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Trade Union Growth and Recognition

by
George Sayers Bain

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TRADE UNION GROWTH AND RECOGNITION
With Special Reference to White-Collar Unions in Private Industry

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KEY TO ABBREVIATIONS

ABT	Association of Building Technicians.
ACTT	Association of Cinematograph, Television and Allied Technicians.
AEU	Amalgamated Engineering Union.
AScW	Association of Scientific Workers.
ASSET	Association of Supervisory Staffs, Executives and Technicians.
BISAKTA	British Iron, Steel and Kindred Trades Association. This union is also referred to as the Iron and Steel Trades Confederation.
BISMA	British Iron and Steel Management Association.
CAWU	Clerical and Administrative Workers' Union.
CSEU	Confederation of Shipbuilding and Engineering Unions.
DATA	Draughtsmen's and Allied Technicians' Association.
EEF	Engineering Employers' Federation.
FSMBS	Foremen and Staff Mutual Benefit Society.
IDT	Industrial Disputes Tribunal.
IOJ	Institute of Journalists.
ISTC	Iron and Steel Trades Confederation. This union is also referred to as the British Iron, Steel and Kindred Trades Association.
JIC	Joint Industrial Council.
NACSS	National Association of Clerical and Supervisory Staffs. This is the white-collar section of the Transport and General Workers' Union.
NATSOPA	National Society of Operative Printers and Assistants. This union has just recently merged with the National Union of Printing, Bookbinding and Paper Workers to form the Society of Graphical and Allied Trades.
NEJTM	National Engineering Joint Trades Movement.
NPA	Newspaper Proprietors Association.
NUBE	National Union of Bank Employees.
NUGMW	National Union of General and Municipal Workers.
NUJ	National Union of Journalists.
NUPBPW	National Union of Printing, Bookbinding and Paper Workers. This union has just recently merged with the National Society of Operative Printers and Assistants to form the Society of Graphical and Allied Trades.
PKTF	Printing and Kindred Trades Federation.
SOGAT	Society of Graphical and Allied Trades.
TGWU	Transport and General Workers' Union.
TUC	Trades Union Congress.
USDAW	Union of Shop, Distributive and Allied Workers.

Great Britain—refers to England, Wales, and Scotland.

United Kingdom—refers to England, Wales, Scotland, and Northern Ireland.

APPENDIX A

The Growth of White-Collar Unions Affiliated to the TUC, 1948-1964

Union	*1948*	*1955*	*1964*	*% Increase 1948–64*	*Ranking by % Increase 1948–64*	*% Increase 1955–64*	*Ranking by % Increase 1955–64*
A. PURELY WHITE-COLLAR UNIONS[g]							
(1) Assoc. of Broadcasting Staff (1962–3)[a]	(4,936)[b]	(7,424)	10,359	+109·9	6	+ 39·5	10
(2) Assoc. of Building Technicians	3,950	2,000	2,000	− 49·4	42	0·0	29
(3) Assoc. of Cinematograph, Television and Allied Technicians[e]	7,788	6,734	12,114	+ 55·6	13	+ 79·9	3
(4) Assoc. of Correctors of the Press	1,424	1,549	1,185[c]	− 16·8	35	− 23·5	42
(5) Assoc. of Post Office Controlling Officers (1953–4)	(7,654)	10,863	14,259	+ 86·3	10	+ 31·3	14
(6) Assoc. of Scientific Workers	14,606	11,786	20,061	+ 37·3	19	+ 70·2	5
(7) Assoc. of Supervisory Staffs, Executives and Technicians	15,800	16,501	35,588	+125·2	2	+115·7	2
(8) British Actors' Equity Assoc.	9,904	9,238	11,874	+ 19·9	23	+ 28·5	15
(9) British Airline Pilots' Assoc.	1,105	1,620	2,827	+155·8	1	+ 74·5	4
(10) Clerical and Administrative Workers' Union	38,493	53,148	79,177	+105·7	7	+ 49·0	8
(11) Civil Service Clerical Assoc.	153,458	146,847	146,324	− 4·7	31	− 0·4	30
(12) Customs and Excise Federation (1963–4)	(3,507)	(4,327)	3,519	+ 0·3	29	− 18·7	38
(13) Draughtsmen's and Allied Technicians' Assoc.	45,049	58,803	65,893	+ 46·3	16	+ 12·1	22
(14) Electrical Power Engineers' Assoc.	10,317	15,149	22,612	+119·2	3	+ 49·3	7
(15) Engineer Surveyors' Assoc.	1,000	1,580	2,112	+111·2	5	+ 33·7	12
(16) Film Artistes' Assoc.	1,782	891	2,344	+ 31·5	20	+163·1	1
(17) General Union of Associations of Loom Overlookers	5,200	6,012	4,800	− 7·7	32	− 20·2	40
(18) Greater London Council Staff Assoc. (1955–6)	(4,993)	10,381	10,807	+116·4	4	+ 4·1	27
(19) Guild of Insurance Officials	17,306	18,323	17,107	− 1·2	30	− 6·6	35
(20) Health Visitors' Assoc.	2,948	3,597	4,318	+ 46·5	15	+ 20·0	19

