

**THE MINISTRY of LABOUR RECORDS of  
COALMINING STRIKES  
1893-1940**

**A Guide to the Dataset Deposited in the  
ESRC Data Archive**

**Volume I: Sources, Methods, Data Definitions and Coding  
Procedures**

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Volume I: Sources, Methods, Data Definitions and Coding Procedures

### **Introduction**

This document describes and discusses the official data available on strikes in the British coalmining industry in the era before nationalization and gives a guide to the computer readable datasets derived from these records deposited at the ESRC Data Archive at Essex University. It is a revised version of the unpublished paper cited as Q. Outram, *Official Statistical Records of British Coal Mining Strikes 1893-1940: An Evaluation and a Coding Scheme*, 1978, in the research published by R. A. Church, D. N. Smith and Q. Outram.<sup>1</sup>

There are three data files, covering the strikes beginning between January 1893 and the end of January 1902 (PREJAN02.TXT), January 1903 and the end of December 1920 (PRE1921.TXT) and January 1921 and the end of December 1940 (PRE1940.TXT). Details of the layout of these files and the coding scheme will be found in Volume II of this document.

The data contained in the last two of these files were originally gathered to form an empirical backdrop to theoretical work on wage bargaining and strike activity undertaken as doctoral research by Outram.<sup>2</sup> These two files were originally compiled

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<sup>1</sup> A bibliography of this research can be found in the List of References.

<sup>2</sup> Outram (1987).

in the mid-1970s and the coding of the data reflects the constraints set by the computing facilities of the time. There was little software available for processing textual data and consequently much of the textual data in the source was recorded in the form of numeric codes; inevitably much textual information, some of it potentially interesting, was lost in this process. The data was originally punched onto 80-column format cards and this constrained the amount of information which could be recorded and sometimes led me to record data in ways which were less than ideal. Subsequently it was possible to remove some of these constraints but the datasets described here still bear the marks of their birth.

The dataset now lists each strike officially recorded in the British coal mining industry by the Ministry of Labour and its predecessor bodies from 1893 to 1940, together with all the significant information about each strike gathered by the Ministry. The data available for each strike varies over time but the 'core' data includes: location, date and duration, the number of firms involved, the numbers of mineworkers involved and their occupations, the 'cause' or 'object' of the strike, its result and the method of settlement. From 1921 onwards the datasets include the name of the company and/or colliery affected. These data provided a link to published annual data on individual firms and collieries which has been exploited to add contextual data to each strike record. These contextual data include the numbers employed at the struck colliery and at all the struck company's collieries. This allows the computation of a 'strike participation rate' for each strike, showing the proportion of the colliery or company mine workforce which was involved in the strike. The dataset is unique in that it allows the construction of strike histories for individual collieries over the 1921-1940 period and for individual 'places' for the 1893-1940 period.

The wealth of the data encouraged Outram and Church to undertake a further project directly concerned to explain the causes of strike activity in the industry before the Second World War, and the regional and inter-colliery differences in strike propensity.

This project received financial support from the ESRC between 1987 and 1990 under award number FOO232337. The dataset was extended back to 1893 for this project.

The focus of the research was on cross-section rather than time series variation. The data have been exploited to provide a detailed description of the dimensions of strike activity in the industry, to investigate the relationship between colliery strike activity and the characteristics of colliery localities, to examine the connections between colliery size, strike activity and miners' strike solidarity, and to investigate the impact of a number of other factors on strike histories, including technology, working conditions, patterns of mine ownership and management, union membership density, and the markets for coal and mine labour.

## 1. Sources and Availability

A resolution, proposed by Charles Bradlaugh, calling for the 'full and accurate publication of Labour Statistics' was adopted by the House of Commons in March 1886.<sup>3</sup> The Board of Trade formed a Labour Statistical Bureau to perform this task and started to collect statistics on, *inter alia*, strikes and lock-outs in all industries in the UK in early 1888.<sup>4</sup> The work was continued by the Board of Trade Labour Department from its formation in 1893 and by the Ministry of Labour from 1917, the year of its formation. Data for 1887, though some was collected, was not thought of sufficient merit to warrant publication. Statistics for 1888 and the following years to 1913 were collected and published in the annual *Reports on Strikes and Lock-outs in the UK....*, preliminary data being published in the *Labour Gazette* from its inception in 1893.<sup>5</sup> It is only from 1893 that the data is generally regarded as satisfactory.<sup>6</sup> From

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<sup>3</sup> Davidson (1972) p. 231; Schloss (1893) p. 44.

<sup>4</sup> *Report on the Strikes and Lock-outs of 1883*, p. 34.

<sup>5</sup> Throughout this paper the *Labour Gazette* and succeeding publications are referred to as the *Gazette*; the *Report on the Strikes and Lock-outs of 1888 by the Labour Correspondent of the Board of Trade* and succeeding annual reports are referred to as the *Report* for 1888 etc. and the *Strikes and Lockouts in 1903* and subsequent volumes (PRO LAB 34/3 to 34/20 and 34/39 to 34/55) are referred

1897 data on very small strikes, involving less than ten people or less than a day's stoppage unless the working days lost exceeded 100 were omitted from all publications of the Department and were not included in the aggregate statistics produced by the Department.<sup>7</sup> These criteria I term the 'inclusion criteria'. From 1901 case by case details were published of 'principal' strikes only, although other strikes were included, as before, in the aggregate statistics. A 'principal' strike in coalmining was one involving more than 750 people or resulting in 37,500 or more working days lost.<sup>8</sup> These 'principality criteria' were fairly strict: 73 per cent of the strikes officially recorded in the industry between 1903 and 1940 failed to meet them.

The publication of the annual *Reports* was suspended on the outbreak of War 'for reasons of economy'.<sup>9</sup> Publication was never resumed. Monthly tables of case by case details (insofar as they were known at the time of publication) of strikes and lock-outs continued to be published in the *Gazette*. Aggregate revised statistics of all strikes ('principal' and other) were published in the annual article on Trade Strikes in the same Journal.<sup>10</sup> Similarly aggregated data, but further revised and covering a run of years, was published in the *Abstract of Labour Statistics of the United Kingdom (ALSUK)* which appeared annually before the First World War covering the period 1893 to 1913 (1st to 17th *Abstracts*) and irregularly in the inter-War period, covering the years 1913 to 1936 (18th to 22nd *Abstracts*). The *Abstracts* appear to be the authoritative source for such data. The annual articles and, to a much greater degree, the monthly lists, published in the *Gazette* were written too soon after the event for final details of all strikes to be known.

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to as the *Record Book* for 1903 etc. The *Record Books* for 1916 to 1946 have been published on microfilm as part of the collection edited by Rodney Lowe, *Conflict and Consensus in British Industrial Relations, 1916-1948* by Harvester Microform, Brighton, 1985.

<sup>6</sup> No data for the years prior to 1893 is, for instance, published in the *British Labour Statistics Historical Abstract 1886-1968* (Department of Employment and Productivity (1971)).

<sup>7</sup> *Report* for 1897 p. xi.

<sup>8</sup> *Report* for 1902 p. 9. The criteria varied across industries.

<sup>9</sup> *Report of the Ministry of Labour for the Years 1923 and 1924*.

<sup>10</sup> Only a short summary in the January issues appeared in the *Gazette* for 1916-1925, covering disputes in the years 1915 - 1924.



The *Record Books*, used by the Labour Department and the Ministry of Labour to record the final case-by-case details of all strikes which were known to the Department and which were large enough to satisfy the 'inclusion criteria' have survived for the period 1901 onwards and are available for inspection except insofar as they are covered by the thirty year rule.<sup>11</sup> The *Record Books* for 1901 and 1902 do not, unfortunately, include some of the more important data. The sources used for the three datasets discussed here were:

PREJAN02.TXT:

January 1893 - December 1900	<i>Annual Reports on Strikes and Lockouts</i>
January 1901-January 1902	the monthly articles in the <i>Labour Gazette</i>

PRE1921.TXT:

January 1903 - December 1920	<i>Record Books</i>
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PRE1940.TXT:

January 1921 - December 1940	<i>Record Books</i>
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These datasets therefore give an incomplete listing of the strikes officially recorded between January 1901 and the end of January 1902 and there are no data on the strikes starting between February and December 1902. The *Record Books* for 1901 and 1902 do give a complete listing of those strikes officially recorded in these two years. Regrettably, these were overlooked when the datasets were compiled.

The *Record Book* data are superior to the data available in the *Gazette*, the *Reports* and the *Abstracts* for a number of reasons. First, the *Record Books* include the final

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<sup>11</sup> The original case papers from which the entries in these *Record Books* were prepared have been long since destroyed. (Information supplied by Mr D W Dinning, Department of Employment.)

revisions. Second, the *Record Books* give disaggregated data on all strikes satisfying the ‘inclusion criteria’ and not merely on the ‘principal’ strikes. Third, the *Record Books* include data that were never published in any form, as I detail below.

The variables for which data are given in the *Record Books* alter somewhat from year to year, though data on all the major variables is available for the whole period 1903 to 1940. The Table below sets out what is available with one or two details.

Table 1 Data Sought, Recorded and Published about Coalmining Strikes by the Board of Trade Labour Department 1903

<i>Question</i>	<i>Record</i>	<i>Publication</i> <sup>a</sup>
Name of Trade affected	Industry	Published
Number of Firms whose workpeople struck or were locked-out. Unpublished <sup>b</sup>	No. of firms affected	
Name and address of any Employers’ Association concerned in the strike	Unrecorded	Unpublished
Where no Employer’s Association was involved, names and addresses of the principal firms involved in the strike	Company name <sup>c</sup>	Unpublished
[No specific question]	Locality	Published
Cause or object of strike or lock-out	Statement of Cause; Classification of Cause	Published Unpublished
Date of the first day on which the workpeople were absent from work	Date of Commencement	Published
If notices were handed in, give also date of notice	Unrecorded	Unpublished
Occupations and numbers of people on strike or locked-out <sup>d</sup>	Names of occupations directly involved;	Published
[The same question]	No. of workpeople directly involved	Published
Occupations and numbers of people thrown out of work but not on strike or locked-out <sup>d</sup>	Names of occupations indirectly affected;	Published
[The same question]	No. of workpeople indirectly affected	Published
Total number of workpeople affected	Total No. of workpeople affected	Published
Date of termination of strike or lock-out	Date of Termination	Published
[No specific question]	Duration: In Weeks <sup>e</sup>	Unpublished
[No specific question]	Duration: Aggregate No. of Working Days	Unpublished
Terms of settlement, if any of strike or lock-out	Statement of Result	Published
[The same question]	Classification of Result	Unpublished
The steps taken which resulted in the settlement, giving the names of any organisations or persons assisting to bring this about.	Classification of Method of Settlement	Unpublished

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*Notes:*

a This refers to whether or not the details were given for each of the 'principal' strikes in the *Gazette's* monthly table of strikes. A wider range of data was published in aggregate form.

b Number of 'Firms or Establishments' published 1893-4; number of establishments published 1895-6; unpublished after 1896.

c Not recorded before 1921; recorded unsystematically 1921-3; name of colliery usually recorded instead of company name from 1924.

d The questionnaire asked the respondent to give numbers separately for each occupation, for men, for women, for apprentices and other young persons, subdividing each of these categories by whether or not the workpeople concerned were unionists or non-unionists. These components of the data were not recorded and not published.

e The duration in working days was published from 1897 to the end of 1920.

*Sources:* 'Specimen Forms of Inquiry' given in the annual *Reports* for 1901 to 1913; Board of Trade, *Trade Strikes: ... Strikes and Lock-outs in 1903*, PRO LAB 34/3; Board of Trade, *Labour Gazette*.

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## 2. Method of Collection

Before I discuss the meaning, or possible meanings, of these data and the way in which they have been coded, it is advisable to consider the methods by which the data was collected. This is not as easy to do as it ought to be. No detailed official guide to the sources and methods used in the compilation of these statistics has ever been published. What official material is available is not adequate and almost all of it relates to the pre-1914 period. The accounts published since 1913 have been remarkably short.<sup>12</sup>

Nevertheless it would appear that the method adopted by the Bureau in the middle of 1888 remained unchanged, in principle, at least to the end of our period in 1940.<sup>13</sup> A watch was kept on 'a number of the most important daily papers from large centres of industry' and all references to strikes and lock-outs noted.<sup>14</sup> Circular letters were then

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<sup>12</sup> The longest account written since 1913 appears to be the section of the 'Introductory Notes' to *British Labour Statistics Historical Abstract 1886-1968* headed 'Industrial Disputes'. This extends to about 300 words. The account in the 1946 *Guide to Official Sources*, to which the Historical Abstract refers us, is shorter; the 1958 edition of this work merely gives publication details.

<sup>13</sup> *Report* for 1888 p. 34.

<sup>14</sup> *Ibid.*

sent to the ‘employers of labour’ and the ‘workmen’s associations or to workmen representing the strike committee where there was no regular union’ requesting information.<sup>15</sup>

The work of the Bureau was significantly hampered by the inadequacy of the resources at its disposal until its reorganization as the Board of Trade Labour Department in 1893.<sup>16</sup> Until that time the staff of the Bureau had consisted of the Labour Correspondent (John Burnett, ‘a trade union official enjoying the confidence and esteem of the working classes’<sup>17</sup>) and 13 clerks only four of whom were under the direct orders of Burnett. (It is on these grounds that the data collected before 1893 is usually discounted.) In 1893 a Commissioner for Labour (Herbert Llewellyn Smith<sup>18</sup>), three further correspondents and a number of clerks were appointed to assist Burnett, now the ‘Chief Labour Correspondent’. The most important addition was, however, of ‘some twenty-five local correspondents (mostly secretaries of trade unions etc.), in the chief towns and manufacturing districts throughout the United Kingdom’.<sup>19</sup> These were part-time workers, paid a small honorarium for their trouble; they supplemented the existing system of postal enquiries and did not replace it.<sup>20</sup> Nevertheless, according to Burnett, the local correspondents ‘made it possible to record details of many strikes which would otherwise have escaped observation.’<sup>21</sup>

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<sup>15</sup> Davidson (1972) p. 232-8, Schloss (1893) pp. 46-9.

<sup>16</sup> Certainly unchanged in principle till 1924 (*Reports* for 1888 to 1913; *Gazette* 1925 p. 4.) Thereafter, this judgement is based on the lack of any report to the contrary in the *Gazette*’s annual articles on Trade Disputes and in the *Annual Reports of the Ministry of Labour*.

<sup>17</sup> Schloss (1893) p. 45; Davidson (1972) pp. 232-8. John Burnett (1842-1914) General Secretary to the ASE 1874-86; Treasurer of the Parliamentary Committee of the TUC 1886; as a young man a prominent agitator for shorter working hours in Tyneside engineering works. (Davidson (1972); *Dictionary of Labour Biography* II).

<sup>18</sup> See the biography by Davidson (1972) pp. 239-45.

<sup>19</sup> *Journal of the Royal Statistical Society* (1893) p. 331; *Copy of Memorandum*, pp. 4-5.

<sup>20</sup> *Report* for 1894, p. 9; *Copy of Memorandum*, p. 5, which reproduces the instructions given to the local correspondents.

<sup>21</sup> *Report* for 1893 p. 30.

Additional local correspondents were appointed in the 1890s whilst a few appear to have resigned without being replaced, so that the numbers increased from the 25 original appointees to 30 in 1894 and 33 in 1895, falling to 32 in 1896 and 31 in 1897 remaining at that level until at least 1903 after which we have no information on the identity of the correspondents.<sup>22</sup> The *Gazette* does not refer to its local correspondents after June 1912 and it appears likely that their functions were transferred to the managers of the then recently established labour exchanges.

In 1893 the Department had also persuaded a number of trade organizations to send details of any strikes which came to their notice without waiting for the Department to send them a questionnaire. The organizations mentioned in a preliminary list included coal owners' associations covering South and West Yorkshire, Cumberland, Lanarkshire, the Mid and East Lothians, Shropshire and South Wales and Monmouth.<sup>23</sup> The provision of information to the Department was on an entirely voluntary basis, however, and has remained so. In a handful of instances the Department had sent representatives to gather information on the spot and it declared its intention to continue the practice in the case of strikes.<sup>24</sup>

In 1894 the Department increased the number of 'trade and other papers, and trade union reports' that it scrutinized and the local correspondents, by means that were not specified, 'increased their means of obtaining knowledge of a strike from all parts of their district.'<sup>25</sup> By 1896 Burnett was apparently fully content with the information system that had been created over the previous ten years, writing that:

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<sup>22</sup> The *Gazette* included signed reports from the local correspondents till 1903.

<sup>23</sup> *Copy of Memorandum*, p. 8.

<sup>24</sup> *Copy of Memorandum*, p. 11.

<sup>25</sup> *Report* for 1894, p. 9; this may simply be a reference to the reduction in the size of some of the districts with the appointment of additional correspondents. The *Gazette*, 1913, p. 402, mentions that 'Trade union and other documents [are] searched for records of disputes not otherwise recorded.'

It is satisfactory to find that these statistics become more and more complete every year. Thus in the present volume [the *Report* for 1896] the approximate number affected and the duration in working days, have been obtained in the case of every strike reported to the Department. It may be safely concluded that the 1,021 strikes, involving 198,687 workpeople, of which particulars are given in this volume, practically cover the whole field of industry, and that no important strike beginning in 1896 has been omitted.<sup>26</sup>

The headquarters staff was gradually augmented over the ensuing years; an Assistant Commissioner of Labour, W. A. Wilson Fox, was appointed in 1899.<sup>27</sup> In 1900, three ‘investigators’ were appointed, amongst them David Frederick Schloss<sup>28</sup> who had been a strong advocate of the expansion of the old Labour Bureau; in 1901 an ‘assistant investigator’ was also appointed. Further additional investigators and correspondents joined the Department in 1904.<sup>29</sup> All of these people would, of course, have had extensive duties besides the compilation of statistics on strikes.

No further changes in the method of collection of these statistics were noted in the official literature. What changes, if any, the transference of the labour statistical functions of the Board of Trade to the Ministry of Labour in 1917 brought about, is unknown.

### 3. General Evaluation

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<sup>26</sup> *Report* for 1896, p. ix.

<sup>27</sup> *Imperial Calendar and Civil Service List 1899*. ‘Arthur Wilson Fox, eldest son of the Physician in Ordinary to Queen Victoria. A barrister, educated at Marlborough and Cambridge, he was from its inception a vigorous adherent of the Primrose League and primarily recognised as an expert on agricultural labour.’ (Davidson (1972) p. 246).

<sup>28</sup> A ‘barrister and prolific writer ... a member of the Booth inquiry and founder member of the Economic Society’. (Davidson (1972) p. 246).

<sup>29</sup> *Imperial Calendar and Civil Service List*, 1900, 1901, 1904. After 1907 it becomes impossible to make inferences from this source. The local correspondents are not mentioned in it.

The compilation of statistics on trade strikes is evidently an extremely ‘difficult and delicate task’<sup>30</sup>. Different accounts of the same events often exhibit a wide diversity of meaning even on such apparently unproblematic points as the numbers of the participants.<sup>31</sup> It is thus particularly unfortunate that so little evidence pertaining to an evaluation of these data is available. In what follows I can do no more than point out a few relevant considerations. It does not seem possible to me to reach any firm conclusion on their basis.

*(a) Postal Questionnaires and Response Rates.*

As we have seen the main source for the official statistics was the responses made by those involved to postal questionnaires. This method of investigation is always associated with various difficulties. First, there is no incentive to fill in the forms carefully or completely, or, indeed, at all. It is thus not surprising to find that of the forms returned ‘many ... [were] so incomplete or confused as to be worthless’<sup>32</sup>. Second, respondents are free to interpret the questions in their own manner and have no ready opportunity to clarify the meaning of the questions posed. The terminology employed by the respondents is non-standardized which makes the interpretation of the returns difficult since the same terms may have different meanings in different localities or contexts, etc. It is thus important to word the questions precisely and clearly and in such a way that the confusion contingent on the use of terms with multiple meanings is avoided. The specimen Forms of Inquiry reproduced in the *Reports* show a

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<sup>30</sup> Schloss (1893) p. 48.

<sup>31</sup> ‘The morning I arrived the difficulty came to a head. I called at once to see the manager, and asked how many men were on strike. He replied that, indeed, there was no strike, that they were all just a happy family, but admitted that 200 men didn’t report for work that morning. I then went out to talk with the agent of the union, and he told me excitedly that the plant would be closed completely by afternoon and that there were 15,000 out on strike at that moment. The true number proved to be about 9,000. Their statistics were not very accurate. They were both distorting reality in trying to make their respective worlds more comfortable for them.’ Presidential Address to the American Statistical Association, *Journal of the American Statistical Association*, 1932, p. 2, quoted in Knowles (1952) p. 299.

<sup>32</sup> Schloss (1893) p. 49.

progression, especially marked in the earlier years, from a substantial vagueness towards greater precision, but the questions remained rather general and undirected. The questions included in the *Forms of Inquiry* for 1901, after which no changes were made of which we have any knowledge, are given in Appendix I. It will be seen that the question aimed at ascertaining the nature of the matter at issue, for instance, was simply 'Cause or object of strike or lock-out'.

