

COLLECTIVE BARGAINING STRUCTURE IN NORTHERN IRELAND
DIMENSIONS, DETERMINANTS AND DEVELOPMENT

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INDUSTRIAL RELATIONS AS A TRANSFERRED FUNCTION

Up to 1920, industrial relations developed in Ireland within the constitutional framework of the Act of Union 1801 as part of the British system, with the same laws and broadly the same institutional arrangements. Then, under the Government of Ireland Act 1920, legislative and executive responsibility for industrial relations in Northern Ireland was devolved to the Northern Ireland Parliament at Stormont, along with other non reserved matters.

The Northern Ireland Parliament was prorogued in March 1972 by an Act of the United Kingdom Parliament, the Northern Ireland (Temporary Provisions) Act 1972. Under that Act, the functions of the Government of Northern Ireland, including responsibility for industrial relations, were taken over by the Secretary of State for Northern Ireland. This period of direct rule ended on 31st December, 1973.

The Northern Ireland Constitution Act 1973 provided for the abolition of the Parliament of Northern Ireland and for the transfer of certain legislative and executive functions, including those for industrial relations, to a 78 member Northern Ireland Assembly with an Executive. After a workers' strike the Northern Ireland Executive fell and the Northern Ireland Assembly was prorogued on 29th May, 1974. Under the Northern Ireland Act 1974, the functions of the Executive, again including those for industrial relations, were taken over by the Secretary of State for Northern Ireland, and the Northern Ireland Assembly was dissolved.

Since 1974, various further unsuccessful attempts have been made to reach agreement on the devolution of power, notably the Constitutional Convention elected in May 1975 under provisions of the Northern Ireland Act 1974, the Conference convened in January 1980 by the then Secretary of State for Northern Ireland, Humphrey Atkins, and the Northern Ireland Assembly established under the terms of the Northern Ireland Act 1982. Under the 1982 Act, the Assembly has, pending agreement on the devolution of administrative and legislative responsibility for transferred functions which include industrial relations, a consultative and scrutinising role, but legislative and executive authority for industrial relations remains with the Secretary of State for Northern Ireland under the terms of the Northern Ireland Act 1974. This authority is exercised through the Department of Economic Development.¹

By far the most wide ranging investigation of industrial relations in Northern Ireland, as well as the most recent, was that carried out by the Review Body, which sat from 1971 74, under the Chairmanship of Dr W G H Quigley Its terms of reference were

To consider, having regard to the importance attached to industrial relations in the Northern Ireland Development Programme 1970 75, what changes may be necessary or desirable, whether in law or in practice, to promote the most harmonious and effective system of industrial relations in Northern Ireland and to recommend what steps should be taken to this end ²

The *Report* of the Review Body was published in April, 1974 and was reviewed before this Society on 20th May, 1975 ³

Under the constitutional arrangements prevailing in early 1974, industrial relations arrangements for Northern Ireland were the responsibility of the Northern Ireland Executive The *Report* of the Review Body was presented to the Northern Ireland Assembly by the Chairman of the Review Body, who at the time (April 1974) was Head of the Department of Manpower Services The *Report's* proposals were framed on the assumption that the Northern Ireland Executive's responsibility for legislation and future policy for industrial relations would be discharged through that Department

This factor informed the *Report's* approach and its conclusions It treated industrial relations arrangements in Northern Ireland as constituting a separate industrial relations system, related to, and with close links to the system in Britain, but separate none the less The fact that the Industrial Relations Act 1971 did not apply in Northern Ireland at the time was used to exaggerate the distinctiveness of the Northern Ireland "system", ⁴ even though the *Report could* quite reasonably have concluded that the 1971 Act should be extended to Northern Ireland ⁵ Its proposals were designed in the light of what it described as the "overriding principle" that

it is of vital importance that any changes which might be introduced into the arrangements for the conduct of industrial relations in Northern Ireland should be specifically designed for and thus suited to, local needs and conditions ⁶

This theme of creating a separate industrial relations system in Northern Ireland, which first appeared in the *Report* of the Review Body, was further developed at a 1983 Seminar sponsored by the Labour Relations Agency entitled "Industrial Relations in Northern Ireland – A New Strategy?" Professor Sir John Wood, Chairman of the Central Arbitration Committee, who had been the sole independent member on the Review Body reporting as Chairman of a discussion group on "The Law and Industrial Relations" said ⁷

The question of whether Northern Ireland's law is a discreet, independent sub system has got to be faced more openly ⁸ The relationship between British law and the position in Northern Ireland is in some cases not secure, and in other cases unsatisfactory, ⁹ and we felt there were so many aspects to this question of erecting a sub system in Northern Ireland which really does stand on its own feet and really does supply the wishes of the Northern Ireland community – trade unions and

employers and society generally — that it is something that really is a justifiable aim To ensure that this is a reality, some very painful discussions have got to be held and some very painful issues faced Not that great change is needed — but every organisation has got to, in effect, look at and accept that if there is to be a real working sub system, some changes, in attitude at least and probably minor changes in structure as well, have got to be examined and if possible accepted

Turning to the question of trade union structure, Professor Wood developed to its logical conclusion an argument of the Review Body that it was desirable for trade unions in Northern Ireland to have greater autonomy¹⁰

When I mentioned that I did not like unions in the Province being run off shore I even had to explain what I was talking about — unions have headquarters in Liverpool rather than in some sensible place like Larne or Strabane or somewhere It is not as though one is looking for academic tidiness — Ireland is the last place one should look for academic tidiness — but one is looking for a willingness to review the institutions to make them just that little bit more amenable to the establishment of a real provincial sub system which has a character of its own and can stand on its own feet It means talking to unions, it means saying you really must meet us to some extent and give us just that little bit more autonomy over here

When one considers that the trade union movement in Northern Ireland has been dominated by British based unions since the turn of the century,¹¹ that currently 80 per cent of trade unionists in Northern Ireland are in unions with their headquarters in Great Britain and that 9 out of the 10 largest unions in Northern Ireland are British based,¹² perhaps the less said about Professor Wood's call for a Northern Ireland based trade union movement the better He is in fact arguing for a repeat in Northern Ireland of the development of Irish based unions which occurred in the South in the earlier part of this century I suspect this particular seed has landed on stony ground as far as Northern Ireland is concerned However, it is perfectly logical that those wishing to establish a more separate Northern Ireland system of industrial relations should argue for it

How legitimate is it to talk in terms of a separate industrial relations "system" or "sub system" in Northern Ireland? Dunlop's definition of an industrial relations system is a fairly elastic one

An industrial relations system at any one time in its development is regarded as comprised of certain actors, certain contexts, an ideology which binds the industrial relations system together, and a body of rules created to govern the actors at the workplace and work community¹³

It allows for a variety of sub systems existing within a national industrial relations system

A national industrial relations system has a variety of more limited systems within it, they are not all the same, and the features that are ordinarily regarded as distinctive to a national system do not all enter equally into each industrial relations system within its borders¹⁴

Although Dunlop assumed these sub systems would be industries within a state boundary, conceivably a case can be made for applying the terms "system" or "sub system" to the framework of industrial relations arrangements which have developed in Northern Ireland since 1920, to distinguish them from arrangements in the rest of the United Kingdom. But Dunlop laid down criterion which is relevant in the case of Northern Ireland

The idea of an industrial relations system implies a unity, an interdependence, and an internal balance which is likely to be restored if the system is displaced, provided there is no fundamental change in the actors, contexts or ideology. Industrial relations systems show considerable tenacity and persistence.¹⁵

This paper will suggest that, at least in some respects, the existing arrangements for industrial relations in Northern Ireland do not share these characteristics. The "transferred" arrangements have, to some extent, displaced and supplemented the arrangements which preceded the establishment of Stormont in 1920. In many respects, however, it is the earlier framework which is showing the "tenacity and persistence" as developments in collective bargaining structure and related industrial disputes undermine the internal balance of the existing arrangements. In Dunlop's terms

The major characteristics of a national industrial relations system appear to be established at a relatively early stage in the development of a country, and in the absence of a violent revolution in the larger country, a national industrial relations system appears to retain these characteristics despite subsequent evolution.¹⁶

British industrial relations is noted for its variety of bargaining levels. At different points in history, in different parts of the country, and in different industries, virtually every possible type of bargaining unit has been used: district, regional, industry, company, division, plant, departmental and sectional. According to Brown, the most typical outcome of this varied historical development in manufacturing industry is a mixture of bargaining levels, so that whether an item is fixed by an industry wide agreement at one extreme, or by a workshop agreement at the other, varies both with the issue and the group of employees in question.¹⁷

This paper looks at developments in the dimensions of the collective bargaining structure in Northern Ireland. It reports the results of a survey of collective bargaining structure and coverage and examines the main determinants of this central feature of industrial relations. Finally, it analyses some of the stresses in the bargaining structure in Northern Ireland arising from the treatment of industrial relations in Northern Ireland as a transferred function.

