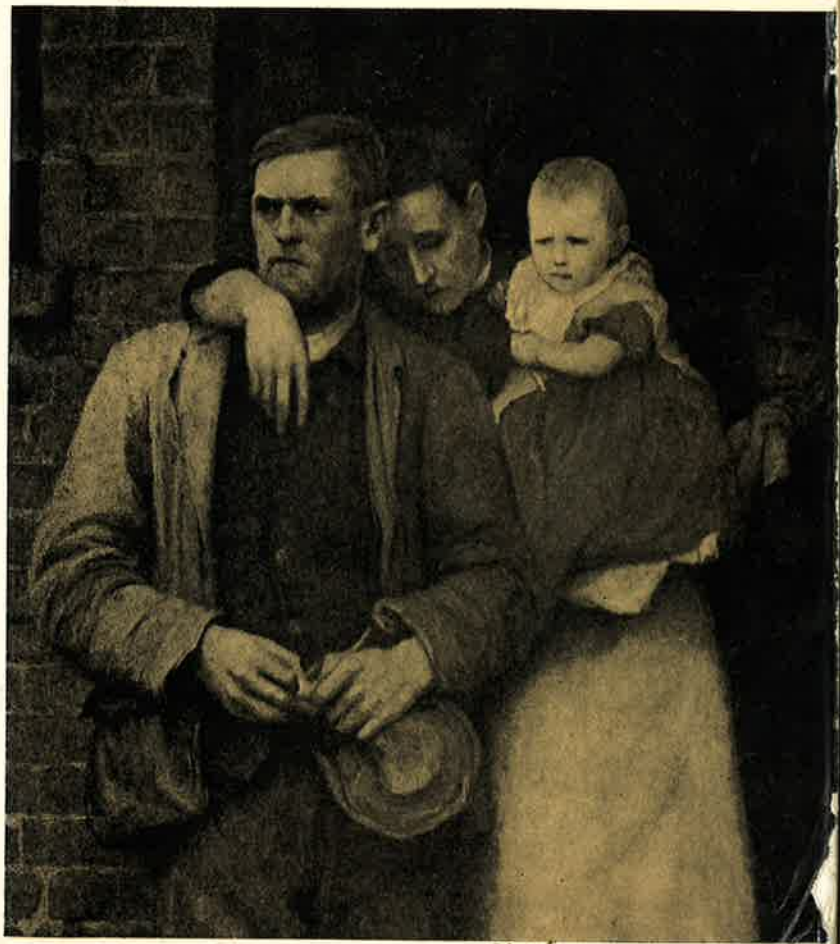
# The Growth of British Industrial Relations

E H Phelps Brown



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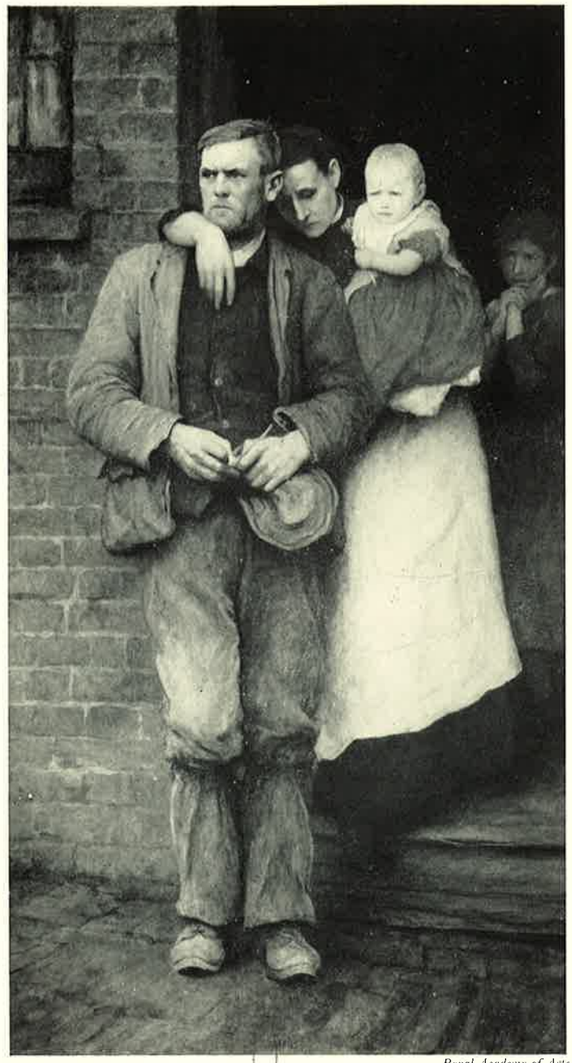