The response to postal questionnaires tends to be rather low in comparison with other techniques, and at first sight, this also appears true of these enquiries in particular. The response rates (proportion of forms sent out which were returned at least partially completed), insofar as they are known, are set out in Table 2. The average response rate taking employers, etc. and unions, etc. together was 54.8 per cent in the period up to 1893 and 53.2 per cent in the years 1893 to 1895. (Data for 1896 and the following years was not published).

Years	Numbers and <i>percentages</i>	
	1888-92	1893-95 <sup>a</sup>
Forms sent out to employers, etc.	980	1,669
Forms returned	542	799
<i>Percentage returned</i>	55.3	47.9
Forms sent out to unions, etc.	647	857
Forms returned <sup>b</sup>	350	544
<i>Percentage returned</i>	54.0	63.5
Total number of forms sent out	1,627	2,526
Total number returned	892	1,343
<i>Percentage returned</i>	54.8	53.2
Number of strikes detailed in <i>Reports</i>	873	903



Forms sent out per strike detailed	1.9	2.8
Forms returned per strike detailed	1.0	1.5

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*Notes:*

a Additionally, information on 49 strikes for which no completed enquiry form was received was supplied by the local correspondents.

b These figures do not include letters of ‘explanation, information or apology’ etc. sent to the Department in response to its enquiries.

*Sources:* Board of Trade, *First, Second and Third Abstracts of Labour Statistics of the United Kingdom; Reports* for 1888-93.

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Response rates varied from year to year, and the averages quoted above cover ranges of 48 to 59 per cent and 48 to 57 per cent respectively. Response rates for employers, etc. and unions, etc. were roughly equal —on average— before 1893 but thereafter the rate for unions, etc. is significantly and consistently higher. On average, taking employers and unions together the re-organization of 1893 appears to have had little effect on the response rate. This is not surprising: the response rate is, after all, primarily the result of the responders’ actions rather than the Department’s. However the Department was able to increase the number of Inquiry Forms it sent out per strike. As may be seen from the bottom two lines of Table 2 the number of Forms sent out per strike increased by about half —on average— between the pre- and post-1893 periods. The number of Forms returned increased by a similar proportion from an average of one per strike before 1893 to an average of 1.5 afterwards. However it remains true that on average less than two schedules were returned per strike even after 1893.

There are virtually no data about response rates available for the period after 1895. The only data even half-relevant relates to the period 1921 to 1940. This is the note in the *Record Books* of the name of the pit or colliery or firm affected by the strike. If this is present, then we can infer that the Department knew where to write to in order to gather information from the employer's side at least. The data is given in Table 3.

Table 3 Number And Percentage of Cases for which the Name of the Pit, Colliery and Firm are All Missing. Coalmining. Great Britain 1921-40

Year:	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930
Number	22	27	19	12	7	2	4	10	Nil	4
Percentage	15	17	10	6	4	3	4	10	Nil	3
Year:	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940
Number:	5	Nil	1	Nil	6	3	6	2	1	1
Percentage	3	Nil	1	Nil	3	1	1	1	0	0

Source: *Record Books*.

Thus for most years in the inter-war period we know that the Department was at least in possession of an address to which enquiries could be sent in the great majority of cases. Whether or not a reply was received is, of course, another matter.

#### (b) Coverage

The major bias in the data is against small strikes as noted by a number of writers.<sup>33</sup> This bias takes two forms; one is the 'intended bias' indicated by the operation of the 'inclusion criteria', the second is the 'unintended bias' arising from the higher probability of larger strikes coming to the notice of the Department; this will affect even those strikes satisfying the inclusion criteria.<sup>34</sup> For our purposes, both these biases could be of importance. Although strikes too small to be included in the official statistics would normally result in very little loss of production and would thus be

<sup>33</sup> This 'intended bias' is routinely noted in the literature, for example Clegg (1972) p. 312; Hyman (1972) p. 17; Knowles (1952) pp. 301-2; Turner (1969). The 'unintended bias' is noted less often but Hyman does so (1972, p. 17) and it was acknowledged in the *Written Evidence of the Ministry of Labour to the Royal Commission on Trade Unions and Employers' Associations* p. 38n. Burnett noted in 1895, before the 'inclusion criteria' were introduced, that '[t]here are, of course, a few disputes of purely local interest of a brief duration, and affecting but small numbers of persons, about which full details may not always be obtainable, but these are so few and so unimportant that they may be treated as a negligible quantity'. *Report for 1895*, p. 9.

<sup>34</sup> Detailed case studies of industrial conflict in particular establishments, firms or industries typically remark on the relatively large number of disputes that occur which are too small to satisfy the inclusion criteria.

unimportant on the usual criteria, they may nevertheless be significant from an industrial relations point of view.

*(c) Plurality of Sources*

As we have seen, ‘after obtaining knowledge of a strike from any source, it [was] the custom of the Department in addition to the reports received from its accredited correspondents to send a detailed series of questions to each of the parties involved in the strike, in order that both sides may have an opportunity of fully stating their own case.’ It would also have the original reference to the strike in the form of reports in newspapers etc. Thus the Department might have three or more sources for each strike. Naturally, they would not infrequently disagree; if the returned Inquiry Forms differed attempts were made ‘so far as [was] possible to reconcile important discrepancies’.<sup>35</sup> There is thus some safeguard against carelessly, mistakenly, or misleadingly answered questionnaires. However, as I noted above, even after 1893 only 1.5 completed questionnaires were returned on average per strike recorded. It is very likely that no completed questionnaire was received in a considerable number of cases. In this situation the practice was to ‘take such information as may be otherwise available.’<sup>36</sup> Schloss took this locution to be ‘an euphemism covering the free use of newspaper paragraphs which, if I may borrow the official language, are not in all cases written “with such care and completeness as is desirable.”’<sup>37</sup>

*(d) The Contemporary Reception.*

Davidson has noted that ‘[f]rom its inception, largely through the appointment of trade unionists as local Labour Correspondents, the Labour Department was widely

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<sup>35</sup> *Report* for 1894, p. 9.

<sup>36</sup> Schloss (1893) p. 49.

<sup>37</sup> Schloss (1893) p. 49.

condemned as a “machine for radical jobbery” ’ and has argued that ‘[t]o survive as an accredited Office of State it had to be seen to be impartial. Any show of statistical bias would have spelt its doom under the subsequent Conservative administrations.’<sup>38</sup> Davidson clearly means ‘political bias’ here, not ‘statistical bias’ and whilst the fact that the Department survived attempts to convict it of propagandism is encouraging, the anti-propagandism of Llewellyn Smith and his successors is compatible with considerable statistical bias.<sup>39</sup>

*(e) Conclusion.*

It is difficult to say anything by way of conclusion except that the data are neither perfect nor obviously worthless; this, indeed, says little. Although the difficulty in covering small strikes is clear, on other points we are largely ignorant and what we do know is confined almost entirely to the pre-1914 period. It would be illegitimate to assume that the data gradually improved. The same movement for economy that resulted in the suspension of publication of the *Reports* after that for 1913 may well have had an effect on the quality of the data. Certainly, the publication of the data has never been as complete since. Fully revised case by case data on ‘Principal’ strikes, for instance, were last published in 1913.

#### **4. The Data: Preliminary Problems**

*(a) Definition of a Strike: General Issues*

The definition of ‘strike’ most frequently quoted in the statistical and industrial relations literature is that offered by the International Labour Office in 1926: ‘an

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<sup>38</sup> Davidson (1972) p. 148

<sup>39</sup> On the poor view taken by Smith of what he conceived to be the propagandism of the Webbs, see Davidson (1972) pp. 242-3, 249.

economic occurrence, characterised by a temporary stoppage of work in one or several establishments, wilfully effected by one or several employers or several workers with a view to enforcing a demand.’ Sometimes this is extended to allow into the definition stoppages designed only to ‘express a grievance’.<sup>40</sup> However, it should not be assumed that the British statistics have been compiled using this or, indeed, any definition. It is true that the first of the many annual reports to publish the official strikes statistics observed that:

If these two things [strikes and lock-outs] are taken together, a general definition is comparatively easy. It may be simply said that strikes and lock-outs are stoppages of industry arising from differences of opinion between the parties to the industrial contract. ... To further specialise the definition [of a strike] it may be said that a strike is a suspension of work by the employed, having for its object the enforcement of better terms of labour or the resistance of some defined change in existing conditions of labour (Board of Trade, *Report for 1888*, 5).

However, at some point in the succeeding decades a decision was made and confirmed in 1921 that the statistical definition of ‘strike’ should conform to the legal definition given in the Trade Disputes Act of 1906 and it is clear that from at least 1921 the statisticians worked with one eye on the courtroom.<sup>41</sup> The problems this practice led to are easily imagined. A legal decision in July 1926 to the effect that the General Strike of May that year was not a strike within the legal meaning of the term appeared to imply that the statisticians should expunge the strike from the records; this, they decided, was ‘not practicable’.<sup>42</sup> The passage of the Trade Disputes and Trade Unions

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<sup>40</sup> International Labour Office, *Methods of Compiling Statistics of Industrial Disputes*, 14; cf. Knowles 1952: 301, Hyman 1972: 17 and P. K. Edwards 1981: 287.

<sup>41</sup> Ministry of Labour, *Statistics ... Definition of Strikes and Lock-outs*, Minutes by H. H. Cook, 3 March 1921 and 5 August 1926, PRO LAB 17/325.

<sup>42</sup> Ministry of Labour, *Statistics ... Definition of Strikes and Lock-outs*, Minute by H. H. Cook, 5 August 1926, PRO LAB 17/325.

Act 1927 which included a new and extraordinarily wide definition of 'strike' caused consternation amongst the statisticians. Quite how they decided to respond to this is not clear from the surviving records. All one can say is that those records suggest that the strike statistics were compiled by civil servants guided by pragmatism rather than principle.

Three main difficulties faced the statisticians. The first concerned stoppages of work caused by the refusal of union members to work with non-unionists and for similar reasons. In such cases the statisticians found 'that the owners usually deny that any dispute exists between the men and themselves'.<sup>43</sup> In a similar case, in which a stoppage had been called to force men in arrears with their union subscriptions to pay up, they noted that the firm 'regarded the ... stoppage not as a strike but as an irritating disturbance of work' not dissimilar perhaps to a cessation of work made as a token of respect after a fatal accident. The second concerned stoppages designed to secure or stop some change unconnected with the terms and conditions of employment; for instance in 1917 and 1918 there were a number of stoppages, which did enter the official records, concerning military conscription and food rationing as the following Statements of Cause show:

Against scheme of recruiting men between 18 and 25 years of age while older men were left who had entered the pits during the War (West Riding, 1917. Case 1808).

Strike respecting calling up to military service of miners (West Yorkshire, 1918. Case 1952).

As a protest against the management securing exemption from Military Service for an engineman (Lancashire, 1918. Case 1971).

For the calling up to military service of all post-war miners prior to the calling up of pre-war miners (Nottinghamshire, 1918. Case 1982).<sup>44</sup>

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<sup>43</sup> Ministry of Labour, *Statistics ... Definition of Strikes and Lock-outs*, Minute of S. P. Barham, 26 October 1927, PRO LAB 17/325.

<sup>44</sup> It should be mentioned here that there are slight discrepancies between the numbers of strikes in coal mining in the published official statistics and the number of cases actually recorded in the

Against maldistribution of foodstuffs men demanding a rationing system (Lancashire, 1918. Case 1973).<sup>45</sup>

Such stoppages might be termed ‘protests’ more naturally than ‘strikes’. This brings us to the third difficulty which concerned stoppages which were simply expressive rather than a means of pursuing a dispute with an employer; for example a stoppage took place in County Durham in 1909 which was described as ‘In sympathy with men imprisoned for refusal to pay fines imposed by magistrate for leaving work without notice’.<sup>46</sup> This case was entered in the official records of strikes and lock-outs and yet, on the face of it, this is not a means of putting pressure on an employer but a protest against a judicial decision.

So far we have looked at these definitional problems simply as questions of statistical procedure but the difficulties go deeper than this. It is not merely that it may be difficult to apply a definition of a ‘strike’ in particular cases but that the people concerned may choose to define a protest as a ‘strike’ or vice versa and may themselves understand their actions as a ‘strike’, or as a ‘protest’, or as a ‘demonstration’, or in terms of some other socially defined category, and that these presentations and understandings affect the way participants behave. Such a possibility has consequences for how that behaviour can be understood (cf. Batstone *et al.* 1978: 19-20). An example may make this more clear.

Paterson and Willett give an account of a strike at ‘Blackford Colliery’ in 1949. It was a warm spring day and a number of men were sitting in the sun at the pithead waiting to go down on the afternoon shift. The conversation turned to an old grievance that had never been settled but ‘the conversation was neither heated nor aggressive. One

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*Record Books* which might be explained by the exclusion of cases like the ones instanced. Source: *Record Books*.

<sup>45</sup> Ministry of Labour, *Trade Disputes ... Strikes and Lock-outs of 1917, 1918*, PRO LAB34/17, /18.

<sup>46</sup> Board of Trade, *Trade Disputes ... Strikes and Lock-outs of 1909*, PRO LAB34/9.

man remarked that it was “very fine weather for the backshift” and the men immediately and unanimously decided they would not go underground that afternoon’.<sup>47</sup> When the observing sociologist asked what was going on, he was told that the men were on strike and immediately a range of old and new grievances were discussed as if to justify this description. Within half an hour a demand had been formulated which from then on was presented as the reason for and justification of the strike.

One interpretation of these events is that the afternoon shift saw the fine weather and decided to find some way of avoiding work that afternoon: a grievance was found to justify a strike which allowed the men to ‘legitimately’ take the afternoon off. A case of mass absenteeism was presented, defined and understood by its participants as a ‘strike’. The role of social meanings and interpretations is underlined by the contrast provided by another account. Frank Vernon, who started work in a Yorkshire colliery in 1937, recalls

a glorious sunny summer day. All the haulage lads always used to hang back until the last minute and would go down the pit on the last cage. Harry [Fountain] was standing with his mates, grumbling and muttering about having to go down the pit, leaving all this sunshine. All of a sudden he bawled ‘Am gonna chuck mi hat up in the air and if it comes down we’re going home!’. It was a foregone conclusion. We went home.<sup>48</sup>

Vernon does not present this incident as a ‘strike’ but its resemblance to the incident at Blackford Colliery is clear. Thus very similar sequences of events may receive different interpretations. The fact that we understand a ‘strike’ as something different from an ‘absence from work’ can obscure the close similarities that may sometimes

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<sup>47</sup> Paterson and Willet (1951) p. 63.

<sup>48</sup> Vernon (1984) p. 19.



exist between the two and hence obscure the reasons for the events we observe. When considering our strike statistics we need to remember that what we have before us are details of events which have been socially, not merely statistically, defined as 'strikes'.

These questions arise most seriously in cases of 'spontaneous walkouts' precipitated by what appear to be trivial events. To insist on treating such instances as 'economic occurrence[s], characterised by a temporary stoppage of work..., wilfully effected by ... several workers with a view to enforcing a demand' may be to miss the point entirely: far from being rationally chosen means to other ends, such walkouts may directly achieve their end: to gain a temporary respite from work. There is a long history of linguistic usages which seem to imply such motivations: employers and contemporary observers referred to miners 'playing the pits', and to 'play days'.<sup>49</sup> That approximately one third of strikes ended on the employers' terms without negotiation in the late 1920s and 1930s also suggests that walkouts to achieve a respite from work may not have been at all uncommon. However, other evidence suggests that, at least in more recent periods, such walkouts have been less frequent. Jencks's industry-wide study for 1953-6 presented data which showed that between six and nine per cent of stoppages and restrictions occurred without any discussion of the strikers' grievances (which the data presume must have existed) with NCB officials.<sup>50</sup>

*(b) Definition of a Strike: Details*

No attempt to distinguish strikes from lock-outs in the official statistics has been made since 1893;<sup>51</sup> hence the official term 'stoppage of work due to a trade dispute'.

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<sup>49</sup> See, for example, Askwith (1920/1974) p. 201.

<sup>50</sup> Jencks (1966) Table 6.

<sup>51</sup> Cf. *Reports* for 1893 and 1894.

Occasionally the *Record Book* Statements of Cause refer to a lock-out as such but these references have not been coded.

Strikes and lock-outs are distinguished from other forms of pressure, 'go-slows', 'working without enthusiasm', 'working to rule', overtime bans, 'ca'canny', other forms of output restriction, and all the latter are, of course, excluded.<sup>52</sup>

*(c) Problems of Counting Strikes*

*(i) The Unit of Enumeration*

Those who count strikes sometimes count strikes and sometimes count plants, firms, towns or states *affected by* strikes. For once, UK official practice is clear. Until the *Report* for 1890, the 'establishment [was] taken as the unit of enumeration. [In 1890] it [was] determined to make the strike, whether a general or merely a local one, the unit, providing also a separate column showing the number of establishments which were concerned in each dispute' (*Report* for 1890: 9). This practice has been maintained consistently ever since.

*(ii) Other Problems*

There is sometimes a difficulty in deciding whether the activity in question should be counted as one, or a number of, strikes. Occasionally, for instance, a strike will take place, then work will be resumed to allow notices to run out or to 'permit negotiations' and then a further stoppage will take place when the period of notice expires or the negotiations break down. It is not obvious whether such sequences of events should be counted as one strike or two. Again, if one group of workers strikes for a wage increase and simultaneously, or at some stage subsequently, other groups of

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<sup>52</sup> Clegg (1972) pp. 313-4.

workers at the same firm or elsewhere strike ‘in sympathy’, should this counted as one strike or two?

The practice of the Department on this point is, as so often, not clear.<sup>53</sup> The questionnaires were written on the assumption that one continuous stoppage took place in that they only asked for one starting date and one finishing date.<sup>54</sup> Thus it would seem that a number of discontinuous stoppages on the same issue separated only by periods of notice or periods of negotiation would be counted as several strikes and not one. Entries in the *Record Books* support this supposition. For example, 101 men struck work at the South Kirkby Colliery in West Yorkshire in February 1938 ‘[f]or withdrawal of summons for break of contract issued against haulage hands who had been involved in a previous stoppage of work without previous notice.’ The ‘[haulage] hands decided to resume work and to tender seven days’ notice to terminate contracts’. A week later nearly 1,800 men duly struck work. This is recorded as two separate strikes.<sup>55</sup> On the other hand there were a number of strikes about hours of work on Saturdays, or about Saturday working, in which workers worked normally during the week but refused to come in on Saturdays;<sup>56</sup> these strikes are recorded as a single strike in the *Record Books*.

Sympathetic strikes, when recorded as such, were recorded as such, were counted as distinct strikes. However, the criteria by which the Department distinguished sympathetic strikes from others are, at least, difficult to discern, and may have been quite unsystematic for some considerable period.

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<sup>53</sup> Until the *Report* for 1890, the “establishment [was] taken as the unit of enumeration. [In 1890] it [was] determined to make the strike, whether a general or merely a local one, the unit, providing also a separate solemn showing the number of establishments which were concerned in each dispute.” (*Report* for 1890 p. 9) (The number of disputes recorded in the ALSUKs thus differs, for the years 1888 and 1889, from the number recorded in the *Reports* for those years.

<sup>54</sup> See Appendix I.

<sup>55</sup> Cases 5416, 5418.

<sup>56</sup> E.g. Case 2343, Nth Derbyshire 1920, where no work was performed on any Saturday between the 10th January and 23rd April, but work continued normally otherwise; recorded as a single dispute.

*(d) Definition of the Industry*

From the occupational details given in the *Record Books*, it is clear that coke-oven and bye-product works are included. 'Other' mining, e.g. iron-stone mining, is excluded, as is quarrying, although fireclay miners are mentioned once or twice. Fireclay was commonly found with coal.

*(e) Geographical Coverage*

The *Record Books* include details of strikes in what is now the Republic of Ireland until the end of 1921. There were a small number of coal mines in the 26 counties and occasionally one or two strikes at them. Irish strikes are excluded from our datasets which thus refer to Great Britain throughout the period. (There has never been any coal mine in what is now Northern Ireland). No Irish union was ever affiliated to the Miners' Federation of Great Britain and it seems likely that the employers' association, the Mining Association of Great Britain, similarly restricted itself.

*(f) The National Strikes and Lock-outs*

The four national coalmining strikes and lock-outs of 1912, 1920, 1921 and 1926 have not been coded because the technical inconvenience caused by the very large figures for the numbers involved and the working days lost in these cases seemed disproportionate to the advantages, if any, of including them in the dataset. The entries in the *Record Books* for these strikes are reproduced in Appendix III.

## 5. The Variables

### (a) Case Number (CASENO)

Each strike was allocated a Case Number. Case numbers 1 to 2499 are in PRE1921.TXT, numbers 2500 to 6513 in PRE1940.TXT and numbers 7001 to 8328 in PREJAN02.TXT. The case number is in no relation to the 'Office Number' recorded in the *Record Books*.