EVOLUTION OF COLLECTIVE BARGAINING STRUCTURE

Collective bargaining structure at the turn of the century in the United Kingdom was predominantly local in character, being based on the town or the district. The structural transition to industry wide bargaining took place in the 30 years from 1890 to 1920. A landmark in this transition was the dispute in the engineering industry of 1897-98.¹⁸

The Amalgamated Society of Engineers had established themselves in Belfast in 1851. Up to the 1890s, employers in the engineering industry were still organised on a regional basis. In June 1896, the Employers' Federation of Engineering Associations brought together some local associations of employers from the North East of England, Barrow in Furness, Clydeside and Belfast. When the strike began the Federation replied with a partial lock-out and the unions then withdrew all their members. It was a national dispute which created the national Engineering Employers' Federation but which when ended, still left wages to be settled on a district by district basis. However, it also "laid down various principles to regulate the relations of managers and workmen, and a procedure for the discussion of grievances, that applied to the seven hundred federated firms and came near to being an industry wide agreement"¹⁹

Industry wide agreements had already been made in cotton weaving in 1892 and in a major part of the boot and shoe industry in 1895, but the 1897 engineering agreement was the first known industry wide agreement to apply to Belfast and District. The engineering industry in Northern Ireland has remained covered by the national agreement for the engineering industry ever since. The early industry wide agreements covered constitutional questions and grievance procedures. Wage rates still varied widely from one district to another. Industry wide bargaining over wages came later.

The First World War, with its accompanying high inflation and spread of trade union membership, hastened the spread of industry wide wage determination. In February 1917, in the engineering industry, a body called the Committee on Production, under the Chairmanship of G. R. Ashwith, was established to arbitrate on changes in wages in the industry which would be binding on all firms. This was the beginning of the national adjustment on basic rates which had previously been determined on a district basis.²⁰ Similar industry procedures followed in a number of other industries, e.g., boot and shoe operatives and merchant seamen.²¹ The Whitley Committee, reporting in 1917, recommended that Joint Industrial Councils (JIC) be established to cover those trades where industry wide machinery had not yet been established.²² A few of these covered Northern Ireland (Table 1).

By 1921, in Northern Ireland, wage bargaining was still conducted on a local district or area basis for a large number of occupations including the building trades, shipbuilding, heating and domestic engineers, linen workers, carters and lorry drivers, furniture trade operatives, saw mill workers, bakers, hide and skin workers, grocers' and vintners' assistants, journeymen, butchers, local authority manuals and workers in Gas, Electricity and Water.²³ Operatives in newspaper printing industry, dockers and chemists' assistants were covered by agreements for the whole of Ireland, as were railway servants, the latter more important numerically then than today. In the railway industry, the *Report of the Commissioners* (1922) found that during the period of wartime control, "standardisation of wages and conditions of service was conceded, together with the principle of a universal eight hour day"²⁴

Two things happened which interrupted the developing pattern. First, the inter war depression set in which put considerable pressure on the newly established JICs and other industry-wide bargaining arrangements. Many JICs subsequently collapsed.²⁵ Second, there were various constitutional developments which led to partition and to the establishment

Table 1 *Collective Bargaining Structure in Northern Ireland Circa 1921*
(Including Trade Boards)

UK MACHINERY	LOCAL MACHINERY	IRELAND MACHINERY
Engineering and Allied	Bakers	Newspaper Printing
Boot and Shoe Manu	Shipbuilding	Railway Servants
Cooperage JIC	Linen Manu	Chemists' Assistants
Electrical Installation	Saw Milling	Police (Statutory Regulation)
Packing Case Making JIC	Furniture	Dockers
Lithograph Printers	Hide and Skin	<u>Trade Boards</u>
Merchant Navy	Quarrying	Aerated Water
	Construction	Boot and Shoe Repairing
	Plumbing	Paper Box
	Carters and Lorries	Ready made and Wholesale
	Gas, Electricity	Bespoke Tailoring
	Grocers and Vintners	Shirtmaking
	Journeyman Butchers	Sugar Confectionery and
	Water	Food Processing
	Local Authority	Tobacco
	(manuals)	Wholesale Mantle and
	Flour Milling	Costuming
	Painting and	Linen and Cotton Embroidery
	Decorating	Agriculture (Wages Board)
	Tramways	

- Sources (1) Ministry of Labour Standard Time Rates of Wages and Hours of Labour in the United Kingdom at 31st December 1920 Cmd 1253, London H M S O 1921
- (2) Ministry of Labour, Report on the Progress and Establishment of J I C 's, 1917-22 London, H M S O 1923
- (3) Ministry of Labour for Northern Ireland, Annual Report 1922, Belfast, H M S O , 1923, Annual Report 1923-4 Cmd 41, Belfast, H M S O , 1925
- (4) Ministry of Labour for Northern Ireland, Directory of Principal Organisations of Employers and Workpeople 1st ed 1922 Belfast, H M S O , 1922

of a Parliament at Stormont with legislative and executive responsibility for a range of devolved functions including industrial relations

Table 2 summarises the major industry wide (and company) machinery currently applying in Northern Ireland (see Appendix) It can be seen that it falls into 3 main types In many industries, national machinery/agreements now cover the whole of the United

Kingdom as in the case of engineering, etc , or, in some instances, England, Wales and Northern Ireland, e g , the Electrical Contracting JIB where a separate JIB exists for Scotland In other industries the formal machinery covers just Northern Ireland In yet others, mostly in the public sector, formal Northern Ireland machinery is closely linked to a bargaining arrangement covering the rest of the UK (indicated (NI) [P])

Table 2 *Collective Bargaining Structure in Northern Ireland, 1984*

UK MACHINERY	
Cement Manu NJIC	Electrical & Engineering Staff Assoc NJC
Ready Mixed Concrete NJC	Electrical Contracting JIB (EW & NI)
Engineering	Iron and Steel Scrap JCC
Vehicle Building JWB (EW & NI)	Retail Multiple Footwear
Ford Motor Co	Retail Cooperative Societies
Surgical Instrument & Equip	Woolworths
Flour Milling NJIC	Motor Vehicle Retail & Repair
Seed Crushing, Compound and Provender NJIC	Merchant Navy
Tobacco NJNC	Civil Air Transport NJC
Industrial Leathers	Post Office
Footwear Manufacturers	British Telecommunications
Sawmilling (NI & Scotland)	Civil Service
Basketmaking NJIC	Govt Industrial Establishments
Timber Containers JIC (EW & NI)	Prison Services
Paper Making, Paper Coating Paper Board and Building Board	Local Authorities Fire Brigades JNC
Newspaper Printing (EW & NI)	Universities Committee A and B
General Printing (EW & NI)	Universities Negotiating Comm (Non-teaching)
Brush and Broom NJC	Cinema Theatres
Plumbing JIB (Scotland and NI)	BBC
Heating, Ventilating and Domestic Engineering	