Union	*1948*	*1955*	*1964*	*% Increase 1948–64*	*Ranking by % Increase 1948–64*	*% Increase 1955–65*	*Ranking by % Increase 1955–64*
(21) Inland Revenue Staff Federation	35,178	36,048	40,615	+ 15·5	25	+ 12·7	21
(22) Managers' and Overlookers' Society	1,900	2,030	1,921	+ 1·1	28	− 5·4	34
(23) Medical Practitioners' Union	4,534	4,616	5,645	+ 24·5	21	+ 22·3	17
(24) Merchant Navy and Airline Officers' Assoc.	11,000	12,000	18,300	+ 66·4	12	+ 52·5	6
(25) Ministry of Labour Staff Assoc.	14,248	11,607	11,733	− 17·7	36	+ 1·1	28
(26) Musicians' Union	25,600	28,039	35,596	+ 39·1	18	+ 27·0	16
(27) National and Local Government Officers' Assoc. (1963–4)	(175,508)	(235,597)	338,322	+ 92·8	9	+ 43·6	9
(28) National Assoc. of Theatrical and Kine Employees[e]	31,126	25,040	20,512	− 34·1	39	− 18·1	37
(29) National Coal Board Labour Staff Assoc. (1956–7)	—	(303)	404	+ 46·9[d]	14	+ 33·3	13
(30) National Union of Bank Employees	28,583	47,277	56,224	+ 96·7	8	+ 18·9	20
(31) National Union of Commercial Travellers	541	372	301	− 44·4	41	− 19·1	39
(32) National Union of Co-operative Officials	7,165	8,064	8,588	+ 19·9	24	+ 6·5	23
(33) National Union of Insurance Workers	46,018	38,725	37,355	− 18·8	37	− 3·5	33
(34) National Union of Journalists	10,684	13,365	17,933	+ 67·9	11	+ 34·2	11
(35) National Union of Press Telegraphists	1,246	1,455	1,515[c]	+ 21·6	22	+ 4·1	26
(36) Professional Footballers' Assoc. (1954–5)	(2,580)	2,173	2,160	− 16·3	34	− 0·6	31
(37) Radio Officers' Union	5,300	4,528	3,489	− 34·2	40	− 23·0	41
(38) Retail Book, Stationery and Allied Trades Employees' Assoc.	3,117	2,980	3,164	+ 1·5	27	+ 6·2	24
(39) Society of Technical Civil Servants	6,750	8,112	9,790	+ 45·0	17	+ 20·7	18
(40) Television and Screen Writers' Guild (1963–4)	—	—	1,038	—	—	—	—
(41) Transport and Salaried Staff Assoc.	88,978	87,560	78,896	− 11·3	33	− 9·9	36
(42) Variety Artistes' Federation (1950–51)	(5,300)	3,392	3,538	− 33·3	38	+ 4·3	25
(43) Yorkshire Assoc. of Power Loom Overlookers	1,600	1,800	1,785	+ 11·6	26	− 0·8	32