*Royal Academy of Arts*

'On Strike', by Sir Hubert von Herkomer R.A., 1891

# THE GROWTH OF BRITISH INDUSTRIAL RELATIONS

*A study from the standpoint of 1906–14*

BY

E. H. PHELPS BROWN

PROFESSOR OF THE ECONOMICS OF LABOUR IN
THE UNIVERSITY OF LONDON

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# CONTENTS

| CHAPTER | | PAGE |
|---|---|---|
| | ACKNOWLEDGMENT | ix |
| | SYNOPSIS | xi |
| | INTRODUCTION | xxxv |
| I. | THE CONDITION OF THE PEOPLE | 1 |
| II. | THE CONDITIONS OF WORK | 56 |
| III. | THE DEVELOPMENT OF INDUSTRIAL RELATIONS | 114 |
| IV. | THE DEVELOPMENT OF PUBLIC POLICY | 177 |
| V. | INSTITUTIONS AND PROCEDURES IN 1906 | 216 |
| VI. | STRIFE 1906–14 | 294 |
| VII. | SEQUEL AND SURVEY | 344 |
| | BIOGRAPHICAL NOTES | 368 |
| | APPENDIX ON SOURCES | 380 |
| | INDEX | 393 |

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# BIOGRAPHICAL NOTES

WILLIAM ABRAHAM ('MABON'), 1842–1922. Miner. Organized South Wales miners. Miners' chairman of Joint Sliding Scale Association, 1875–1902. M.P., 1885–1920. Signatory of minority report, Royal Commission on Labour, 1891–4. First president of S. Wales Miners' Federation, 1898.

DAME ADELAIDE ANDERSON, 1863–1936. Clerk to Royal Commission on Labour, 1891–4. H.M. Inspector of Factories, 1894, and Principal Lady Inspector, 1897–1921.

JOSEPH ARCH, 1826–1919. Warwickshire farm worker. Organizer of National Agricultural Labourers' Union: secretary, 1872; later, President. M.P., 1892–1902.

G. R. ASKWITH, 1861–1942. (Sir George, 1911; Lord Askwith, 1919.) Barrister. Worked with Sir Henry James (q.v.). Gave evidence for nine days on trade union law to Royal Commission on Trade Disputes, 1903–6. Aug. 1907, brought in by Lloyd George to Railway Dept. of Board of Trade. Jan. 1909, Comptroller-General of Labour Dept. Chief Industrial Commissioner, 1911–19. Chairman of Industrial Council, 1911.

H. H. ASQUITH, 1852–1928. M.P., 1886–1918, 1920–24. Home Secretary 1892–5. Chancellor of the Exchequer, Dec. 1905–Apr. 1908; Prime Minister, 1908–16.

DR E. AVELING, 1851–98. Advanced Socialist lecturer and writer; professor of comparative anatomy at London Hospital; m. daughter of Karl Marx.

ERNEST AVES, 1857–1917. Sociologist and writer. Co-operated with Charles Booth. Commissioner, Home Office, to investigate Australian and New Zealand wages boards, 1907–8. Special enquiries, Board of Trade, 1909–11. Chairman of first Trade Boards.

A. J. BALFOUR, 1848–1930. M.P., 1884–1922. Conservative leader, 1891–1911. Prime Minister, 1902–5.

GEORGE BARKER, 1858–1936. South Wales miner. Served seven years in Army. District Miners' Agent, 1909. Delegate to T.U.C., 1909–17. Executive Council of S. Wales Miners' Federation, 1910. Executive of Miners' Federation of Great Britain, 1911. For eighteen years on S. Wales Conciliation Board. M.P., 1920–9.

GEORGE N. BARNES, 1859–1940. Scots engineer. Executive of Amalgamated Society of Engineers, 1889. Its general secretary, 1896–1908. Labour Representation Committee, 1900. M.P., 1906–18. Chairman, Parliamentary Labour Party, 1910.

MICHAEL BASS, 1837–1909. Brewer, Burton-on-Trent. M.P., 1865–86, when raised to the Peerage.

LADY (FLORENCE) BELL, *c.* 1855–1930. Wife of Sir Hugh Bell, ironmaster. Stepmother of Gertrude Bell, Arabian traveller.

RICHARD BELL, 1859–1930. S. Wales railwayman. Organizing Secretary of Amalgamated Society of Railway Servants, 1891; General Secretary 1897–1910. Parliamentary Committee, T.U.C., 1899, 1902–9. M.P., 1900–10. Chairman, T.U.C., 1903. Officer of Employment Exchanges, 1910–24.

WILLIAM BEVERIDGE, b. 1879. Member of central (Unemployed) body, London; and chairman, Employment Exchanges Committee, 1905–8. Board of Trade, 1908. Director of Labour Exchanges and in charge of Employment Department, 1909–16. Published *Unemployment: a Problem of Industry*, 1909. Director of London School of Economics, 1919–37. Report on Social Insurance, 1942.