### (b) Locality (LOCAL and PLACE)

The annual *Reports* and the *Gazette* give the name of the village, town or city in or near which the strike occurred. The *Record Books* are divided into a number of sections corresponding to broad areas of the country ('Northern Counties' etc.). Within each section the locality is further specified, usually by giving the name of a village, town or city in or near which the strike occurred e.g. 'Merthyr', 'Blantyre' etc. Where the strike was too widespread for this to be sensible, the general area is given, e.g. 'S. Wales and Monmouth'.

### (i) Coding Procedures

This data has been entered as two variables: PLACE contains the location specified in the *Reports* or the *Gazette* for the strikes before 1903 or an edited version of the text describing the location of the strike given in the *Record Books*; LOCAL is a numeric code for the county or region in which this location lies.

PLACE is an edited text string. It includes strings of text which have been struck through in the *Record Books*; the struck out material is enclosed between a pair of asterisks. The content of the struck out material suggests that these were not so much errors as locations which were regarded as too specific either on stylistic or confidentiality grounds. To facilitate machine sorting:

- the spellings of place names such as Merthyr Tydfil (cf. Merthyr Tydvil) and Newcastle upon Tyne (cf. Newcastle-on-Tyne, etc.) have been standardized as far as possible;
- entries such as ‘near Castleford’ have been re-ordered to read ‘Castleford near’;
- entries such as ‘various districts in South Wales’ have been re-ordered to read ‘South Wales various districts’
- deleted material was re-ordered so that it now always follows the rest of the entry
- abbreviations of ‘near’ were expanded;
- abbreviations for the compass points have been expanded to read ‘North’, ‘East’, ‘South’ and ‘West’.

PLACE sometimes includes a county name; this is not necessarily identical to the county to which the strike is assigned by LOCAL as will become apparent. The notes of region, ‘(N. Cos)’, ‘(N&W Mids)’ etc., sometimes found in the *Record Books* were omitted from the PLACE text.

In the case of multi-colliery strikes and those strikes where the colliery named in the *Record Books* could not be positively identified a note is appended to PLACE detailing the collieries and sometimes the companies concerned. The code numbers in these notes are those used for the variables CYCODE and COCODE, detailed below.

LOCAL is a standardized assignment of each strike to a part-county, county or region. The alternative of providing a separate code for each village, town etc. mentioned was rejected because there was no indication prior to the coding that the locality given in the *Record Books* for particular collieries was standardized. During coding I was more impressed by the uniformity of the Ministry's practice than by its diversity and it seems likely that in most cases the town in the postal address given in the Home Office (later Mines Department) *List of Mines* is the location noted in the *Record Books* and the other sources used for the period before 1903.

For the more widespread strikes, a number of codes (codes 91-99) corresponding to the districts defined in the 1921 National Wages Agreement, which were other than counties, were established prior to the coding. Any 'locality' given for a multi-county strike which was not provided for by codes 91-99 was given an *ad hoc* code, one for each such 'locality' mentioned. Strikes which could not be satisfactorily allocated to a county but which were not multi-county strikes were similarly treated.

The allocation of the villages, towns etc. mentioned in the *Record Books* to counties was carried out as follows. I inspected the *Lists of Mines* for 1893, 1913 (the peak year for British coal production) and 1945. These are arranged by county with some subdivisions (South and West Yorkshire; North and South Derbyshire; Gloucester (Bristol) and Gloucester (Forest of Dean); North Staffordshire, South Staffordshire excluding Cannock Chase, and Cannock Chase). The town or village given in the postal address for each mine in the county or part-county was noted and in this way a gazetteer arranged by county and part-county was established. The lists of towns, villages etc. for adjoining counties and part-counties were then checked for entries in common. This revealed a number of cases where the same town or village was used in the address of collieries which, according to the *List of Mines*, were in different counties. An unambiguous allocation of localities to counties or part-counties was then made by allocating borderline cases according to the relative size, as measured by

employment, of the collieries given the same town or village in their address. In the event, there was no contradiction between the allocations based on the *Lists* of 1893, 1913 and 1945. The allocation of the borderline towns and villages is given in Appendix IV.

In a small number of cases, the locality given in the *Record Books* was not found in the gazetteer established on the basis of the *Lists of Mines*. In these cases a published gazetteer was used to establish the county.<sup>57</sup> In a few cases, the locality given was of the form '[Name of Large City], nr.', e.g. 'Glasgow, nr.'. In these cases the city was either allocated to a single county (Glasgow to Lanarkshire, Newcastle to Northumberland, Manchester to Lancashire, Sheffield to South Yorkshire, Cardiff to Glamorgan) or in the cases of Birmingham and Stafford, where this procedure seemed too problematic, an *ad hoc* code was provided.

This method implies that strikes at some collieries on the border of two counties or part-counties will be coded as occurring in counties other than that in which they are actually situated according to the *List of Mines*. The counties most significantly affected are Lanarkshire, Stirling, West Lothian (Linlithgow) and Midlothian (Edinburgh); North Derbyshire and Nottinghamshire; and the South Wales counties, in particular, Brecon: one third of the villages coded to Brecon also appear in the postal addresses of mines in Carmarthen, Glamorgan or Monmouth. Few problems occur in distinguishing the Staffordshire coal fields.

#### (ii) *Data Problems*

The allocation of place names to strikes does not appear to have been governed by any consistent principles. A consequence of this is that strikes at a single colliery are not

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<sup>57</sup> The 1921 Census 'Index of Names of Places' for England and Wales, the 1961 and 1971 Census gazetteers for Scotland, the 1910 *Bradshaw*, or Bartholomew's 'Gazetteer of the British Isles'.



always coded to the same place. For example, the strikes at one colliery in Lanarkshire are recorded at Plains, Airdrie and Caldercruix. No attempt to standardize the 'placing' of strikes in the dataset has been attempted. Furthermore, the degree of precision with which the locality is identified is variable. In a small number of cases only a county is given. In a larger number of cases the identification is vague e.g. 'Glasgow (near)' and 'Durham (near)'. Inconsistencies here mean that to discover how many strikes occurred in e.g. the Rhondda, entries against not only 'Rhondda' and 'Rhondda Valley' but also entries for 'Treherbert' etc. must be checked.

Deleted manuscript material may simply have been in error but it is possible that the deleted material was regarded by Ministry of Labour officials as sufficient to enable the identification of the firm involved and was therefore suppressed for reasons of confidentiality. This suspicion is buttressed by the fact that most deleted material was more precise than that substituted. However, this is not always the case and many deletions were made in entries for strikes that were too small for their details to be eligible for publication, thus removing the motive for discretion.

*(c) The Number of Firms Affected*

This data is not given in the sources used for strikes beginning in 1901 and 1902.

It is clear from the data that the terms 'firm' and 'colliery' are distinguished as they ought to be and, for once, confusion is absent. It is not clear however how firms are enumerated when a number of companies are themselves owned by a holding company or a trust or combine.

Wherever the strike involved a large number of people, data for this variable is often missing; thus of the strikes after 1903 involving more than 10,000 workers it is missing in 66% of cases (n = 53) and of those involving more than 5,000 workers it is missing

in 37% of cases (n = 123).<sup>58</sup> These are of course strikes which are likely to have involved more than one firm; thus the frequency distribution of the numbers of firms affected is somewhat biased. However the number of missing values is so small (81 = 1.2% of total) that this is of little importance. It remains true that the overwhelming majority of strikes are known to have affected only one firm.

*(d) Occupations of those Directly and Indirectly Involved (ODA1, ODA2, ODAOTHER, OIA1, OIA2, OIAOTHER)*

The *Record Books* give a list of the occupations directly and indirectly affected or involved, distinguishing the two groups of occupations usually by underlining the occupations of the latter group.

The postal questionnaire technique implies that there is no standardization of occupational terms. Ambiguities thus enter into the data. Some terms have different meanings in different districts (e.g. ‘filler’, ‘drawer’, ‘butty’) and some terms differ in their meaning according to context, thus ‘collier’ may mean ‘a person employed in or about a coal mine’ or ‘a faceworker’ and ‘fireman’ may mean a ‘shotfirer’ or ‘a boiler stoker’. The same meaning was often covered by different terms in different districts (e.g. ‘caunchmen’, ‘rippers’).

It is now apparent, but was not before coding started, that it would be feasible to code the occupations by allocating a code to each occupational term encountered, since less than 350 occupational terms and phrases appear in the *Record Books* in perhaps 8,000 entries of occupation affected in the 6,513 cases of PRE1921.TXT and PRE1940.TXT. We assigned occupational terms to one of over twenty numeric codes. These assignments are given in Appendix V. Assignments of occupations to

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<sup>58</sup> Both of these statements exclude the four national disputes; the number of firms affected in each case was, of course, unknown.

codes were carried out in the light of the technical literature<sup>59</sup> together with the glossaries provided by Greenwell (1849/1970), Royal Commission on Labour, *Evidence before Group A ... Digest*, and Ministry of Labour, *A Dictionary of Occupational Terms ...*. This coding was designed to allow the distinction of workers according to whereabouts in the mine they worked (face, haulage roads, underground, surface) but much of it was forced on us by the descriptions given in the source. These are frequently vague ('miners') or refer to groups of workers distinguished not by their occupation but by some other characteristic such as the system by which they were paid ('datal workers'), age ('pit lads'), skill and, in a very few cases, gender. In practice, the vagueness of the records is more of a problem than the conceptual confusions of the source. The occupation of those directly involved is given simply as 'miners' or synonymously in nearly 40 per cent of all the strikes recorded in the 1903-40 period.

The lists of occupations directly and indirectly affected given in the *Record Books* are usually quite brief but are occasionally quite extended. There seemed little point in reproducing long lists of occupations and to do so would have caused some technical inconvenience with the coding. Instead, only the first two occupations named as directly and indirectly affected were coded, together with a binary code indicating whether further occupations were involved or not. Thus the coding of the occupations affected has the following format:

DIRECTLY AFFECTED		
<i>First-named Occupation</i>	<i>Second-named Occupation</i>	<i>Others Mentioned?</i>
Code 00 to 18 and 20 to 28	Code 00 to 28	Code 1 or 2
INDIRECTLY AFFECTED		
<i>First-named Occupation</i>	<i>Second-named Occupation</i>	<i>Others Mentioned?</i>
Code 00 to 28	Code 00 to 28	Code 1 or 2

<sup>59</sup> Bulman and Redmayne (1906), Bulman and Redmayne (1925), Hughes (1904), Nelson (1964), and Statham (1951).

In the event, this procedure seems to have been justified. In only 6 per cent of cases were more than two occupations named as directly affected and in only 5 per cent of cases were more than two occupations named as indirectly affected; in 10 per cent of cases either one or the other or both of the above conditions held.

*(e) Numbers Directly (NDIRAFF) and Indirectly Involved (NINDAFF), Daily Average Number Involved, Number Previously Included in Same Year*

*(i) Numbers Directly and Indirectly Involved*

The 'Introductory Notes' to *British Labour Statistics Historical Abstract 1886-1968* define workers 'indirectly involved' as 'those workers who are ... thrown out of work at the establishments where the strikes occur although not themselves parties to the strikes'.<sup>60</sup> Similar definitions were made in the pre-1914 *Reports*, the *Report* for 1912, for instance, adding that '[i]t is impracticable to state the number of workpeople thrown out of work, or whose employment was curtailed, at other establishments or in other industries than those in which a strike occurs'.<sup>61</sup> The distinction between direct and indirect involvement has been criticized as 'more or less arbitrary' by Knowles<sup>62</sup> who goes on to state that 'in fact the figure of "indirectly involved" could hardly provide more than an indication of the extent to which key workers strike without being supported sympathetically within the establishment in questions'.<sup>63</sup> This, however is an interesting indication.

It is not clear how the distinction between those 'directly' involved and those 'indirectly' involved was made in practice; the Inquiry Forms of which we have

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<sup>60</sup> Department of Employment and Productivity (1971).

<sup>61</sup> *Report* for 1912 p. viii.

<sup>62</sup> Knowles (1952) p. 302-3 citing A. L. Bowley, *An Elementary Manual of Statistics* (1934 edition), pp. 186-7.

<sup>63</sup> Knowles (1952) p. 303.

specimens offer little guidance on this point.<sup>64</sup> One can only guess that the predominant operational distinction would be between those who walk off the job and those who have to be told to go home.

Occasionally the figures for numbers involved given in the *Record Books* are ringed and a note attached 'for computations only'. Some of the figures so ringed are presumably guesses, but by no means all such figures are round numbers; it may be, therefore, that these figures are based on a single return and thus regarded as unconfirmed.

*(ii) The Daily Average Number Involved*

The figures given as numbers directly and indirectly involved appear to have been, or to have been regarded by the Department and Ministry as being, the *maximum* numbers of people involved at any one time. The evidence for this interpretation is provided largely by the data given for the 'daily average number' of people involved. This figure is, except for three out of the 2,220 cases for which this data is given in the *Record Books*, less than or equal to the total number of workpeople affected. However, as so often, the Inquiry Forms of which we have specimens fail to offer any guidance on how the question should be answered, and it is likely that, at least until 1928 when data on the 'daily average number' was first included in the *Record Books*, it was left to the respondents to decide on the most appropriate measure.

Data given under the 'daily average number' involved was not coded.

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<sup>64</sup> See Appendix I.

*(iii) Number Previously Included in Same Year*

For 1937-40 a further statistic is noted in the *Record Books* called 'Number previously included in same year'. It is clear from the data that what this really means is:

For the first strike in a calendar year at this colliery: nil.

For the second and subsequent strikes recorded at this colliery during this same calendar year: whichever is the lesser of:

- (i) the total number involved in this strike and
- (ii) the largest total number involved in any previous strike at this colliery occurring during this same calendar year.

An example, given in Table 4, will make this less obscure. It is of the seven strikes recorded at Calderhead Colliery, Shotts, Lanarkshire in 1939.

Table 4 'Number previously included in same year': example calculation

Strike	Start of Strike	Total Number Involved	'Previously included in the same year'
1.	7 February 1939	430	..
2.	13 March 1939	430	430
3.	20 June 1939	469	430
4.	23 August 1939	430	430
5.	19 September 1939	520	469
6.	3 October 1939	440	440
7.	7 November 1939	470	470

Source: *Record Book* for 1939.

This data has not been coded; quite what it is presumed to indicate is unknown.

(f) *Date of the Beginning (STARTDAY, STARTMTH, STARTYR) and End (FINDAY, FINMTH, FINYR) of the Strike, Duration in Weeks (DURATWKS), Duration in Days (STARFIN and CALDUR), and Working Days Lost*

(i) *Beginning and End*

The last Inquiry Form of which we have a specimen explains 'Date of the first day on which the workpeople were absent from work through strike or lock-out' and '[Date of] the last weekday on which the workpeople were on strike or locked out, or the date when the places of the strikers were filled up'. It goes on to make the request 'If there was no definite end to the strike, please state approximately when it may be regarded as practically closed'.<sup>65</sup>

Thus the start date does not refer to the date when notices of termination of contracts of employment were handed in (if this occurred) and the finish date does not refer to the date on which an agreement was reached or signed (if this occurred). However there remains an ambiguity with the finish date, since employees may be willing to return to work for some time before the colliery is in a condition in which work can be started; it is not clear whether this absence from work is classified as part of the strike or not. It would appear from the few indications available that it is not; for instance the finish date to one strike is given as 6th July but a note appended states 'In most cases work was not available until 14th July'.<sup>66</sup>

Where the strike was discontinuous, and details are given in the *Record Books*, the earliest and latest dates quoted in the *Record Books* were coded as the dates of 'start' and 'finish'. Thus the strike for which the *Record Book* notes 'Stoppages of work

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<sup>65</sup> See Appendix I.

<sup>66</sup> Case 3447, Glamorgan 1927 (*Record Book* for 1927).

occurred on 17th, 19th, 21st and 25th August' is coded as starting on the 17th and finishing on the 25th.<sup>67</sup>

The pre-1902 data show an abnormal frequency of strikes starting on the first of the month.

(ii) '*Duration in Weeks*'

This data is not available in the sources used for the pre-1902 strikes.

It is clear that the data given under this heading in the *Record Books* refers to working weeks (i.e. unit of 5, 5½ or 6 calendar days according to working arrangements) and not calendar weeks (i.e. units of 7 calendar days). A strike leading to an absence from work from Monday to Saturday is, if 6-day working is practised, a strike lasting one working week but less than one calendar week. Table 5 gives evidence showing that working weeks are meant; if calendar weeks were meant there would be no 'overlaps' in the Table: strikes lasting six calendar days, for instance, would all be coded as lasting less than one week whereas the Table shows that only 39% were so coded.

Table 5 Cross Tabulation of Duration of Strikes in Calendar Days by Duration in Weeks. Strikes lasting less than three weeks. GB Coalmining 1903-1940.

*Percentages and Numbers*

Duration in Calendar Days <sup>a</sup> :	Duration in Weeks <sup>b</sup>			Total	
	Under 1 %	1, and under 2 %	2, and under 3 %	%	N
1 to 5	99.7	0.3	0.0	100.0	4531
6	39.0	61.0	0.0	100.0	249
7 to 12	5.7	93.4	0.8	100.0	592
13	0.0	53.8	46.3	100.0	80
14 to 21	2.0	4.5	93.4	100.0	198

<sup>67</sup> Case 5023. South Yorkshire 1937 (*Record Book* for 1937).



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Notes:

a Finish date '*minus*' start date *plus* one.

b As given in the *Record Books*.

Source: *Record Books*.

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Non-zero entries in the bottom left part of the Table occur because the number of days elapsing between the start and end of a strike can be quite large before the workers are absent for more than a working week if the strike is intermittent, for instance taking place on Saturdays only. Non-zero entries in the top right part of the Table are due to errors in the *Record Books* and in the coding.

This data has been coded in the form given in the source records to form the variable DURATWKS.

(iii) *Duration in Days*

A mental calculation of the duration of the strike in calendar days for all strikes lasting three weeks or less was made during the original coding of the 1903-40 data. This now appears as the variable STARTFIN in the PRE1921.TXT and PRE1940.TXT files. The restriction to strikes of three weeks or less was subsequently seen to be unhelpful. A new variable, CALDUR, giving the calendar day duration of all strikes for which the relevant data was available, was computed from the STARTxxx and FINxxx variables by a FORTRAN program and written to the data files. CALDUR thus renders STARTFIN redundant. When it came to code data on the 1893-1902 strikes, it was decided to use STARTFIN to store the information given in the sources on the duration of the strike in *working* days. STARTFIN thus has a different meaning in PREJAN02.TXT from the meaning it carries in the two other data files. Consequently users need to exercise care in the interpretation of these variables. It is advised:

For duration in calendar days: use CALDUR in all files;  
 For duration in working days: use STARTFIN in PREJAN02.TXT;  
 be aware that this information is not  
 available for strikes after 1902.

The duration in working days data for the 1893-1900 strikes is found from one of a number of tables in the annual *Reports* pertaining to strikes with differing numbers of strikers. These exclude strikes for which the number of strikers was unknown. The consequence is that when NDIRAFF is missing between 1893 and 1900, so too is STARTFIN

*(iv) Working Days Lost*

Data on the working days lost in the strike is not available 1896-1902.

The *Report* for 1912 noted that:

The 'Aggregate Duration' in working days of a strike is ascertained by multiplying the total number of workpeople directly and indirectly involved ... by the number of working days from the beginning to the end of the strike or lock-out. In cases, however, where the number of workpeople involved varied from time to time, in consequence, for example, of the strikers having gradually been replaced by others, the 'Aggregate Duration' is adjusted accordingly.<sup>68</sup>

On quite what information this 'adjustment' was based is not clear, since the Inquiry Forms in use at the time omitted to ask for data relevant to this point.<sup>69</sup> Presumably, this was remedied by the time the 'daily average number' involved was recorded in the *Record Books*, that is, by 1928. Nor did these Inquiry Forms ask for the length of the

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<sup>68</sup> *Report* for 1912 p. viii.

<sup>69</sup> See Appendix I.

working week in force at the firm or firms in question. The ‘adjustment’ would therefore appear to have been fairly *ad hoc* in the pre-1914 period at least.

The statistic does refer to working days and not shifts. It is somewhat surprising that the data has never been collected in this form in view of the emphasis sometimes put on this statistic as a measure of the loss of output occasioned by strikes.

Data on the numbers directly and indirectly involved and working days lost are present in every single case (n = 6,513). This indicates both the pre-occupations of the Department and that either the data embody some guess work or that strikes were not included in the records until at least these details were known.

*(g) Statement and Classification of Cause (CAUSE)*

The Inquiry Forms of which we have specimens ask both employer and union (or other workpeople’s representative) for the ‘Cause of object of strike or lock-out’ and to ‘enclose a copy of any application or notice connected with the origin of the strike’.<sup>70</sup> The *Record Books* give a short (normally one sentence) ‘Statement of Cause’ of the strike and also place it in a coded classification scheme. Deciphering the codes used presented little difficulty: published analyses of cause give the titles of the classifications in use, the ‘Statement of Cause’ allows one to fit codes and titles together.

McCarthy has made the point that ‘Statement of Cause’ is a misnomer; the term ‘cause’ here refers to the issue between the two parties, that is, the point or points on which they have failed to agree.<sup>71</sup>

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<sup>70</sup> See Appendix I.

