As a result of the publication and distribution of the Thitley Report, it is now possible to form a fairly clear estimate of the attitude of industry to the proposals contained in it. In view of the widespread interest taken in the Report especially as a result of the endorsement of it by the Commissioners on Industrial Unrest, it is desirable that the Cabinet should decide at an early date to approve or disapprove the principle of the Report. If the Cabinet approve the principle, there will not be any need of legislation, and the actual carrying out of the recommendations will rest with Trade Unions and Employers' Associations; but it will be necessary for the Ministry of Labour, to approach the different bodies concerned to arrange conferences, draft schemes, and generally to take steps to ensure that the proposals receive full consideration. Further, the establishment of Joint Standing Industrial Councils on the Government's suggestion, although the basis of the Councils will be voluntary, implies a degree of government recognition hitherto conceded to no industrial association, and will be regarded as entitling the new organisation to a special position in relation to the Government.

The Cabinet's minute of June 7th 1917, under which the Report was circulated, was as follows:—

"The War Cabinet decided that:

In the first instance, the Ministry of Labour should circulate the Report to the leading Trade Unions and Employers' Associations, and also to the Commissioners on Industrial Unrest, with a view to ascertaining their general attitude to the proposed Industrial Councils at an early date."

Subsequently instructions were given for the publication of the Report as a Command Paper, and for its issue to the Press. The Ministry of Labour circulated the Report with a covering letter, of which copy is attached, asking for observations upon it, to—

146 Trade Unions
37 Federations of Trade Unions
107 Employers' Associations and Federations
and the following general organisations - The Parliamentary Committee of the Trade Union Congress, The General Federation of Trade Unions, The Federation of British Industries.

The principle of selection was to include the national organisations of all the great industries, and also those other organisations which, without including a majority of the workers or firms for which they catered, had a large membership and could claim to represent an important section of industrial opinion.

In response to applications for further copies, for the use of executive committees and councils and affiliated bodies, between 10,000 and 11,000 copies of the Report have been distributed.

The Ministry of Labour established a small section to deal with the Report and special Officers were sent by invitation to explain the Report and hear expressions of opinion upon it, to 7 Trade Unions, 3 Employers' Associations and 2 Joint Conferences; Requests for five other Conferences have been received.
Observations on the Report have been received from -
58 Trade Unions.
6 Federations of Trade Unions.
31 Employers' Associations and Federations.
3 Joint Conferences.

and from the Parliamentary Committee of the Trade Union Congress, the Federation of British Industries and the National Alliance of Employers and Employed. A grouped list of organisations that have sent observations, indicating the character of their observations, is attached (Appendix 1.)

The Ministry has information also that several important organisations, which have not sent in replies, are giving favourable consideration to the Report. The Parliamentary Committee expressed general approval of the Report with the reservation that the action taken on the recommendations therein should be of a voluntary character. It also arranged for a discussion of the Report at the recent Trade Union Congress; after discussion it was decided to refer the matter to a special Committee which the Parliamentary Committee was set up to deal with the question of Reconstruction.

Of the 103 replies none opposed the principle of the Report.
66 (including 57 Trade Unions and Federations, 25 Employers' Associations and 4 General Organisations) expressly approved the principle;
12 (including 7 Trade Unions and Federations and 3 Employers' Associations) state conditions that they think should be attached to the establishment of Joint Industrial Councils, without stating expressly whether they approve or disapprove the principle, or are indefinite;
5 (including 2 Unions, and three Employers' Associations) oppose the application of the proposals to their industries.

The principal conditions put forward by the different organisations are mentioned in connection with the difficulties of the scheme below in Section 6.

In the course of the Inquiry the Ministry was informed that the Building Trade, the Painters, the Plasterers, the China and Pottery industry, and the Printing Trade were already at work on the establishment of Joint Standing Industrial Councils, when the Whitley Report was published; which indicates that it is in harmony with current ideas as to the future regulation of industry.