ERNEST BEVIN, 1881–1951. Born in Somerset. Farmer's boy in Devon. Kitchen boy, van boy, tram conductor, and van driver, in Bristol. Secretary to carmen's branch, Dockers' Union; assistant national organizer, Dockers' Union, 1913. First General Secretary of Transport and General Workers Union, 1922–46. M.P., 1940–51. Minister of Labour and National Service, 1940–5. Foreign Secretary, 1945–51.

ROBERT BLATCHFORD, 1851–1943. Served in Army. Journalist. Became a socialist, 1889. Started *The Clarion*, 1891.

MARGARET BONDFIELD, 1873–1953. Shop assistant. Investigated conditions in London shops, 1896. Assistant Secretary to Shop Assistants' Union, 1898–1908. Chief woman officer to National Union of General and Municipal Workers, 1921–38. M.P., 1923–4, 1926–31. Minister of Labour, 1929–31.

CHARLES BOOTH, 1840–1916. Liverpool shipowner and sociologist. Conducted inquiries published as *Life and Labour of the People of London*, 1891–1903.

ARTHUR BOWLEY, 1869–1957. Statistician. Joined London School of Economics, 1895. First professor of statistics of London University, 1919.

LORD BRASSEY, 1836–1918. Son of Thomas Brassey the railway contractor. M.P., 1868–86. Author of *Work and Wages*, 1872; *Foreign Work and English Wages*, 1879.

HENRY BROADHURST, 1840–1911. Stonemason, and leader of

Operative Stonemason's Society. Secretary of Parliamentary Committee of Trades Union Congress, 1875–Feb. 1886 and Sept. 1886–90. M.P., 1880–92, 1894–1906. Under Secretary in Home Department in Gladstone's administration, 1886.

JOHN BURNS, 1858–1943. London engineer. Joined Amalgamated Society of Engineers, 1879, Social Democratic Federation, 1883. Parliamentary Committee, T.U.C., 1890, 1893–4; its Chairman, 1893. M.P., 1892–1918. President of Local Government Board, 1906–14; of Board of Trade, 1914 until declaration of war.

THOMAS BURT, 1837–1922. Miner. General Secretary of Northumberland Miners' Association, 1865–1913. M.P., 1874–1918. President of T.U. Congress, 1891. Parliamentary Secretary to the Board of Trade, 1892–5.

SIDNEY BUXTON, 1858–1934. M.P. for Poplar, 1886–1914. Helped settle London dock strike, 1889. Postmaster General, 1905–10. President of Board of Trade, 1910–14. Governor General of South Africa, 1914–20.

SIR H. CAMPBELL-BANNERMAN, 1836–1908. M.P., 1868–1908. Chief Secretary for Ireland, 1884. Secretary of State for War, 1886 and 1892–5. Liberal leader, 1899. Prime Minister, Dec. 1905–Apr. 1908.

ANDREW CARNEGIE, 1835–1919. Son of Scots emigrant to U.S.A. By 1881 foremost ironmaster in U.S.A. Benefactor to libraries and education in U.S.A., British Isles and elsewhere.

ARTHUR CHAMBERLAIN, 1842–1913. Brother of Joseph. Chairman of Kynoch's and other companies. For many years chairman of Birmingham Licensing Committee.

JOSEPH CHAMBERLAIN, 1836–1914. Birmingham screw manufacturer. Mayor of Birmingham, 1873–5. M.P., 1876. President of Board of Trade, 1880; of Local Government Board, 1886. Secretary for the Colonies, 1895–1903. Opened protectionist campaign, 1903. Stricken with paralysis, 1906.

LORD RANDOLPH CHURCHILL, 1849–95. Led 'Fourth Party', 1880. Chancellor of the Exchequer, July 1886–Dec. 1886.

WINSTON CHURCHILL, b. 1874. Son of Lord Randolph Churchill. M.P., 1900–22 and since 1924. Dec. 1905, Under-Secretary, Colonial Office. Apr. 1908, President of Board of Trade. Feb. 1910, Home Secretary. Oct. 1911, First Lord of Admiralty, until 1915. Chancellor of the Exchequer, 1924–9. Prime Minister, 1940–5, 1951–5.

GEORGES CLEMENCEAU, 1841–1929. French Radical Deputy, 1876–93. Senator, 1902. Minister of the Interior, 1906, afterwards Prime Minister till 1909, and in 1917–20.



J. R. CLYNES, 1869–1949. Textile worker. Organiser for Gas Workers, 1891. M.P., 1906–31. President of National Union of General and Municipal Workers. Parly. Secretary, Ministry of Food, 1917–18. Food Controller, 1918–19. Chairman, Parly. Labour Party, 1921–2. Lord Privy Seal, 1924. Home Secretary, 1929–31.

WILLIAM COLLISON, b. 1865. Born in east London. Served in army. Formed National Free Labour Association, 1893.

HENRY CROMPTON, 1836–1904. Clerk of Assize, 1858, for 43 years. Positivist. In recognition of services to trade unions, admitted to Amalgamated Society of Carpenters and Joiners. Referee to conciliation board for Nottingham Lace Trade *c.* 1876.

