

# **A BIBLIOGRAPHY OF BRITISH INDUSTRIAL RELATIONS**

**G. S. BAIN and G. B. WOOLVEN**

**CAMBRIDGE UNIVERSITY PRESS**

**CAMBRIDGE**

**LONDON · NEW YORK · MELBOURNE**

# CONTENTS

---

PREFACE	page xiii	PERIODICAL TITLES AND ABBREVIATIONS	xv
---------	-----------	--	----

## Part One

### General

I. <i>Bibliographies, Guides, and Archival Sources</i>	9	IV. <i>The Industrial Relations System: General Works</i>	16
II. <i>Guides to and Nature of Statistical Sources</i>	12	A. Great Britain	16
III. <i>Nature and Study of the Subject</i>	12	B. Ireland	22

## Part Two

### Employees: Industrial Attitudes and Behaviour

I. <i>General</i>	23	III. <i>Absenteeism</i>	34
II. <i>Motivation and Morale</i>	31	IV. <i>Attitudes Towards Innovation and Change</i>	36

## Part Three

### Employee Organisation

I. <i>Craft Guilds and Livery Companies</i>	38	2. Mining and Quarrying	72
II. <i>Friendly Societies</i>	47	3. Manufacturing Industries	74
III. <i>Trade Unions and Professional Associations</i>	49	a. Food, Drink, and Tobacco	74
A. General	49	b. Chemicals and Allied Industries	74
B. Chronological Studies	57	c. Iron, Steel, and Other Metals	74
1. General	57	d. Engineering and Shipbuilding	74
2. Pre-1880	60	e. Textiles	75
3. 1880-1913	64	f. Clothing and Footwear	76
4. 1914-1938	66	g. Bricks, Pottery, Glass, and Cement	76
5. 1939-1970	67	h. Paper, Printing, and Publishing	77
C. Regional Studies	68	i. Other Manufacturing	78
1. England	68	4. Construction	78
2. Ireland	69	5. Gas, Electricity, and Water	79
3. Scotland	69	6. Transport and Communications	79
4. Wales	70	a. General	79
D. General Unions	70		
E. Studies of Particular Occupations and Industries	71		
1. Agriculture, Forestry, and Fishing	71		

b. Railways and London Transport	page 79	d. Police, Prison Officers, and Firemen	page 101
c. Road	80	F. Studies of Particular Groups	102
d. Sea	80	1. Immigrants	102
e. Port and Inland Water	80	2. Jews	102
f. Air	81	3. Women	102
g. Postal Services and Telecommunications	81	4. The Unemployed	103
7. Distributive Trades	81	5. Other	103
8. Insurance, Banking, and Finance	82	G. Growth, Structure, Government, and Administration	103
9. Professional and Scientific Services	82	1. General	103
a. General White-Collar and Professional	82	2. Federations	106
b. Accountancy	85	a. Trades Union Congress	106
c. Architecture	86	b. Irish Congress of Trade Unions	106
d. Education	87	c. Scottish Trades Union Congress	107
i. Primary and Secondary	87	d. Other	107
ii. Higher	89	3. Trades Councils	107
e. Legal Services	89	4. Mergers and Amalgamations	108
f. Librarians	90	5. Inter-Union Relations	108
g. Medical Services	91	6. Finances and Benefits	108
i. Doctors	91	7. Closed Shop and Check-Off	109
ii. Dentists	93	8. Leadership and Leaders	109
iii. Nurses	94	a. Leadership	109
iv. Other	94	b. Biographies, Autobiographies, and Memoirs	109
h. Professional Scientists and Engineers	95	i. Collections	109
i. Social Workers	97	ii. Individual Leaders	110
j. Other	97	g. Shop Stewards and Workshop Organisation	115
10. Miscellaneous Services	98	H. Political Action and the Labour Party	116
a. Domestic Service	98	I. Trade Unionism and Communism	119
b. Entertainment	98	J. Trade Unionism and Religion	120
11. Public Administration	99	K. Trade Unionism and International Affairs	122
a. General	99	L. Trade Union Education	123
b. National Government	99		
c. Local Government	101		