The Report was received with great interest by the Press.
All the morning and evening papers devoted leading articles to it and published large extracts. The comments were all favourable, though some papers did not see in the proposals of the Report more than a suggestion for extending and improving Conciliation Machinery.

The Weekly Press was, in the main, equally favourable, but hostile criticism both of the practicability and of the desirability of the proposals was the line taken by the New Statesman and the New Age.

The Labour Press, with the exception of the Labour Leader was, in the main, favourable. The technical and employers' organs were divided, the fear being expressed by some that the scheme of the Report would lead to undue interference with the management.

With the exception of the Yorkshire Commissioners who did not refer to it by name, all the Commissioners on Industrial Unrest endorse the principles and proposals of the Whitley Report.

It is worth noting that, independently of the references to the Whitley Report, the Commissioners generally, as a
result of their investigations, reach conclusions similar to those of the Whitley Committee.

The principal grounds on which they support their recommendations are as follows:

1. The need for Employers to meet the representatives of the workmen regularly in order to get into touch with their views on improvement of working conditions, etc.

2. The likelihood that joint representative bodies will deal more successfully with disputes in their own trades than can be done by any Court of Arbitration.

3. The feeling both among employers and workmen that the Government has interfered too much in the regulation of industry, and that their mutual relations can be settled better without such interference.

4. The need for a new spirit of partnership, which will lead to a greater participation in the fruits of industry on the part of the workers, and closer cooperation between them and the employers in questions of general policy.

Further most of the industrial causes of the present unrest, laid bare by the Commissioners, may be attributed to the neglect of the principles, and the absence of an organisation on the lines of the Whitley Report. The selection of men for Military Service, the application of restrictive regulations contained in the Licences of War Acts, payment by results, bad time-keeping, allegations of bullying by foremen, and the decentralisation of administration generally, so strongly insisted on by the Commissioners, are all examples of the kind of work that would naturally fall to such an organisation as is proposed by the Report.

The enquiry has brought out clearly the practical difficulties which will have to be faced, if the Government approve the Report. It should be noted, however, that the realisation of these difficulties has not prevented the great majority of the associations that have replied from supporting the proposals.

The chief difficulties may be grouped under the following headings:

(a) The Delimitation of Industries. It is difficult to say precisely where one industry stops and another begins, so that there would be a difficulty in determining the exact province or constituency of each council. This is a difficulty, however, which Industrial Councils are not alone in facing. It is an obstacle to a precise and logical application of any form of social control which does not apply indiscriminately to all industry; State regulation, state ownership, state operation, trade union organisation, collective bargaining, all have to meet the difficulty of the border-line case. The difficulty is capable of a practical solution if not of a strictly logical one, and can be met by joint conferences, cross-representation and similar devices. Trades that form integral parts of more than one industry (as the Dyeing Industry forms a part both of the woollen and Cotton Industries) will be represented on the council of each industry of which they form a section.

(b) Fear of Interfering with Existing Conciliation Machinery. One union and four or five employers' associations are adverse to participating in the formation of an Industrial Council for fear that it should harm the existing satisfactory machinery for dealing with disputes. Others suggest that the existing machinery is capable of performing any functions that an Industrial Council will undertake. As to the first of these objections, the Report is quite explicit. It contemplates no interference with existing conciliation machinery which is working satisfactorily. The new Industrial Councils would be charged with matters of common interest to both employers and workpeople, which fall outside the scope of existing conciliation boards. Some industries might decide to merge their conciliation machinery
in the Industrial Councils or subordinate it to them, and in
every case the new organisation should of course be related to
the old; but conciliation would in most cases be a subordinate
function of the new bodies.

(c) Opposition from Employers. There is evidence that some
employers fear any further concession to the unions. Doubts
are expressed of the advisability of works committees on the
ground that they would hamper employers' freedom of action and
initiative, and thus check the introduction of improved methods
of production. Evidently there was some fear that the terms
of reference of Industrial Councils, as proposed in the Report,
are too wide and too vague.