WILL CROOKS, 1852–1921. Cooper. Chairman of Poplar Board of Guardians, 1897–1906. Mayor of Poplar, 1901. Independent Labour M.P. for Woolwich, 1903; M.P., 1903-10, 1910-21.

D. C. CUMMINGS, 1861–1942. General Secretary of Boilermakers, 1899. T.U.C. Parliamentary Committee, 1902–8; Chairman, 1905–6. Board of Trade Labour Department, 1908. Assistant Industrial Commissioner, 1911.

PETE CURRAN, 1860–1910. b. Glasgow. Worked in engineering shops. Appointed organiser of Gas Workers, 1889. Chairman of General Federation of Trade Unions, 1899–1909. M.P., 1907–10.

DAVID DALE, 1829–1906. Ironmaster, shipbuilder, railway director. President of first arbitration board for iron trade in North of England, 1869. Member of Royal Commissions on Trade Depression 1885–6, Mining Royalties 1889–93, Labour 1891–4.

ARTHUR DEAKIN, *c.* 1891–1955. Steel worker. Full-time officer of Dock, Wharf, Riverside and General Workers' Union, 1919. National Secretary for general workers in Transport and General Workers' Union, 1932. Assistant General Secretary T.G.W.U. 1935–40; General Secetary, 1945. Chairman of General Council of T.U.C., 1951–2.

DANIEL DE LEON, 1852–1915. Graduated at Leyden. Lecturer at Columbia University, 1872–86. Joined Socialist Labour Party, 1889. Helped to found Industrial Workers of the World, 1905. Split with orthodox trade unionists and founded rival union (1908) in Detroit.

WILLIAM DENNY, 1847–87. Scots shipbuilder. Advocated application of science to industry, suggestion schemes, joint consultation. On Board of Trade Loadline Committee, 1884.

LORD DEVONPORT (HUDSON KEARLEY), 1856–1934. Wholesale grocer. M.P., 1892–1910. Parliamentary Secretary to Board of Trade, 1905–9. Chairman of Port of London Authority, 1909–25.

SIR CHARLES DILKE, 1843–1911. M.P., 1868–86, 1892–1911.

President of Local Government Board, 1882–5. Chairman of Royal Commission on Housing of the Working Class, 1884–5. Resigned from Government, 1885.

LADY DILKE (born Strong), 1840–1904. Wife 1861–84 of Mark Pattison, Rector of Lincoln College, Oxford. Joined Women's Provident and Protection League, afterwards Women's Trades Union League, 1876. m. Charles Dilke, 1885. Represented W.T.U.L. at T.U.C., 1889–94.

J. DOHERTY, b. 1799. Cotton operative. Migrated from Ireland to Manchester, 1816. General Secretary, Federation of Spinners' Societies, 1829; of National Association for Protection of Labour, 1830. Editor of *Voice of the People*, 1831; of *Poor Man's Advocate*, 1832. Became printer and bookseller.

EDWARD VII, 1841–1910. Succeeded Queen Victoria, 1901.

WILLIAM FELKIN, Author of *History of the Machine-Wrought Hosiery and Lace Manufactures*, 1867.

SIR CHARLES FENWICK, 1850–1918. Northumberland miner, 1860–85. M.P., 1885–1918. Secretary, Parliamentary Committee, T.U.C., 1890–3.

H.A.L. FISHER, 1865–1940. Historian. Vice-Chancellor of Sheffield University. Brought in by Lloyd George to be President of Board of Education, 1916–22. M.P., 1916–26. Warden of New College, Oxford, 1926–40.

ELIZABETH GASKELL, 1810–65. Novelist. Wife of Unitarian minister in Manchester. Her sympathy with the textile workers reflected in *Mary Barton*, 1847.

ALDERMAN A. GEE, *c.* 1853–1939. Textile worker of Huddersfield. Built up W. Riding Weavers and Textile Workers, later Textile Workers (Heavy Woollens) General Union; its secretary until 1922. Prominent in formation of General Federation of Trade Unions, 1899; vice-chairman, 1905; chairman, 1910–12. One of the founders of International Textile Workers' Congresses.

GEORGE V, 1865–1936. Succeeded King Edward VIII in 1910; coronation June 1911.

WILLIAM EWART GLADSTONE, 1809–98. Chancellor of the Exchequer 1852–5, 1859–66. Prime Minister, 1868–74, 1880–5 (when also Chancellor), 1886, 1892–3.

CHARLES GORE, 1853–1932. Churchman and writer. Bishop of Worcester, 1902–4; Birmingham, 1905–11; Oxford, 1911–19.

SIR EDWARD GREY, 1862–1933. M.P., 1885–1916. Under-Secretary for Foreign Affairs, 1892–5. Foreign Secretary, 1905–16.