TABLE 2 (continued)

NORTHERN IRELAND MACHINERY	NI-GB PARITY MACHINERY
Quarrying JIC	Forestry and Agriculture
Plant Bakeries	Gas Industry
Bacon Curing JC	Electricity Supply Industry JIC
Milk Processing JIC	Water Industry
Flax Preparation and Spinning	Government Industrial Establishments
Linen weaving	NI Civil Service Whitley Council
Textile Bleaching, Dyeing and Finishing	Local Authority Services
Hide and Skin Markets	Negotiating Committee (FE)
Furniture	Negotiating Committee (College of Educ)
Building & Civil Engineering	Negotiating Committee (Schools)
Mastic Asphalt JIC	Functional Committee Anc and General Staff
Road Asphalt JIC	Health and Personal Social Services
Irish Linen Merchants	
Wholesale Grocery & Allied Trades JIC	<u>WACFS COUNCILS</u>
Wholesale Hardware Trades JIC	Agricultural Wages Board
Builders' Merchants	Bakery Wages Council
Retail Meat	Sugar Confectionery and Food Preserving
Ulster Chemists JC	Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods
Stewarts Supermarkets	
Belfast & Ulster Licensed Vintners	Clothing Manu
NI Railways	Catering
Ulsterbus	Boot and Shoe Repair
NI Coal Importers	Road Haulage
Docks	Laundry
Irish Banks	
Trustee Savings Bank	
RUC Regulations	

When we examine the developments in the collective bargaining machinery which occurred in the private sector between 1952-84, various changes can be identified²⁶ A number of new formal Northern Ireland based industry negotiating bodies have been established, e.g., the Quarrying JIC, the Plant Bakeries JIC, the Road Freight JIC, the Bacon Curing JIC and the Wholesale Hardware Trades JIC. Other Northern Ireland bargaining bodies have been disbanded, e.g., the Abattoir Trades JC, the Woollen Manufacture JC, the Egg Packing and Grading JIC, the Rye Grass Seed Trade JIC and the Retail Drapery, Outfitting and Footwear Trades JIC.

A number of newly established national agreements applied to Northern Ireland, e.g., the Civil Air Transport NJC. Also, in a number of industries, locally based negotiating machinery has been replaced by national machinery.

- (1) In Animal Feeds the Belfast and District JIC for the Seed Crushing, Compound and Provender Manufacturing Industries has been replaced by the Seed Crushing, Compound and Provender Manufacturing NJC (UK)
- (2) In Flour Milling, the Northern Ireland Provender Millers' JIC has been replaced by the Flour Milling NJC (UK)
- (3) In Newspaper Printing, Belfast and District used to follow the Newspaper Printing agreement for England and Wales (except London). Now Belfast employers are represented in the negotiations which cover England, Wales and Northern Ireland.
- (4) In General Printing, Belfast and District Branch of the British Printing Industries Federation used to follow the agreement of England and Wales agreement. Now, Northern Ireland employers are included in the North West Region of BPIF and participate fully in the negotiations for a single agreement for England, Wales and Northern Ireland.
- (5) The Brush and Broom Wages Council (NI) was disbanded and Northern Ireland is now covered by the Brush and Broom NJC (UK)
- (6) The Heating, Ventilating and Domestic Engineering JIC (NI) has been replaced by a Heating, Ventilating and Domestic Engineering (United Kingdom) agreement.
- (7) The Tobacco NJNC now includes Northern Ireland.
- (8) The Wood Box, Packing Case and Wooden Container JIC (NI) has been replaced by the Timber Containers JIC (England, Wales and Northern Ireland).
- (9) The Plumbing Industry JC (NI) has been replaced by a Plumbing Industry JIB for Scotland and Northern Ireland.
- (10) The Cinematograph and Theatrical CB (NI) has been replaced by the Cinema Theatres NJAB (UK)
- (11) The Surgical Instruments and Equipment agreement now includes N Ireland.

(12) The Retail Co operatives NCB (UK) now includes Northern Ireland

(13) The Iron Steel and Non Ferrous Scrap Industry JCC now covers Northern Ireland

Other notable developments in the private sector in the post World War II period have been the emergence of workplace and company level bargaining. The *Report* of the Royal Commission highlighted this development in Great Britain²⁷ and the *Report* of the Review Body confirmed its importance in Northern Ireland²⁸. Workplace and company negotiations can take place in tandem with, or, independently of, industry wide negotiations. Where both industry wide agreements and workplace/company agreements are applicable, the latter are likely to be of greater importance in determining terms and conditions of employment.

In addition, the changing structure of ownership in the manufacturing and private services sectors has been reflected in the fact that an increasing number of companies which are subsidiaries of national or international organisations participate in United Kingdom wide negotiations, either at company level, e.g., Gallahers, Woolworths, the Ford Motor Co., or, in some cases, at divisional level, e.g., Molins.

Another important development in the post war period has been the growth of collective bargaining in the public sector. United Kingdom wide bargaining machinery now applies to employees in Postal Services, Telecommunications, the Inland Revenue and HM Customs as well as to employees of certain Government industrial establishments. United Kingdom agreements also apply to employees of British Airways, the BBC, the Prison Service, the Fire Service and the Universities.

In two instances, publicly owned Northern Ireland companies have left the national bargaining arrangements. Harland and Wolff, which was excluded from British Shipbuilders, has left the Shipbuilding and Ship Repairing Agreement to conduct their own company negotiations. Belfast Corporation Transport was covered by the Road Passenger Transport NJIC – Municipal Undertakings (GB and Belfast) but, since its formation, Ulsterbus has conducted its own company negotiations independently of the NJIC.

By far the most prevalent machinery in the rest of the public sector is that of a Northern Ireland body (JIC, JB, JC, etc.) negotiating, rubber stamping, implementing an agreement which gives parity or equivalent pay and conditions with comparable grades in the public sector in Great Britain. Such machinery covers employees in the Health and Personal Social Services and Education sectors, in Energy and Water Supply, and in the Northern Ireland Civil Service, district councils, public bodies and industrial establishments not covered by UK agreements.

A word about the “Irish Dimension”. Before 1920, a small number of occupations printing operatives, dockers, railway servants and chamists’ assistants, were covered by agreements for all of Ireland. There were also a number of Trade Boards as well as the Agricultural Wages Board making awards on an all Ireland basis.

I am not aware of any cross border collective bargaining machinery or agreements today. The Printing Industry is now for the most part tied up in national (UK) machinery. A remnant, perhaps, of the old days remains. The Irish Master Printers, a separate pre Partition employers' organisation, still exists. They negotiate a separate agreement in Northern Ireland which broadly follows the terms of the British Printing Industries Agreement. The dockers are covered by local machinery. Railway employees are now covered by a Northern Ireland Railways company agreement which maintains the same broad parity with British Rail as existed in 1920. Chemists' assistants are now covered by a Chemists' Assistants JIC for Northern Ireland. Although there was a separate statutory Regulation establishing police pay for Ireland in 1920, the rates were the same as in Great Britain. The same holds today for the RUC.

For a period, the Irish Banks negotiated an agreement with the Irish Bank Officials' Association (IBOA) which covered bank officials North and South. In recent years, as a result of the combined pressures of differential inflation rates and statutory government pay policies, not to mention the emergence of separate currencies, they now negotiate separate agreements for Northern Ireland. The Trade Boards have been replaced by Northern Ireland based Wages Councils, many of which have themselves been wound up in recent years, e.g., the Brush and Broom Wages Council (NI).