#### Part Four

##### Employers and their Organisation

I. <i>Employers' Associations</i>	124	B. Communications in Industry	137
II. <i>Personnel Management</i>	127	C. Supervision of Employees	139
A. General	127		

#### Part Five

##### Labour-Management Relations

I. <i>General</i>	142	B. Coal Mining	151
II. <i>Plant and Productivity Bargaining and Labour Utilisation</i>	146	C. Manufacturing Industries	152
III. <i>Collective Bargaining in Particular Occupations and Industries</i>	151	1. Food, Drink, and Tobacco	152
A. Agriculture, Forestry, and Fishing	151	2. Chemical and Allied Industries	152
		3. Iron, Steel, and Other Metals	152
		4. Engineering and Shipbuilding	153

5. Textiles	<i>page</i> 154		
6. Clothing and Footwear	154	e. Clothing and Footwear	<i>page</i> 174
7. Pottery, Timber, and Furniture	154	f. Bricks, Pottery, Glass, and Cement	175
8. Paper, Printing, and Publishing	154	g. Timber and Furniture	175
D. Construction	154	h. Paper, Printing, and Publishing	175
E. Gas, Electricity, and Water	155	4. Construction	175
F. Transport and Communications	155	5. Gas, Electricity, and Water	176
1. General	155	6. Transport and Communications	176
2. Railways and London Transport	155	a. General	176
3. Road	155	b. Railways	176
4. Sea	156	c. Road	177
5. Air	156	d. Sea	178
G. Distributive Trades	156	e. Port and Inland Water	178
H. Insurance, Banking, and Finance	156	f. Air	180
I. Professional and Scientific Services	156	g. Postal Services and Telecommunications	180
J. Public Administration	156	7. Distribution	180
1. General	156	8. Professional and Scientific Services	180
2. National Government	157	9. Miscellaneous Services	181
3. Local Government	157	10. Public Administration	181
4. Nationalised Industries	158	a. National Government	181
IV. <i>Industrial Conflict</i>	158	b. Local Government and the Police	181
A. General	158	c. Nationalised Industries	181
B. General Strikes	165	V. <i>Joint Consultation, Industrial Democracy, and Workers' Control</i>	182
C. The General Strike, 1926	165	A. General	182
D. International Comparisons	167	B. Co-operative Production, Co-partnership, and Profit-Sharing	191
E. Particular Occupations and Industries	168	1. Owenism	191
1. Agriculture, Forestry, and Fishing	168	2. Other	192
2. Mining and Quarrying	168	C. Guild Socialism	201
3. Manufacturing Industries	171	D. Other Schemes	204
a. Food, Drink, and Tobacco	171		
b. Iron, Steel, and Other Metals	171		
c. Engineering and Shipbuilding	172		
d. Textiles	174		

### Part Six

#### The Labour Force, Labour Markets, and Conditions of Employment

I. <i>General</i>	205	3. Industrial Training and Retraining	
II. <i>The Labour Force</i>	210	221	
A. Entry into Employment	210	a. Apprenticeship	221
1. General	210	b. Training and Development	224
2. Vocational Choice	211	i. General	224
B. Manpower Planning at Firm and Industry Level	213	ii. Particular Occupations and Industries	228
1. General	214	iii. Supervisors and Managers	231
2. Recruitment, Selection, and Placement	215	C. The Level and Structure of Employment	234
a. General	216	234	
b. Particular Occupations and Industries	217	1. General	234