<sup>71</sup> McCarthy (1959) pp. 17-18.

The basic coding method was to code the 'Classification of Cause' rather than the 'Statement of Cause'; however, some classes of causes have been subdivided on the basis of the 'Statement of Cause'. The advantage of this is that it retains the Department's classification of the strikes which was based on more information than is now available, but the analysis is not hampered by it to any avoidable extent. Some other information given by this 'Statement' has been coded separately. (See below, Section 5(j)).

The Department's classification, which fortunately remained unchanged throughout our period, is given in Table 6.

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Table 6      Classification Scheme for the 'Causes' of Strikes used by the Board of Trade Labour Department and Ministry of Labour 1903-40

Code	Title
	WAGES
W1	For increase.
W2	Against decrease.
W3	As to system of payment of wages.
W4	Re-adjustment of rates of payment on account of difficulties or ease in working, quality of materials, &c.
W5	Other.
	HOURS
H1	For decrease.
H2	Against increase.
H3	As to arrangement of hours.
H4	Other.
	EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS
P1	Strikes between classes of workpeople.
P2	Employment of labourers instead of skilled workmen.
P3	Employment of women instead of men.
P4	Employment of apprentices and boys.
P5	For reinstatement of discharged workpeople.
P6	Against employment of certain officials.
P7	Other.
	WORKING ARRANGEMENTS, RULES AND DISCIPLINE (OTHER THAN ABOVE)
A1	For change in existing arrangements.
A2	Against change in existing arrangements.
A3	Other.
TU	TRADE UNIONISM.
S	SYMPATHETIC STRIKES.
M	MISCELLANEOUS STRIKES.

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*Sources:* titles from the *Report* for 1913, Appendix I, pp. 173-8; codes from the *Record Books*.

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The Department gave examples of strikes coming into each of the classes given in Table 6 in the *Reports* between that for 1903 and that for 1913. A consolidated list of these examples is given in Appendix II, together with further examples culled from the *Record Books*. The latter are included both to show how the scheme applied to mining in particular and also to demonstrate some of the difficulties of the scheme; they are in no sense representative samples of strikes and their coding.

Difficulties with the above scheme are immediately apparent. There are, firstly, considerable difficulties in classifying strikes under one or other of the Main Headings in the above list. Where piecework is prevalent, strikes about changes in working methods may be very difficult to distinguish from strikes about wages; a strike to enforce a refusal to fill coal with forks rather than shovels is, for example, for almost all intents and purposes equivalent to a strike against a wage cut. The only aspect of working arrangements where this ambiguity does not normally arise are strikes over safety arrangements. The problem is well illustrated by the Ministry's codings of the following two strikes:

- 'Facemen's complaint that rails had not been laid sufficiently near their working places.' (1938)
- 'For extension of haulage, workpeople complaining that length of drawing roads resulted in reduced earnings'. (1938)<sup>72</sup>

The first is coded as A3 (Working Arrangements, etc. — Other), the second is coded as W5 (Wages — Other).

Where such an ambiguity exists the classification of strikes must, to some extent, be arbitrary. It would appear, however, from reading through the Statements that where the Statement includes an explicit reference to the effect of some change in working

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<sup>72</sup> Source : *Record Book* for 1938.

arrangements on earning ability the strike was classified as a wages strike. This, however was not invariably true.<sup>73</sup>

A further ambiguity arises with systems of payment. As the examples from the *Record Books* show, sometimes, but not always, a strike about sub-contracting was deemed to be about working arrangements and is so classified, though one would expect all these strikes to have come under 'Wages —as to system of payment'.

Strikes about fines imposed for breaches of regulations were coded in the *Record Books* to 'Working Arrangements, Rules and Discipline', but strikes about fines or deductions made for filling dirt with coal usually, but not invariably, were put under Wage strikes. Some strikes about arrangements made for screening, weighing and the appointment of checkweighers were included under 'Working Arrangements, &c', though some screening and weighing strikes were classed as Wages strikes and sometimes checkweigher appointment strikes were classed under 'Employment of Particular Classes or Persons — Other'. Some strikes about the allocation of colliery houses were deemed to be strikes about 'Working Arrangements, &c', though they were usually classed as 'Miscellaneous'.

Not all strikes about trade unionism were classed as such. Refusals to work with trade unionists were normally classified as trade union strikes but in a few cases were put under 'Employment of Particular Classes or Persons — Other'. Victimization strikes, on the other hand were normally classed under 'Employment of Particular Classes or Persons — for reinstatement of discharged workpeople', but sometimes under 'Employment of Particular Classes or Persons — Other' and in a few instances under 'Trade Unionism'. Strikes about the granting of facilities to trade unions were sometimes classed under 'Trade Unionism' and sometimes under 'Working

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<sup>73</sup> See, for example, Example 5 (from the *Record Books*) under 'Working Arrangements ...for change...' in Appendix II, below.

Arrangements, Rules and Discipline'. Recognition strikes were normally classed under 'Trade Unionism', but sometimes under 'Employment of Particular Classes or Persons—Other'. Inter-union strikes were usually classed under 'Trade Unionism', but in a few cases were classed as 'Employment of Particular Classes or Persons' either '—Other' or '— Strikes between classes of workpeople'.

This state of affairs seemed sufficiently unsatisfactory to justify an attempt at re-coding. Where the *Record Books* coded the 'cause' of the strike as 'TU', distinctions were made between:

- (i) Refusals to work with non-unionists,
- (ii) Strikes over facilities or recognition,
- (iii) Victimization strikes, and
- (iv) Other strikes.

Similar distinctions were made, but different codes allocated, if the strike had been coded by the Department or Ministry under 'Working Arrangements...' or under 'Employment of Particular Classes...'. In this way the original classification was not lost, but an apparently more sensible classification can be constructed. The details, and examples of the classification, are given in Appendix VII.

Quite what is meant by a 'Sympathetic' strike, as the term is used in the *Record Book*, is not at all clear. It seems to have included action in support of strikes at the same establishment (now excluded on the official definition), although the evidence for this supposition is simply the implausibility, given the nature of the strikes, that all of the cases coded as 'Sympathetic' strikes involved action at some pit other than that at which the original strike arose. The term certainly included (and includes) action in support of workers in the same firm, as the first of the official examples for this category indicates (see Appendix II). The problems of distinguishing sympathetic



action in support of workers at the same establishment from the very large number of strikes in which the claims of a group are supported by other workers in the establishment in the ordinary way are insurmountable. The data does not support the idea that sympathetic strikes are defined in the *Record Books* as stoppages of work in support of other strikers where the sympathizers themselves have no dispute with their employer. If this was correct then we would expect all of these strikes to be terminated by a return to work without negotiations, but this did not happen, as Table 7 shows.

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Table 7      Method of Settlement of Sympathetic Strikes.  
G. B. Coalmining 1903-40

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Method	Per cent of strikes
Direct Negotiation with Employer:	44.1
Return to Work on Employer's Terms without Negotiation	46.2
Other methods:	9.7
Total	100.0
N	93

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*Source: Record Books.*

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It is difficult to avoid the conclusion that the category remained very poorly defined throughout much of our period. If this is correct, then the allocation of strikes to this category would have been on a fairly arbitrary basis. Fortunately, the numbers involved are very small.

In contrast to the problems described above in classing strikes into the appropriate main heading, few problems arise in classing strikes to the sub-headings once the main heading has been settled, except in the case of wages strikes. Here, the attempt by the

Department to distinguish strikes about the 'Readjustment of rates or payment on account of difficulties or ease in working ... &c.' leads to a number of problems which are especially acute in mining. The first lies in distinguishing a straightforward claim for increased wages, which may well be supported by an argument that the work is harder or more onerous than is usual in the industry, from a claim for an increase *on account* of difficulties in working, with the possible implication that when the difficulties cease rates will be 'readjusted'. The second lies in the classification of demands for the establishment, or for an increase in the level, of a minimum wage. This is a wage which would be paid 'on account of difficulties ... in working' and for this reason might be coded to that category. It was, on the other hand, sometimes coded to W1 'Wages — for increase' and, on two occasions only, to W6 'Wages — for a minimum wage'. (The latter code was used in coalmining for the first time in 1912 to classify the national strike of that year, seems to have been especially created for this one case, and was thereafter more or less ignored). The third problem lies in classifying strikes over payment of the minimum wage or the subsistence wage or allowances in particular cases; sometimes these are coded, as the examples taken direct from the *Record Books* show, to W4 ('difficulties ... in working') and sometimes to W5 ('Other') presumably because these strikes could be said to be over short payment and such strikes were normally coded to the latter category.

As the strikes coded to W4 and W5 are numerous, accounting for 10.3 and 15.0 per cent of the total in the 1903-40 period, respectively, and as the usefulness of both categories is limited, not least by their failure to distinguish, where appropriate, between claims for improvements in rates, and attempts to resist reductions in rates, an attempt was made to categorize these strikes more closely on the basis of the 'Statements of Cause'. Other classes of wages strikes ('Wages — for increase' '— against decrease' and '— as to system of payment') were left as they stood. In retrospect, it seems unfortunate that all wages strikes were not categorized more

closely, although the results of the attempt to do this with the W4 and W5 strikes are not especially encouraging.

The Main Headings of the classification attempted are given in Table 8. The full coding scheme will be found in Volume II.

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Table 8      Scheme for the Reclassification of Some Strikes over Wages

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*A.      Strikes Coded to W4 by the Labour Department/Ministry of Labour.*

Codes	Main Headings.
04 to 09	Minimum Wage
10 to 15	Abnormal Places
16 to 18	Other Changes in Conditions
19 to 22	Deductions for Dirt/Measurement of Work
23 to 25	Rates in Particular Seams or Pits
26 to 28	Unspecified.

*B.      Strikes Coded to W5 by the Labour Department/Ministry of Labour.*

Codes	Main Heading.
29	For Payment of Minimum Wage in Particular Cases
30	Other Minimum Wage Strikes
31	Short Payment
32	Other

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Allocation of strikes to the Main Headings given above was based on the presence or absence of a number of key words or phrases in the 'Statement of Cause' as given in Table 9.

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Table 9            Keywords Used to Determine the Coding of Some Wages Strikes

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**A.     *Strikes Coded to W4 by the Labour Department/Ministry of Labour.***

*a.     Minimum Wage:*

‘minimum wage’, ‘minimum County rate’, ‘guaranteed wage’  
(but not ‘County av.’, or ‘standard rate’).

*b.     Abnormal Places:*

‘abnormal places’, ‘harder work’, ‘wet places’, ‘difficult places’,  
‘difficult road’, ‘difficult work’, ‘unfair places’, ‘working in water’, ‘allowance’,  
‘allowances’.

*c.     Other changes in conditions:*

‘long draw’, ‘increased length of drawing’, ‘introduction of mechanical  
haulage’, ‘introduction of coal cutting machines’, ‘shortened roads’,  
‘introduction of safety lamps’

*d.     Deductions for Dirt / Measurement of Work:*

‘deductions for dirt’, ‘measurement of deadwork’, ‘clod on coal’,  
‘deductions for filling small coal’, ‘dirty coal’, ‘dirt scale’, ‘wet coal’.

*e.     Rates In Particular Seams or Pits:*

‘in one pit’, ‘a particular seam’, ‘certain seams’, ‘one seam’, ‘certain parts of  
colliery’, ‘a certain district’, ‘new seam’, ‘thin seams’, ‘certain working places’.

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Table 9 Continued      Keywords Used to Determine the Coding of Some Wages Strikes

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***B.      Strikes coded to W5 by the Labour Department/Ministry of Labour***

*a.      Minimum Wage:*

as above

*b.      Short payment:*

‘alleged under payment’, ‘short payment’, ‘alleged deficiency in wages paid’,  
‘as to wages due’.

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If a statement included more than one such word or phrase, it was allocated to the class highest in the list above. Thus ‘For payment of minimum wage to men working in abnormal places’ would be classified as a minimum wage strike and not as a strike concerning abnormal places. If it was not clear from the Statement whether the strike was for an *increase* in the minimum wage, rate of allowances, etc., or the *establishment* of a minimum wage, allowances, etc., then the former was assumed.

This attempt to establish a closer specification of the object of the strike (or more accurately, of the ‘Statement of Cause’ recorded for the strike) was fairly successful with the W4 strikes in that only 24 per cent of the strikes had to be coded to the residual ‘Other W4 strike’ category. The attempt was not successful with the W5 strikes, where 85 per cent of such strikes had to be coded to the residual ‘Other W5 strike’ category. The ‘Statement of Cause’ for many of these strikes is simply ‘Dispute as to wages’ or a similar phrase.

In conclusion, the major problems with the ‘Statement’ and ‘Classification of Cause’ appear to be the lack of definition of Department’s coding scheme in certain respects and the inherent lack of any sharp distinction between many of the issues on which managers and workers disputed. The difficulties involved in reconciling contradictory

accounts of the nature of the points at issue, although possibly serious, pale somewhat in comparison. Having said this, it should be borne in mind that the classification of particular strikes by the Department was based on more information than is now available; and that the ambiguities in the Department's coding scheme which the 'Statements' appear to reveal may therefore have resulted from over-abbreviated 'Statements' rather than from a defective coding scheme.

*(h) Statement and Classification of Result (RESULT)*

The *Record Book* 'Statement of Result' is a statement of the terms of settlement of the strike and/or the means by which this settlement was reached. Where no settlement was reached a statement like 'Strikers replaced' or 'Colliery closed' was given. In many cases, however, the 'Statement' is almost entirely lacking in content; the anodyne phrase 'Amicable settlement effected' recurs many times.

The 'Classification of Result' gives rather different information in that it attempts to classify the strike or lock-out as 'Successful' (from the workers' point of view), as a 'Compromise' or as 'Unsuccessful' or as 'Unsettled' (only five strikes are described as 'Unsettled').

As with the 'Statement of Cause', the 'Statement of Result' has not been coded as such, though the occurrence of some phrases that sometimes appear in it has been. (See Section 5.(j) below). The 'Classification of Result' has been coded as it stood.

The classification of result was made by the Department's officials; the opinions of the employer and union were not requested on this point, at least up till 1914. The officials could only have based their assessment on a comparison of the 'Cause or Object' of the strike with the 'Terms of Settlement'. It appears that when sufficient data was available to the officials, the assessment was based on a comparison of immediately pre-strike offers and final settlements. Thus a 'Strike arising out of

brushers' demand for advance of 6d per shift in wages' in settlement of which 'An advance of 3d per shift, offered by employers before stoppage commenced, was accepted ....' was classified as 'unsuccessful', even though the negotiations before the strike had resulted in an increase in rates.<sup>74</sup> However no guidance on this point was given in the enquiry forms of which we have specimens, and it is likely that in many such cases information about the level of pre-strike offers would not be available to the officials. In such cases, a strike such as the one mentioned would be classified as 'compromised'.

The criteria of success and failure were strict, or intended to be so:

Strikes classified as settled in favour of employers or in favour of workpeople, ... are those in which the employer or workpeople, respectively, were completely successful, or practically so, in attaining or resisting the objects to which the stoppage of work was due. Strikes in which the employers, or workpeople, were partly, but not wholly, successful, are included under 'compromised'.<sup>75</sup>

Fortunately, this does not lead to a 'degenerate' classification in which almost all settlements are classed as compromises, as Table 10 shows.

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<sup>74</sup> *Record Book* for 1936, case 4861; case 6305 is similar (*Record Book* for 1940).

<sup>75</sup> *Gazette* 1926 p. 198.

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Table 10 Results of Strikes. GB Coalmining. 1903-1940

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<i>Classification<sup>a</sup></i>	<i>Per cent</i>
Successful	23.7
Compromised	33.5
Unsuccessful	42.7
Unsettled	0.1
Total	100.0
N	6513

---

*Note:*

a Defined from the union's point of view for both strikes and lock-outs.

*Source: Record Books.*

---

There are a few minor points to note. Sympathetic strikes are regarded as 'successful' if the group to whom the sympathy is directed are 'successful'. Strikes arising out of 'misunderstandings' or 'errors' (according to the 'Statement of Cause') appear to be coded according to who was eventually agreed to be in the right. If the strike ends by the strikers finding work elsewhere, then this is classed as 'unsuccessful'; similarly, if the colliery, or pit or seam is closed. Returns to work without negotiations on employer's terms, which we would expect to be invariably described as 'unsuccessful' are, however, in a very few cases described as compromises and in one case as a success. The coding of strikes arising out of a dissatisfaction with the progress of negotiations taking place at county or national level is problematic, and it is not clear what principle, if any, the Department used to code these; in the event, they are normally classed as unsuccessful.



There are clearly problems involved in arriving at an 'objective' classification of the result of a strike on these lines. They are reduced by the Department's requirement of complete or near complete victory by one side or the other for a classification of either 'success' or 'failure'. Clearly any attempt to classify results into categories like 'More nearly in favour of workpeople than employers' or 'Predominantly in favour of employers' etc. would rapidly founder. However, it remains true that it is quite easy to find strikes where the coding of the result appears surprising, at least at first sight. One prominent example is the 1912 National Coal Strike,<sup>76</sup> which few historians would regard as 'successful', yet this is the Department's assessment. Presumably, the Department's grounds were that the 'object' of the strike was to 'establish the principle of an individual district minimum wage...' and this, though little else, was indeed established. This serves to point out the sensitivity of the assessment of the result to the description of the object of the strike; any inaccuracy in the latter will lead to inaccuracy in the former.

Although it is easy to find such illustrations, there is no systematic and objective evidence on which to base an assessment of this statistic.

*(i) Classification of Method of Settlement (METHOD)*

The published analyses distinguish between arbitration, conciliation, direct negotiation between the parties concerned, returns to work on employer's terms without negotiation, and 'other'. The codes used by the Department indicate a more detailed classification. This was decoded by means of contextual evidence to give the scheme shown in Table 11.

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<sup>76</sup> See Appendix III

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Table 11      Classification Scheme for Methods of Strike Settlement used by the Board of Trade Labour Department and Ministry of Labour 1903-40

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Arbitration

- (i) Under the Conciliation Act 1896 or the Industrial Courts Act 1919.
- (ii) By Trade Boards and individuals.
- (iii) Hearing by Committee on Production.

Conciliation and Mediation

- (i) Under the Conciliation Act 1896 or the Industrial Courts Act 1919.
- (ii) By Trade Boards and individuals.
- (iii) By Government Departments and officials, other than under (i).

By direct arrangement or negotiation between the parties or their representatives.

By replacement of the workpeople.

By closure of works, etc.

By return to work on employer's terms without negotiation.

Otherwise.

Indefinite.

By legislation. (1912 National Coal Strike).

---

The Department's code for Conciliation by Government Departments etc. other than under Acts was first used in 1917, the year that the whole of the coal industry came under direct Government control. From that date, the Coal Controller was involved in the settlement of strikes. Unfortunately, the new meaning was attached to an old code ('2b'), whilst the meaning previously assigned to that code was given a new one ('2d'). This seems to have caused some confusion in the Department's coding, as well it might, and a number of strikes occurring in 1917 appear to be wrongly coded. The evidence for my decipherment of the Department's codes and for the existence of this confusion is given in Appendix VI. No attempt has been made to correct the

Department's errors, however, since in many cases where doubt might be expressed, it is not now possible to assess the accuracy of the coding.

There is a further problem with the Department's codes which appear to admit of no explanation. From about 1920, the 'Statement of Result' is often such that one would expect the Method of Settlement Classification code to be '4' (Strikers replaced) where, instead, code '7B' ('Otherwise'; code '7A' does not appear in the records of strikes in coal mining) is given. There does not appear to have been a simple change of code, since the code '4' still appears and still seems to mean the same thing. In these cases, the classification was coded as if it were '4'. Illustrations are given in Appendix VI.

The code '4' covers both those cases where strikers were replaced (permanently) by strike-breakers and those cases where the strikers drifted away into other jobs. These are plainly rather different, and it was found possible to distinguish them in all of the (49) cases in which code '4' (or '7B' with this meaning) was given.

*(j) Other data derived from the Statements of Cause and Result: Legal Action (LEGAL), Work Resumed on Advice of Trade Union Officials (WRATU)*

No attempt has been made to code these data for strikes in the 1893-1902 period.

*(i) Legal Action (LEGAL)*

The 'Statement of Result' sometimes mentions some kind of legal action e.g. a prosecution for breach of contract. It was thought that these references were of sufficient frequency and interest to warrant coding. As it turned out the frequency was to some extent illusory; only 3% of cases included some mention of legal action.

Occasionally references are made in the *Record Books* to prosecutions for breaches of Rules laid down under the Coal Mines Regulation Acts or to prosecutions for assault

after fights between mine officials and workmen, etc. These were coded separately into a single class (code 8) since the intention was to look at legal actions directly related to collective bargaining. Strikes for which the object given was the withdrawal of a summons etc. were also separately distinguished (codes 6,7 and 9). References to 'fines' and 'damages' paid by strikers, where no indication was given of whether or not these had been imposed by the employer in accordance with the penalties laid down in the hiring agreement or imposed or awarded by the courts were coded separately (code 0). The scheme adopted and some examples are given in Table 12:

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Table 12      Scheme Used to Code References to Legal Action

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*Code   Title and Examples*

1.      No reference to legal action.
2.      Reference to successful legal action by employer  
(including fines or damages paid *in lieu* of prosecution).  
  
