be conditional upon the consent of each employers' association or trade-union affected?*

**A. 4. (a)** It is contemplated that agreements reached by industrial councils should (whilst not of course possessing the binding force of law) carry with them the same obligation of observance as exists in the case of other agreements between employers' associations and trade-unions. A council, being on its workmen's side based on the trade-unions concerned in the industry, its powers or authority could only be such as the constituent trade-unions freely agreed to.

**Q. 4. (b)** *In particular, is it intended that all pledges given either by the Government or employers for the restoration of trade-union rules and practices after the war shall be redeemed without qualification unless the particular trade-union concerned agrees to alteration; or, on the contrary, that the industrial council shall have power to decide such question by a majority vote of the workmen's representatives from all the trade-unions in the industry?*

**A. 4. (b)** It is clearly intended that all pledges relating to the restoration of trade-union rules shall be redeemed without qualification unless the particular trade-union concerned agrees to alteration; and it is not intended that the council shall have power to decide such questions by a majority vote of the workmen's representatives from all the trade-unions in the industry.



## APPENDIX.

### CONTENTS OF OTHER BULLETINS RELATING TO LABOR IN GREAT BRITAIN AS AFFECTED BY THE WAR.

- Bulletin No. 221. Hours, fatigue, and health in British munition factories.
- Introduction.
  - Summary of the committee's conclusions.
  - Sunday labor (Memorandum No. 1).
  - Hours of work (Memorandum No. 5).
  - Output in relation to hours of work (Memorandum No. 12), reported by H. M. Vernon, M. D.
  - Industrial fatigue and its causes (Memorandum No. 7).
  - Sickness and injury (Memorandum No. 10).
  - Special industrial diseases (Memorandum No. 8).
  - Tetrachlorethane poisoning (report of the British medical inspector of factories).
  - Dope poisoning (leaflet issued by the British factory inspector's office).
  - Ventilation and lighting of munition factories and workshops (Memorandum No. 9).
  - Effect of industrial conditions upon eyesight (Memorandum No. 15).
  - British treasury agreement as to trade-union rules affecting restriction of output.
  - Munitions of war act, 1915, relating to labor disputes and restoration of trade-union conditions after the war.
  - Munitions of war (amendment) act, 1916.
  - Munitions tribunals (provisional), rules for constituting and regulating munitions tribunals in England and Wales.
  - Compulsory arbitration in munitions industry in France.
- Bulletin No. 222. Welfare work in British munition factories.
- Introduction.
  - Summary of committee's conclusions.
  - Legal regulation of welfare work in Great Britain.
  - Value of welfare supervision to the employer, by B. Seebohm Rowntree, director of welfare department, British ministry of munitions.
  - Welfare supervision (Memorandum No. 2).
  - Industrial canteens (Memorandum No. 3).
  - Canteen construction and equipment (Memorandum No. 6).
  - Investigations of workers' food and suggestions as to dietary (Memorandum No. 11).
  - Washing facilities and baths (Memorandum No. 14).
- Bulletin No. 223. Employment of women and juveniles in Great Britain during the war.
- Introduction.
  - Summary of the committee's conclusions.
  - Replacement of men by women in industry in Great Britain.

- ~~Checked~~  
~~the war concluded~~  
~~1918-19~~
- Bulletin No. 221. Employment of women and juveniles in Great Britain during the war.
- Statistics of employment of women in Great Britain in 1918.
- Employment of women in Great Britain (Memorandum No. 4).
- Migration of women's labor through the employment exchanges in Great Britain.
- Employment and remuneration of women in Great Britain—munitions orders.
- Output of munitions in France.
- Regulations as to wages of workers in munitions factories in France.
- Juvenile employment in Great Britain (Memorandum No. 13).
- Juvenile employment committees in Great Britain.
- Employment of women and boys in munition work in Italy.
- Bulletin No. 230. Industrial efficiency and fatigue in British munition factories.
- Introduction.
- Summary of the committee's conclusions.
- The comparative efficiencies of daywork and night work in munition factories.
- Introduction.
- Previous physiological observations.
- Methods of night work.
- Female labor.
- Male labor.
- Conclusions.
- The causes and conditions of lost time, by Thomas Loveday, M. A.
- Introduction.
- Sickness.
- Lost "quarters."
- Summary of conclusions.
- Incentives to work, with special reference to wages, with an appendix on wage systems.
- Incentives to work, with special reference to wages.
- Methods of remuneration.
- Instances of failure of wage systems to act as incentives.
- Summary.
- Further considerations.
- Appendix on wage systems.
- Systems of piece rates.
- Summary.
- Medical studies.
- Report on the health and physical condition of male munition workers, by Capt. T. H. Agnew, R. A. M. C.
- Inquiry into the health of women engaged in munition factories, by Janet M. Campbell, M. D., and Lillian E. Wilson, M. D.
- Medical certificates for munition workers (Memorandum No. 16).
- Health and welfare of munition workers outside the factory (Memorandum No. 17).