COVERAGE OF COLLECTIVE AGREEMENTS

The New Earnings Survey (NES) is conducted annually in April. The 1984 survey covered those employees who were members of Pay as you earn (PAYE) schemes and for whom Inland Revenue tax offices held deduction cards in March 1984 incorporating national insurance reference numbers. Consequently, the survey no longer covers those below the deduction card limits for tax purposes – these are mostly young people and women with part time jobs. The NES is a sample survey and this is obtained by taking all those employees whose national insurance numbers end in a certain combination of digits. A sample selected by this method is representative of employees in the whole of the economy, in all industrial and in all occupations, both manual and non manual. The sample size aimed at was 1 per cent of all employees in Northern Ireland. The effective sample in 1984 was 0.86 per cent (3,385 returns) received by DED (NI).²⁹

DED (NI) agreed that, for 1984 only, an additional voluntary questionnaire which would include a question on collective bargaining structure and agreements, would be included with the NES survey. The effective response to the voluntary questionnaire was 0.45 per cent (1,759 returns).

Analysis of the results showed that 79.1 per cent of employees in Northern Ireland were covered by a collective bargaining agreement which is somewhat above the GB average for 1973.³⁰ This figure is clearly considerably higher than either trade union density (48.9 per cent in December 1983) or trade union membership among employees in employment (60.9 per cent in December 1983).³¹ Coverage is higher in the public sector (94.3 per cent) than the private sector (61.6 per cent) (Table 3). Within the private sector, 74.6 per cent of manual males are covered by a collective bargaining agreement and 60.8 per cent of manual females. Coverage is lowest among non manual males in the private sector (45.5 per cent).

Table 3 *Northern Ireland Bargaining Structure in 1984*
Percentages of Adults Reported to be Affected by Various types of Collective Agreement

Sample Group	Sector	All Agreements	National plus Supplementary Agreements	National Agreement Only	Company, District or Local Agreement only	No Agreement
Manual Males	Private (n=375)	74.4	16.5	27.7	30.1	25.6
	Public (n=177)	94.9	22.6	68.9	3.4	5.1
	All (n=552)	81.0	18.5	40.9	21.6	19.0
Non-Manual Males	Private (n=189)	45.5	7.9	22.8	14.8	54.5
	Public (n=292)	91.4	8.9	81.8	0.9	8.6
	All (n=481)	73.4	8.5	58.6	6.2	26.6
Manual Females	Private (n=135)	60.8	17.8	15.6	27.4	39.2
	Public (n=163)	96.9	1.2	94.5	1.2	3.1
	All (n=298)	80.5	8.7	58.7	13.1	19.5
Non-Manual Females	Private (n=115)	47.0	8.7	26.1	12.2	53.0
	Public (n=265)	95.5	3.8	91.3	0.4	4.5
	All (n=380)	80.8	5.3	71.6	3.9	19.2

Notes (1) National Agreement is either a Northern Ireland or a UK industry agreement

Table 4 *Northern Ireland Bargaining Structure in 1984 by Industrial Sector*
Percentages of Adults Reported to be Affected by Various types of Collective Agreement

	SIC 1980 DIVISION	ALL AGREEMENTS	NATIONAL PLUS SUPPLEMENTARY AGREEMENTS ONLY	NATIONAL AGREEMENT ONLY	COMPANY, DISTRICT OR LOCAL AGREEMENT	NO AGREEMENT	NOT AVAILABLE
AGRICULTURE, FORESTRY FISHING	0	7 7	0	0	7.7	84 6	7.7
ENERGY AND WATER SUPPLY INDUSTRIES	1	100.0	81 8	18.2	0	0	0
EXTRACTION OF MINERALS AND ORES OTHER THAN FUELS, MANUFACTURING OF METALS, MINERAL PRODUCTS AND CHEMICALS	2	38 3	14.9	6 4	17.0	59.6	2.1
METAL GOODS, ENGINEERING AND VEHICLES IND.	3	81 2	16 2	17 5	47 4	16 9	1 9
OTHER MANUFACTURING INDUSTRIES	4	62 5	23 6	14 8	24.1	34 2	3 4
CONSTRUCTION	5	69 9	11.8	55 9	2 2	29 0	1 1
DISTRIBUTION HOTELS AND CATERING REPAIRS	6	40 5	7 0	17 0	21.5	54.5	5.0
TRANSPORT AND COMMUNICATION	7	91 6	1 1	84 2	6.3	8.4	0 0
BANKING, FINANCE, INSURANCE, BUSINESS SERVICES AND LEASING	8	64.1	1.0	90 0	1.1	5.7	0 9

Collective bargaining coverage also varies by industrial sector (Table 4) Energy and Water Supply, Transport and Communication, and Other Services (mostly public sector) had the highest coverage Agriculture, Forestry and Fishing, Distribution, Hotels and Catering, Repairs, and Extraction of Minerals, etc , coverage was lowest

In the private sector, collective bargaining coverage varies depending on the location of ownership of the firm (Table 5) Employees in 83.6 per cent of firms with their head quarters located in Great Britain are covered by collective bargaining agreements, a much higher proportion than in foreign owned firms (66.2 per cent) of N Ireland owned firms (47.7 per cent)

Table 5 *Bargaining Structure in the Private Sector by Location of Ownership*

OWNER-SHIP	% OF PRIVATE SECTOR EMPLOY	ALL AGREEMENTS	NATIONAL PLUS SUPPLEMENTARY AGREEMENTS	NATIONAL AGREEMENT ONLY	COMPANY DISTRICT OR LOCAL AGREEMENT
N IRELAND	67.7	47.7	8.8	24.6	14.3
GT BRITAIN	23.3	83.6	23.0	31.1	27.9
FOREIGN	9.0	66.2	28.2	21.1	16.9

Examination of coverage by the major industry agreements listed in Table 2 showed that 64.5 per cent of those covered by a listed collective bargaining agreement were covered by a parity agreement, 20.8 per cent of those covered were covered by a UK agreement and 15 per cent were covered by a Northern Ireland agreement Of all manual employees 41.6 per cent and 42.9 per cent of all non manual employees were covered by a parity agreement Of all employees 56.6 per cent were covered either by a major parity agreement or a major United Kingdom agreement In the private sector, of those covered by an industry or company agreement listed in Table 2, 42 per cent were covered by a UK wide industry agreement (These figures do not include those employees covered by a UK company agreement only)

The *Report* of the Review Body had found negotiation at individual plant level to be the most significant form of bargaining,³² but our results show that only 32 per cent of employees in the private sector are covered by workplace/company agreements (The figure rises to 40 per cent if we look only at manual workers in private manufacturing) Even if this figure was adjusted to include firms in the public sector which conduct plant bargaining, such as Shorts, Harland and Wolff and Northern Ireland Railways, collective bargaining at establishment level now has much less coverage than Northern Ireland industry wide parity agreements in the public sector

DETERMINANTS OF BARGAINING STRUCTURE

There is no fully developed theory of collective bargaining structure in the literature³³ It tends to be regarded very much as a pragmatic decision, taken by the parties concerned on the basis of the advantages and disadvantages to them of the alternatives available Clearly the bargaining structure at any point in time is the product both of historical forces and the ongoing impact of collective bargaining and other factors on the structure itself In Clegg's view, the main agents for change in the dimensions of collective bargaining structure are the structure and attitudes of employers' associations and management together with state intervention³⁴ The literature on British bargaining structure tends to accord trade unions a secondary influence³⁵ In Clegg's view, collective bargaining structure influences union behaviour, rather than the other way round³⁶ Ogden, on the other hand, has qualified this emphasis, stressing that trade unions themselves have a positive interest in, and influence on, bargaining structure³⁷

As we have seen, bargaining structure in the private sector in Northern Ireland has been relatively flexible Employers and unions have been able to establish the most suitable arrangements for each industry and company as conditions warrant Negotiating machinery can evolve over time and has done so in many cases