JAMES KEIR HARDIE, 1856–1915. Scots miner. Secretary, Scottish Miners' Federation, 1886. Chairman, Scottish Labour Party, 1888. Independent Labour M.P., 1892–5, 1900–15. Chairman, I.L.P., 1893–1900; 1913. Leader of the Labour Party, 1906–7.



FREDERIC HARRISON, *c.* 1832–1923. Lawyer, writer on philosophy and social questions. Founded Positivist Society, 1870.

GEORGE HOWELL, 1823–1910. Bricklayer till 1864. Chartist, 1847. Leader in struggle for nine-hour day in building trade, 1859. Secretary to: London Trades Council, 1861–2; Reform League, 1864–7; T.U.C. Parliamentary Committee, 1871–5; Plimsoll and Seamen's Fund Committee, 1873. M.P., 1885–95.

SIR HENRY JAMES, (afterwards Lord James of Hereford) 1828–1911. M.P., 1869. Solicitor General, 1873. Attorney General, 1880–5. Raised to peerage, 1895. Chancellor of the Duchy of Lancaster, 1895–1902. Arbitrator in many labour disputes.

JOHN KANE, 1819–76. Ironworker. Became a Chartist. Unsuccessful in efforts to form union, 1842. First general secretary of Amalgamated Ironworkers' Association, 1868–76.

ANNIE KENNEY, 1879–1953. Cotton operative. Militant suffragist. First woman elected to local committee of Card and Blowing Room Operatives, *c.* 1905. Worked with Sylvia Pankhurst in East End, 1913. Imprisoned many times with hunger strike. m. James Taylor.

SIR RUPERT KETTLE, 1817–94. County Court Judge; outstanding arbitrator. Settled seventeen-week builders' strike at Wolverhampton, 1864. Formed a number of boards of arbitration; first president, Midland Iron Trade Wages Board.

ROBERT KNIGHT, 1833–1911. Boilermaker. Secretary of Boilermakers and Ironshipbuilders, 1871–99. T.U.C. Parliamentary Committee, 1875. Established Federation of Engineering and Shipbuilding Trades, 1890.

JAMES LARKIN, 1876–1947. Liverpool Irish. Docker. Strike leader, 1905. Tried to unify Belfast dock workers, and led strikes, 1907. Led Dublin carters' strike and was suspended by Liverpool Executive, 1908. With James Connolly, formed Irish Transport and General Workers, and became General Secretary, 1909. Led Dublin strikes, 1913. President, Dublin T.U.C., 1914. Went to U.S.A., late 1914, where associated with I.W.W., and was imprisoned 1919–23, when he returned to Ireland.

WILLIAM LEVER, 1851–1925. Soap manufacturer. Founded Port Sunlight, 1888.

SIR GEORGE LIVESEY, 1834–1908. As chairman of S. Metropolitan Gas Company, introduced profit-sharing, 1889; co-partnership, 1894. Member of Royal Commission on Labour, 1891–4.

DAVID LLOYD GEORGE, 1863–1945. Solicitor, 1884. M.P., 1890–

1945. President of Board of Trade, Dec. 1905–Apr. 1908. Chancellor of the Exchequer, 1908–16. Prime Minister, 1916–22.

WALTER LONG, 1854–1924. M.P., 1880–1921. Parliamentary Secretary to Local Government Board, responsible for Poor Law work, 1886–92. President of Board of Agriculture, 1895–1900; of Local Government Board, 1900–5.

WILLIAM LOVETT, 1800–77. Cornishman. Rope-maker, cabinet-maker. Secretary of Chartist Convention, 1839. Imprisoned for seditious libel, 1839–40. Tried to unite working-class and middle-class reformers, 1842, 1848. Later chiefly concerned with education.

MARY MACARTHUR, 1880–1921. Secretary of Women's Trade Union League, 1903, and of National Federation of Women Workers. Hon. sec. of Central Committee on Women's Employment. Member of National Insurance Advisory Committee. m. W. C. Anderson, M.P., 1911.

JAMES RAMSAY MACDONALD, 1866–1937. Warehouse clerk, then journalist. Joined I.L.P., 1894. Secretary, Labour Representation Committee, 1900–12. M.P., 1906–18, 1922–35, 1936–7. Leader of Labour Party, 1911–Aug. 1914, 1922–31. Prime Minister, 1924, 1929–31, 1931–5.

MRS J. RAMSAY MACDONALD, (born Gladstone), 1870–1911. Began social work, 1892. Joined Women's Industrial Council, 1894, then National Union of Women Workers. m. Ramsay MacDonald, 1896. Concerned with work for unemployed women, 1905–6.

TOM MANN, 1856–1941. Engineering apprentice *c.* 1871; joined union *c.* 1878. Lectured for Social Democratic Federation. Helped to organize gas workers and dockers, 1889. President of Dockers till 1892. Signatory of Minority Report, Royal Commission on Labour of 1891–4. Secretary of I.L.P. *c.* 1893–5. 1901, went to Australia and New Zealand. Returned as a syndicalist, 1910. Led Liverpool dock strike, 1911. Later, a communist.