Union	*1948*	*1955*	*1964*	*% Increase 1948–64*	*% Increase 1955–64*
B. PARTIALLY WHITE-COLLAR UNIONS[f]					
(1) Amalgamated Engineering Union	n/a		719		
(2) Chemical Workers' Union	n/a		300†		
(3) Civil Service Union	9,000†		16,251	+ 80·6	
(4) Confederation of Health Service Employees	25,000†		40,000†	+ 60·0	
(5) Electrical Trades Union	n/a		2,248	—	
(6) Fire Brigades' Union	n/a		1,000†	—	
(7) Iron and Steel Trades Confederation	4,774		9,039	+ 89·3	
(8) National Assoc. of Colliery Overmen, Deputies and Shotfirers	29,500		26,503	− 10·2	
(9) National Society of Operative Printers and Assistants	6,846		12,250	+ 78·9	
(10) National Union of General and Municipal Workers	6,805		12,303	+ 80·8	
(11) National Union of Mineworkers	n/a		21,000†	—	
(12) National Union of Printing, Bookbinding and Paper Workers	n/a		2,000†	—	
(13) National Union of Public Employees	10,000†		30,000†	+200·0	
(14) National Union of Railwaymen	n/a		10,000†	—	
(15) Post Office Engineering Union	16,500		20,000	+ 21·2	
(16) Tobacco Workers' Union	n/a		202	—	
(17) Transport and General Workers' Union	27,620		56,541	+104·7	
(18) Union of Post Office Workers	11,240		22,254	+ 98·0	
(19) Union of Shop, Distributive and Allied Worker	n/a		260,000†	—	

Union	1948	1955	1964	% Increase 1948–64	% Increase 1955–64
C. SUMMARY					
(1) Actual Membership of Purely White-Collar Unions	653,698	714,205	1,168,104	+ 78·7	+ 63·6
(2) Adjusted Membership of Purely White-Collar Unions	858,176	961,856	1,168,104	+ 36·2	+ 21·4
(3) Actual Membership of Partially White-Collar Unions	398,393*	446,960*	542,610	+ 36·2*	+ 21·4*
(4) Adjusted Membership of Partially White-Collar Unions	398,393*	446,960*	542,610	+ 36·2	+ 21·4*
(5) Actual Total TUC Membership	7,937,091	8,263,741	8,771,012	+ 10·5	+ 6·1
(6) Adjusted Total TUC Membership	8,147,134	8,513,382	8,771,012	+ 7·7	+ 3·0
(7) Actual Membership of Manual and Partially White-Collar Unions	7,283,393	7,549,536	7,602,908	+ 4·4	+ 0·7
(8) Adjusted Membership of Manual and Partially White-Collar Unions	7,288,958	7,551,526	7,602,908	+ 4·3	+ 0·7
(9) Actual Membership of Purely and Partially White-Collar Unions	1,052,091*	1,161,165*	1,710,714	+ 62·6*	+ 47·3*
(10) Adjusted Membership of Purely and Partially White-Collar Unions	1,256,569*	1,408,816*	1,710,714	+ 36·2*	+ 21·4*
(11) Actual Manual Membership	6,885,000*	7,102,576*	7,060,298	+ 2·5	− 0·6
(12) Adjusted Manual Membership	6,890,565*	7,104,566*	7,060,298	+ 2·5	− 0·6
(13) Actual Membership of Purely White-Collar Unions as a Percentage of Actual Total TUC Membership	8·2	8·6	13·3		
(14) Actual Membership of Purely and Partially White-Collar Unions as a Percentage of Actual Total TUC Membership	13·2*	14·0*	19·5		

NOTES TO APPENDIX A

The symbol "—" indicates that the union was not in existence at that date.

The symbol "n/a" indicates that the figure is not available.

