

A History of the Trade Unions and others

Those who fail to learn the lessons of history are doomed to repeat them. ---George Santayana

1563 Statute of Artificers introduced wage & price controls

Contrast In the same year the newly created Church of Scotland made it illegal to either be a witch or to consult a witch in an attempt to stamp out pagan practices

1707 - The Act of Union unites the kingdoms of England and Scotland and transfers the seat of Scottish Government to London

1715 - The Jacobite Rebellion begins in Scotland with the aim of overthrowing the Hanovarian succession and placing the "Old Pretender" - James II's son - on the throne. The rebellion is defeated

1716 - The Septennial Act sets General Elections to be held every seven years

1717 - Townshend is dismissed from government by George I, causing Walpole to resign. The Whig party is split.

1719 - South Sea Bubble bursts, leaving many investors ruined after speculating with stock of the 'South Sea Company'

1721 – **Act of Parliament** proscribed associations of weavers preventing them from petitioning local Justices of the Peace to set higher wages

R v Journeymen Taylors^(sic) of Cambridge (1721) 8 Mod Rep 10 –held common law crime of conspiracy was committed if 2 or more persons combined for unlawful purposes, such as seeking to change their conditions of work by petitioning their employer

Context Sir Robert Walpole returns to government as First Lord of the Treasury. He remains in office until 1742 and effectively becomes Britain's first Prime Minister

1726 - Jonathan Swift publishes his 'Gulliver's Travels'

1727 - Death of Sir Isaac Newton and of King George I (in Hanover). The latter is succeeded by his son as King George II

1745 – **Act of Parliament** proscribed associations of dyers preventing them from petitioning local Justices of the Peace to set higher wages

Contrast - Jacobite Rebellion in Scotland led by 'Bonnie Prince Charlie'. Scottish victory at Prestonpans

1746 - The Duke of Cumberland crushes the Scottish Jacobites at the Battle of Culloden

1747 - FTAT Furniture Timber and Allied Trade Union claim to trace its origins to 1747 (merged with GMB in 1993)

1769 - James Watt patents the Steam Engine

1769-70 - Captain James Cook's first voyage to explore the Pacific

1770 - Edmund Burke publishes his 'Thoughts on the Present Discontents'

1773 - American colonists protest at the East India Company's monopoly over tea exports to the colonies, at the so-called 'Boston Tea Party'. The World's first cast-iron bridge is constructed over the River Severn at Coalbrookdale

1775 - American War of Independence begins when colonists fight British troops at Lexington. James Watt further develops his steam engine

1776 - On 4th July, the American Congress passes their Declaration of Independence from Britain. Edward

- Gibbons' publishes his 'Decline and Fall' and Adam Smith, his 'Wealth of Nations'
- 1783** - Britain recognises American independence at the Peace of Versailles. Fox-North coalition established
- 1789** - Outbreak of the French Revolution
- 1790** - Edmund Burke publishes his 'Reflections on the Revolution in France'
- 1791** - Thomas Paine publishes his 'Rights of Man'
- 1792** - Coal gas is used for lighting for the first time. Mary Wollstonecraft publishes her 'Vindication of the Rights of Women'
- 1793** - Outbreak of War between Britain and France. The voluntary Board of Agriculture is set up. Commercial depression throughout Britain
- 1799** – **Unlawful Oaths Act** – Prevents prohibiting the administering or taking of unlawful oaths or the belonging to an unlawful confederacy;
- 1799** – **Combination Act** - Trade Unions (as they are later known) are suppressed.
Contrast Napoleon is appointed First Consul in France
- 1799-1801** - Commercial boom in Britain
- 1800** – **Combination Act** -again suppresses Trade Unions (still known as “Combinations”)
Contrast Act of Union with Ireland unites Parliaments of England and Ireland
- 1802** - Peace with France is established. Peel introduces the first factory legislation
- 1803** - Beginning of the Napoleonic Wars. Britain declares war on France. Parliament passes the General Enclosure Act, simplifying the process of enclosing common land
- 1805** - Nelson destroys the French and Spanish fleets at the Battle of Trafalgar, but is killed in the process
- 1809-10** - Commercial boom in Britain
- 1810** - Final illness of George III begins
- 1811** - Luddite riots in Nottinghamshire and Yorkshire. Depression caused by Orders of Council
- 1812** - Prime Minister Spencer Perceval is assassinated in the House of Commons by a disgruntled bankrupt
- 1811** - Luddite riots in Nottinghamshire and Yorkshire.
Contrast - Jane Austen's 'Pride and Prejudice' is published.
- 1815** - The Corn Laws are passed by Parliament to protect British agriculture from cheap imports
The defeat of Napoleon Bonaparte at Waterloo marks the end of the Napoleonic Wars. Peace is established in Europe at the Congress of Vienna.
- 1815-17** - Commercial boom in Britain
- 1817**- Economic slump in Britain leads to the 'Blanketeers' March' and other disturbances
- 1818** - Mary Shelley's publishes her 'Frankenstein'