ALFRED MARSHALL, 1842–1924. Economist. Professor at Cambridge, 1885–1908. *Principles of Economics*, 1890. Member of Royal Commission on Labour, 1891; on Aged Poor, 1893.

KARL MARX, 1818–83. b. at Trier. Journalist and revolutionary organizer in W. Europe, 1843–9. From 1849 lived in London. Drew up constitution of first International, 1864. Published vol. I of *Capital*, 1867.

C. F. G. MASTERMAN, 1874–1927. M.P., 1906-14. Under-Secretary, Local Government Board, 1908. Under-Secretary, Home Office, 1909. First Chairman, National Insurance Commission, 1911. Financial Secretary to Treasury, 1912. Feb. 1914, Chancellor of



Duchy of Lancaster with seat in Cabinet, but failed to secure re-election to Commons on appointment.

JAMES MAWDSLEY, 1848–1902. Cotton operative. Secretary of Amalgamated Association of Cotton Spinners, 1878. T.U.C., Parliamentary Committee, 1882–97; chairman, 1886. Signatory of minority report, Royal Commission on Labour, 1891–4. Led twenty-week strike in Lancashire, 1892–3. Unsuccessful conservative candidate for Parliament, 1900.

JOHN STUART MILL, 1806–73. Philosopher and political economist. Entered service of East India Company in India House, 1823. M.P., 1865–8.

ALEXANDRE MILLERAND, 1859–1943. French Deputy, 1885–1920. Socialist till 1904, thereafter Independent. Minister of Commerce, 1899–1902. Minister of Works, 1909–10. War Minister, 1912–13, 1914–15. Prime Minister, 1920. President of the Republic, 1920–4.

ISAAC MITCHELL, 1867–1952. Joined Amalgamated Society of Engineers, 1887. T.U.C. Parliamentary Committee, 1897. General Secretary of General Federation of Trade Unions, 1899–1907. Joined Labour Dept. of Board of Trade, 1907. Assistant Industrial Commissioner, 1916. Principal Conciliation Officer, Ministry of Labour, 1927–32.

LEO CHIOZZA MONEY, 1870–1944. Journalist; statistician. Managing Director of *Commercial Intelligence*, 1898–1903. Published *Riches and Poverty*, 1905. M.P., 1906–18. Witness before Select Committee on Income Tax, 1906; on Home Work, 1907–8.

A. J. MUNDELLA, 1825–97. Apprenticed hosier, 1836. Manufacturer, 1848. Formed permanent conciliation board, Nottingham glove and hosiery trade, 1866. M.P., 1868–97. President of Board of Trade, 1886 and 1892–4, and set up its Labour Department, 1886.

E. VANSITTART NEALE, 1810–92. Trained as barrister, and inherited estates. Founded first London Co-operative Store, 1850; Central Co-operative Agency (wholesale), 1851; co-operative iron works, 1852; Cobden Mills, and Agricultural and Horticultural Association, 1866–7. Promoted annual co-operative congress, from 1869; general secretary of its central board, 1875–91.

SIR ANDREW NOBLE, 1831–1915. Physicist, artillerist. Royal Artillery, 1849, for eleven years. Joined Elswick Ordnance Co., 1860, a subsequent component of Armstrong Whitworth, of which vice-chairman, 1882, chairman, 1900.

ROBERT OWEN, 1771–1858. Draper's assistant, later cotton spinner, in Manchester, and at New Lanark Mill (*c.* 1800), where he established improved schools. Founded New Harmony communist

colony in U.S.A., 1825–6; Grand National Consolidated Trade Union in England, 1834.

THOMAS PAINE, 1737–1809. Farmer's son. Went to America, 1774; journalist; government emissary to France, 1781. Visited England, 1787; published *Rights of Man*, evading arrest by escape to France. Member of French National Assembly, 1793. *Age of Reason*, 1793. Returned to America, 1802.

E. SYLVIA PANKHURST, 1882–1960, younger daughter of Mrs Emmeline Pankhurst. Militant suffragist. Hon. Secretary to Women's Social and Political Union, 1906. Imprisoned many times, with hunger strike. Settled in East End of London, 1913, and developed democratic policy independently of W.S.P.U.

SIR CHARLES PARSONS, 1854–1931. Scientist. Developed the steam turbine. Chairman of several engineering and optical companies. President of Institute of Physics, and of N.E. Coast Institution of Engineers and Shipbuilders.

MARK PATTISON, 1813–84. Scholar. Early supporter of Social Science Association. Rector of Lincoln College, Oxford, 1861. m. Emilia Strong, 1861, afterwards (1885) wife of Sir Charles Dilke.

LORD PENRHŸN, 1836–1907. Owner of Welsh slate quarries. M.P., 1866–8 and 1874–80, when succeeded to title. Fought two strikes (1887 and 1900).