2. Regional Distribution of Employment	page 239	4. Manufacturing Industries	page 305
3. Occupational and Industrial Distribution of Employment	242	a. Food, Drink, and Tobacco	305
a. Agriculture, Forestry, and Fishing	242	b. Chemicals and Allied Industries	306
b. Mining, Manufacturing, and Construction	243	c. Iron, Steel, and Other Metals	306
c. Transport and Distribution	245	d. Engineering and Ship-building	306
d. White-Collar and Professional	245	e. Textiles	308
i. Teachers	245	f. Clothing and Footwear	309
ii. Scientists and Engineers	247	g. Bricks, Pottery, Glass, and Cement	309
iii. Medical	249	h. Timber and Furniture	309
iv. Other	250	i. Paper, Printing, and Publishing	309
e. Public Administration	251	j. Other Manufacturing	309
f. Other	252	5. Construction	309
4. Female Employment	252	6. Gas, Electricity, and Water	310
5. Youth Employment	259	7. Transport and Communications	311
6. Employment of Older Workers	261	a. Railways and London Transport	311
7. Employment of the Disabled	262	b. Road	312
D. The Level and Structure of Unemployment	263	c. Sea	312
1. General	263	d. Port and Inland Water	312
2. Types and Measurement	272	e. Air	313
3. Unemployment and Technological Change	273	f. Postal Services and Telecommunications	313
4. Chronological Studies	274	8. Distributive Trades	313
5. Regional Studies	275	9. Insurance, Banking, and Finance	314
a. Comparative	275	10. Professional and Scientific Services	314
b. Particular Regions	275	a. General White-Collar, Managerial, and Professional	314
6. Occupational and Industrial Studies	277	b. Educational Services	315
7. Studies of Particular Aspects and Groups	278	i. General	315
E. Labour Mobility	279	ii. Primary and Secondary	316
1. General	279	iii. Higher	317
2. Immigration	281	c. Medical and Dental Services	318
3. Emigration	283	i. General	318
4. Internal Migration	285	ii. Doctors	319
5. Labour Turnover	288	iii. Nurses	319
6. Private Labour Exchanges	290	iv. Other	320
III. <i>Wages and the Distribution of Income</i>	291	d. Religious Organisations	320
A. General	291	e. Other	320
B. Definitions and Measurement	296	11. Miscellaneous Services	321
C. Chronological Studies	296	12. Public Administration	322
D. Regional Studies	300	a. General	322
1. Comparative	301	b. National Government	322
2. Particular Regions	301	c. Local Government	323
E. Occupational and Industrial Studies	302	d. Police, Firemen, and Prison Officers	323
1. Comparative	302	F. Women's Wages and Equal Pay	324
2. Agriculture, Forestry, and Fishing	303	G. Payment Systems	325
3. Mining and Quarrying	304		

H. Income Distribution	page 331		
IV. <i>Conditions of Employment</i>	336		
A. General Conditions of Work	336		
1. General	336		
2. Social Surveys	346		
a. General	346		
<sup>o</sup> b. Mayhew	347		
c. Booth	347		
d. Rowntree	347		
e. New Survey of London Life and Labour	348		
f. Other	348		
3. Particular Occupations and Industries	348		
a. Agriculture, Forestry, and Fishing	348		
i. Agriculture and Forestry	348		
ii. Fishing	352		
b. Mining and Quarrying	353		
i. Coal	353		
ii. Other	356		
c. Manufacturing Industries	357		
i. Food, Drink, and Tobacco	357		
ii. Engineering, Shipbuilding, and Metal Manufacture	357		
iii. Textiles	359		
iv. Leather and Fur	360		
v. Clothing and Footwear	360		
1. Clothing	360		
2. Footwear	360		
vi. Bricks, Pottery, Glass, and Cement	361		
vii. Timber and Furniture	361		
viii. Paper, Printing, and Publishing	361		
ix. Other Manufacturing	362		
d. Construction	362		
e. Transport and Communications	363		
i. Railways and London Transport	363		
ii. Road	364		
iii. Sea	365		
iv. Port and Inland Water	365		
v. Postal Services and Telecommunications	367		
f. Gas, Electricity, and Water	367		
g. Distributive Trades	367		
h. Insurance, Banking, and Finance	368		
i. Professional and Scientific Services	page 369		
i. General White-Collar and Professional	369		
ii. Educational Services	369		
iii. Medical Services	370		
iv. Other	371		
Miscellaneous Services	372		
i. Domestic Service	372		
ii. Entertainment	373		
iii. Other	373		
k. Public Administration	374		
i. General	374		
ii. National Government	374		
iii. Local Government	375		
iv. Police, Prison Officers, and Firemen	375		
4. Particular Groups and Problems	376		
a. Sweating	376		
b. Women	378		
i. General	378		
ii. Particular Occupations and Industries	380		
c. Children and Youth	381		
i. General	381		
ii. Particular Occupations and Industries	384		
iii. Education	385		
d. The Unemployed: Conditions and Relief	387		
i. General	387		
ii. Labour Colonies and Other Employment Schemes	389		
e. Prison Labour	393		
B. Hours	393		
1. General	393		
2. Overtime	395		
3. Shift Work	396		
C. Fringe Benefits and Other Conditions	397		
1. General	397		
2. Holidays and Vacations	398		
3. Sick Pay	398		
4. Unemployment Pay	399		
5. Pensions	399		
6. Health and Welfare Schemes	403		
7. Other	404		
D. Safety, Health, and Welfare	404		
1. General	404		
2. Particular Occupations and Industries	409		

