

British Industrial Relations: A Study of Workers' Participation at a Medium-sized Company in the 1970s

ABSTRACT

British industrial relations have changed so much since the nineteen seventies that the conventional ideology of 'voluntarism' has given way to government-controlled patterns.

At the same time the many conflicts happened between trades unions and management over that problem. In order to overcome that problem British society tried to lay down schemes such as the so-called Social Contract which made a compromise agreement between TUC and the Labour Party Government, and the Bullock Report proposing a new system of workers' participation.

The main purpose of this paper is to introduce the advanced patterns of workers' participation at Scott-Bader Company LTD. and to analyze the new patterns based on the common ownership. Scott-Bader has completed the system of self-determination over all matters from management to working conditions. It is distinctive that the Scott-Bader ideology of common ownership and common determination is supported by Christian thought.

Key words: British industrial relations, workers' participation, Scott-Bader