WILLIAM PITT, 1759–1806. Chancellor of the Exchequer, 1782–3. Prime Minister and Chancellor, 1783–1801, 1804–6.

FRANCIS PLACE, 1771–1854. London breeches maker. Secretary of his own and other trade clubs, 1793–4. Working behind the scenes and almost unaided (1807–24) secured repeal of anti-combination laws. Prevented their re-enactment, 1825.

W. PEMBER REEVES, 1857–1932. Member of New Zealand Parliament, 1887–96. Minister of Education, Labour and Justice, 1891–6, and enacted a labour code. Agent-General for N.Z. in London, 1896; High Commissioner, 1905. Director, London School of Economics, 1908–19.

MRS PEMBER REEVES (born Robison). Wife of W. Pember Reeves. Author of *Round about a pound a week*.

HANS RENOLD, 1852–1943. Swiss-born, came to England, 1873, and bought small business in Salford, 1879. Invented 'bush roller' chain. Built 'Progress' works, Manchester, 1889; Renold works, begun 1906. Introduced 48-hour week, 1896. Opened personnel department, 1910. Advocated 'scientific management'.

STEPHEN REYNOLDS, 1881–1919. Writer. Worked with Devon fishermen, *c.* 1903. Member of two official committees on fisheries, 1912–13. Resident Inspector of Fisheries, S.W. area, 1914–19.



LORD ROSEBERY, 1847–1929. Under-secretary, Home Office, 1881–3. Lord Privy Seal, 1885. Chief Commissioner for Works, 1885. Foreign Secretary, 1886. Chairman of L.C.C., 1889–90 and 1892. Foreign Secretary, 1892–4. Prime Minister, 1894–5.

B. SEEBOHM ROWNTREE, 1871–1954. Cocoa manufacturer; sociologist. Labour Director of Rowntree & Co., 1897. Published *Poverty: a Study in Town Life*, 1901. Chairman of Rowntree's, 1925–41. Pioneer of 'scientific management' in U.K., and of joint consultation.

JOSEPH ROWNTREE, 1836–1925. Cocoa manufacturer. Introduced social workers into factories and embarked on welfare organization, 1891. Founded New Earswick model village, 1904.

LORD ST ALDWYN (Michael Hicks-Beach), 1837–1916. M.P., 1864–1906. Under-secretary, Home Office; secretary of Poor Law Board, 1868. Chief Secretary for Ireland, 1874–8, 1886–7; for the Colonies, 1878–80. Chancellor of the Exchequer, 1885–6, 1895–1902. President of Board of Trade, 1888–92.

LORD ST LEONARDS (E. B. Sugden), 1781–1875. Barrister. M.P., 1828–32, 1837–52. Solicitor General, 1829–30. Great Seal of Ireland, 1834–5, 1841–6. Lord Chancellor, Mar.–Dec. 1852.

SIR TITUS SALT, 1803–76. Wool Stapler. Founded Saltaire, improved mills and model town for workpeople, 1851. M.P., 1859–61.

JAMES SEXTON, 1856–1938. Liverpool docker. General Secretary of National Union of Dock Labourers, then of National Transport Workers' Federation, 1893–1926. T.U.C. Parliamentary Committee, 1900–23; chairman, 1905. Strike committee, Liverpool docks, 1911. M.P., 1918–31.

DAVID SHACKLETON, 1863–1938. Cotton operative. Secretary of local weavers' associations, 1893–1907. M.P., 1902–10. T.U.C. Parliamentary Committee, 1904–10. Chairman, Labour Party, 1905. President, T.U.C., 1908–9. Senior Labour Adviser, Home Office, 1910–11. National Health Insurance Commission, 1911–1916. Permanent Secretary, Ministry of Labour, 1916. Chief Labour Adviser to the Government, 1921–5.

DR ARTHUR SHADWELL, 1854–1936. Physician; author. Special correspondent of *The Times* in Russia and Germany, during cholera epidemic, 1892. Cholera superintendent, Metropolitan Asylums Board, 1893. Investigated social conditions in Europe and N. America. Published *Drink, Temperance and Legislation*, 1902; *Industrial Efficiency*, 1906.

EMANUEL SHINWELL, b. 1884. M.P. since 1922. Minor office in Labour governments, 1924, 1929–31; minister, 1945–51.

SAMUEL SMILES, 1812–1904. Author; social reformer. General prac-

titioner, lecturing on public health, 1832–8, then journalist. Railway management, 1845–66. Published *Self-help*, 1859. President of National Provident Association, 1866–71.

ROBERT SMILLIE, 1857–1940. Scots miner. President, Scottish Miners' Federation, 1894–1918. Foundation member, Scottish I.L.P., 1888; I.L.P. 1893. President, Miners' Federation of G.B., 1912–21.

ADAM SMITH, 1723–90. Political Economist. Professor of logic, then moral philosophy, Glasgow University, 1751–64. Published *Wealth of Nations*, 1776.