(d) Trade Union fears. The fear is expressed that the right
to strike might be imperilled; this seems however to be based
on the assumption that section 21 of the Report proposes
compulsory arbitration which is not the case. Small unions
fear that they will be swamped by the larger unions and
competing unions exhibit signs of jealousy, as is the case also
with employers' organisations. There is a feeling that the
constitution and functions of the National, District and Works
Committees will have to be carefully defined. It should be
noted that the Report itself recognises this need and proposes
to meet it by leaving to the existing organisations, in
consultation with one another and the Government, the task of
devising constitutions and settling functions.
Constitutional problems. The constitutional problems involved are of great complexity. So many of the Trade Unions and Employers' Associations will claim representation, that it would be difficult to give representation proportional to membership to all, without making the Councils unwieldy. Further, sectional interests conflict and sectional organisations will refuse to co-operate in the establishment of an industrial organisation, unless their sectional interests are adequately safeguarded; in some cases they claim the exclusive right to discuss and settle sectional questions. The existing system of joint boards and committees for collective bargaining, to which the new organisation would have to be related, is not constructed on uniform principles, the boards being sometimes local, sometimes sectional, i.e. devoted to a single branch of an industry, and sometimes both. There is the further difficulty that some of the most important trade unions have their membership spread over several industries. This is the case with some of the great Craft unions, the General Labour Unions and the chief Women's Organisations. Associations of fore-men, mine officials and managers, and certain professional associations, such as those in engineering, might also claim a place on an Industrial Council, which they have not claimed on the joint boards of the past. One of the City Companies has already claimed a place.

The relation of works committees and the unions is a difficult problem; employers demanding that works committees shall be representative of employers irrespective of union membership (as in the case with check-weighmen) the trade union insisting on trade union representation or control. This is a problem which can only be worked out by each industry for itself. In some trades works committees will probably be found necessary.

If the basic principle of the Whitley Report is sound, namely, that there are in every industry matters of common interest to everyone engaged in the industry, these difficulties can be overcome. Constitutional arrangements for securing due consideration without over-representation of each of the sectional interests concerned can with good will be settled by mutual consultation. The willingness of existing organisations to co-operate sincerely in establishing Industrial Councils would depend very largely on the status and functions which the Government propose to give to the Councils.

Further, the difficulties depend largely on the assumption that the Councils will have executive functions similar to those of existing organisations. This is not altogether the case. At first, at any rate, they will mainly be consultative and mediating-advising the Cabinet and executive Departments of the Government, and mediating between conflicting interests within the industry.

Functions. If the settlement of wages and conditions is left to existing joint boards it is objected that there is not enough work left to justify a new organisation. On the other hand the indefiniteness of the terms of reference of the proposed Councils frightens some employers and unions. The two objections might be said to cancel out; but it will be
desirable that the Government should indicate precise pieces of work that it wishes joint industrial councils to undertake and the exact place which it proposes they should hold in the national economy. There are a number of questions on which the Government will need the united and considered opinion of each large industry in connection with reconstruction. For instance, Demobilization, apprenticeship, the carrying out of Government pledges, are questions which affect each industry differently and on which the advice and support of Industrial Councils would be invaluable. The Ministry of Labour is already deriving great assistance from joint representative trade committees on the employment of disabled soldiers and the working of the Employment Exchanges.

(g) Danger to Consumer. It is clear from four of the replies that have been received that national councils if established may in some industries lead to a demand for protection and possibly to attempts to raise prices.

Conclusion.

Briefly, the recommendation of the Whitley Report is that the Government should ask the existing associations in each industry to organise themselves in such a way that they can adjust their difficulties and prepare for the period of reconstruction without troubling the rest of the community, and at the same time give to the workers the opportunity for which they are asking of taking a part in shaping the conditions under which they work. If the associations do not respond, the recommendations fall to the ground; but in view of the body of opinion which has been collected, it is very unlikely that an invitation from the Government will meet with refusal. It will be necessary, however, that the Government should give some indication as to the functions and status of the Councils when formed. It is suggested that it should be decided and announced, as soon as the principle of the Report is adopted,

(a) that the Councils should be asked to take over the large amount of advisory work which is being done at present, and will be necessary in the future in connection with the problems of the War and the transition to peace, e.g. recruiting and substitution, control of raw materials, demobilization, employment of disabled soldiers, conditions of apprenticeship, &c.

