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**THE PROBLEM OF INDUSTRIAL
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THE PROBLEM OF
INDUSTRIAL RELATIONS
AND OTHER LECTURES

BY

HENRY CLAY, M.A.

PROFESSOR OF SOCIAL ECONOMICS IN THE UNIVERSITY OF MANCHESTER

"The subject is, in the highest degree, interesting to humanity, it is open to philosophical discussion, and I have taken no greater liberties than becomes a philosopher, a man, and an Englishman."

PRIESTLEY on *Government* (1768), p. vi.

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TO
E. D. SIMON

PREFACE

THE difficulties of the post-war years have dispelled the notion, once common, that industrial disputes are the private affair of the parties engaged in them. It may be doubted, however, whether the growing realisation of the public interests involved has brought with it a corresponding appreciation of the difficulties with which industry is faced. Strikes and lock-outs commonly raise more issues than they settle, and the public attention is apt to flag, once work is resumed. In the lectures and essays collected in this volume an attempt is made to clarify some of these issues, directly by analysing the problem of industrial relations itself, indirectly by examining certain factors in industry and in the distribution of wealth, by which that problem is conditioned.

The experience studied is mainly English. One of the subjects touched on, however, the problem of Government control of wages, I had the opportunity of studying systematically and in great detail—and in very happy collaboration with local investigators—in relation to the economic conditions of another country, South Africa. The reader who is interested will find the results in the Report of the Economic and Wage Commission (Cape Town, the Government Printers).

I wish to acknowledge my indebtedness and to express my thanks to the editors and others by whose permission some of the contents of the book are reprinted; to the Editors of the *Economic Journal* for III., V., and XI.; to the Editor of the *Manchester Guardian* for parts of IV. and VI.; to the Editor of *The Commercial* for part of VI.; to the Editor of *The Journal of Public Administration* for VIII.; to the Editor of the *Hibbert Journal* for XIV.; and to the Council of the Manchester Statistical Society for XIII. My acknowledgments and thanks are due also to my wife for her great help in preparing the book for publication.

THE UNIVERSITY,
MANCHESTER.

HENRY CLAY.

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