HUBERT LLEWELLYN SMITH, 1864–1945. Civil servant. Lecturer in political economy, 1887–8. Commissioner of Labour, Board of Trade, 1893. Royal Commission on Secondary Education, 1894–5. Permanent Secretary, Board of Trade, 1907–19.

W. T. STEAD, 1849–1912. Journalist. Assistant editor, Pall Mall Gazette, 1880; editor, 1883–90. Founded *Review of Reviews*, 1890.

ENID FRANCES STRONG. See Lady Dilke.

DAVID SYME, 1827–1908. Son of Scots schoolmaster. Landed in Australia, 1852. Bought *The Age*, 1856; took personal control of it, 1860, exercising great influence on economic policy. Published *Outline of Industrial Science*, 1877.

F. W. TAYLOR, 1856–1915. American engineer and inventor. Engineering apprentice, 1875–8. Machine-shop labourer, rising to chief engineer, Midvale steel works, Philadelphia. Consulting engineer in management, 1893–8. Bethlehem Steel Co., Philadelphia, 1898–1901. Unpaid consultant, lecturer, etc. on Scientific Management, 1901–15.

D. A. THOMAS (later Lord Rhondda), 1856–1918. S. Wales colliery owner; financier. M.P., 1888–1910. President of Local Govt. Board, 1916–17. Food Controller, 1917–18.

J. H. THOMAS, 1874–1949. Railwayman. On Executive of Amalgamated Society of Railway Servants, 1903; president, 1904. M.P., 1910–36. Helped to create National Union of Railwaymen, 1913: general-secretary, 1918–31. Secretary of State for Colonies, 1924. Lord Privy Seal and Minister for Employment, 1929–30. Secretary of State for Dominions, 1930–5; for Colonies, 1935–6.

WILL THORNE, 1857–1946. Born in Birmingham, worked as labourer, came to London as stoker in gas works. Helped to found Gas Workers' and General Labourers' Union: general secretary, 1889–1934. T.U.C. Parliamentary Committee, 1894–1934. M.P., 1906–45.

BENJAMIN TILLETT, 1860–1943. Bristol boy. Sailor; tea warehouseman. Formed small union, 1887. Leader, London dock strike, 1889. T.U.C. Parliamentary Committee, 1892–4. A founder of General Federation of Trade Unions, 1899; on management committee. Helped form Transport and General Workers Union: its political secretary, 1922.



GEORGE TOMLINSON, 1890–1952. Cotton weaver. Secretary, Rishton Weavers' Association, 1935. M.P., 1938–52. Minor office, 1941. Minister of Works, then Education, 1945–51.

SIR GEORGE TREVELYAN, 1838–1928. Historian. M.P., 1865–97. Minor office, 1868, 1881. Chief Secretary for Ireland, 1882–4. Chancellor of the Duchy of Lancaster, 1884–5. Secretary for Scotland, 1885–6, 1892–5.

LEON TROTSKY, 1879–1940. In London with Lenin, then in W. Europe, 1902–5. President of first Soviet in St Petersburg, 1905. Exiled to Siberia; escaped; in London, 1907; then in Vienna and Balkans. Rejoined Lenin, 1914. Commissar for Foreign Affairs in Bolshevik government, 1917, then Commissar for war. Expelled, 1927

BEATRICE WEBB (born Potter), 1859–1943. m. Sidney Webb (q.v.), 1892. Joint author of Minority Report of Royal Commission on Poor Law, 1905–9. See her *My Apprenticeship* (1926), *Our Partnership* (1948).

SIDNEY WEBB, 1859–1947. Civil servant, 1878–91. m. Beatrice Potter, 1892. Active in Fabian Society. L.C.C., 1892–1910. M.P., 1922–9. President of Board of Trade, 1922. Secretary of State for Dominions, 1929–30; for Colonies, 1929–31.

LORD WEMYSS, 1818–1914 (was Lord Elcho 1853–83). M.P., 1841–6, 1847–83. Responsible for revision of law of master and servant, 1867. On Royal Commission on Trade Unions, 1867–9. Founder and Chairman of Liberty and Property Defence League.

J. H. WHITLEY, 1866–1935. M.P. for Halifax, 1900–28. Chairman of Ways and Means, and Deputy Speaker of House of Commons, 1911–21. Speaker, 1921–8.

ALFRED WILLIAMS, 1877–1930. Worked in hammer shop of Great Western Railway works at Swindon, 1892–1914. Served with Royal Artillery in India, 1917–19. Author of five volumes of poems, and several books about the people and countryside of the upper Thames valley.

JOSEPH HAVELOCK WILSON, 1858–1929. Sailor. Founded National Amalgamated Sailors' and Firemen's Union, (afterwards National Union of Seamen) 1887. Friend of Samuel Plimsoll, 1891. M.P., 1892–1900, 1906–10. Helped to organize ship and dock-workers in W. European ports.