(b) That the Councils will be recognised as the Official Standing Consultative Committees to the Government on all questions affecting their respective industries, and will be the normal channel through which the opinion and experience of an industry will be sought.

(c) That the Councils be asked to undertake the extension, where necessary, of conciliation machinery with the object of decentralising it, and ensuring an opportunity for regular joint consultation in the industry, not only nationally but in each district, and, where the Council considers it advisable, in each works.

If such a definite sphere is assigned to the Councils there is little fear that the trades which are ripe for it will decline to avail themselves of the machinery provided. If authorised
to do so, the Ministry of Labour would select certain industries and approach the Trade Unions and Employers' Associations in them at once with a view to giving effect to the proposals of the report. In the first instance the four trades in which preparations are already far advanced for the formation of Councils (see page &p) will probably be selected, and if they prove successful they will pave the way for the formation of Councils in the more difficult industries.

The difficulties of giving effect to the proposals of the Report are great, but by no means insuperable, if the principle of the Report is sound, viz. that there is in each industry a common interest which needs a special organisation to express itself, and which will be strengthened by giving the opportunity of expression. It need hardly be pointed out how greatly the problems of Reconstruction will be simplified if in the chief industries of the country there is a regular and thoroughly representative machinery by which difficulties can be adjusted, and through which the opinion and experience of the industries as a whole can be readily obtained by the Government.

If, however, the Government proposes to adopt the Report, it is desirable that it should do so promptly. The Reports of the Commissions on Industrial Unrest have raised expectations which will easily turn to bitterness if disappointed, and the wide circulation of the Whitley Report has prepared people's minds for action on the lines which it proposes. Moreover, the Commissioners' support of the Whitley Scheme is based quite as much on the needs of industry during the War as on the problems which will confront it afterwards. The Whitley Report provides a great opportunity for reconciling the conflicting interests which are at present manifesting themselves in so many directions, and of building up a permanent constitution for the great industries which will enable them to face the difficulties of Reconstruction strong and united, instead of being engaged in internal warfare, which may otherwise be the case when peace comes.

MINISTRY OF LABOUR.

G.H.R.

26.9.17.
MINISTRY OF LABOUR,

MONTAGU HOUSE,

WHITEHALL,

LONDON, S.W.

July, 1917.

Sir,

I am directed by the Minister of Labour to forward the enclosed copy of a report which has been presented to the War Cabinet by the Reconstruction Committee in regard to the relations between Capital and Labour. This report was drawn up by a Sub-Committee of the Reconstruction Committee mainly composed, as will be seen, of prominent representatives of Employers' Associations and Trade Unions, and it puts forward certain important proposals for the better regulation of industry, which if carried out will have far-reaching effects on our national welfare.

The War Cabinet are deeply concerned that timely and effective measures should be taken to deal with these questions, for they feel that the future of industry, and indeed of the country itself, are closely bound up with their successful solution. Moreover, they feel strongly that action cannot be deferred until after the War, as it is essential that the problems concerning the organisation of industry which peace will bring should be fully and frankly discussed between Employers and Employed before they actually arise. Further, as the trustee for the well-being of all classes of the community the Government itself is vitally interested in the result of these discussions.
As the Sub-Committee states in its report:

"In the interests of the community it is vital that after the War the co-operation of all classes established during the War should continue, and more especially with regard to the relations between employers and employed. For securing improvement in the latter, it is essential that any proposals put forward should offer to workpeople the means of attaining improved conditions of employment and a higher standard of comfort generally, and involve the enlistment of their active and continuous co-operation in the promotion of industry.

