

COLLEGE OF INDUSTRIAL
RELATIONS

COLLEGE NEWS

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TABLE OF ENROLMENTS

Industrial Relations Courses	1951	1956	1961	1966	1971	1972
Trade Union Diploma Men	44	237	516	412	*204	*218
Trade Union Diploma Women	58	121	121	288	*as from 1970 men & women combined	
Supervisors Diploma	-	58	108	180	188	145
" Day Release Induction Course	-	-	-	21	25	20
Management (non-Diploma)	59	112	148	147	76	39
Management (Diploma) Began 1971.)	-	-	-	-	12	28
Institute of Personnel Management Began 1969.	-	-	-	-	94	54
Institute of Chartered Accountants - Commencement Course Began 1971 .	-	-	-	-	29	29
An Bord Altranais Psychiatric Nurses Began 1972	-	-	-	-	-	16
T o t a l	161	528	893	1048	628	549
Pre-Marriage Course	-	290	481	540	500	550

The College was founded in 1948. During 1949 lectures on Effective Thinking were given by a Jesuit Priest to a small group of Trade Union students at 35, Lr Leeson Street, Dublin 2. All lectures were suspended between September 1949 and February 1951. In June 1950, the existing premises off Sandford Road, Dublin 6 were acquired and the first course for trade union students began on February 6th 1951. The first course for managers and employers opened in the following October.

The figures in the attached Table show the variation in the numbers who enrolled for the various courses (figures are given for every fifth year). The number of students who persevere to the end of their courses varies from almost 100 per cent in the Pre-Marriage course to 50 per cent in the first year of the Trade Union Course. Traditionally there has been a very high perseverance rate in the Third and Fourth Year Trade Union Men's Course and in the Supervisors' Men's Course - figures between 80 and 90 per cent are normal. In the last three years, the perseverance rate in the Trade Union Men's First Year Course has been approximately 55 per cent of the original enrolment.

Notes on the various College Courses 1951-'73:-

Trade Union Men's Course: This dates from February 1951: from 1951-'54 there was only one group of students, all of whom had obtained the University College Dublin Extra-Mural Diploma in Social & Economic Studies. Students attended on one of two nights per week and the College Diploma in Social, Economic & Trade Union Studies was awarded to such of these students as were still attending in June 1954. During 1954-'55, two new experimental courses for members of Trade Unions were introduced - a general course of one years duration, and a special course to prepare students for further social studies in the University or the College of Commerce. From 1956 on, a College Diploma Course in Social, Economic and Trade Union Studies, with lectures one night per week and extending over a four year period was introduced.

The curriculum of this Course has been revised several times in the 14 years of its existence. The numbers enrolling for this Four Year Course increased each year up to and including 1962-'63, after which a slow decline in enrolments set in. This Course was reduced to three years in 1970-'71 and now leads to a Diploma in Industrial Relations. The terms were lengthened and the number of class contact hours was reduced over the full period for the Diploma from 216 to 180. Since this change was made the enrolment and perseverance rates have improved. The spread over a number of years in this Course is thought necessary to enable lecturers to cover the matter and to give time to students to absorb it. It is intended as much a formation course aiming to change attitudes, as an information course, aiming to give factual knowledge. The subjects covered in the course are as follows:-

First Year: Trade Unionism; principles and practice.
Man and Society

Second Year: Industrial Relations; theory and practice.
Irish Economics

Third Year: Industrial Psychology; Industrial
Sociology; Social Ethics.

Among the external factors which may contribute to difficulty of increasing numbers of students are:- the 40 hour five-day week which has led to increase in overtime and the increased introduction of shift-work; the exodus of large numbers of workers to new suburbs outside the city, particularly to the north side; the traffic congestion in the city between 5.00 - 7.00 p.m. and the poor bus services between 7.00 - 10.00 p.m. The rise in standards of living of Trade Union Members; the continued apathy to union affairs and problems; the increased social activity e.g., Resident Associations, Youth Movements etc., in new residential areas, as part of the 'learning by doing' philosophy of modern times; increased recreational and sports outlets of all kinds now available to and supported by Trade Union Members; and to some extent, the impact of Television (in particular Sports Programmes). All these factors work together to draw away potential students and to make it difficult for

enrolled students to continue at the College. These and other considerations have given rise to the hope that Industrial Relations Courses might be organized either at the College or in the place of work on a day-release basis. It is expecting a lot to ask workers to attend such Courses in their own free-time, when day - or week - release is the 'done thing' for training of Managers in managerial techniques and skills.