1819 - Troops intervene at a mass political reform meeting in Manchester, killing and wounding four hundred people at the 'Peterloo Massacre'

1820 - Death of the blind and deranged King George III. He is succeeded by his son, the Prince Regent, who becomes King George IV. A radical plot to murder the Cabinet, known as the Cato Street Conspiracy, fails. Trial of Queen Caroline, in which George IV attempts to divorce her for adultery

1821-23 - Famine in Ireland

1824 – **Combination Act** – repealed all the anti-union legislation and provided limited protection for the Unions from the Common law offence of Conspiracy - Parliament influenced by Luddite Riots, Peterloo Massacre and end of Napoleonic Wars and influenced radical thinkers such as;

- a. Henry (Orator) Hunt -born to landed gentry – spoke to 80,000 people on parliamentary reform on 16th August 1819 in Manchester.
- b. William Cobbett -son of bar owner publisher Political Register Newspaper
- c. Francis Hunt -born in debtors prison- father worked in the prison – involved in a strike at age 22

Contrast Commercial boom in Britain

1825 – **Combination Act** – permitted workers to meet only for limited purposes of discussing wages and conditions; but if they sought to build upon those meetings by actually seeking to discuss the matters with employers, they would commit the common law crime of conspiracy.

Contrast Commercial depression in Britain. The World's first railway service, the Stockton and Darlington Railway opens

1828 - The Duke of Wellington becomes British Prime Minister

1829 - The Metropolitan Police Force is set up by Robert Peel. Parliament passes the Catholic Relief Act, ending most restrictions on Catholic Civil Rights. They are allowed to own property and run for public office, including parliament

1830 - Death of King George IV at Windsor. He is succeeded by his brother, William IV. Opening of the Liverpool and Manchester Railway. Rise of the Whigs.

1830-32 - First major cholera epidemic in Britain

1831 - Truck Act provided that workperson's wages must be paid in cash and not in kind. 'Swing' Riots in rural areas against the mechanization of agricultural activities.

1832 - The first or **Great Reform Act** is passed. This climax of a period of political reform extends the vote to a further 500,000 people and redistributes Parliamentary seats on a more equitable basis

1833 - Abolition of Slavery throughout the British Empire. Parliament passes the Factory Act, prohibiting children aged less than nine from working in factories, and reducing the working hours of women and older children.

1834 - **R v Loveless & others (1834) 6 C & P 596** James & George Loveless, Thomas & John Stanfield, James Hammett & James Brine indicted for "administering and causing to be administered... a certain unlawful oath and engagement purporting to bind the person taking same ... not to reveal .. any such unlawful combination" – (The Tolpuddle Martyrs) sentenced to 7 years transportation to Australia.

Contast Parliament passes the Poor Law Act, establishing workhouses for the poor. Robert Owen founds the Grand National Consolidated Trade Union.

1835 - Parliament passes the Municipal Reform Act, requiring members of town councils to be elected by

ratepayers and councils to publish their financial accounts

1835-36 - Commercial boom with 'little' railway mania across Britain

1837 - Death of King William IV at Windsor. He is succeeded by his niece, Victoria. Births, deaths and marriages must be registered by law. Charles Dickens publishes 'Oliver Twist,' drawing attention to Britain's poor.

1838 - The Anti-Corn Law League is established. Publication of the People's Charter. The start of Chartism

1839 - Chartist Riots take place

1840 - Queen Victoria marries Prince Albert of Saxe-Coburg-Gotha. The penny post is instituted

1844-45 - Railways mania explodes across Britain. Massive investment and speculation leads to the laying of 5,000 miles of track

1845-49 - Irish Potato Famine kills more than a million people

1846 - End of Sir Robert Peel's Ministry. Whigs come to Power. Repeal of the Corn Laws

1848 - Major Chartist demonstration in London. Revolutions in Europe. Parliament passes the Public Health Act

1851 – **R v Rowland (1851) Cox CC 437** – demonstrated that taking strike action- or even threatening it –and picketing remained unlawful under the 825 Combination Act.
Contrast. The Great Exhibition is staged in Hyde Park.

1852 - Death of the Duke of Wellington.