It is difficult to establish the primary cause of the structure of industry wide agreements The continuing existence of 12 formal industry wide agreements and a further 11 informal industry wide agreements based in Northern Ireland suggests a perceived need for this type of agreement on part of employers, if not unions Administrative convenience may well be a factor here We can assume also that if earnings in an industry are below the UK average, then the employers will wish to maintain separate bargaining structures As earnings approach parity with GB often as a result of pressure from trade unions, then the case from the employers' point of view for maintaining separate organisation and separate machinery is undermined and they, as well as the trade unions, may then prefer UK wide organisation and machinery to replace the local arrangements³⁸ Clegg's thesis that the structure and attitudes of employers' associations determines bargaining structure would seem to be confirmed, even though trade union pressure may have influenced employers' decisions

Government intervention may also have been a factor The *Report* of the Review Body recommended the further development of formal Northern Ireland based machinery,³⁹ in line with its emphasis that changes should be specifically designed for local needs and conditions,⁴⁰ but it is not evident that this directly influenced bargaining structure in the private sector If anything the opposite has occurred with Northern Ireland, JICs being replaced by UK machinery Government influence may have been more indirect in that the devolution of powers under the 1920 Act may have resulted in JICs being formed on a GB rather than a UK basis, with parallel machinery being established in Northern Ireland

Two issues are of interest regarding the pattern of plant and company bargaining First, what determines whether there is industry/multi employer bargaining or single plant/company bargaining Second, what determines, given single employer bargaining, whether it is at plant or at company level In the absence of large scale survey evidence, data do

not exist to enable us to establish answers for Northern Ireland

Clearly, though, establishments in industries covered by UK agreements are likely to follow similar practices in Northern Ireland to those in their GB operations. Thus the engineering industry in Northern Ireland follows the national agreement *and* practises widespread single employer bargaining. Also, in so far as the private sector is increasingly controlled by GB/Foreign based multi establishment firms (32 per cent of all employees, according to our survey), the same factors influencing their choice of bargaining unit in Great Britain are likely to apply in Northern Ireland, both as regards whether or not they practise multi employer bargaining or single plant/company bargaining, and, given the latter, whether this is conducted at plant or company level.⁴¹ Furthermore, in so much as private sector employment in Northern Ireland is increasingly in the service industries this may result in increased emphasis on UK multi establishment company wide bargaining, rather than single establishments.⁴²

In the public sector there is much less flexibility. Here the key determinant of bargaining structure has been the various constitutional and statutory arrangements. In those "reserved" areas where Westminster has retained control, e.g., Postal services, Telecommunications, Inland Revenue, HM Customs and public corporations, e.g., British Airways, UK wide machinery applies.

When powers over certain transferred functions were devolved to the Stormont Parliament in 1920, this included responsibility for the payment of wages and salaries of employees in the Northern Ireland Civil Service and other public sector employees under the supervision of the Stormont Parliament. As a result, negotiating machinery has since been established to cover these employees, all of it Northern Ireland based. The existence of the Northern Ireland Public Service Alliance (NIPSA), the Northern Ireland based federation of white collar unions, is a product of these arrangements. Where companies are publicly owned in Northern Ireland and are not part of the relevant nationalised public corporation, e.g., Harland and Wolff, Shorts, and Northern Ireland Railways, they conduct their own company negotiations.

In certain parts of the public sector, Northern Ireland JICs have been replaced by UK wide machinery, e.g., the Fire Service is covered by the Local Authorities' Fire Brigades NJC. Also, the Prison Services agreement now covers all of the United Kingdom although there is still Northern Ireland machinery in existence.

THE PARITY PRINCIPLE

The principle of parity in pay and conditions of service with comparable grades of employee in the public sector in Great Britain has been generally accepted by the Northern Ireland negotiating bodies established to cover those parts of the public sector not treated as reserved matters by Westminster. The principle has become part of custom and practice. A number of weaknesses in this type of machinery are evident. Since the major settlement is negotiated in London, the local negotiating machinery is often little more than a rubber stamping exercise. In the case of the Northern Ireland Civil Service, the GB agreement is automatically applied. The result is that employers and unions in

Northern Ireland generally have no say in the negotiation of the GB settlement which affects them, as neither employers nor unions are represented on the negotiating machinery⁴³

The disenfranchisement is not complete, however, because it has become custom and practice that when a dispute occurs over a pay claim put in by unions in Great Britain, trade unions in Northern Ireland also consider themselves to be in dispute, even though their claim may be a separate one to be processed through the separate Northern Ireland machinery and may not even be lodged at this stage (where parity is “extant” it does not even have to be lodged) If this dispute ends in strike action, it is again common practice for Northern Ireland workers to be involved This has happened in recent years over pay negotiations in the Northern Ireland Civil Service, the Northern Ireland Water Service and the Health Service It is currently occurring in the teachers’ dispute in which NAS/UWT members in Northern Ireland have engaged in industrial action in support of their pay claim, which includes the demand for parity with the Burnham settlement for England and Wales – a demand which has already been conceded by the employers’ side of the Northern Ireland Teachers’ Council

When we examine the pattern of industrial action in Northern Ireland in recent years, we find it is increasingly dominated by this type of dispute, to the point where it is now doubtful if Northern Ireland can still justify the claim that its industrial relations record (defined in terms of days lost) is significantly better than the rest of the UK (particularly if the statistics are adjusted for industrial structure to take account of the fact that, for example, there is no coal mining industry in Northern Ireland)⁴⁴

One response to these developments has come from the Labour Relations Agency which has been a vigorous champion of the Review Body *Report’s* advocacy of distinctive industrial relations arrangements for Northern Ireland

There are industries and public bodies where such pay links have been established and are maintained in a manner which protects workers’ conditions of employment and avoids unnecessary damage to the interests of all the parties concerned, both here and in Great Britain In one essential service, for example, parity of pay is the principle accepted by management and unions alike, on the understanding that the arrangement will not involve Northern Ireland workers in any national dispute over the issue In another case, pay rates are linked to those of the comparable industry in Great Britain, the underlying principle is again – parity – but this has been adapted to reflect differences in scale and responsibility levels There are many other examples of agreed relationships between Northern Ireland workers and their counterparts in Great Britain which work well to the advantage of employer and employee The lesson appears to be that the application of parity arrangements need not carry with it the grave consequences of direct involvement in industrial action about claims over which the local workforce has little influence and even less control⁴⁵

Not surprisingly, this appeal for the mass adoption of the “free rider” principle has been rejected by the Northern Ireland trade union movement

We utterly reject policies put forward by some prominent people in this Province which would seek to deprive our members of the right to take industrial action (so called "strike free zones"), the right to participate in national collective bargaining, the right to support trade union colleagues elsewhere when their rights are under attack, or the right to enjoy nationally negotiated rates of pay and nationally applied levels of benefit ⁴⁶

For a time the Government seemed to be committed to the idea of regional bargaining in the public services. This would presumably have resulted in the unilateral breaking of the extant Northern Ireland parity arrangements, as well as a dismantling of national negotiating machinery. This idea like some of the other ideas which were in circulation around 1979/80 seems to have been dropped, at least for the time being.

On the assumption that a radical change in this direction is not on the agenda, it would appear that the realities of industrial relations in the public sector have evolved to the point where they have outgrown the framework of Northern Ireland bargaining machinery ⁴⁷. The case for their replacement by national machinery on both functional and democratic grounds is self evident. At the very least, Northern Ireland public sector employers and unions should be represented on the negotiating machinery. (All this of course begs the question of whether collective bargaining is a suitable way to determine the pay of people like teachers or, for that matter, nurses.)

CONCLUSION

In the private sector, a large proportion (42 per cent) of employees are now covered by UK industry wide agreements. In addition, since 32 per cent of private sector employees are employed in GB or foreign owned firms UK wide company agreements are more prevalent. Developments in collective bargaining and strike activity point to the inadequacy of the existing negotiating machinery in large parts of the public sector in Northern Ireland. These factors should be a warning against further attempts to establish a distinctive system of industrial relations in Northern Ireland. If Northern Ireland employees are overwhelmingly organised in trade unions with their headquarters in Great Britain and are increasingly involved in disputes over national or UK company wide claims, the case for a separate system of labour law in Northern Ireland collapses.