The lack of finance to enable the College to provide staff and facilities in at least one other centre in the Dublin area has greatly hindered the growth of this form of Trade Union Education.

Trade Union Women's & Girl's Course: This Course was started in September 1956. Experience in other Centres of part-time Adult Education indicated that in mixed classes of men and women, women tended to discourage the men. The content and manner of lecturing to women and girls was considered to require a different approach. Women, for instance, may not generally be interested in Trade Unionism or Economics. On average, the women students were a younger age-group than that attending the men's group. This Diploma Course was of two years duration and was given under the title 'Social, Family and Trade Union Studies'.

In 1971, for a variety of reasons this Course was abandoned and the revised Trade Union Course was opened to women. A small number of women, of high quality, enrolled. This experience has shown us that there is still a need for a separate Course for women only and the College, this year (1973) is providing an introductory Course of one year for Women Members of Trade Unions. The subjects are as follows:-

Human Nature; Women & Society; People at Work;
Effective Speaking.

The Supervisor's Course was started in September 1955. It evolved over the years into its present form and by September 1963, became a Three Year Course leading to a Diploma in Supervision & Foremanship. This Course, limited as it is in scope, is probably the one in which greatest visible results

are achieved. The reasons for this may be that the students are sufficiently homogeneous in background and work-experience; they have already been appointed Supervisors and are therefore above average; they may have more ambition than average. The perseverance rate in all three 'years' is excellent and can reach over 90 per cent regularly in the second and third years. First and second year certificates, and final diplomas are awarded to those who reach a 70 per cent attendance at lectures, and, who complete set written work at the end of each College Term, to the satisfaction of the lecturers. The subjects in this Course are as follows:

First Year : Human Relations in Industry; Human Nature; The Supervisor & his Environment; Earnings & Work Relations.

Second Year: Principles of Foremanship; Industrial Relations; Motivation in Industry.

Third Year: Economics of the Firm; Industrial Ethics; Law & Work; Case Studies in Supervision.

Induction Course for newly-appointed Supervisors (Day-Release)

This Course was started in October 1966. Its aim is to help newly appointed Supervisors either before they take up their new position in the firm or shortly afterwards. The Course is held twice yearly, in the Spring and Autumn, for one week on a full day-release basis. Students come from all parts of Ireland to these Courses. Subject titles include:-

Organization of the Firm; Industrial Law;
Collective Action & Procedures; Man & Work;
The Supervisor & the Human Factor; The Supervisors Role.

Management & Industrial Relations - Diploma Course - Three Years:
This diploma Course was instituted in 1971. The award is made at Pass University Degree level. Students attend on three evenings a week in the first year and two evenings a week during the second and third years. Projects and assignments are completed over holiday periods. Subjects are as follows:

First Year: Statistics; Sociology; Psychology; Philosophy of Man.

Second Year: Theory of Industrial Relations; Economics; Law; Social & Industrial Anthropology.

Third Year: Industrial Relations Practice; Theory of Organisations; Control Systems & the Human Factor; Social Ethics.

Some of the subjects are covered in class groups with students on Institute of Personnel Management Course (see below). This is not entirely satisfactory but is necessary, given the available staff.

The College non-diploma Course for Managers was started in October 1951. Originally lectures were given in various subjects over four years. The Course has frequently been revised and now consists of a basic Course in Industrial Relations given in one year - 40 lectures. This basic course is of value by way of introduction to industrial relations, especially if the student-group is fairly homogeneous in experience, status, and responsibility within their respective Firms. Such Courses could very appropriately be organized in the work-place, particularly where the number of Managers, in any category, is large. Again lack of funds to staff such courses has prevented this development.

The basic one year course in Industrial Relations for Managers consists of the following subjects :-

Industrial Relations; Man and Manager; Industrial Ethics; Management and Organization.

The Institute of Personnel Management Course was started in September 1968 at the request of the Institute. The College undertook to organize the Course with the valued assistance of the Irish branch of the Institute. The syllabus for the Course is determined by the Institute itself, which is English based. An Irish slant has been approved for the Economics and Industrial Relations subjects. The College

undertook this Course in the hope that, in time, we could influence changes in its content, more appropriate to the Irish situation and be in a position to teach all subjects ourselves. Our staff lacked professionally trained industrial psychologists and sociologists. We have suggested day-release for this Course but are told it was at present impractical. The attendance is for two hours, three nights each week over 30 weeks of each year.

The subjects on the syllabus are as follows:

First Year: Statistics; Psychology; Sociology.