It is in order to meet these views that the proposals made by the Sub-Committee are framed, and before deciding to adopt them the Government would be glad to have the general views of your organisation upon them. It should be understood that the proposals are applicable only to well organised industries, and are intended to deal with only one aspect of the problem of industrial reconstruction; other aspects requiring other measures remain to be dealt with, but if the fundamental questions affecting the relations between employers and employed are satisfactorily settled on a permanent basis, the solution of all subsequent difficulties becomes incalculably easier.

As the matter is an urgent one, I am to request that you will be so good as to favour the Ministry of Labour with the preliminary views of your organisation on the Sub-Committee proposals within one month from this date. If it is finally decided
decided to adopt the scheme recommended by the Sub-Committee, each of the trades affected will be invited to discuss the best method of putting it into operation. At present the report is only being sent out to the Employers' Associations and the Trade Unions in the organised industries, in order to get their general criticisms and suggestions. Specially chosen Officers have been appointed by the Ministry to assist in explaining the scheme. They will always be glad to give any assistance they can in this direction and to attend conferences summoned to consider it, either in London or the provinces. Any communications on this subject should be addressed to Arthur Greenwood, Esq., Ministry of Labour, Montagu House, London, S.W.I., to whom applications for further copies of the report should also be addressed.

I am,

Sir,

Your obedient Servant,

[Signature]
APPENDIX I.

Schedule of Societies who have given their opinions on the proposals contained in the Whitley Report.

Societies underlined are favourable to the proposals of the Report.

Societies in brackets are indecisive.

Societies unmarked are unfavourable.
<table>
<thead>
<tr>
<th>I. INDUSTRIAL GROUP</th>
<th>TRADE UNIONS &amp; FEDERATIONS</th>
<th>EMPLOYERS' ASSOCIATIONS</th>
<th>JOINT ORGANIZATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. BUILDING TRADES.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
|                      |                            | E.F. Building Trades Employers' \ 
|                      |                            | Conf'd. of N.BUILDING TRADE SUB- \ 
|                      |                            | CONTRACTORS. \ 
|                      |                            | [Dublin Building Trades \ 
|                      |                            | Employers' A.] \ 
|                      |                            | Electrical Contractors' \ 
|                      |                            | Association. \ 
| Plasterers.          | S. of Operative Stonemasons of \ 
|                      | E. and W. \ 
| Bricklayers.         | N. Amal. Soc: Operative Painters and Decorators. \ 
| Painters and Decorators. |                        |                        |                     |
| Carpenters and Joiners. | Amal. Soc. of Carpenters and Joiners. \ 
| Slaters & Tilers.    | Amal. Slaters' Soc. of Scotland. \ 
|                      |                           |                        |                     |
|                      |                           |                        |                     |
| II. MINING AND QUARRYING. |                        |                        |                     |
|                      | (Durham Colliery Mechanics Assoc) \ 
|                      | no observations. \ 
|                      | (Lancashire and S. Wales Coal \ 
|                      | Miners' Association). |
### INDUSTRIAL GROUP

#### Coal Mining (cont.)
- N. Stafford Miners' Fed.
- Derbyshire Miners' Assoc.
- Nottinghamshire Miners' Assoc.
- Kent Miners' Association.
- South Wales Miners' Fed.
- Cardiff, Penarth and Barry Coal Miners' Union.
- Ayrshire Miners' Federal Union.
- Yorkshire Deputies Association.
- Lancs., Cheshire and N. Wales Engineers and Boilermen's Fed.
- General Fed. of Colliery Firemen, Examiners and Deputies Assoc. of G.B.

#### III. METAL, ENGINEERING & SHIPBUILDING TRADES

##### Iron and Steel Trades
- Iron and Steel Trades Federation
- Iron and Steel Trades Confederation Assoc. of Founders and Forgers of G.B.