FOOTNOTES

- 1 The Department of Economic Development was established in 1982 and took over responsibility for industrial relations from the Department of Manpower Services. For a summary of its role and functions in industrial relations see Sir John Wood (ed) *Encyclopaedia of Northern Ireland Labour Law and Practice* Belfast, Labour Relations Agency 1983, Vol 1, pp 1-26.
- 2 Department of Manpower Services, 1974 *Industrial Relations in Northern Ireland Report of the Review Body 1971-74* Belfast HMSO, para 6.
- 3 N Robertson and K I Sams, 1974/75 "Industrial Relations Reform in Northern Ireland" *Journal of the Statistical and Social Inquiry Society of Ireland* Vol XXIII, Part II, p 143-144.

- 4 *Report, op cit* para 99
- 5 The *Report* of the Review Body was prepared shortly before the Government announced its intention to repeal most of the provisions of the Industrial Relations Act 1971, so removing many of the differences which it had used to justify its main thesis *Report op cit* p 1
- 6 *Report, op cit* , para 246
- 7 Labour Relations Agency, 1984 *Industrial Relations in Northern Ireland – A New Strategy? Report of a Seminar*, Belfast LRA, pp 95 96
- 8 For a summary of the statutory framework of industrial relations in Northern Ireland see Boyd Black “Industrial Relations in Northern Ireland a Survey” *Industrial Relations Journal* Vol 15, No 1 pp 29 36
- 9 For an analysis of the impact of the Trade Union Act 1984 on Northern Ireland see Boyd Black 1984 “Trade Union Democracy and Northern Ireland”, *The Industrial Law Journal*, Vol 13, No 4, December pp 243 250
- 10 *Report, op cit* para 403
- 11 D W Bleakley, 1955 “Trade Union Beginnings in Belfast and District’ Unpublished MA Thesis The Queen’s University of Belfast, p 126
- 12 Boyd Black, 1986 “Against the trend trade union growth in Northern Ireland”, *Industrial Relations Journal*, Vol 17, 1986 (forthcoming)
- 13 John T Dunlop, 1970 *Industrial Relations System* Carbondale Southern Illinois University Press, Reprint, p 7
- 14 *Op cit* p 24
- 15 *Op cit* p 27
- 16 *Op cit* p 307
- 17 W Brown (ed) 1981 *The Changing Contours of British Industrial Relations*, Oxford, Blackwell, p 5
- 18 R O Clarke, 1957 “The Dispute in the British Engineering Industry, 1897 98 An Evaluation”, *Economica*, Vol XXIV, pp 128 137
- 19 E H Phelps Brown 1959 *The Growth of British Industrial Relations*, London Macmillan, p 163
- 20 E Wigham, 1973 *The Power to Manage – A History of the Engineering Employers’ Federation*, London Macmillan, p 94
- 21 Phelps Brown, *op cit* pp 360 362
- 22 Ministry of Labour, 1919 *Industrial Councils*, Report of the Reconstruction Committee on Relations between Employers and Employed, London HMSO, p 8
- 23 Ministry of Labour, 1921 *Standard Time Rates of Wages and Hours of Labour in the United Kingdom at 31st December, 1920*, London HMSO
- 24 Ministry of Labour for Northern Ireland, 1922 Railway Commission in Northern Ireland *Report of the Commissioners*, Belfast HMSO, p 38
- 25 Ministry of Labour 1923 *Report on the Progress and Establishments of JICs 1917-22*, London HMSO See also R Charles, 1973, *The Development of Industrial Relations in Britain 1911 1939*, London Hutchinson Ch 7
- 26 Ministry of Labour and National Service, 1953, *Time Rates of Wages and Hours of Labour*, 1st October, 1952 London HMSO
- 27 Royal Commission on Trade Unions and Employers’ Associations 1965 – 68, *Report*, Cmnd, London, HMSO, 1968
- 28 *Report op cit* para 107

- 29 DED (NI) *New Earnings Survey (Northern Ireland)* April 1984
- 30 A W J Thomson, C Mulvey, and M Farbman, 1977, "Bargaining Structure and Relative Earnings", *British Journal of Industrial Relations*, Vol XV, No 2, pp 176 191
- 31 B Black, "Against the trend Trade Union growth in Northern Ireland" *Op cit* Table 1
- 32 *Report op cit* para 107
- 33 D R Deaton and P B Beaumont, 1980 "The Determinants of Bargaining Structure Some Large Scale Survey Evidence for Britain", *British Journal of Industrial Relations*, Vol XVIII, July, pp 202 216
- 34 H Clegg, 1976 *Trade Unionism under Collective Bargaining – A Theory Based on Comparisons of Six Countries*, Oxford Blackwell, p 10
- 35 J C Ramsay, 1971 "Negotiating in a Multi Plant Company" *Industrial Relations Journal*, Vol 2, No 2, Summer, p 44
- 36 *Op cit* p 11
- 37 S G Ogden, 1982 "Bargaining Structure and the Control of Industrial Relations", *British Journal of Industrial Relations*, Vol XX, July, pp 170 185
- 38 For an analysis of earnings movements in Northern Ireland see B Black, 1985, "Regional Earnings Convergence The Case of Northern Ireland"; *Regional Studies*, Vol 19 1 pp 1 7
- 39 *Report op cit* para 303
- 40 *Report op cit* para 246
- 41 Deaton and Beaumont, *op cit* They found that high regional concentration, high union density and multiunionism in an industry were associated with multi employer or industry wide bargaining, while high concentration ratios, large establishment size, foreign ownership, multi establishment firms and the existence of a developed industrial relations function were associated with single employer bargaining
- 42 W W Daniel and Neil Millward, 1983 *Workplace Industrial Relations in Britain*, London, Heinemann, Table VIII 6
- 43 The Northern Ireland Public Service Alliance have been offered a seat on the trade union side in the pay negotiations, but have turned it down The Whitley Council for the Ambulance Service now has a Northern Ireland representative on the trade union side with full voting rights, *Belfast Telegraph* 18 May 1984 It is interesting to note that in their devolution proposals for Scotland and Wales, the Government proposed that where pay in any areas of the public services was settled by national negotiations or arrangements covering the whole of Great Britain before devolution, these arrangements would continue with appropriate representation for the devolved administration *Our Changing Democracy Devolution to Scotland and Wales* Cmnd 6348, London, HMSO, 1975, para 161
- 44 Boyd Black 1984, "Industrial Relations in Northern Ireland – a Survey" *op cit* p 36
- 45 Labour Relations Agency, 1983 "Statement on Industrial Relations Legislation in Northern Ireland", Belfast, LRA, p 5
- 46 Irish Congress of Trade Unions, 1984 Northern Ireland Committee *Industrial Relations in Northern Ireland*, Belfast
- 47 Furthermore, the achievement of parity in terms and conditions of employment with their GB counterparts means there is no functional need for NIPSA to exist as a separate organisation Its constituent unions should logically merge with their GB counterparts, e g , NALCO, CPSA This was explored in 1958 when parity was achieved, but nothing came of it See G McMullen 1971 *The Development of Clerical Trade Unionism in the North of Ireland During the Twentieth Century* The Queen's University of Belfast, Unpublished Ph D thesis, p 228 (6)