Second Year: Economics; Personnel Management; Industrial Relations or Training & Development.

A further two year course is being added for full Membership Qualifications.

Commencement Course for Articled Clerks - The Institute of Chartered Accountants of Ireland: Since 1971 in co-operation with this Institute, the College has provided a full-time course to prepare articled clerks for Parts I and II of the Institute's examinations. In addition to the subjects required for these examinations, a full course in Sociology is provided by the College staff who also lecture in Economics, Business Mathematics and Statistics and Law. Twenty-nine students enrolled for each of the two years in which this course has been held with examination results well up to the national average - one student obtained third place in Ireland, in Part II in the Winter 1972 examinations.

Diploma in Advanced Psychiatric Nursing: In co-operation with An Bord Altranais the College participated in this Diploma Course by providing lectures in the evening in Economics, Industrial Relations, Industrial Psychology and Industrial Sociology. Examinations in these and other medical subjects are being held at the end of the year. The purpose of the course is to broaden the base of the education of the Psychiatric Nurses, taking into account the changing nature of their work. This is a post-graduate and post-experience course. In this, the first year,

16 students, representing all the Regional Health Boards were enrolled.

Other Activities

In addition to all these Courses, Post-Diploma Terminal Courses, Courses in Effective Speaking, and Seminars on Industrial Relations matters bring over 200 students to the College each year. Meetings are also arranged by the Past Students Guild.

The College continues to provide a much requested service in making accommodation available for courses and examinations conducted by other bodies. Some Trade Union education committees also hold their meetings at the College and consult with the College staff. Trade Union delegate conferences are also held at the College from time to time.

Members of the staff are frequently involved in an advisory capacity on industrial relations affairs.

Comment - Industrial Relations Courses: The total number of students attending industrial relations courses rose fairly steadily from 1953 to 1964, since which year there has been a tendency for enrolments to decline. It is suggested that this decline can be arrested and an upward trend renewed in proportion to the clarity with which the aims and objectives of each Course are worked out and the most suitable re-organization of the Courses, in the light of these aims, are decided upon. This re-organization refers

- to the kind of student the College wishes to help;
- to the kind of help the College wishes to give such students (content);
- to the length of Courses;
- to the maximum number in each class-group;
- to night classes or day-release;
- to classes on the College premises or organized elsewhere in or outside Dublin;
- to mixed classes e.g. men and women; managers and workers; supervisors and workers;
- to homogeneous groups e.g. Trade Union members; Managers; supervisors.

There may be a best way of organizing the College, relative to the needs, but lack of suitable staff or sufficient space or time, may force one to accept second best. Apart from other limiting factors, the financial aspect must also be kept in mind.

Aim

As an Industrial Relations College, the general aim must be to help all who work in 'Industry' - Workers, Supervisors, Managers, men and women, to work together - with one another and not against one another. It would be easy for the College to take sides, the side of the workers, or of the managers and employers; it is easy, too, to condemn one side or the other publicly and openly; it is more difficult, however, to teach the principles and practices upon the acceptance of which, by all concerned, an enduring peace can be established.

The College Pre-Marriage Courses:

These courses began in January 1955. Over the years, as the figures in the Table indicate, the numbers accepted for enrolment have increased. They were originally conceived as offering a positive aid to our industrial relations students and others, prior to their founding a family; since one basis for peace in industry was considered to be a sound, Christian family life. Almost from the beginning, and even after the Dublin Diocesan Pre-Marriage Courses were started, we were refusing as many applications for this Course as we were accepting.

Other Courses:

Over the years the College has been in the forefront of adult education and the following will show how initiatives taken here, subsequently developed elsewhere. Indeed, many of these educational exercises would have continued and developed at the College were the needs understood and the resources of men and facilities made available.

- 1957 - A course for active members of political parties.
- 1959 - 1962 Lectures and discussions for members of the Irish National Teachers Organization.
- 1962 - 1963 An afternoon course for nurses, in co-operation with Irish Nurses Organization.
- 1962 A course for businessmen in the use of and speaking on Television.

Research:

Discussions have taken place between the College and the Institute of Industrial Relations of Loyola University, Chicago U.S.A. The aim of the exercise is to develop research action in collaboration with the Chicago Faculty. The College Director has visited Chicago, and as a result three students, nominated by the College, have been accepted in Chicago for further degrees.

The future:

The College now has a new base for expansion as can be seen from the broad nature of our current curricula. It is hoped that this growth will not be stunted due to a lack of understanding of the need for this sort of work or through a lack of resources of men or materials.

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