E.g. 1. 'Workmen summoned and fined.'(Case 0082;1903)  
E.g. 2. 'Resumed work unconditionally; putters subsequently summoned  
and fined'. (Case 1933; 1918).
3.      References to unsuccessful legal action by employer.  
  
E.g. 1. 'Court dismissed company's claim for damages.' (Case 3533; 1928).
4.      Reference to legal action by employer, but result unknown.  
  
E.g. 1. 'Alleged retention of overtime payment due to a workman.  
E.g. 2. Overtime payment made to the workman. Workman proceeded  
against in County Court for leaving work without notice.' (Case 1243;  
1912).
5.      Reference to successful legal action by men or union.  
  
[Empty set]

Table 12 Continued

- 
6. Strike for withdrawal of summons etc.  
(*including* summonses for breach of Mines Acts, etc.)  
*and* fines or other penalties imposed on strikers by employers.
- E.g. 1. 'Strike arising out of refusal of management to withdraw summonses against certain men for alleged breach of contract. Summonses to be withdrawn if men paid costs incurred by firm.' (Case 1105; 1911).
- E.g. 2. 'Against the issue of summonses against 11 men for breach of contract. Damages claimed against three to be settled on reasonable terms and no future summonses to be issued on this matter.' (Case 1138; 1911).
7. Strike for withdrawal of summons etc.  
(*including* summonses for breach of Mines Acts, etc.)  
*and* fines imposed on strikers by courts.
- E.g. 1. 'Because putters were summoned for leaving work without notice. Putters paid a fine and costs.' (Case 0807; 1910).
- E.g. 2. 'Protest against issue of summonses owing to breach of contract by strike of 11 June. Lads are fined 30/- and costs at police Court.' (Case 1175; 1912).
- E.g. 3. 'Against notice of dismissal being given to one lad [and] alleged unjust prosecution of another. Notice to the one withdrawn the other prosecuted.' (Case 1321; 1913).
8. [See below]
9. Strike for withdrawal of summons etc.  
(*including* summonses for breach of Mines Acts, etc.).  
In protest against imposition of fines, imprisonment.
- E.g. 1. 'Because of imprisonment of miners for refusal to pay fines imposed by magistrates for breach of contract.' (Case 0629; 1909).
- E.g. 2. 'Because three putters were summoned for breach of rules.' (Case 0604; 1909).
- E.g. 3. 'Strike arising out of the prosecution of certain hauliers.' (Case 1132; 1911).
8. Other references to legal action (*including* under Mines Acts, etc.).
- E.g. 1. 'Work resumed pending legal action' (Case 2747; 1922).
- E.g. 2. 'For refund by employers of fines inflicted by magistrates on two pony drivers for a breach of regulations which had resulted in the death of two ponies.' (Case 3198; 1925).
- E.g. 3. 'Checkweigher removed from his post by magistrate's order; work resumed unconditionally.' (Case 2127; 1919).

E.g. 4. 'Work resumed employers agreed to abstain from summoning men for breach of contract.' (Case 1023; 1911).

0. Fines or other penalties imposed on strikers but no legal action reported.

E.g. 1. 'Objection to walking to working place during repair of a fall in roof. Work resumed, each man concerned agreeing to pay 8/- damage[s] and to promise in future to walk in similar circumstances.'  
(Case 1640; 1915).

E.g. 2. 'Lads fined for leaving work without notice.' (Case 1050; 1911).

*(ii) Work Resumed on the Advice of Trade Union Officials (WRATU)*

This phrase, or a very similar one, occurs in a number of 'Statements of Result'. The presence or absence of such phrases was coded in a simple binary scheme. Work was resumed on the advice of trade union officials in 131 cases, that is, in about 2 per cent of the strikes recorded between 1903 and 1940.

The major difficulty in using data on both the variables described here is, of course, their incidental status. This information was not asked for in any of the Inquiry Forms of which we have specimens and the Department never published any analysis of such information. The occurrence of references to legal action or to the advice of trade union officials thus depends very substantially on the whim of the officials engaged in formulating the Statements.

*(k) Trade Union Attitude (TUATT)*

The *Record Books* from 1935 onwards include a code in a column headed 'T[rade] U[nion] Att[itute]'. Six codes occur, 'A', 'AT', 'B', 'C', 'CT', and 'D'. The only published reference to this data is in the Answers to two Parliamentary Questions on the relative importance of official and unofficial strikes.<sup>77</sup> Comparison of the figures given in the Answer giving data for 1936 with the frequency of occurrence of the

<sup>77</sup> Hansard, 12.11.1936 col. 1,026; 1.7.1937 col. 2,167.

codes in the *Record Book* for 1936 reveals that codes 'A' and 'AT' distinguish cases 'in which the strike was [officially] recognised', code 'B' distinguishes cases 'in which no trade union was concerned', 'C' and 'CT' cases in which the strike was 'not recognised officially by the Trade Unions concerned', and 'D' refers to cases where 'information is not available'.<sup>78</sup> The distinctions between the codes 'A' and 'AT' and between the codes 'C' and 'CT' are unknown. No indication of the definition of 'official' and 'unofficial' used in this context is available. At least until 1937, no 'specific inquiries at this point' were made by the Ministry, and the classification was based on 'such information as [was] in its possession'.<sup>79</sup> It cannot, therefore, be expected to be very reliable. The coding adopted by the Ministry has been followed with no modification except to transform the alphabetic codes used into numeric codes.

*(l) Company Name and Colliery Name*

From 1921 onwards the *Record Books* give the name of the company or companies and/or the name of the colliery or collieries involved in the strike. The coding strategy was to link the *Record Book* notes of company and colliery name to entries in the authoritative listings of collieries and their owners in the Home Office, later Mines Department, *List of Mines*. Numeric codes were then attached to the *List* names and entered into the dataset PRE1940.TXT. This section first discusses the definition of 'colliery' used in these *Lists* and then moves on to document the procedures used to code these data.

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<sup>78</sup> Hansard, 1.7.1937 col. 2,167.

<sup>79</sup> Hansard, 1.7.1937 col. 2,167; identical phrases appeared in the earlier answer.

(i) *Colliery Definition in the List of Mines and in PRE1940.TXT*

The basic definition of ‘colliery’ implicit in the PRE1940.TXT dataset is ‘that which a *List of Mines* lists and numbers’. The annual *Lists of Mines* gave an authoritative listing of every mine operating under the Coal Mines Act and the Metalliferous Mines Regulation Acts in Great Britain and the Isle of Man. They were compiled from statutory returns to the Mines Inspectorate. They numbered and named each mine and gave some further information about each including its owners, its location and the numbers employed. The availability of this information gives one reason for wishing to identify each colliery entered in the *Record Books* with the corresponding mine in the relevant *List*. However, the way the *List of Mines* defined a colliery was not always in conformity with the general usage reflected in the *Record Books* and this leads to a number of difficulties.

There is no official guidance on how the *List of Mines* defined a colliery. However, the *Lists* were compiled by the Mines Inspectorate and the prime function of the Mines Inspectorate was the enforcement of the Coal Mines and Metalliferous Mines Regulation Acts. We may therefore safely assume that the definition of collieries was influenced by statutory provisions. The Coal Mines Act 1911, the principal statute regulating matters of health and safety in coal mines in this period, provided that a ‘mine’ meant a system of ‘workings having a common system of ventilation’ and, effectively, that each such mine must be under the daily personal supervision of a manager and where a manager managed two or more mines each mine must be under the supervision of a separate under-manager.<sup>80</sup> Managers and under-managers, along with the mine’s owner and agent, had the duty of carrying out the provisions of the Coal Mines Act. In short, the *List of Mines* definition of a colliery appears to have been a system of workings with a common system of ventilation, or a single management as far as health and safety was concerned, or more typically, both.

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<sup>80</sup> MacSwinney and Lloyd Graeme (1912), pp. 1-2.



This gives the key to understanding definitional practice and also the layout of the *Lists of Mines*. For instance the Mauchline Nos. 1 & 2 mine and the Mauchline Nos. 9 & 10 mine in Ayrshire were treated by the *Lists* as a single mine (they are given a single number) and they were both under the management of the same manager and under-manager; on the other hand Penyvenie Nos. 2 & 3, No. 5 and No. 6 mines are treated as separate (they are each given a different number) and, although they were all under the same manager, they were supervised by three separate under-managers (1936 *List of Mines*).

This definitional practice had the consequence that some collieries customarily referred to as such or as 'pits' were treated as only parts of collieries. For example the Fauldhouse No. 1 Pit in West Lothian was regarded by the *List of Mines* as only part of a colliery which also comprised the Braehead Nos. 1 & 2 Pits (1936 *List*). Conversely, some collieries customarily referred to as if they were single entities were treated by the *List of Mines* as if they were several separate collieries. For example 'Polmaise Colliery' near Stirling was treated as two separate collieries: Nos. 1 & 2 Pits under one manager and Nos. 3 & 4 Pits under another (1936 *List*).

#### *(ii) Treatment of Listing Changes*

The definition of a given system of workings as a single colliery was not always maintained consistently from year to year by the *Lists of Mines*. Presumably in response to changes in systems of ventilation, haulage etc. as collieries were extended or contracted, workings which one year appear as separate collieries appear as merely parts of collieries in subsequent years and vice versa. Because of the interest of histories of colliery strikes, I thought it appropriate to keep a given set of colliery workings together under one name throughout the period of investigation and to treat that set as a single colliery. In the

datasets described here, therefore I standardized the definition of the colliery on the smallest entity for which employment data was consistently available in the annual *Lists of Mines*. This usually, but not always, led me to treat collieries which merged at some point in the 1921-40 period as single collieries *throughout* those periods. Such collieries I term 'subsequently merged' collieries.

I was also forced to treat some pairs and, very rarely, larger sets of separate collieries as if they were single collieries when the *List of Mines* gave employment data only for the set and not for each individual member.

### *(iii) Implications of the Coding Strategy*

The upshot of all this is that the definition of 'colliery' implicit in the PRE1940.TXT dataset is based on mine engineering and mine management features as reflected in statutory provisions and legal decisions and has also been constrained by data limitations. The resulting definitions sometimes depart from normal usage. This affects various counts that can be derived from the datasets, for example the number of strikes which involved more than a single colliery. In some cases, strikes which our definitions imply were 'multi-colliery' strikes would be classified as single colliery strikes on other, reasonable, definitions. For example, the three collieries (on my definitions) at Gwaun-cae-Gurwen in South Wales often struck together and these strikes thus appear as rare examples of strikes extending beyond the confines of the colliery. Had I followed some usages and regarded the East, Maerdy and Steer collieries at Gwaun-cae-Gurwen as parts of a single 'colliery' then the count of the number of multi-colliery strikes would have been lower. The identification of the most strike-prone collieries also depends on a prior definition of those collieries and different definitions will, of course, generate different results.

*(iv) Coding Procedures, Compilation of the Codebooks of Colliery and Company Names and the Layout of the Codebook of Colliery Names*

These data were noted in the form in which they were found, ‘cleaned’ and then given numeric codes. Codebooks were formed by creating a ‘logical record’ consisting of every separate colliery name and, in a separate file, every separate company name found in the *Record Books* for each year 1921-40. Each name was followed by the year in which it occurred. These proto-codebooks thus consisted of lines of data like:

<i>Code</i>	<i>Colliery Name</i>	<i>Year</i>
0006	Ackton Hall Cy	1935
0006	Ackton Hall Cy	1936
0006	Ackton Hall Cy	1937
0006	Ackton Hall Cy	1938
0007	Acorn (Slant) Cy	1925
0007	Acorn (Slant) Cy	1929
0007	Acorn (Slant) Cy	1931

indicating that strikes were recorded at Ackton Hall Colliery in 1935, 1936, 1937 and 1938 and at Acorn (Slant) Colliery in 1925, 1929 and 1931. Eventually, codes 0006 and 0007 were allocated to Ackton Hall Cy and Acorn (Slant) Cy. It has been found useful to retain this layout of the Codebook of Colliery Names and the Codebook of Company Names (Volume II), despite the apparent repetition.

The data cleaning involved several steps.

### *Spelling Checks*

Spellings were checked and standardized against the relevant *List of Mines*. The terms 'Company', 'Colliery', 'Collieries' and 'Limited' were abbreviated to 'Co', 'Cy', 'Cies' and 'Ltd', throughout.

### *Identification of Collieries and Companies*

The entries in the *Record Books* were assumed to be *colliery* names unless there was evidence to the contrary. This decision was based on the fact that the records usually note the colliery and only more rarely the company. Such determinations were indicated by expanding entries to make the reference clear. For example, the *Record Book* entry 'Valleyfield' was expanded to 'Valleyfield Cy' not to 'Valleyfield Cy Co Ltd'.

In a number of cases, a check of the *Record Book* colliery name against the *List of Mines* failed to produce a match. Subsequent investigations suggested that the main reason for this was that the colliery name returned to the Ministry of Labour was not the official name of the colliery but an unofficial name often involving a place name (e.g. 'Blacktown Cy' meaning 'the colliery at Blacktown, officially known as Victoria Cy') or a former name. Where this difficulty has remained unresolved a unique colliery code in the range 9000-9999 was allocated to the CYCODE variable and the relevant codebook entry is annotated with the comment '\*\*\*Unidentified: no 'List' entry'.

### *Name Changes*

Colliery name changes were sometimes but not always noted in the *List of Mines*. Collieries were traced through successive annual issues of the *Lists* to check for name changes. Simple name changes, not involving colliery mergers or de-mergers are indicated by equivalent colliery name codings.

Example:

<i>Code</i>	<i>Colliery Name</i>	<i>Year</i>
0159	Calderhead Nos 3 & 4 Cy	1937
...		
0159	Rimmon & Calderhead Cy	1936

Minor changes of colliery company names are indicated in the same way.

Example:

<i>Code</i>	<i>Company Name</i>	<i>Year</i>
0087	Briton Ferry Cies Co Ltd	1924
0087	Briton Ferry Cies Ltd	1936

#### *Ambiguous Record Book Entries*

In a number of cases the *Record Book* note of the colliery or company name could at first sight have referred to a number of different companies, collieries or pits. In some cases it was possible to eliminate the ambiguity by

- comparing the numbers involved in the strike with the numbers employed by the company or at the colliery. The relevant codebook entries are annotated with the comment ‘\*\*\*Identified on numbers involved’;
- comparing the locality given for the strike in the *Record Book* with the ‘situation’ of the colliery given in the *Lists*. The relevant codebook entries are annotated with the comment ‘\*\*\*Identified on locality’.

In some cases the ambiguity could not be resolved and here the relevant codebook entries are annotated with the comment ‘\*\*\*Unidentified: name non-unique’.

The *Record Books* for 1921-40 normally give a colliery name or a company name but rarely both. In large numbers of cases the missing data was inferred as follows:

- given an identified colliery name, it was always possible to find the company name from the *List of Mines* since this gives the owner of every colliery;
- given an identified company name it was possible to find the colliery name if:
  - the company owned only one colliery;
  - the company owned only one colliery in the locality given for the strike by the *Record Book*;
  - the company owned only one colliery, or only one colliery in the appropriate locality, which was large enough to account for the numbers involved in the strike.

(v) *Colliery naming conventions used in PRE1940.TXT*

The colliery names given in the Colliery Name Codebook in Volume II of this document are the *List of Mines* names whenever possible. It is not possible in three sets of cases. The first is where the *List* gives a single number to, and thus treats as a single mine, a collection of entities ('pits') each of which is given a separate name. In these cases a colliery name was invented by concatenating the pit names with addition signs and terminating the whole with 'Cy'.

Examples:

1. Bamfurlong No. 1 + Bamfurlong No. 3 + Bamfurlong No. 4 Cy
2. Glass Houghton Flockton + Glass Houghton Haigh Moor + Glass Houghton Silkstone + Glass Houghton Beeston Cy

The second set of cases consist of 'subsequently merged' collieries which we have usually, but not always, treated as if they had been merged at all points in the 1921-40 period. In these cases too a colliery name was invented by concatenating the pit names, but here with a pair of addition signs, and terminating the whole with 'Cy'.

Examples:

1. Strikes were recorded at the following collieries which I refer to by their *List* names:

<i>Year</i>	<i>Name Given in the List for the Year</i>
1922	Birkby Cy
1928	Birkby Cy
1933	Birkby Cy
1934	Birkby Cy
1935	Birkby Cy
1938	Allbright Drift + Birkby Cy
1939	Allbright Drift + Birkby Cy

Subsequent to 1935 and before 1938 Birkby Colliery merged with Allbright Drift to form a single colliery. From 1938 employment data is available only for the combined workings. So strikes at Birkby Colliery and at Allbright Drift and at the merged colliery are all given the same colliery code, 0015. The de-coding of this given in the Codebook is two-fold:

<i>Code</i>	<i>Colliery Name</i>	<i>Year</i>
0015	Allbright Drift + Birkby Cy	*****
0015	Allbright Drift Cy ++ Birkby Cy	*****

This indicates that strikes for which CYCODE = 0015 occurred *either* at ‘Allbright Drift + Birkby Cy’ *or* at one or other or both of the constituent collieries making up ‘Allbright Drift Cy ++ Birkby Cy’. The row of asterisks in the Year field indicate that the colliery name given in the Codebook refers to a colliery or collieries which have been standardized in the way described.

2. Strikes were recorded at the following collieries which I refer to by their *List* names:

<i>Year</i>	<i>Name Given in the List for the Year</i>
1925	Baton & Hillhouserigg + Batonrigg & Fortissat Cy
1928	Baton & Hillhouserigg Cy
1930	Batonrigg & Fortissat Cy
1932	Batonrigg & Fortissat Cy
1935	Baton & Hillhouserigg Cy
1937	Baton & Hillhouserigg Cy
1938	Baton & Hillhouserigg Cy
1939	Baton & Hillhouserigg Cy
1940	Baton & Hillhouserigg Cy

Here, the colliery *Listed* as ‘Baton & Hillhouserigg + Batonrigg & Fortissat Cy’ in 1925 is *Listed* as two distinct collieries by 1928, ‘Baton & Hillhouserigg Cy’ and ‘Batonrigg & Fortissat Cy’. In this case, the 1925 *List* gave employment data for each of the two (then) pits. For this reason, strikes at Baton & Hillhouserigg and at Batonrigg & Fortissat are all given separate colliery codes, thus:

<i>Code</i>	<i>Colliery Name</i>	<i>Year</i>
0061	Baton & Hillhouserigg Cy	*****
0062	Batonrigg & Fortissat Cy	*****

This indicates that strikes for which CYCODE = 0061 occurred at ‘Baton & Hillhouserigg Cy’ and that strikes for which CYCODE = 0062 occurred at ‘Batonrigg & Fortissat Cy’. The asterisks again indicate that the colliery name given in the Colliery Name Codebook refers to a colliery or collieries which have been standardized.

The third set consist of sets of collieries for which the *Lists of Mines* give only their total, joint employment. In this case too the aggregate of the collieries concerned was given a name consisting of all the component names concatenated by pairs of addition signs.



Examples:

<i>Code</i>	<i>Colliery Name</i>	<i>Year</i>
0211	Charlaw & Sacriston Busty Cy ++	
	Charlaw Shield Row Drift Cy ++	
	Coronation Drift Cy	*****
0283	East Benhar Cy ++ East Benhar No 2 Cy	*****

Again, the asterisks again indicate that the colliery name given in the Codebook refers to a colliery or collieries which have been standardized.

*(vi) Multi-colliery Strikes*

Where more than colliery and/or more than one firm were involved a code for CYCODE was allocated that indicates this fact and the names and codes of the collieries and/or firms involved was appended to the PLACE text string.

*(m) The Number of Collieries Involved (NCIESINV)*

Collieries are counted separately only if they have been allocated a separate code for the CYCODE variable (see section 5 (l), above). NCIESINV can therefore take a value greater or less than the number of colliery names given in the *Record Books*. Coding to the 'missing' value (NCIESINV = 99) may occur where the *Record Book* gives a colliery name which may refer to two or more collieries as identified in section 5 (l) above.

Example:

*Strikes recorded at 'Gwaun-cae-Gurwen Colliery'.*

NCIESINV = 99 because this colliery name may refer to either one or several of Gwaun-cae-Gurwen East Pit Cy (CYCODE = 0394), Gwaun-cae-Gurwen

Maerdy Pit Cy (CYCODE = 0395) or Gwaun-cae-Gurwen Steer Pit Cy (CYCODE = 0396).

Coding to the value 98 ('Unknown but more than one') is sometimes based on inference:

Examples of codings to NCIESINV = 98:

- 'Certain collieries of the Shotts Iron Co.'
- Strikes where NDIRAFF is too large for a single colliery to be involved.
- Strikes recorded at two or more places (E.g. 'Hamilton, Motherwell and other districts of Lanarkshire.')