TABLE 2 COLLECTIVE BARGAINING STRUCTURE IN NORTHERN IRELAND AND GREAT BRITAIN 1984

INDUSTRY	SIC 1980 CLASS	EMPS IN EMPLOYMENT JUNE 1984	MAIN COLLECTIVE AGREEMENT (INC WAGES COUNCILS)	COVERAGE (APPROX)	OTHER MAJOR COLLECTIVE AGREEMENTS APPLYING IN G B IN SAME INDUSTRIES
AGRICULTURE AND HORTICULTURE	01	8630	Agricultural Wages Board (NI) Forestry and Agriculture J I.C (manual)	4200 450	Agricultural wages Board (1) England and Wales, (2) Scotland
FORESTRY	02	560	Government Industrial Establishments (NI) {P}		Forestry Commission (GB)
FISHING	03	330	-		-
COAL EXTRACTION etc	11	0			Coal Mining (GB)
COKE OVENS	12	0	-		
EXTRACTION OF MINERAL OIL AND	13	0	-		
NATURAL GAS	14	0	-		
MINERAL OIL PROCESSING	14	0	-		
NUCLEAR FUEL PRODUCTION	15	0	-		British Nuclear Fuels

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PROD. AND DIST. OF ELECTRICITY, GAS etc.	16	7150	Gas Industry (NI) [P] Local Authority Services (APTC) Electricity Supply Industry J I C (NI) [P] Electricity Supply Industry J B (NI) [P] Electricity Supply Industry J C (NI) [P] Electricity Supply Industry J M H E G C (NI) [P]	1100 3433 907 1595 52	Gas Industry NJIC (GB) Electricity Supply NJIC (GB)
WATER SUPPLY INDUSTRY	17	2030	Water Industry (NI) [P] (non- craft) Govt Industrial Establishment J I C (NI) [P] (craft) Civil Service Whitley Council (NI) [P] (clerical)	1200 100 900	Water Industry NJIC (England and Wales) Water Industry J.N C (Scotland)
EXTRACTION AND PREP. OF METALLIFEROUS ORES	21	30	- -		

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METAL MANUFACT.	22	110	-		
EXTRACTION OF MINERALS	23	1880	Quarrying J I C (NI)	3750	Quarrying Roadstone N J I C Silica and Moulding Sands Quarrying (GB)
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS	24	4000	Cement Manufacture NJIC (UK) Ready Mixed Concrete NJC (UK)	370 250	
CHEMICAL INDUSTRY	25	2550	-		
PRODUCTION OF MAN- MADE FIBRES	26	1210	-		
MANUFACTURE OF METAL GOODS NOT SPECIFIED	31	1850			
MECHANICAL ENG.	32	6870	Engineering (UK)	6600	
MANU OF OFFICE MACH AND DATA PROCESSING	33	70	-		

TABLE 2 COLLECTIVE BARGAINING STRUCTURE IN NORTHERN IRELAND AND GREAT BRITAIN 1984

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METAL MANUFACT.	22	110	-		
EXTRACTION OF MINERALS	23	1880	Quarrying J I C (NI)	3750	Quarrying Roadstone N J I C Silica and Moulding Sands Quarrying (GB)
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS	24	4000	Cement Manufacture NJIC (UK) Ready Mixed Concrete NJC (UK)	370 250	
CHEMICAL INDUSTRY	25	2550	-		
PRODUCTION OF MAN- MADE FIBRES	26	1210	-		
MANUFACTURE OF METAL GOODS NOT SPECIFIED	31	1850			
MECHANICAL ENG.	32	6870	Engineering (UK)	6600	
MANU. OF OFFICE MACH AND DATA PROCESSING	33	70	-		

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ELECTRICAL AND ELECTRONIC ENG	34	6320	Engineering (UK)	6000	
MANU OF MOTOR VEHICLES AND PARTS	35	2760	Vehicle Building JWB (E, W and NI) Ford Motor Co (UK)	600	
MANU OF OTHER TRANSPORT EQUIP.	36	11660	Short Bros (NI) Harland and Wolff (NI)	6000 5500	British Aerospace (GB) Shipbuilding and Ship Repairing (GB)
INSTRUMENT ENGINEERING	37	1140	Surgical Instrument and Equipment (UK)		
FOOD, DRINK AND TOBACCO MANU	41/42	19600	Flour Milling NJIC (UK) Plant Bakeries JIC (NI) Bakery Wages Council Wage Regulation Order (NI) Bacon Curing J C (NI) Milk Processing JIC (NI)	100 3500 2545 4000	Biscuit J I C (GB) Ind Emps (Baking) (Scotland) Master Bakers JIC (E and W) Baking NJC (E and W) Fed Emp Baking (Scotland) Bacon Curing NJIC (GB) Milk Processing and Distribution NJC & NJIC (E and W)

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FOOD, DRINK AND TOBACCO MANU. Contd.			Sugar Confectionery and Food Preserving Wages Regulations order (NI) Seed Crushing, Compound and Provender NJIC (UK)	264 1500	Beet Sugar Manufacture (GB) Corn Trade NJIC (GB) Food Manufacturers JIC (GB) Aerated Waters Wages Council Wages Orders (GB)
			Tobacco NJNC (UK)	7000	
TEXTILE INDUSTRY	43	11140	Flax Preparing and Spinning (NI) Linen weaving (NI)	4000	Flax and Hemp Wages Council Wages Order (GB)
			Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council Wages Regulation Order (NI) Textile Bleaching, Dyeing and Finishing (NI)	1450	Carpet Manufacturing NJC (GB) Knitting Industries NJIC (England and Wales) Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council Wages Order (GB) Surgical Dressing NJIC (England and Wales) Textile, Bleaching, Dyeing, Printing and Finishing (Lancs , Cheshire, Derbyshire, W Yorks , and Greater Manchester)

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MANU. OF LEATHER AND LEATHER GOODS	44	420	Industrial Leathers (UK)		Leather Goods and Allied Trades NJWB (GB)
CLOTHING AND FOOTWEAR	45	15640	Hide and Skin Markets (NI) Clothing Manufacturing wages Council Wage Regulation Order (NI) Clothing Manufacturing (UK)	10160	Hide and Skin Markets (JIC) (E & W) Clothing Manufacturing wages Council Wages Order (GB)
			Footwear Manufacture (UK) Boot and Shoe wages Council (NI) Wage Regulation Order	60	Hat, Cap and Millinery Wages Council (GB) Ostrich, Fancy Feather, and Artificial Flower Wages Council (GB) Glove Manufacture (E & W)
TIMBER AND WOODEN FURNITURE	46	4300	Sawmilling (NI) + Scotland Furniture J C. (NI)		Sawmilling (a) E & W (b) Scotland Homegrown Timber Trade NJIC (E & W) Veneer Producing and Plywood Man NJIC (E & W) Furniture Manufacture (GB) Bedding and Mattress Manufacture JIC (NI)

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TIMBER AND WOODEN FURNITURE			Basket Making NJIC (UK)		Exhibition Industry NJC (GB) National Exhibition Electrical JIC (GB) Timber Containers (Scotland) Coffin Furniture and Cerement Making Wages Council (GB)
MANU PAPER/ PRODUCTS, PRINTING/ PUBLISHING	47	5250	Timber Containers JIC (England, Wales and NI)		
			Paper Making, Paper Coating, Paper Board and Building Board (UK)		
			Newspaper Printing (EW & NI)	3000	Newspaper Printing (Scotland)
			General Printing (EW & NI)	2000	General Printing (Scotland) Screen Printing and Display Production (GB)
PROCESSING OF RUBBER AND PLASTICS	48	4040			
OTHER MANUFACT.	49	440	Brush and Broom NJC (UK)		Toy Manufacture Wages Council (GB)