* This indicates that the figure in question has been estimated on the assumption that the white-collar membership of the partially white-collar unions grew at the same rate as the adjusted membership of the purely white-collar unions.

[a] Dates in brackets following a union's name indicate the year it affiliated to the TUC if this occurred after 1948.

[b] Brackets around a membership figure indicate that it was not affiliated to the TUC in that year. In every case such membership figures were obtained from the unions concerned. These figures are excluded from the "actual" totals given in Part C of the table but are included in the "adjusted" totals.

[c] The 1963 membership figures for both the Association of Correctors of the Press and the National Union of Press Telegraphists were repeated for 1964. Both these organizations merged with the National Graphical Association during 1964 and their individual membership figures were not available.

[d] Percentage calculated on the basis of the 1951 figure.

[e] Both the ACTT and NATKE have a few manual workers in membership, but these are so few (around 200–300 in each organization) that these unions have been classified with the purely white-collar unions.

[f] The membership figures of all the partially white-collar unions, except for the ISTC, were obtained from the individual unions. The method by which the ISTC's membership figures were derived is explained in the notes to Table 15.

[g] Since this table was prepared five more purely white-collar unions have affiliated to the TUC: the Society of Telecommunication Engineers (7,154), the Customs and Excise Preventive Staff Association (2,600), the County Court Officers' Association (4,725), the Association of Teachers in Technical Institutions (25,000), and the Prison Officers' Association (10,313).

Figures marked with a "†" are estimates made by the union concerned.

APPENDIX B

NOTES TO TABLE 18, THE EXTENT OF THE RECOGNITION PROBLEM IN GREAT BRITAIN

Source :

Unless otherwise noted, all the figures for manufacturing industries were derived from " Administrative, Technical and Clerical Workers in Manufacturing Industries ", *Ministry of Labour Gazette,* LXXIII (January, 1965), p. 30 (hereafter referred to as Source I), and those for non-manufacturing industries were derived from " Estimated Numbers of Employees (Employed and Unemployed) in Great Britain and the United Kingdom at June, 1964 ", *Ministry of Labour Gazette,* LXXIII (February, 1965), pp. 60–1 (hereafter referred to as Source II).

[a]These figures have been rounded to the nearest tenth ; the sums of the constituent items may not, therefore, agree with the totals shown.

[b]Derived from unpublished Board of Trade data.

[c]This figure was obtained by taking 60 per cent of the white-collar labour force employed in the engineering and electrical goods, vehicles, and marine engineering industries. (Arthur Marsh in *Industrial Relations in Engineering,* p. 3, estimates that the member-firms of the Engineering Employers' Federation employ about 60 per cent of the total engineering labour force.) The white-collar labour force of the Marine Engineering industry was separated from that of the Shipbuilding and Marine Engineering industry given in Source I on the basis of information contained in " Occupations of Employees in Manufacturing Industries ", *Ministry of Labour Gazette,* LXXII (December, 1964), p. 495, Tables 5 and 6 (herafter referred to as Source III).

[d]The white-collar labour force of Newspaper and Periodical Printing and Publishing was separated from the total white-collar labour force given for Paper, Printing and Publishing in Source I on the basis of the distribution of total employment within Paper, Printing and Publishing given in Source II.

[e]Derived from data concerning this industry given in Sources I and III.

[f]Derived from unpublished Board of Trade data.

[g]This is the residual left after the white-collar labour force of Newspaper and Periodical Printing and Publishing was subtracted from that of Paper, Printing and Publishing. See n. d.

[h]This figure was obtained by taking 40 per cent of the white-collar labour force employed in the engineering and electrical goods, vehicles, and marine engineering industries. See n. c.

[i]Derived from data concerning this industry given in Sources I and III.

[j]The recognition problem in this industry is generally confined to non-federated firms and white-collar workers.

[k]The recognition problem is concentrated in the private sector of this industry.

[l]Most private clubs and head offices in this industry refuse to recognise unions.

[m]The recognition problem is particularly acute in the poultry processing industry. A large number of individual employers in these industries also refuse to recognise unions.

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