**Part Seven****The State and its Agencies**

I. <i>General</i>	page 414	B. Safety, Health, and Welfare	page 458
II. <i>Royal Commissions</i>	420	1. General	458
A. Royal Commission on the Organization and Rules of Trade Unions and Other Associations, 1867-69	420	2. Particular Groups	467
B. Royal Commission on Labour Laws, 1874-75	421	a. Young Workers	467
C. Royal Commission on Labour, 1891-94	421	b. Women Workers	469
D. Royal Commission on Trade Disputes and Trade Combinations, 1903-06	421	C. Hours	470
E. Royal Commission on Trade Unions and Employers' Associations, 1965-68	421	VI. <i>Regulation of Wages and Salaries</i>	473
III. <i>The Department of Employment and its Predecessors</i>	423	A. Early Wage Regulation	473
A. United Kingdom	423	B. Modern Incomes Policies	474
B. Eire	424	C. Wages Councils and Minimum Wage Legislation	482
IV. <i>Regulation of Manpower</i>	424	D. Fair Wages Resolutions	489
A. General	424	E. Equal Pay for Women	489
B. General Level of Employment	426	VII. <i>Regulation of Friendly Societies, Trade Unions, and Employers' Associations</i>	489
C. War and Reconstruction	432	A. Friendly Societies	489
1. First World War	432	B. Trade Unions	490
2. Second World War	438	1. General	490
3. National Service	441	2. Legal Status	492
D. Labour Mobility	441	3. Government and Administration	494
1. Vocational Guidance Services	441	4. Political Action	495
2. Employment Services	442	C. Employers' Associations	496
a. Employment Exchanges	442	VIII. <i>Regulation of Collective Bargaining and Industrial Conflict</i>	496
b. Youth Employment Service	444	A. Collective Agreements	496
3. Regional Manpower Planning	446	B. Strikes and Lockouts	496
4. Industrial Manpower Planning and the Selective Employment Tax	448	C. Conciliation, Arbitration, and Inquiry	498
5. Redundancy Payments	448	IX. <i>Employment and Social Security</i>	501
E. Training and Retraining	449	A. The Development of Social Security	501
1. General	449	1. General	501
2. Industrial Training Boards and Government Training Centres	450	2. Poor Law	502
3. Disabled Workers	450	a. General	502
V. <i>Regulation of Terms and Conditions of Employment</i>	452	b. 'Old'	504
A. Individual Employee-Employer Relationship	452	c. 'New'	506
1. General	452	d. Scotland	521
2. Discipline and Dismissal	457	e. Ireland	522
		3. Early National Insurance Schemes	522
		4. The Beveridge Report	526
		5. Post-Beveridge Developments	529
		B. Particular Aspects	533
		1. Unemployment Benefit	533
		2. Sickness Benefit	540
		3. Industrial Injury and Workmen's Compensation	543
		4. Pensions	553