##### Engineering and Shipbuilding
- Steel Ingot Makers' Assoc.
- E. of E. Iron and Steel Manufacturers' Assoc.
- (Scottish Steelfounders' Wages Assoc.)
- Cleveland Ironmasters' Assoc.
- Scottish Employers' Fed. of Iron and Steel Founders.
<table>
<thead>
<tr>
<th>INDUSTRIAL GROUP</th>
<th>TRADE UNIONS AND FEDERATIONS</th>
<th>EMPLOYERS' ASSOCIATIONS</th>
<th>JOINT ORGANISATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ironfounding</td>
<td>Associated Ironfounders of Scotland</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elect. and Scientific</td>
<td>Scientific Instrument Makers' Trade Society</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engineering</td>
<td>United Pattern Makers' Association.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amalgamated Society of Engineers.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>United Machine Makers' Association.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Steam Engine Makers' Society.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engineering (Gen.)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brass &amp; Copper Trades</td>
<td>N.S. of Amalgamated Brass Workers and Metal Mechanics.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chain, Nail, Nut &amp; Bolt</td>
<td>Screw, Nut, Bolt and Rivet Trade Society. (Guest Keen and Nettlefold.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Makers.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Miscellaneous Metal</td>
<td>Midland Counties Trades Federation.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trades.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IV. TEXTILE TRADES</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amalgamated Weavers' Association.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>G.Ü. Association of Loom Overlookers.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Woollen and Worsted</td>
<td></td>
<td>Bradford and District Manufacturers' Federation.</td>
<td></td>
</tr>
</tbody>
</table>
Weaving, Finishing etc.  Q.U. Textile Workers.

Hosiery.  (Hosiery Mfrs. Assn.,
Leicester.)

Lace.  Fed. of Lace and Embroidery
       Employers' Association.
       (Nottingham Lace Manufacturers'
       Association.)

Bleaching, Dyeing and
Finishing.  Employers' Federation Bleachers,
         Printers, Dyers and Finishers.

Bradford Dyers Association.

CLOTHING TRADES.

Tailoring.  Amalgamated Society of
         Tailors and Tailoresses.

TRANSPORT.

Railway.  Railway Clerks' Association
         of G.B. and I.

M.U. Railwaymen.

Assoc. Gen. Locomotive Engineers
and Firemen.

National Transport Workers'
Federation.

Cardiff, Penarth & Barry Coal
Trimmers' Union.
<table>
<thead>
<tr>
<th>INDUSTRIAL GROUP</th>
<th>TRADE UNIONS &amp; FEDERATIONS</th>
<th>EMPLOYERS' ASSOCIATIONS</th>
<th>JOINT ORGANIZATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tramway, Bus, etc.</td>
<td>Amal. Assoc. of Tramway &amp; Vehicle Workers.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amal. Carters, Lorrymen and Motormen's Union.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seamen.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>N. Sailors &amp; Firemen's Union of G.B. &amp; I.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coach, Carriage Bldg. etc.</td>
<td>Amal. Soc. of Wood Cutting Machinists of G.B. &amp; I.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Woodcutting Machinists and Sawyers.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LEATHER.</td>
<td>Midland Leather Trades Fed.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amal. Soc. of Leather Workers.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENGINEERS.</td>
<td>Northern United Engineers' Assn.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>M. Amal. U. Engineers. Firemen, etc.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>INDUSTRIAL GROUP</td>
<td>TRADE UNIONS &amp; FEDERATIONS</td>
<td>EMPLOYERS' ASSOCIATIONS</td>
<td>JOINT ORGANISATIONS</td>
</tr>
<tr>
<td>------------------</td>
<td>----------------------------</td>
<td>-------------------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>GENERAL LABOUR</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Workers' Union.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(N. Fed. Women Workers.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EMPLOYEES OF PUBLIC AUTHORITIES</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOC. COVERING MORE THAN ONE TRADE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MISCELLANEOUS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shop Assistants, Clerks, etc.</td>
<td>N.U. Clerks.</td>
<td>Co-op. Union Ltd. Manchester.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amel. U. Co-op; and Commercial Employees and Allied Workers.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>