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CONSTRUCTION	50	22740	Building and Civil Eng J C (N I) Plumbing Industry J I B (Scotland and NI) Heating, Ventilating and Domestic Eng (UK) Electrical and Eng Staff Assoc N J C (UK) Electrical Contracting JIB (E,W and NI) Mastic Asphalt J C (NI) Road Asphalt J I C (NI)	22000	Civil Eng Construction C B (GB) Building Industry NJC (GB) Plumbing J I B (E & W) Painting Trade (Scotland) Demolition Contracting (GB) Steeplejack and Lightning Conductor Eng NJC (GB) Electrical Contracting JIB (Scotland) Mastic Asphalt Laying NJC (GB) Thermal Insulation Contracting NJC (GB) Power Cable Jointers NJIC (GB)
WHOLESALE DISTRIBUTION	61	18050	Irish Linen Merchants and ATGWU Wholesale Grocery and Allied Trades JIC (NI) Wholesale Hardware Trades JIC (NI) Builders' Merchants and ATGWU (NI)		Wholesale Grocery and Provision Trade (a) England and Wales (b) Scotland Slaughtering JIC (England and Wales) Wholesale Newspapers Distribution (a) London (b) England and Wales Provinces
DEALING IN SCRAP AND WASTE MATERIALS	62	270	Iron and Steel Scrap Industry JCC (UK)	250	General Waste Materials Reclamation Wages Council (CB) Cotton Waste Reclamation Wages Council (GB)

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COMMISSION AGENTS	63	240	-		
RETAIL DISTRIBUT	64/65	40580	Retail Meat Trade (NI)		Retail Meat Trade JIC (England and Wales Retail Meat Trade JIC (Scotland) Retail Food and Allied Trades Wages Council (GB) Multiple Food Trade JC (GB) Retail Pharmacy Trade NJIC (England and Wales) Retail Bespoke Tailoring Wages Council (GB) Retail Trades (Non-Food) Wages Council (GB)
			Ulster Chemists Assoc JC (NI)		
			Retail Multiple Footwear (UK)	200	
			Retail Cooperative Societies (UK)	1800	
			Woolworths (UK)	1500	
			Stewart's Supermarkets (NI)	1100	
HOTELS AND CATERING	66	12850	Catering Wages Council (NI)	11200	Unlicensed Places of Refreshment Wages Council (GB) Licensed Residential Establishments and Licensed Restaurants Wages Council (GB) Licensed Non-Residential Establishments Wages Council (GB)
			Belfast and Ulster Licensed Vinters' Assoc (NI)	700	

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REPAIR OF CONSUMER GOODS AND VEHICLES	67	2650	Motor Vehicle Retail and Repair NJC (UK) Boot and Shoe Repair Wages Council (N I)	63	Boot and Shoe Repairing Wages Council (GB)
RAILWAYS	71	930	Northern Ireland Railways (NI) [P]	900	British Rail (GB)
OTHER INLAND TRANSPORT	72	5400	Ulsterbus Road Freight J C (NI) Road Haulage Wages Council (NI)	3000	Road Passenger Industry NJIC (GB) Omnibus Industry N C (GB) British Road Services NJNC (GB) British Waterways NJC (GB)
SEA TRANSPORT	74	560	Merchant Navy (UK)	560	
AIR TRANSPORT	75	610	Civil Air Transport NJC (UK)		
SUPPORTING SERVICES TO	76	1090	NI Coal Importers - ATGWU Belfast Port Employers - ATGWU Belfast Harbour Commissioners - ITGWU	450 350 200	

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MISC TRANSPORT SERVICES AND STORAGE	77	1300			
POSTAL SERVICES AND TELE- COMMUNICATIONS	79	8310	Post Office (UK)	3500	
			British Telecommunications (UK)	3000	
BANKING AND FINANCE	81	7980	Irish Banks (Staff) NI	5500	
			Irish Banks (Ancillaries) NI	1000	
			Trustee Savings Bank (NI)	550	
INSURANCE EXC. COMPULSORY SOC. SEC.	82	2700			
BUSINESS SERVICES	83	10300			
RENTING OF MOVABLES	84	990			

TABLE 2 COLLECTIVE BARGAINING STRUCTURE IN NORTHERN IRELAND AND GREAT BRITAIN 1984

INDUSTRY	SIC 1980 CLASS	EMPS IN EMPLOYMENT JUNE 1984	MAIN COLLECTIVE AGREEMENT (INC WAGES COUNCILS)	COVERAGE (APPROX)	OTHER MAJOR COLLECTIVE AGREEMENTS APPLYING IN G B IN SAME INDUSTRIES
OWNING AND DEALING IN REAL ESTATE	85	3740	Government Industrial Establishments (UK) Civil Service (UK)	3000 3000	
PUBLIC ADMIN., NAT. DEFENCE AND COMP. SOC. SEC.	91	51890	NI Civil Service Whitley Council [P] Government Industrial Establishments (NI) [P] Local Authority Services (APT & C) (NI) [P] Prison Services (UK) Local Authorities Fire Brigades N J C (UK) R U C Regulations 1984	22000 3000 5000 5000 3100 1500 12500	Civil Service Local Authority Services J N C (Manual) Police Regulations 1984 (England and Wales) Police (Scotland) Regulations
SANITARY SERVICES	92	3590	Local Authority Services (Manual) (NI) [P]	3500	
EDUCATION	93	55980	Universities Committee A and B (UK) Universities Negotiating Comm (Non-Teaching) (UK)	1500 3500	

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INDUSTRY	SIC 1980 CLASS	EMPS IN EMPLOYMENT JUNE 1984	MAIN COLLECTIVE AGREEMENT (INC WAGES COUNCILS)	COVERAGE (APPROX)	OTHER MAJOR COLLECTIVE AGREEMENTS APPLYING IN G B IN SAME INDUSTRIES
EDUCATION contd.			Negotiating Committee, Colleges of Education (NI) [P]	1200	Burnham (College of Educ.)
			Salaries Negotiating Comm (Schools) (NI) [P]	18000	Burnham (Schools)
			Negotiating Committee (Further Educ) NI [P]	1680	Burnham (F E)
			Functional Committee for Anc and General Staff (NI) [P]	8000	Local Authority Services (Manual) NJC (E & W, Scotland)
			AACP & T Functional Council (NI) [P]	2000	Local Authority Services (APT & C) NJC (E & W, Scotland)
			Functional Council for Chief Officers (NI) [P]		
			Chief Officers Function Committee (NI) [P]		
RESEARCH AND DEVELOPMENT	94	970	Government Industrial Establishment (NI) [P]		Atomic Energy Authority NJIC (UK)
MEDICAL AND OTHER HEALTH/VET SERVICES	95	47300	Health and Personal Soc. Services (NI) [P]	46000	Whitley Councils for the Health Services (GB)
			Administrative and Clerical Staff's JC (NI) [P]	5000	
			Ambulance Staff's JC (NI) [P]	1000	
			Ancillary and General Staff's JC (NI) [P]	12000	

TABLE 2 COLLECTIVE BARGAINING STRUCTURE IN NORTHERN IRELAND AND GREAT BRITAIN 1984

INDUSTRY	SIC 1980 CLASS	EMPS. IN EMPLOYMENT JUNE 1984	MAIN COLLECTIVE AGREEMENT (INC WAGES COUNCILS)	COVERAGE (APPROX)	OTHER MAJOR COLLECTIVE AGREEMENTS APPLYING IN G B IN SAME INDUSTRIES
MEDICAL AND OTHER HEALTH/VET SERVICES Contd			Maintenance Staff's JC (NI) [P] Nurses and Midwives Staff's JC (NI) [P] Professional and Tech Staff's JC (NI) [P] Social Work Staff's JC (NI)	3000 20000 3000 2000	
OTHER SERVICES PROVIDED TO GENERAL PUBLIC	96	29450	Laundry Wages Council (NI)	372	Laundry wages Council (GB) Hairdressing Undertakings Wages Council (GB)
RECREATION AND OTHER CULTURAL SERVICES	97	8370	Cinema Theatres (UK) BBC (UK) Local Authority Services (Manual) NI Local Authorities (AECPT) NI	200 1000 2000 1000	Horse Racing NJC (GB)
PERSONAL SERVICES	98	2730			
DOMESTIC SERVICES	99	0			
TOTAL	01-99	461550			

[P] = Parity or equivalent.