

## SECTION B

Indicate which question you are answering by marking a cross ☒. If you change your mind, put a line through the box ☒ and then indicate your new question with a cross ☒.

Chosen question number: Question 3 ☒ Question 4 ☒

Industrial relations changed significantly in the years 1939-79. The relationship between the government and the TUs were weak and very ~~etc~~ <sup>the ending of this</sup> tensed during ~~this~~ period. Examples such as the Winter of Discontent, Industrial relations Act, the Miners Strike and the white paper - In place of strife highlighted the indifference and the unsettled disputes between the TUs and government. This was a drastic change from ~~the post war years of~~ during war and post war years of 1945-50, as there was a post war consensus between government and workers that was seen to battle the 'total war' experience.

During the WWII the industrial relations was good due to the increase in employment. The policy of rearmament meant that many people got into sectors such as coal, steel and iron industry in order to make resources that were needed during war time. Unemployment decreased drastically from the almost 3 million that was displayed due to the economic slump that had occurred after the Great Wall Street Crash. Because of this decrease in unemployment, <sup>especially structural unemployment</sup> many workers were happy to comply and this led to industrial relations



(Section B continued) remaining relatively well.

~~From~~ This continued throughout the war with minimal strikes and working days lost. After ~~which~~ a period of ~~end~~ This continued throughout the war and was also shown during the time of 'total war' during ~~the~~ 1942-45. A period of austerity was developed after the war that meant that rationing continued till 1951-54 and resources were cut, this may have been the turning point of the Industrial relations. The end of the war and increase in technology meant that ~~old industries~~ resources such as coal was not needed anymore resulting in a decline in their pay.

The power of the Trade Unions had increased significantly from after the war due to the post war consensus, which allowed a relationship between the government and the TUs meaning that they could work together to settle disputes. However, the power of the TUs were too high and due to this a white paper was made called 'In Place of Strife' made by Barbara White in 1969. This paper issued rules that lowered TU power such as: calling for secret ballots and banning unannounced strikes. However because the TUs power were too high, this white paper was ignored and was



(Section B continued) very unpopular among the TUs. This displays a change in industrial relations as it infers that the Labour government wanted to shift away from the consensus with the TUs and limit their power, whereas ~~before the end of~~ during the war, there was a general consensus between them.

Industrial relations Act in 1971 implemented by Heath was also another way for the government to limit the power of the TUs, compared to the Post War Consensus that had offered them this power. This Act attempted to settle disputes with the TUs but was ignored by them and so the Act failed. The TUs ignoring ~~the~~ and not following the Industrial relations Act suggests that there had been a significant change as the Post War Consensus included the working together of TUs and the government but just as this Act this policy had been rejected and we can see a turning away from the post war consensus.

Industrial relations had changed significantly compared to the Post War Consensus. Again this is shown in the miners strike. The increased tensions and bad relations highlight the significant change ~~of the~~ from the consensus. The miners strike in 1972, 74 led to demands in a pay rise. 27% in 1972 and



(Section B continued) 35% in 1974. The miners used the OPEC Crisis - which had meant that there was a shortage in oil and the price in oil ~~was~~ rose to 400% - £ in order to get what they wanted. This was a great shift in industrial relations as beforehand after the war when coal resources were not needed as much, ~~the~~ <sup>miners</sup> were in a vulnerable position as their pay decreased as demand was low. However the OPEC Crisis meant that the ~~the~~ <sup>miners</sup> had the upper hand and therefore were in a position to demand as much in light of the Crisis, showing a low drop in industrial relations.

This strike also led to the "Who governs Britain" campaign by Heath whom had called for a <sup>general election</sup> campaign. He lost this election displaying that it was now the TUs that governed Britain, again displaying a very low drop in industrial relations as it had cost the Labour prime minister to display the threatening power of the TUs.

To conclude, I believe that the Industrial relations had changed significantly between the years 1939-51. During the war industrial relations were high as due to rearmament, industries such as coal, steel and iron were able to ~~ra~~ work and make resources that contributed greatly to the war. This led to increase in trade, ~~high~~ relatively high wages and increased



(Section B continued) employment. ~~However~~ The post war consensus between TUs and the government was an agreement that meant that TUs and the government relations remained high. However this dropped after the increase in demand for reserves and led to ~~a~~ increase in strikes. At 1939 there was only about 128 strikes, this number increased exponentially by the 1960s to over a thousand strikes that displayed the increasing power of TUs and the lowering of industrial relations.