1853 - Vaccination against smallpox is made compulsory.

1854 - The Crimean War begins, as Britain and France attempt to defend European interests in the Middle East against Russia

1856 - Crimean War comes to an end. The Victoria Cross is instituted for military bravery

1857-58 - The Second Opium War opens China to European trade. The Indian Mutiny erupts against British Rule on the sub-continent

1858 - Parliament passes the India Act

1859 – **Molestation of Workmen Act 1859** – made it lawful to attempt to secure changes in wages and conditions peacefully and without threats or intimidation
Contrast Charles Darwin publishes his 'The Origin of the Species'

1860 - Anglo-French Cobden Treaty codifies and extends the principles of free trade

1861 - Death of Prince Albert

1862 - Parliament passes the Limited Liability Act in order to provide vital stimulus to accumulation of capital in shares

1866 - Derby takes power in his third minority Conservative government

- 1867** – **Hornby v Close (1867) LR 2B 153** held that Trade Unions were unlawful associations at civil law – and were therefore acting in restraint of trade and were unlawful at common law. Also **R v Perham (1867) 5 H & N 30**– court adopts broad definition of what amounts to intimidation for purposes of Molestation of workmen Act 1859.
Contrast Derby and Disraeli's Second Reform Bill doubles the franchise to two million. Canada becomes the first independent dominion in the British Empire under the Dominion of Canada Act
- 1868** - **TUC established**
Contrast Disraeli succeeds Derby as Prime Minister. Gladstone becomes Prime Minister for the first time.
- 1869** - **R v Shepherd (1869) 11 Cox CC 325** - court again adopts broad definition of what amounts to intimidation for purposes of Molestation of workmen Act 1859.
Contrast The Irish Church is disestablished. The Suez Canal is opened
- 1870** - Primary education becomes compulsory in Britain through the Forster-Ripon English Elementary Education Act. Parliament also passes the Women's Property Act, extending the rights of married women, and the Irish Land Act
- 1871** – **Trade Union Act** – gave unions immunity from civil and criminal law consequences of restraint of trade and conferred a degree of legal status allowing them to enforce their agreements with 3rd parties Also – the Criminal Law Amendment Act repealed the Unlawful Oaths Act in part but did not remove the unions exposure to the common law offence of conspiracy – which the courts rediscovered the following year-
- 1872** **R v Bunn (1872) 12 Cox CC 316** held that although combining in a Trade Union was not of itself a criminal conspiracy anymore, it was an actionable criminal conspiracy to “*improperly molest*” an employer by “unjustifiably annoying” him in the conduct of his business. The “*unjustifiable annoyance*” took the form of workers threatening to go on strike in support of a dismissed colleague.
Contrast - Secret voting is introduced for elections. Parliament passes the Scottish Education Act.
- 1873** - Gladstone's government resigns after the defeat of their Irish Universities Bill. Disraeli declines to take up office instead
- 1874** - Disraeli becomes Conservative Prime Minister for the second time
- 1875** – **Conspiracy and Protection of Property Act 1875** gave Unions immunity from common law conspiracy when it was acting the furtherance of Trade Dispute, repealing the remaining provisions of the 1825 Act and legalised peaceful picketing. In their place were provisions that criminalised picketing when went beyond peaceful persuasion (equivalent now found in 1992 Act s 241)
Contrast Disraeli purchases a controlling interest for Britain in the Suez Canal. Agricultural depression increases.
- 1876** **Royal Commission Report on Workplaces** (led to 1878 Factory and Workplace Act)
Contrast Queen Victoria becomes Empress of India. The massacre of Christians in Turkish Bulgaria leads to anti-Turkish campaigns in Britain, led by Gladstone
- 1877** - Confederation of British and Boer states established in South Africa