*(n) Number of Collieries Owned by the Company (NCIES)*

This is the number of collieries, as identified in section 5 (l) above, listed in the relevant *List of Mines* as winding coal at the time of the strike. The qualification 'winding coal' excludes:

- collieries *Listed* as 'abandoned';
- collieries *Listed* as 'discontinued';
- shafts used entirely for pumping and ventilation;
- mines which, although regulated by the Coal Mines Acts, were not mines of coal but of some other mineral;
- collieries at which the number of employees working underground was *Listed* as nil;
- shafts in the course of being sunk.

Example:

*Amalgamated Anthracite Cies Ltd in 1928*

The 1928 *List* details 33 collieries owned by this company in this year.

- One was used for pumping and ventilating purposes only;
- One employed no people without explanation;
- One is *Listed* as 'Sinking'.

So 30 collieries wound coal at some point during 1928. However, by March 1928, the date of the first strike affecting the company in 1928 (CASENO = 3552), two collieries had already been 'Abandoned'. By the time of the next strike in December 1928 (CASENO = 3560), one more had been abandoned, leaving 27 collieries winding coal at that point.

So for CASENO = 3552, NCIES = 28 and for CASENO = 3560, NCIES = 27.

Where no date was given in the *List* for discontinuation, abandonment, etc., the date assumed was 1 January. The notes in the *lists* of the form 'Closed down 3/28' were taken to mean 'Closed down 1/3/28'.

The limitation to collieries winding coal was made on a number of grounds. The exclusion of collieries abandoned or discontinued at the time of the strike needs no comment. Collieries with zero underground employment were excluded on the grounds that these, too, had been effectively closed down. The exclusion of mines other than coal mines was made on the grounds that miners other than coal miners were often organized, if at all, outside the coal miners' unions. Collieries which did not wind coal but pumped water or ventilated other workings were excluded on the grounds that the people employed at such collieries, mainly pumpmen and enginemen, etc., were normally excluded from strike action and lock-out notices.

It should be noted that a number of the larger firms in the industry in this period were vertically integrated coal, iron, steel and engineering concerns and that the number of

collieries owned by such companies significantly understates the number of plants owned by them. Cases of joint industrial action by the employees at the collieries and at the other works of such companies were unknown in this period.

*(o) Numbers Employed at the at the Struck Colliery (CYUG, CYAG) and at All the Company's Collieries (COUG, COAG)*

The *Lists* which are the sources of these data give no precise definition of the numbers employed beyond the information that they include staff and that they refer to the year-end or the last day of normal working in cases where the colliery had been closed down during the year (see, for example, the 1936 *List*, p. ii). The *List* for 1926 notes that 'The figures given in respect of persons (including clerical and managerial staff) employed at Mines under the Coal Mines Act represent the number employed in December, 1926, except in cases where work was not resumed during 1926 after the dispute [i.e. the 1926 national lock-out]. In such cases the figures relate to the numbers employed in March 1926.'<sup>81</sup>

Where collieries have been standardized the employment data recorded in PRE1940.TXT refers to the standardized colliery, as identified in section 5 (l), above.

The data on employment at all the company's collieries is simply an aggregation of the numbers employed at each of the collieries winding coal at the time of the strike.

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<sup>81</sup> *List* for 1926, p. ii.

## 6. Consistency Checks

In each of the three datasets described here it was checked:

- that the data for strike durations in weeks were consistent with the duration in days;
- that the numbers involved, the duration in days and the number of working days lost were mutually consistent.

In the PRE1940.TXT dataset it was checked:

- that strikes involving a given colliery were coded to the same value of LOCAL;
- that strikes involving a given colliery were coded to the same COCODE or that the company had been involved in a merger or take-over during the year;
- that where the company owned only one colliery the numbers employed at the colliery and at all the company's collieries were identical;
- that the numbers employed at the colliery did not exceed the numbers employed by the company;
- that where the company had been identified and it owned a single colliery winding coal that the colliery had been identified;
- that the numbers involved in a strike were not more than 10 per cent in excess of the numbers employed at the colliery.

Where inconsistencies were found the coding was checked against the original sources and errors corrected. Where inconsistencies could not be resolved no further action was taken. Thus the coding has been verified so far as this is possible but the data itself retains inconsistencies.

## **7. Conclusion**

We have seen that there are a large number of questions that can be raised about these data and, in general, the data suffer from lack of definition. Partly, this is due to the nature of the phenomena the Department was attempting to describe, but partly it is a consequence of the absence of any serious official explanation of the methods used to gather and classify the information received by the Ministry of Labour and its predecessors.

## APPENDIX I. Questions Asked in the Forms of Inquiry

Forms of Inquiry were sent to both employer and union or other workpeople's representatives. The questions asked of each were the same with a few exceptions noted below. The questions given below are those asked in the Forms reproduced in the *Report* for 1901; these questions remained unchanged at least until 1913 when specimen Forms were last published. Earlier forms had asked questions which differed from those below on matters of detail; more significant changes took place between 1888 and 1896.<sup>82</sup>

### *SPECIMEN FORMS OF INQUIRY*

...

*Forms of Inquiry . . . addressed to Representatives of Workpeople respecting Strikes and Lock-outs*

#### *PART I.*

*(To be forwarded as soon as possible, without waiting for settlement of dispute.)*

...

1. *Name of Trade affected*
2. *Number of Firms whose workpeople struck or were locked-out.*
- 2a. *If an Employers' Association is concerned in the dispute, please give its title and the name and address of its Secretary.*
- 2b. *If no Employers' Association is concerned, please furnish a list of the names and addresses of the principal firms involved in the dispute.*
3. *Cause or object of strike or lock-out.*  
*(Enclose copy of any application or Notice connected with the origin of the dispute.)*

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<sup>82</sup> Cf. *Report* for 1888, pp. 34-5 and *Report* for 1896, Appendix IV.

4. *Date of the first day on which the workpeople were absent from work through strike or lock-out*

*(If notices were handed in, give also date of notice.)*

5. *State Occupations and Numbers of Workpeople—<sup>a</sup>*

*On strike or locked-out:—*

*(a) Trade Unionists<sup>b</sup>*

*(b) Non-Unionists<sup>b</sup>*

*Other workpeople at above establishments who were thrown out of work owing to the strike or lock-out although not themselves on strike or locked - out:—*

*(a) Trade Unionists<sup>b</sup>*

*(b) Non-Unionists<sup>b</sup>*

*Total Number of Workpeople affected.<sup>c</sup>*

...

## *PART II.*

*(To be forwarded as soon as the dispute is terminated.)*

...

6. *Date of termination of strike or lock-out, i.e.,*

*(a) The last week-day on which the workpeople were on strike or locked-out, or*

*(b) If there was no definite end to the strike please state the date by which it may be regarded as practically closed.<sup>d</sup>*

7. *Terms of Settlement, if any of strike or lock-out.*

*(Enclose copy of any printed or written agreement that may have been made.)*

8. *Describe the steps taken which resulted in the settlement, giving the names of any organizations or persons assisting to bring this about...<sup>e</sup>*



## Notes:

- a. The space on the Forms left for the answers is here divided into columns headed 'Occupations', 'Men', 'Women', 'Apprentices and other young persons', the last being subdivided into two columns headed 'Males', 'Females'.
- b. These lines are omitted from the Form sent to the employer.
- c. A footnote asks (Workpeople's Representatives): 'If any other workpeople were affected, respecting whom you can state no exact figures, please give below the name and address of some person who could do so:—'; (Employer): 'If the dispute is a general one, please say whether the figures relate to your firm only or to all the firms involved'.
- d. Question 6(*b*) in the Form addressed to the employer reads:  
'(*b*) The date by which all the places of the strikers were filled up.  
(If there was no definite end to the dispute, please state approximately when it may be regarded as practically closed.)'
- e. Source: *Report* for 1901, pp. 39-44.

## APPENDIX II Consolidated List of the Official Examples of the Classification of Strikes by Cause, together with Further Examples direct from the *Record Books*

Where a number of the official Examples are very similar, only a representative example has been given.

### *WAGES — FOR INCREASE.*

#### Official Examples:

1. For advance in wages of 1d. per hour.
2. Dissatisfaction with rate of wages.
3. For advance in score price (coal mining).
4. For advance in wages from 4s.7½d. to 5s. per shift (steelworkers)
5. For a new price list (coal mining).
6. For payment of a bonus of 5 per cent generally granted.
7. For advance of 2s per week in time and 5 per cent on piece rates.
8. For a minimum rate of wages of 8½d. per hour.
9. For payment by list recognised in the district.
10. For advance in wages on indoor labour.
11. For advance in wages to uniform rate of 8½d. per hour.
12. Refusal to sign an agreement to work at old rates of payment until the Trade Board rates should become compulsory.
13. For advance in minimum weekly wages from 27s. 6d. to 30s.
14. For payment according to a new district scale of wages.
15. For advance in wages to meet contributions under the National Insurance Act.
16. Demand by smiths' strikers for payment of 8s instead of 7s 6d out of every £1 earned jointly by smiths and strikers on piecework.

#### Direct from the *Record Books*

1. For advance in cutting price from 1/2 to 1/6 per ton. (1904)
2. For adv. in tonnage rates in one section. (1904)
3. Dispute as to price list. (1907)
4. Demand that sub-contractors should increase the wages of certain lads. (1911)
5. Dispute respecting payment of overtime to certain workpeople. (1918)
6. Alleged non-payment of the new minimum rates of wages. (1919)
7. For minimum wage of 12s per day to men working underground. (1924)
8. Dispute arising out of a demand by a certain employee for an increased water allowance, from 6d to 2s 6d per shift. (1940)

*WAGES -- AGAINST DECREASE.*

Official Examples:

1. Against proposed reduction in price for rolling steel sheets.
2. Against proposed reduction in wages of 5 per cent.
3. Against proposed reduction in wages of 1d per hour, and other alteration in working rules.
4. Against proposed reduction in tonnage rates.
5. Against proposed reduction in piecework rates.
6. Against proposed reduction in wages from 8d. to 7½d. per hour.
7. For payment of standard time rate whether earned or not under firm's bonus scheme.
8. Against revision of prices for getting coal.
9. Against proposal that men should purchase their own files.
10. Alleged payment below price list.
11. Against proposal to cease paying a bonus and to increase piece rates, alleged to involve a reduction in wages.
12. Against imposition of a charge for cotton.
13. Refusal to pay increase in price of petrol from 8d. to 1s. 1d. per gallon, in accordance with Arbitration Award of March, 1912 (motor-cab drivers).

Direct from the *Record Books*:

1. Against proposed reduction in rates of 4d per ton in a certain section of the pit. (1926)
2. Against proposed reduction in wages from 25-30 per cent to 10 per cent above county rates.
3. Dispute as to price list. (1910).
4. Against proposed abolition of custom of allowing men to hew and carry home coal for domestic use. (1904)
5. Against discontinuance of bonus granted when workpeople returned to work prior to termination of national stoppage. (1927)
6. Against withdrawal of an extra 9<sup>d</sup> per ton granted when working conditions were abnormal. (1929)
7. Against reduction in ton rate imposed in consequence of altered conditions. (1929).

*WAGES -- AS TO SYSTEM OF PAYMENT OF WAGES*

Official Examples:

1. Refusal to work piecework.
2. Against change in system of payment.
3. For change from day to piece rates.
4. Against proposed reversion to payment by day work after adoption of piecework statement.
5. Against change from day wages to tonnage rate.

6. Against proposed payment on area for working tinplates known as Canadas and doubles.
7. Dissatisfaction with recently introduced premium bonus system.
8. Against new system of task work.
9. For weekly instead of fortnightly pays.
10. For payment by time rates instead of piece rates on certain work.
11. Against change from payment of a guarantee tonnage to payment for net tonnage worked.

Direct from the *Record Books*:

1. Against change from day wages to tonnage wage rate in new seam (1904).
2. For uniform price for all coal got, instead of separate payment for round coal and for dross as separated by 'Billy Fairplay'. (1907)
3. For abolition of 'butty' system. (1919)
4. Dispute as to introduction of 'all thrown in' system in place of 'butty system'. (1919)

*WAGES — RE-ADJUSTMENT OF RATES OF PAYMENT ON ACCOUNT OF DIFFICULTIES OR EASE IN WORKING, QUALITY OF MATERIALS, &C.*

Official Examples:

1. Alleged bad material.
2. For advance in prices on introduction of safety lamps (coal mining).
3. Against proposed reduction in piece rates of wages on account of improved machinery.
4. Dispute as to deductions for dirt in coal.
5. Against proposed reduction in wages of 3d. per loom per week in consideration of weavers being relieved of certain unskilled work.
6. For readjustment of rates for working difficult places in mines.
7. Against proposed reduction in piece rates of wages in account of introduction of a crane.
8. Dispute as to payment to certain men working in alleged abnormal places.
9. For payment of the usual extra tonnage rates in double shifted places.
10. For additional payment on account of alleged extra work.

Direct from the *Record Books*:

1. For advance in prices on account of harder work. (1904)
2. For increased rates in one pit. (1904)
3. For increased allowance for working in wet places. (1907)
4. Dissatisfaction with regard to measurement of deadwork. (1907)
5. For advance in tonnage rates in one seam. (1907)
6. Demand of 4 or 5 putters to be made up to County Average. (1910)
7. Grievances as to working conditions. (1910)
8. Against readjustment of rates consequent on introduction of mechanical haulage. (1909)

9. Demand for a minimum wage of 7/- per day for colliers and 5/9d for drawers when working in abnormal places. (1911).
10. Against reversion from day system to contract work in certain stalls where employers alleged that normal conditions had been reached. (1912)
11. Alleged refusal of management to make up wages to minimum rate of pay to men working in abnormal places. (1921)
12. Dissatisfaction with allowances made for working under faulty conditions. (1936).
13. Against withdrawal of allowances paid to packers in respect of abnormal roof conditions, employers alleging that conditions had become normal. (1939).

### *WAGES - OTHER*

#### Official Examples:

1. On account of short payment for certain work.
2. On account of being paid short wages.
3. Claim for payment of quarter day for time lost.
4. Alleged grievance as to short payment.
5. Refusal of platers to pay wages to helpers for half day stoppage by platers.
6. For payment of wages before the regular pay day.
7. Refusal to pay walking-time on a certain job.
8. As to rate of wages to be paid during short time.
9. For payment of time lost.
10. Dispute as to wages due to a putter.
11. Misunderstanding as to new wages agreement.
12. For guarantee of 55 tons per shift (Iron and steel manufacture).
13. Putters alleged that their tokens were short (coal mining).
14. Dispute arising out of imposition of penalties upon taxicab drivers failing to pay 'extras' to proprietors.
15. Because of non-payment of wages due to a discharged workman while he remained in a house owned by employers.
16. Against short payment for a day when men left work owing to a death in the pit.
17. Against proposal to keep five days wages in hand instead of three owing to the operation of the National Insurance Act.

#### Direct from the *Record Books*:

1. Alleged grievance as to wages. (1904)
2. On account of being paid short wages. (1904)
3. Alleged short weight given by owners checkweighman. (1912)
4. Dispute as to date from which advance in wages should be paid. (1907)
5. Dispute as to allowance coal. (1923)
6. For itemised paynotes[,] better quality of coal for men's domestic use and other concessions. (1912)
7. For a re-tare of trams. (1912)

8. Against deduction from wages of alleged excessive contributions to Men's Accident Club. (1912)
9. Refusal of men to withdraw timber from goaf. (1913)
10. Alleged defective weighing machine. (1914)
11. Alleged shortage of mining timber.
12. For extension of haulage, workpeople complaining that length of drawing roads resulted in reduced earnings. (1938)
13. Against employer's action in fining for filling tubs of coal containing over 56lbs of dirt. (1922)
14. Against impositions of fines for alleged bad work. (1937)
15. Against discontinuance of bonus granted to workpeople who returned to work prior to termination of national coal mining stoppage. (1927)
16. Against employers' refusal to pay subsistence wage for an idle day caused by an explosion at the colliery. (1930)
17. Dispute respecting payment of minimum wage to putters. (1921)
18. Alleged non payment of minimum wage. (1921)
19. For a guaranteed minimum wage of 17/- per shift. (1921)
20. Against non-inclusion of pit boys in a subsistence wage award. (1922)
21. For replacement of a contracting system in a certain section by a system of pooling wages. (1936)
22. Demand by brushers for a 'water allowance'. (1937)
23. Dispute respecting wages and dirt scale. (1937)
24. For payment of 1s per shift water money. (1937)

#### *WAGES — FOR A MINIMUM WAGE*

Official Example:

1. To establish the principle of an individual district minimum wage for all men and boys working underground in coal mines. (1912 National Coal Dispute).

Direct from the *Record Book*:

1. For a minimum daily wage of 10/-. (1917)

#### *HOURS OF LABOUR FOR DECREASE*

Official Examples:

1. For reduction in working hours.
2. Demand for 8-hour instead of 12-hour shifts.
3. For reduction in hours of labour from 54 to 53 per week.
4. Dissatisfaction with hours of labour, &c.
5. For a Saturday half-holiday, with pay.
6. For alteration in hours of labour on the afternoon shift and shortening of the Saturday dayshift.

Direct from the *Record Books*:

1. Dissatisfaction with hours for boys to ascend pit. (1910)
2. Dispute as to time for lads to ascend pit. (1910)

#### *HOURS OF LABOUR AGAINST INCREASE*

Official Examples:

1. Against proposed increase in hours of labour from 54 to 55 per week.
2. Against proposed change from 8 to 12-hour shifts.
3. Dissatisfaction with proposed rule that piece workers should conform to hours of time workers.
4. Against proposed increase in winter working hours.
5. Against proposed increase in hours of labour from 48 to 53 per week.
6. Refusal to work an extra half-hour per day.
7. Lock-out owing to refusal of men to agree to an increase in working hours from 48 to 50 per week and reduction in overtime rates.

#### *HOURS OF LABOUR AS TO ARRANGEMENT OF HOURS*

Official Examples:

1. Dispute as to times of starting and leaving off work.
2. Dispute as to arrangement of hours of labour.
3. Against rearrangement of working hours.
4. Against introduction of one-break system.
5. Against alteration of breakfast hour.
6. Because firm did not conform to working rules as to hours of labour.
7. Against alteration in hours of afternoon shift in coal mine.
8. Dissatisfaction with arrangements made as to hours of labour on putting into operation the Coal Mines Regulations Act, 1908.
9. Demand to work a whole day at once instead of part days.
10. Against working an excessive number of night shifts.
11. Against revision in times of winding (coal mining).
12. Lock-out of men who had absented themselves from work on previous day (Sunday) to attend a meeting against Sunday labour, followed by strike of other men.
13. Refusal to work overtime when full week was not worked.

Direct from the *Record Books*:

1. Demand for a meal time of 30 minutes (C[coal] M[in]es Act) (1909)
2. For simultaneous stoppage of 20 minutes per shift for surface workers' meal and demands for other concessions. (1919)
3. Grievance as to hours of underground lads. (1910)

### *HOURS OF LABOUR OTHER*

#### Official Examples:

1. Objection to new rule regarding time allowance and entry into factory.
2. Against proposal that men should work 11 instead of 12 days a fortnight with a view to avoid reducing staff.
3. Refusal to work extra time for time lost through shortage of waggons.
4. Against reduction of winter hours.
5. Against excessive overtime.
6. Against proposed reversion to winter working hours.
7. Against proposed reduction in winter working hours from 9 to 7½ per day.
8. Against proposed alteration of winter working hours.
9. Refusal to work three-quarter time.
10. Against alleged systematic short time.
11. Against discontinuance of custom of allowing men on double turns at weekends to go home for meals.

#### Direct from *Record Books*:

1. Allegation that the method of working the colliery (selection of working days) rendered certain workmen ineligible for unemployment pay for which they might otherwise have qualified. (1934)
2. To establish a recognised 'snap' time of 20 minutes. (1919)
3. Demand by screen hands for guarantee of full shifts work. (1939)

### *EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS — DISPUTES BETWEEN CLASSES OF WORKPEOPLE*

#### Official Examples:

1. Against employment of engineers on work claimed by boilermakers.
2. Against employment of joiners on work claimed by shipwrights.
3. Objection of plumbers to employment of fitters on hot water service work.
4. Engineers objected to boilermakers fitting tank lids on steamers.
5. Against employment of plumbers on work claimed by fitters.
6. Objection to carpenters and joiners doing work claimed by coachmakers.
7. Objections of bricklayers to plasterers laying tiles.
8. As to whether certain work should be done by boilermakers or coppersmiths.
9. Against employment of cabinetmakers on work claimed by joiners.
10. Against alleged practice of giving to core makers work claimed by moulders.
11. Against employment of electricians and shipwrights upon work claimed by boilermakers.

#### Direct from *Record Books*:

1. Against men other than fillers being sent to fill coal. (1923)



2. Dispute between hauliers and drawers as to performance of certain work. (1938)

*EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS — EMPLOYMENT OF LABOURERS INSTEAD OF SKILLED WORKMEN.*

Official Examples:

1. Against employment of labourers on work claimed by plumbers.
2. Against introduction of alleged unskilled labour.
3. Employment of labourers instead of skilled men.
4. Against employment of an unskilled man on a turret lathe and discharge of two men for refusal to instruct him.
5. Against red-leaders doing work claimed by painters.
6. Objection by painters to employment of labourers and sailors on painting a vessel.
7. Against employment of labourers and apprentices on fitters' work after the latter had ceased work for the day.
8. Against employment of an unskilled man instead of a qualified mechanic on a certain machine.
9. Against employment of labourers on machines claimed by skilled workmen.
10. Against unskilled man working two machines at the same time.

*EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS - EMPLOYMENT OF WOMEN INSTEAD OF MEN*

Official Examples:

1. Against employment of females on sheeting looms.
2. Against extension of female labour.
3. Against employment of women on certain work.
4. Against introduction of female labour.
5. Objection to girl being employed on work previously done by a man.
6. Demand that no further female learners or non-apprenticed male learners be introduced into certain branches of the trade (bookbinding).

*EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS. EMPLOYMENT OF APPRENTICES AND BOYS*

Official Examples:

1. Refusal to work with apprentices.
2. Objection to employment of two squads of apprentices on riveting tank top.
3. Against employment of a youth instead of a man.
4. For change in rule regarding number of apprentices.
5. Against apprentices being employed to work pneumatic caulking tools.

6. To obtain agreement from platers that where helpers are required members of the Helper's Society should be employed instead of boys.
7. Against a youth taking the place of a man on a certain machine.
8. Against proposed change in working rule as to proportion of apprentices to journeymen.
9. Demand that proportion of apprentices to journeymen be one to five instead of one to three.

*EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS. FOR REINSTATEMENT OF DISCHARGED WORKPEOPLE.*

Official Examples:

1. Against discharge of fellow workers.
2. For reinstatement of two fellow workmen,
3. On account of dismissal of three workpeople.
4. For reinstatement of workpeople discharged on alteration in working conditions.
5. Because not all men were re-employed on conclusion of a previous dispute.
6. Against suspension of two fellow workmen for failure to comply with rules for work.
7. Against transfer of some of their number to another shop.
8. Against notice of discharge given to fellow workers.
9. For reinstatement of a driver discharged for alleged cruelty to a horse.
10. For reinstatement of four hauliers.
11. Against discharge of a girl who had refused to carry out instructions on account of alleged grievance as to wages &c.
12. Against dismissal of eight joiners who were found to have been on strike from another firm.
13. Alleged unjustifiable reduction in the status of certain of the men.

Direct from the *Record Books*:

1. Against dismissal of four fellow workpeople. (1904).
2. On account of dismissal of a certain man for filling dirty coal. (1904)
3. Alleged victimisation of certain men.
4. In sympathy with two men whose lamps were stopped in consequence of an alleged offence under the Mines Act. (1935)
5. Objections to alterations in working arrangements involving the dismissal of certain of the older workmen (65 years of age or older). (1935)
6. Against management's action in stopping the lamp of a boy for failure to report to the under manager as ordered. (1938)

*EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS. AGAINST EMPLOYMENT OF CERTAIN OFFICIALS.*

Official Examples:

1. Objection to new foreman.
2. Objection to manager.
3. Protest against conduct of overlooker.
4. Alleged tyrannical conduct of a manager.
5. Objection to a rivet 'counter'.
6. Against employment of a pattern maker as foreman over moulders.
7. Demand for dismissal of deputy (coal mining).
8. Against the employment of a certain man as foundry manager.
9. Refusal to work under a foreman who had remained at work during a recent strike.
10. Against promotion of alleged incompetent workwoman to post of forewoman.
11. Refusal of firm to dismiss a foreman alleged to be in arrears with his subscriptions to the union.

Direct from *Record Books* :

1. Protest against conduct of a subcontractor. (1907)
2. For suspension of a fireman alleged to have failed to report correctly upon the safety of the mine. (1914)
3. Objection to the attitude of colliery official who appealed to men to refrain from ceasing work over trivial matters without negotiations. (1940)

*EMPLOYMENT OF PARTICULAR CLASSES OR PERSONS. OTHER*

Official Examples:

1. Refusal to finish work commenced by outworkers.
2. Objection of putters to hewers being sent to take the place of absent putters. (Coal mining)
3. Against introduction of a new hand for a special machine instead of promotion of one of their number.
4. Refusal to descend pit under alleged incompetent enginemen.
5. Refusal to work with Polish miners.
6. Men refused to leave their jobs to dock a ship while unemployed shipwrights were available.
7. Against dismissal of manager.
8. Against filling a vacancy by a man from another colliery instead of promoting local men.
9. Against employment of weaver to do special work.
10. Against alleged promotion of piecers out of turn (cotton spinning).
11. For dismissal of two employees against whom workpeople had a grievance.
12. Against preferential employment of men who possessed stamped insurance cards (dock labour).

13. Against employment of foreign bricklayers.
14. Against employment in jobbing shop of a man transferred from light casting department.
15. Refusal to work with certain persons involved in a quarrel between two families.

Direct from *Record Books*:

1. Refusal to descend under new engineman.
2. Refusal to work with alleged Blackleg. (1918)
3. Against re-employment of Russian Poles who had gone back to Russia during the war to escape Military Service. (1918)
4. Against a lad being sent to hew out of his turn. (1907)
5. Against employment of trammers as hewers.
6. Refusal to accept terms of re-engagement offered by Company which included non-membership of the South Wales Miners' Federation. (1931)
7. Disputes as to which of two trade unions should control certain men. (1925)
8. Question of trade union representation. (1934)
9. Against employment of nine men who had left miners' union and joined stokers' union. (1907)
10. Dispute as to appointment of checkweigher. (1909)
11. Refusal to work with certain master haulier who had withdrawn from S. W. Miners' Federation. (1919)
12. Refusal to work with a man belonging to another Trade Union. (1913)
13. Dispute as to allocation of stalls. (1915)
14. Dispute respecting calling up to military service of miners. (1918)
15. Against employment as fillers of two men of military age from another district. (1918)
16. As a protest against the management securing exemption from Military Service for an engineman. (1918)

*WORKING ARRANGEMENTS, RULES AND DISCIPLINE (OTHER THAN ABOVE).  
FOR CHANGE IN EXISTING ARRANGEMENTS*

Official Examples:

1. For provision of helpers on a certain job.
2. For change in system of humidification and ventilation.
3. For changes in working rules.
4. Dissatisfaction with working conditions.
5. Against [?] of Sunday labour.
6. For number in gang to be increased on account of heavy work.
7. Objection to night turning.
8. Refusal of management to sharpen hand drills which men had substituted for machines.
9. Dispute as to 'lying time' on change to weekly payment system.
10. For appointment of checkweigher (limestone quarrying).
11. For a helper-up to be given to two putters.

12. Against system of discharge notes.
13. For the appointment of an extra man in the engineroom of each boat.
14. For replacement of existing bars on pit cages by gates.
15. For the abolition of bottle-making machines.
16. For improvements in screening and tramming arrangements.
17. Demand for more trams per man working at the coal face.

Direct from *Record Books*:

1. On account of agent's refusal to allot houses in turn or in order of seniority.
2. Against imposition of fine of 10/- on a workman for sleeping while on duty. (1911)
3. Against subcontracting. (1907)
4. Demand for more trams per man working at 'face' and for payment of extra quarter days. (1904)
5. Claim for an increase in wages owing to length of drawing road. (1938)
6. Against paying woman at same time as men. (1938)
7. Dissatisfaction with arrangements as to distribution of work on resumption after national stoppage, some of the working places being under water. (1921)
8. Demand for second weighing machine at pit head. (1907)
9. For appointment of a checkweighman & establishment of a dirt deduction scale. (1916)

*WORKING ARRANGEMENTS, RULES AND DISCIPLINE (OTHER THAN ABOVE).  
AGAINST CHANGE IN EXISTING ARRANGEMENTS*

Official Examples:

1. Against proposed alteration in method of clipping threads.
2. Objection of masons to importation of ready dressed stone.
3. Against proposed reduction in number of helpers per squad.
4. Against change in working condition.
5. Against alteration in working rules.
6. Against proposed re-adjustment of mode of working.
7. Against introduction of system of checking time occupied on each job.
8. Dispute as to whether Padiham or Burnley holidays should be observed.
9. Against change from indoor to outdoor work.
10. Against increase in number of bricks to be carried by bricklayers' labourers.
11. Against alteration in length of notice to be given by employer or workpeople.
12. Against proposed new engagement form.
13. Against dismissal of scrapper from each shift on introduction of machinery.
14. Against abolition of level hand puddling.
15. Because management asked two men to work in pit stall instead of one.
16. Objection to use of pneumatic elevator for delivering grain out of warehouses.
17. Against giving out plasterers' work to a sub-contractor, contrary to working rules.

18. Refusal to conform to the requirements of a new clearing-house scheme (dock labour).
19. Lock-out because of refusal of certain dockers to resume work in consequence of a reduction in the number of men in certain shore gangs, alleged to be an infringement of a recent agreement.
20. Against one man working two milling machines on tool work.
21. Against apprentices being required to sign indentures.

Direct from the *Record Books*:

1. Dispute as to filling dirt and other matters. (1904)
2. Dispute as to granting of free colliery houses. (1907)
3. Against attempted introduction of the 'butty' system. (1921)
4. Against the three-shift system. (1910)
5. Against introduction of contracting, or letting of working places by private bargaining. (1936)

*WORKING ARRANGEMENTS, RULES AND DISCIPLINE (OTHER THAN ABOVE).  
OTHER*

Official Examples:

1. Men alleged mine unsafe owing to presence of gas.
2. Against imposition of fines for absence from work on Shrove Tuesday.
3. Against use of certain wood owing to its injurious effects.
4. Because of suspension for two days on account of refusal to work overtime.
5. Because certain men were fined for leaving work before whistle sounded.
6. Dispute as to rotation of gangs.
7. As to right of works committee to examine disputed places in pit.
8. Dispute as to men leaving the coal face before being relieved by the next shift.
9. Refusal to descend pit on account of alleged short supply of timber.
10. Dispute as to double shift working in two pit stalls.

Direct from the *Record Books*:

1. Against employers' action in reporting an oncost worker, who was alleged to have caused damage to a haulage road, to the police, and other grievances. (1940)
2. In sympathy with two employees who had been suspended for leaving the pit early without permission. (1936)
3. Alleged bad state of roads in mine. (1907)
4. Against alleged unsatisfactory safety lamps. (1917)
5. Demand that alleged unsatisfactory winding gear should be inspected by engineer, nominated by workpeople. (1917)
6. Dispute respecting gradient of screen. (1904)
7. Dispute arising out of election of a checkweigher by the men. (1931)
8. Dispute between hauliers and colliers as to working arrangements. (1936)

9. Dispute respecting allocation of stalls and right of trade union officials to inspect pit. (1932)
10. Objection to two men who refused to lie off for two days for having worked without permission on an idle day. (1920).
11. Facemen's complaint that rails had not been laid sufficiently near their working places. (1938)

### *TRADE UNIONISM*

#### Official Examples:

1. Refusal to work with non-unionists.
2. Refusal of employer to employ trade unionists.
3. Refusal to work with foremen who were not members of the trade union.
4. Refusal to work under foreman who was not a member of the men's Society.
5. Refusal to work with trade-unionist who was not a member of the local union.
6. Refusal to work with non-unionists or with men in arrears with their subscriptions to the Trade Union.
7. Against discharge of Trade Unionists.
8. Employer objected to men forming a Trade Union.
9. Refusal of firm to negotiate with officials of the men's Trade Union.
10. Demand that representatives of Trade Unions should be allowed to visit the men on the works.
11. For reinstatement of three dockers discharged for refusing to load a lorry driven by a non-unionist carter, followed by a demand that trade unionists only should be employed at the docks.
12. For establishment of Trade Union conditions of labour in another establishment belonging to the same firm.
13. For deletion of rule giving employers right to employ non-unionists.

#### Direct from the *Record Books*:

1. Against breach of Trade Union regulations as to working on idle day. (1907)
2. Refusal of firm to negotiate with men through trade union officials and refusal of men to work with non-unionists. (1907)
3. Refusal of employers to negotiate for wages advance with United Mineworkers of Scotland. (1930)
4. Dispute regarding the Branch of the union funds should be paid into. (1917)

### *SYMPATHETIC DISPUTES*

#### Official Examples:

1. In sympathy with men in same employ who were on strike.
2. On account of introduction of members of another union to replace men on strike.

3. Refusal to do work for a shop where their fellow Trade Union members were on strike.
4. Because of imprisonment of putters on refusal to pay fines imposed by magistrate for breach of contract.
5. Refusal to handle goods belonging to certain firms involved in a strike.
6. Refusal to work because of a rumour that a steamer was loading coal for a port where a strike was in progress (dock labour).
7. In sympathy with transport workers on strike.
8. Strike and lock-out arising out of the issue of a Trade Union circular forbidding members of moulders' union to work with patterns made or altered while patternmakers were on strike.

Direct from *Record Book*:

1. Because putters were summoned for leaving work without notice. (1910)

#### *MISCELLANEOUS DISPUTES*

Official Examples:

1. Refusal of management to deduct poundage from men's earnings in connection with a new medical scheme.
2. Refusal of firm to allow men to wait inside the yard to discuss their accident fund.
3. Refusal of management to allow two old tenants of colliery houses to reoccupy houses which had been improved.
4. On account of charge of intimidation made by firm against four of the men.
5. Firm gave men notice because they understood men were about to strike.
6. Because two hauliers had been prosecuted for breach of rules.
7. Demand that putters should be supplied with free fire coal under same conditions as the hewers (coal mining).
8. Demand that free houses should be supplied to men in order of seniority of service (coal mining).
9. Demand that costs of certain summonses should be refunded.
10. Demand that management should arrange a trip.
11. Against discontinuance of practice of free distribution of alcoholic liquors among staff.
12. Refusal to execute part of a job which had been let out to contract.
13. Because notices had been posted up of a general lock-out to force a strike to a close.
14. Alleged prevention of men from attending the funeral of a comrade (coal mining).

Direct from *Record Books*:

1. To compel firm to withdraw summonses against boys for striking without notice. (1907)



2. Hauliers absented themselves as a protest against distress warrants issued against some of their number. (1907)
3. Because two hauliers had been prosecuted for breach of rules. (1906)
4. For refund by employers of fines inflicted by magistrates on two pony drivers for a breach of regulations which had resulted in the death of two ponies. (1925)
5. Dispute among putters (1910)
6. Alleged presence of gas in the colliery. (1929)
7. Dispute respecting resting time for horses. (1922)
8. Alleged shortage of horse feed. (1920)
9. Alleged overworking of ponies. (1909)
10. Alleged defective light given by electric safety lamps. (1918)
11. Against refusal of employers to continue to collect (by deductions from wages) the men's contributions to the checkweigh Fund. (1926)
12. Against filled tubs being wrongly marked by other workers. (1926)
13. Inferior coal supplied to workmen. (1909)
14. Dispute respecting quality of coal allowed by employers for men's domestic use. (1920)
15. Dispute as to allotment of colliery houses. (1909)

*Sources: Reports for 1903 to 1913; Record Books (Statements of Cause).*

### APPENDIX III Record Book Entries on National Strikes in Coalmining 1903-1940.

The 'Statement of Cause' and 'Result' are given separately, after the other data.

<i>Year:</i>	1912	1920	1921	1926
<i>Locality:</i>	Great Britain	Great Britain	Great Britain	Great Britain
<i>Number of Firms affected:</i>	General	—	—	—
<i>Occupation:</i>	Miners	Miners, &c.	Miners, etc.	Coal miners, etc.
<i>Number of Workpeople Affected</i>				
<i>Directly:</i>	850,000	1,100,000	—	1,050,000
<i>Indirectly:</i>	150,000	—	—	—
<i>Total:</i>	1,000,000	1,100,000	1,150,000 <sup>b</sup>	1,050,000
<i>Date of</i>				
<i>Commencement:</i>	26 Feb	18 <sup>th</sup> Oct <sup>a</sup>	1/4	1/5
<i>Termination:</i>	15 April	3 Nov	1/7 <sup>c</sup>	Nov-Dec
<i>Duration</i>				
<i>In Weeks:</i>	7	2	13	33
<i>Aggregate Number of Working Days:</i>	30,800,000	16,000,000	72,000,000	145,000,000
<i>Classification of</i>				
<i>Cause:</i>	W6	W1	W2	W2
<i>Result:</i>	S	C	C	U
<i>Method of Settlement:</i>	9	3	3	3

Notes:

- a 'The general strike on 18th Oct was preceded by partial stoppages in South Wales, Lanarkshire and other districts during the first week of October arising out of dissatisfaction with the progress of the national negotiations. These local stoppages lasted from 1 to 3 days and are estimated to have involved about 50,000 workpeople.'
- b 'Estimated number of workpeople originally involved in dispute which was somewhat reduced in the course of the stoppage by the return to work of a number of pumpmen, etc.'

- c 'Date on which agreement was signed; work to be resumed as far as possible on 4/7.'

*Statements of Cause and Result*

1912 CAUSE: 'To establish the principle of an individual district minimum wage for all men & boys working underground in mines.'

1912 RESULT: 'Matter dealt with by His Majesty's Govt. following a recommendation from Industrial Council.'

1920 CAUSE: 'For advance in wages (not conditional upon output) of 2s per shift for persons of 18 years of age and upwards, 1s per shift for persons under 18, and 9d per shift for persons under 16. (The Government offered an advance conditional upon output, but the conditions were not accepted by the miners).'

1920 RESULT: 'Advance granted temporarily subject to adjustment under sliding scale arrangement whereby both miners' wages and owners' profits rose and fell with the total value of export coal (calculated upon output basis). A permanent scheme for the regulation of wages in the industry was to be submitted to the Government not later than 31st March, but before such a scheme was drawn up, Government control of the industry was withdrawn.'

1921 CAUSE: 'Dispute arising out of dissatisfaction with district rates of wages proposed by the employers following the withdrawal of Government control of the industry.'

1921 RESULT: 'Agreement arrived at providing *inter alia* for the periodical adjustment of wages on the basis of the proceeds of the industry in each of thirteen districts subject to a minimum wage of 20% above the pre-war level, and to the maintenance of a subsistence wage for low paid day workers and the granting of a temporary government subsidy in aid of wages.'

1926 CAUSE: 'Against proposed reduction in wages and increases in hours.'

1926 RESULT: 'National Agreement replaced by district settlements involving alterations in wages varying in different districts and increases in hours from 7-7½ or 8 per shift.'

Source: *Record Books* for 1912, 1920, 1921 and 1926.

## APPENDIX IV Allocation of Borderline Localities to Counties

### 1. *Scotland*

#### a. Dumbarton/Lanarkshire border:

Lenzie to Lanarkshire

#### b. Dumbarton/Stirlingshire border:

Kilsyth to Stirlingshire  
Twechar to Stirlingshire

#### c. Fife/Kinross border:

Blairadam to Fife  
Lochgelly to Fife

#### d. Lanarkshire/Mid Lothian (Edinburgh) border:

Cobbinshaw to Lanarkshire

#### e. Lanarkshire/Stirlingshire border:

Slamannan to Stirlingshire

#### f. Lanarkshire/West Lothian (Linlithgow) border:

Armadale to West Lothian (Linlithgow)  
Fauldhouse to West Lothian (Linlithgow)  
West Craigs to West Lothian (Linlithgow)

#### g. Mid Lothian (Edinburgh)/West Lothian (Linlithgow) border:

West Calder to Mid Lothian (Edinburgh)

#### h. Stirlingshire/West Lothian (Linlithgow) boarder:

Linlithgow to Stirlingshire.

### 2. *England*

#### a. Cheshire/North Derbyshire border:

Buxton to North Derbyshire  
Furness Vale to Cheshire

## b. Cheshire/North Staffordshire border:

Harecastle to North Staffordshire  
Mow Cop to Cheshire

## c. Cumberland/Northumberland border:

Alston to Cumberland  
Haltwhistle to Northumberland  
Midgeholme to Northumberland

## d. Durham/Northumberland border:

Ebchester to Durham  
Wylam to Durham

## e. Leicestershire/South Derbyshire border:

Albert Village to South Derbyshire  
Netherseal to South Derbyshire

## f. North Derbyshire/Nottinghamshire border:

Ilkeston to North Derbyshire  
Mansfield to Nottinghamshire  
Pinxton to North Derbyshire  
Stanton Gate to Nottinghamshire

## g. South Staffordshire (excluding Cannock Chase)/Worcestershire border:

Dudley to South Staffordshire (excluding Cannock Chase)  
Stourbridge to Worcestershire

3. *Wales*

## a. Brecon/Carmarthen border:

Gwys to Brecon  
Upper Cwmtwrch to Carmarthen

## b. Brecon/Glamorgan border:

Glyn Neath to Brecon  
Gwys to Brecon  
Lower Cwmtwrch to Glamorgan  
Onllwyn to Glamorgan  
Ystradgynlais to Brecon

## c. Brecon/Monmouth border:

Beaufort to Brecon  
Brynmawr to Monmouth  
Waenavon to Brecon

## d. Carmarthen/Glamorgan border:

Brynamman to Glamorgan  
Pontardulais to Glamorgan  
Upper Cwmtwrch to Carmarthen

## e. Glamorgan/Monmouth border:

Bargoed to Monmouth  
Machen to Glamorgan  
Pengam to Monmouth  
Rhymney to Glamorgan

## APPENDIX V Assignment of Occupational Terms to Occupational Codes

The following tables show the assignment of occupational terms to codes in the occupational variables ODA1, ODA2, OIA1 and OIA2.

### **Code 00 Unknown, Inadequately Specified, Unclassified, Etc.**

&c.	Nightshiftmen
Brickmakers	Non-unionists
Char Fillers	Oddmen
Chemical workers	Pickers and runners
Coal throwers	Pieceworkers
Etc.	Rescue Brigadesmen
Kilnmen	Rescue Station men
Limestone blowers	Whitestone Pikemen
Men and women workers	
Motormen	Illegible entries
Moulders	

### **Code 01 'Miners' and Synonyms.**

Anthracite minors	Coal miners
Coal and clay miners	Miners
Coal & gannister miners	

### **Code 02 'Colliers' and Synonyms.**

Collier boys	Colliers' helpers
Colliers	
Colliers' assistants	'assistants' as in 'Colliers & assistants.'



### Code 03 Hewers, Getters and Other Faceworkers Not Elsewhere Specified

Back strippers	Cutters
Breakers	Erectors
Butties	Facemen
Buttymen	Getters
Coal and claygetters	Gummers
Coal cutter drivers	Hewers
Coal cutters	Holers
Coal cutting machine-men	Machine coal cutters
Coal face workers on machine conveyors	Machine men
Coal hewers	Panmen
Coalmen	Panpullers
Coal strippers	Panshifters
Conveyor erectors	Pickmen
Conveyor faceworkers	Pickers in
Conveyor facemen	Pikemen
Conveyor men	Preparatory workers
Conveyor movers	Stallmen
Conveyor panmen	Stint holers
Conveyor shifters	Strippers
Conveyor workers	Trimmers
Cutter man	Winners

### Code 31 Fillers

Coal fillers	Loader boys
Colliery fillers	Loader and lads
Conveyor fillers	Loader end men
Fillers	Loadermen
Fillers after mechanical coal cutters	Loaders
Fillers on conveyor faces	Pan face fillers

**Code 41 Haulage Workers (except workers on mechanical haulage)**

Barrowmen	Miners' drawers
Carters (youths)	Miners (hauliers)
Carting boys	Oncost drawers
Coal putters	Pony boys (drivers)
Coal trammers	Pony coal putters
Colliery pony drivers	Pony drivers
Contract drivers	Pony drivers (boys)
Drawers	Pony drivers (lads)
Driver boys	Pony putters
Drivers	Putters
Hand putters	Timber leaders
Hauliers	Traillers
Headermen	Trammers
Headsmen	Trammers' helpers
Helper up	Underground drivers
Horse Drivers	Underground hauliers
Horseman	Underground horse drivers
Horsemen	Waggoners
Hurriers	Wagon-men

**Code 42 Haulage workers (Mechanical haulage)**

Bankriders	Haulage man
Benchers	Haulage men
Bottomers	Haulage men
Boys in haulage roads	Haulage workers
Brakesmen	Main road boys
Chainers	Main road workers
Chain runners	Onsetters
Clippers	Pit bottomers
Corporals	Pit bottom staff
Engineplane drivers & other boys	Rider
Engineplanemen	Riders
Gangers	Rope boys
Gangers (boys)	Rope lads
Gang lads	Shackler
General transport workpeople	Slummer
Getters out	Tenters
Greasers	Trafficmen
Hangers on	Transit hands
Haulage boys	Transport workers
Haulage hands	Underground haulage hands
Haulage lads	Underground transport workers

**Code 05 Stonemen, Rippers, Repairers, Timbermen**

Airway repairers	Repairers
Assistant repairers	Rippers
Brushers	Roadmen
Contractors	Roadsmen
Crutters	Rolleywaymen
Dinters	Shifters
Drillers	Sinkers
Gobbers	Steel propmen
Hole borer	Stone contractors
Packers	Stonemen
Pit sinkers	Stoneworkers
Platelayers	Stowers
Reddsmen	Timber assistants
	Timbermen

**Code 06 Deputies, Examiners, Firemen**

Colliery officials	Mining officials
Deputies	Overmen
Examiners	Oversmen
Firemen	Underviewer
Inspectors	Shotfirer
Managers	Shotmen

**Code 07 Other Underground Occupations**

Horseminders	Trapper boys
Ostlers	Trappers
Stablemen	

**Code 08 Underground Workers Generally**

Other underground workers	Underground colliery workers
Underground boys	Underground workers
Underground boys and youths	Various underground workers

**Code 09 Enginemen**

Colliery engine winders	Pumping enginemen
Haulage enginemen	Winding enginemen
	Winders

**Code 10 Stokers**

Boiler firemen	Firemen
	(when clearly not under Codes 06 or 20)
Boilerman	Stokers

**Code 11 Bank Workers**

Bankboys	Pitbrow workers (female)
Bankhands	Pithead boys
Banksmen	Pitheadmen
Bankworkers	Pitheadworkers
Drawers off, on pithead	Pithead youths and girls
Pit bankmen	Weigher

**Code 12 Screenspeople**

Cleaners	Screensmen
Coal cleaners	Screen women
Coal pickers (girls)	Tiplers
Hand pickers	Washer attendants
Pickers	Washery workers
Screenhands	Washing plant men
Screen lads	

**Code 13 Tradesmen**

Artizans	Fitting Shop Foundry Workers
Blacksmiths	Hammermen
Bricklayers	Joiners
Bricksetters	Masons
Brick workers	Mason' Labourers
Brickwork labourers	Mechanics
Carpenters	Mining wagon builders
Colliery craftsmen	Shopmen
Electricians	Tradesmen
Engineers	Working in colliery engineering establishments
Fitters	

**Code 14 Labourers**

Labourers	Underground labourers
Surface labourers	

**Code 15 Surface Workers Generally**

General surface workers	Surfacemen
Surface boys	Surfaceworkers
Surface boys and girls	Topmen
Surface hands	

**Code 16 Oncost, Offhand and Datal Workers**

Bye workers	Shift hand
Bye workmen	Shiftmen
Datal boys	Surface oncost workers
Datal lads	Underground and surface daywagemen
Datallers	Underground and surface oncost workers
Datalmen	Underground datal boys
Daymen	Underground day men
Daywage colliers	Underground day workers
Daywagemen	Underground oncost workers
Offhand lads	Underground shiftmen
Offhandmen	Underground wagemen
Oncostmen	Wagemen
Oncost surfacemen	
Pithead and underground oncost workers	

**Code 17 Pit Lads**

Boys as in 'Ropemen and boys'	Pit boys
Boys and youths	Pit lads
Colliery boys	Youths
Other boys	Youths and boys
	Youths employed in collieries

**Code 18 Mineworkers Generally**

Colliery workers	Other classes
Colliery workmen	Other colliery workpeople
Colliery workpeople	Other underground and surface workpeople
General Mineworkers	Other workpeople
Miners Generally	Other workpeople (underground and surface)
Mineworkers	Underground and surfaceworkers

**Code 19 None**

(This is, none indirectly affected)

**Code 20 Other Surface Workers**

Boat leaders	Locoshunters and brakesmen (Colliery railways)
Branch drivers	Pick sharpeners
Coal manipulators	Pithead runners
Coal tippers	Railway workers
Colliery carters	Rubbish tippers
Hillmen	Straithesmen
Hillworkers	Tippers
Lamp cabin employees	Warehousemen
Lampmen	
Loco drivers, firemen	
Locomotive enginemen	

**Code 21 Coke and Bye Product Workers**

Bricklayers	Coke lifters
Bye product workers	Cokemen
Coke and bye product workers	Cokeworkers
Coke burners	Men employed at cokeovens
Coke fillers	

**Code 24 Colliery Clerks**

Colliery clerks

**Code 25 Skilled miners (described as such)**

Skilled miners

**Code 26 Unskilled workers (described as such)**

Unskilled miners	Unskilled workers
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**Code 27 Women (described as such)**

Women

**Code 28 Patent Fuel Burners**

Patent fuel burners

## APPENDIX VI Deciphering the Labour Department/Ministry of Labour Codes for the Method of Settlement.

This Appendix sets out the contextual evidence for my decoding. This evidence is of two kinds: (i) notes in the ‘Method of Settlement’ column giving e.g. the name of an arbitrator or the title of a conciliation board or other information, and (ii) references to the method of settlement in the ‘Statement of Result’ column of the *Record Books*.

### *Labour Department/Ministry of Labour Code ‘1a’*

This means Arbitration under the Conciliation Act 1896 or the Industrial Courts Act 1919. Thus:

1. ‘Matter referred to arbitration under Conciliation Act...’ (Building Trades, 1904).
2. ‘1a (Con. Act ...)’ ‘Matter referred to Committee appointed under the Conciliation Act 1896 who awarded ...’ (Coal mining, 1910).
3. ‘1a Lord Hunter under Industrial Courts Act’ (Building Trades 1920).
4. ‘1A 1930 (Industrial Court)’. (Clothing, Boot & Shoe, 1930).
5. ‘1A 1932 (Ind. Court.)’. (Fishing, 1932).

### *Labour Department/Ministry of Labour Code ‘1b’*

This means arbitration by boards or individuals. Thus:

1. ‘1b (Board)’ ‘Difference submitted to arbitration...’ (Coalmining, 1907).
2. ‘1b (indiv)’ ‘Work resumed pending arbitration. Arbitrator awarded’ (Coalmining, 1907).
3. ‘1b (Mess<sup>rs</sup> Else, Laverick, Hoskin and Smith)’ ‘Matter referred to four arbitrators who awarded...’ (Coalmining, 1910).
4. ‘1b (H. Scott Barnett)’ ‘Prices ... fixed by Umpire.’ (Coalmining, 1910).
5. ‘1b (by G. W M<sup>c</sup>Creath, Umpire)’ ‘... Arbitrator decided ...’ (Coalmining 1910).
6. ‘Umpire Appointed by Durham Jt District B<sup>d</sup> under min wage Act 1912’ (Coalmining, 1913).
7. ‘1b (Messrs Evan Williams, W. Brace, Reptves of S. Wales & Mon. Coal Trade Conc. B<sup>d</sup>)’. (Coalmining, 1913).



*Labour Department/Ministry of Labour Code '2a'*

This means conciliation under the Conciliation Act, 1896 or under the Industrial Courts Act, 1919. Thus:

1. '2a Con. Act' (Coalmining, 1910).
2. '2a (Sir G. Askwith)' (Coalmining, 1913, several times.)
3. '2a ( R. A. Welford C[hief] C[onciliation] O[fficer] N. W. Area Manchester 1920' (Building Trades, 1920).

*Labour Department/Ministry of Labour Codes '2b' (1903-16) and '2d' (1917-40).*

These I take to mean conciliation by boards or individuals. Thus:

*1903-1916:*

1. '... referred to Conciliation Board.'
2. '... under award of Conciliation Board.'
3. '2b (Conc. Board).'
4. '2b (Indiv).'
5. '2b (Urgency C'ttee of Durham Miners and Coal Owners).'
6. '2b (B<sup>d</sup> Conc. Cumberland Coal Trade).'
7. '2b (S. Wales Coal Trade Board).'
8. '2b (Mediation of M<sup>r</sup> A. B. Markham, M.P).'
9. '2b (Umpire appointed by Durham Jt. District B<sup>d</sup> under min wage Act 1912).'
10. '2b Northumberland Coal Trade Jt Committee 1914.'
11. '2b Lancs Jt. Dist B. Coal Mines Min Wage Act).'

(Sources: *Record Books*. Items 1-4, Coalmining 1904; items 5-8, Coalmining, 1910; items 9-11, Coalmining, 1913.)

*1917-1940*

1. '2d (B<sup>d</sup>. of Conc<sup>n</sup> for Cumberland Coal Trade).'
2. '2d (Cumberland Coal Trade Conciliation Board).'
3. '2d (S. Wales & Mon Coal Trade Conc. Board).'
4. '2d South Wales & Monmouth Conc. Board.'
5. '2d S. Wales Miners Con<sup>cn</sup> B<sup>d</sup>.'
6. '2d (Cttee appointed by Joint Board of South Yorks Coal Trade Association and Yorks Mines Ass<sup>n</sup>).'
7. '2d (Mon & S. Wales Disputes Board).'
8. '2D 1930 (Bd of Conciliation for Coal Trade of Mon & Sth Wales).'
9. '2D 1930 (Conc<sup>n</sup> Bd for Scotland for regulation of wages of Coal Trade of Scotland).'

10. '2D 1932 (Disputes Committee of Derbyshire Dist Wages Board for Coal Industry.)'

(Sources: *Record Books*. Items 1-5, Coalmining, 1917; items 6-7, Coalmining, 1920; items 8-9, Coalmining, 1930; item 10, Coalmining, 1932.)

*Labour Department/Ministry of Labour Code '2b' (1917-40).*

This I take to mean conciliation by Government Departments other than under '2a'.  
Thus:

1. '2b (Coal Controller)' (several times)
2. '2b (Ald. I. J. Price J. P.)'
3. '2b (Home Office)' (several times)
4. '2b (Sir R. Redmayne).'
5. '2b (Home Office Sir R Redmayne)'
6. '2b (Exec of Lanarkshire Miners' Union)'
7. '2B Coal Controller' (several times)
8. '2B (Representative of Coal Controller)'
9. '2B 1920 (H M Inspector of Mines)'
10. '2B 1920 (Representative of Coal Controller)' (several times)
11. '2B (Official of Ministry of Mines)'
12. '2B (President of Board of Trade & Secretary for Mines)'

Items 2 and 6 appear to have been mis-coded by the Department.

(Sources: *Record Books*. Items 1-6, Coalmining, 1917; items 7-10, Coalmining, 1920; items 11-12, Coalmining, 1931.)

*Ministry of Labour Code '2c'.*

This I take to mean conciliation by a Joint Industrial Council; There are no examples from the coalmining industry, since no J. I. C. was ever set up for the industry. Thus:

1. '2c J. I. C. for Building Industry & M. L. Training Dept.'
2. '2c National Painters & Decorators Joint Council.'
3. '2c 1930 (Nat Conc<sup>n</sup> cttee of J. I. C. for Dock Labour).'
4. '2c (Joint Committee of J. I. C. for Welsh Plate & Sheet Trade).'
5. '2c 1931 (J. I. C. Cast Stone Industry).'

(Sources: *Record Books*. Items 1 and 2 Building Trades, 1920; 3, Building Trades, 1930; item 4, Tinplate, 1931, item 5, Other Industries & Services, 1931.)

*Labour Department/Ministry of Labour Codes '3' to '6'.*

Labour Department/Ministry of Labour Codes '3' (Direct Negotiation) '4' (Strikers Replaced), '5' (Works Closed) and '6' (Return to work on Employer's Terms without Negotiation) are unproblematic.

*Labour Department/Ministry of Labour Code '7B'.*

The problem with code '7B', mentioned in the text, is illustrated below:

Statements of Results for some Strikes coded to 7B:

1. 'Job completed'
2. 'Majority of men found work elsewhere.'
3. 'Most of the strikers found other employment.'
4. 'Majority of Strikers found other employment.'
5. 'Amicable settlement effected.'
6. 'Work resumed.'
7. 'Dispute merged in general stoppage.'
8. 'Most of workpeople found work elsewhere.'

(Sources: *Record Books*. Items 1 and 3, Building, 1930; item 4, Other Industries, 1930; items 5 and 6, Coalmining, 1931; item 7, Shipbuilding, 1931; item 8, Woodworking, 1931.)

*Labour Department/Ministry of Labour Code '9'.*

Labour Department Code '9' (Settlement effected by legislation) was only used once in coalmining over our period; this was in the case of the 1912 National Coal Strike.

(See Appendix III).

## APPENDIX VII The Coding of Strikes on Trade Union Issues

This Appendix gives examples of the coding of CAUSE where the strike is over a trade union issue.

### *Strikes with Labour Department/Ministry of Labour code 'TU'*

#### *CAUSE*

<i>Code.</i>	<i>Title and Examples</i>
61.	Refusal to Work with Non-unionists.  E.g. 1. 'Refusal to work with non-unionists'. (1907)
62.	For Recognition or <i>re</i> Facilities.  E.g. 1. 'Refusal of employers to negotiate for wages with United Mineworkers of Scotland'. (1930) 2. 'Employer's refusal to allow a trade union free access to colliery premises owing to alleged objectionable conduct of delegate in question.' (1934) 3. 'Against dismissal of certain men for conducting 'show cards' on colliery premises.' (1914) 4. 'For recognition of workmen's local 'combine' committee in connection with a dispute at a colliery in Tredegar.' (1918)
63.	Victimization.  E.g. 1. 'Alleged victimisation of certain workpeople.' (1912) 2. 'Alleged unfair treatment of trade union official' (1934)
64.	Other.  E.g. 1. 'Against fellow workpeople joining a new Trade Union, and against non-unionists.' (1912) 2. 'Refusal of Employer to recognise checkweigher & other grievances.' (1913) 3. 'Against alleged refusal of certain men to pay a levy ordered by their trade union.' (1918) 4. 'Dispute between the miners & the surfacemen & craftsmen resulting in a demand by members of the Miners' Federation that the craftsmen should join the union.' (1919)

***Strikes with Labour Department / Ministry of Labour code 'P1', 'Disputes between Classes of Workpeople:***

***CAUSE***

*Code Title and Example*

58. Inter-union dispute.

E.g. 1. 'Disputes between two Trades Unions as to promotion of engineman. Members of the Surface Craftsmen's Association struck work.' (1919)

***Strikes with Labour Department / Ministry of Labour code 'P2', 'Employment of Labourers instead of Skilled Workmen':***

***CAUSE***

*Code Title and Example*

59. Victimization

E.g. 1. 'Against dismissal of a Trade Union Official.' (1920)

***Strikes with Labour Department / Ministry of Labour code 'P5', 'For Reinstatement of Discharged Workpeople:***

***CAUSE***

*Code Title and Example*

60. Victimization.

E.g. 1. 'Alleged victimisation of certain men and other grievances.' (1914)

***Strikes with Labour Department / Ministry of Labour code 'P6', 'Against Employment of Certain Officials':***

***CAUSE***

*Code Title and Example*

65. Victimization.

E.g. 1. 'Alleged victimisation of a workman, the men demanding dismissal of an overman.' (1924)

*Strikes with Labour Department / Ministry of Labour code 'P7', 'Other':**CAUSE*

<i>Code</i>	<i>Title and Example</i>
66.	Refusal to Work with Non-unionists.  E.g. 1. 'Refusal to work with certain master haulier who had withdrawn from S. W. Miners' Federation.' (1919) 2. 'Refusal to work with an underground fireman who was not a member of the Miners' Trade Union.' (1929)
67.	Against Membership of Other Trade Unions.  E.g. 1. 'To enforce demand that certain surfacemen should belong to the South Wales Miners' Federation and not to other Trade Unions.' (1915) 2. 'Refusal to work with firemen who wished to leave their Trade Union & form one of their own.' (1919)
68.	For Recognition.  E.g. 1. 'Claim for recognition by firm of trade union other than that already recognised.' (1936) (The Harworth Strike.) 2. 'Dispute arising out of a demand by the South Wales Miners' Federation for recognition by the colliery owners, and for discontinuance of compulsory deductions from wages in support of another union.' (1936)
69.	Victimization  E.g. 1. 'Alleged victimisation of a member of the staff.' (1920)
70.	Inter-union Disputes  E.g. 1. 'Against employment of a member of the miners' T. U. on a job claimed by the Enginemen & firemens T. U.' (1919) 2. 'Dispute between two Trades Unions arising out of reinstatement of a demobilised soldier.' (1919)

***Strikes with Labour Department / Ministry of Labour code 'A1', 'Working Arrangements ... For a Change in Existing...'***

**CAUSE**

*Code Title and Examples*

85. *Re Facilities*

E.g. 1. 'Against dismissal of a workman for putting up a notice in a coal mine washery asking men to show their union cards.' (1912)

***Strikes with Labour Department / Ministry of Labour code 'A2', 'Working Arrangements ... Against Change in Existing...':***

**CAUSE**

*Code Title and Examples*

86. *Re facilities.*

E.g. 1. 'In protest against the action of colliery manager in removing trade union poster from the colliery notice board, such action being alleged to be in violation of an old custom.' (1935)

***Strikes with Labour Department / Ministry of Labour code 'A3', 'Working Arrangements ... Other':***

**CAUSE**

*Code Title and Examples*

87. *Re Facilities*

E.g. 1. 'Employers' refusal to permit work to be resumed until an explanation had been received of trade union's action in calling a meeting which resulted in colliery being laid idle, on previous day.' (1938)

88. *Victimization*

E.g. 1. 'In sympathy with certain workpeople suspended for one day in order than certain repair work could be carried out, suspended employees alleging victimisation.' (1937).

89. *Employers' Refusal to meet with Delegations.*

- E.g.
1. 'Colliery manager's refusal to meet a deputation of miners with regard to system of working on a conveyor face.' (1938)
  2. 'Against refusal of management to meet deputations of workpeople other than on the colliery premises.' (1937)

*Source: Record Books.*



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