- 1878 Factory and Workshop Act** – 1st attempt at comprehensive factory legislation based upon a Royal Commission report published in 1876. The Act was amended in 1883, 1891, 1905 and 1897
Contrast The Congress of Berlin is held. Disraeli announces 'peace with honour'
- 1879** – Trade depression emerges in Britain. The Zulu War is fought in South Africa.
- 1880-81** - The first Anglo-Boer War is fought
- 1881** - Parliament passes the Irish Land and Coercion Acts
- 1882** - Britain occupies Egypt. A triple alliance is established between Germany, Austria and Italy
- 1884** - Parliament passes the third Reform Act which further extends the franchise
- 1886** - Gladstone's third Liberal government fails to pass its first Irish Home Rule Bill through the House of Commons. Gladstone resigns as Prime Minister. Split in the Liberal Party. Salisbury establishes his second Conservative-Liberal-Unionist government. The Royal Niger Company is chartered. Gold is discovered in the Transvaal
- 1887 - The Independent Labour Party is founded.** Queen Victoria celebrates her Golden Jubilee. The British East Africa Company is chartered
- 1888** - The County Councils' Act establishes representative county based authorities
- 1889** - London Dockers' Strike. The British South Africa Company is chartered
- 1893** - Second Irish Home Rule Bill fails to pass the House of Lords
- 1897 -- STUC established**
- 1898** - British rule over Sudan fully established. German Naval expansion begins
- 1899** - British disasters in South Africa
- 1899-1902** - Boer War in South Africa
- 1900** - The Labour Representation Committee is formed. Parliament passes the Commonwealth of Australia Act
- 1901 - Factory & Workshop Act** - 1st comprehensive attempt to update the 1878 Act.
Contrast Death of Queen Victoria. She is succeeded by Prince Albert, as King Edward VII
- 1902 Shop Clubs Act** – employers may not forbid a workperson from joining a friendly society nor compel any workperson to join a shopclub.
- 1905 National Association of Local Government Officers** formed
Contrast Albert Einstein formulated his Special Theory of Relativity

It was formed in 1905 as the National Association of Local Government Officers, and changed its full name in 1952

- 1906 – Labour party** founded followed by election 29 Labour Members of Parliament formed the 1st **Parliamentary Labour Party** on 12th February of that year: G Barnes (Glasgow, Blackfriars), C Bowerman (Deptford), J R Clynes (Manchester North East), W Crooks (Woolwich), C Duncan (Barrow), A H Gill (Bolton), T Glover (St Helens), J K Hardie (Merthyr), A Henderson (Barnard Castle), J Hodge (Manchester, Gorton), W Hudson (Newcastle), J Jenkins (Chatham), F Jowett (Bradford West), G Kelly (Manchester South West), R MacDonald (Leicester), J T MacPherson (Preston), J O'Grady (Leeds), J Parker (Halifax), T F Richards (Wolverhampton West), G Roberts (Norwich), J Seddon (Newton), D Shakleton

(Clitheroe), P. Snowden (Blackburn), T Summerbell (Sunderland), W Thorne (West Ham), S Walsh (Ince), G Wardle (Stockport), A Wilkie (Dundee) and W T Wilson (Westhoughton);

1907 - U.S. banking "Panic of 1907"

1908 **National Union of Public Employees** formed

1914 - First World War broke out in Europe

1916 – 18 – Whitley Committee The principles included the recognition of trade unions and an extensive system of consultation and . Led to the establishment of systems of industry- wide bargaining around Joint Industrial Councils which were the dominant form of collective bargaining until the recommendations of the Donovan Commission in 1968, since when they have declined in significance.

1917 - Revolution in Russia

1918 - Armistice signed

1919 Sidney **Webb's** preface to Hutchins and Harrison's A History of Factory Legislation:

"This century of experiment in factory legislation affords a typical example of English practical empiricism.... Each successive statute aimed at remedying a single ascertained evil. It was in vain the objectors urged that other evils, no more defensible, existed in other trades or amongst other classes, or with persons of ages other than those to which a particular Bill applied ..."

Sex Disqualification (Removal) Act 1919 implemented the Government's general election pledge that following the admission of women to the Parliamentary franchise the previous year, it would introduce a Bill to remove the remaining legal restrictions on them.

Not convinced that this pledge would be honoured, the Labour Party introduced its own Bill early in the session.

As well as providing that women might hold any civil or judicial office, the Labour Bill, entitled the Women's Emancipation Bill, enabled women, like men, to vote at 21 (instead of 30).

It also entitled peeresses to sit and vote in the House of Lords.

1919 – League of Nations founded

1920 – **Employment of Women, Young Persons and Children Act** – restricted employment of women and children (under 14) in industrial undertakings

1921 **Thompsons Solicitors** established by WH Thompson

Contrast – Lenin proclaimed New Economic Policy

1922 – Irish Free State instituted, USSR formed

1923 – Labour Government in UK

1924 **Reynolds v Shipping Federation [1924] 1 Ch 8** -upheld the legitimacy of a closed shop agreement.

1924 Zinoviev letter Conservative Government elected

1925 In response to announced reduction in Miners wages Conservative Government offer 9 moth subsidy

1926 **The General Strike** announced by the TUC May to October

- 1920 –Children and Young Persons Act** – restricted employment of children (under 13)
- 1934 Trade Disputes and Trade Union Act** made sympathy strikes susceptible to both civil and criminal sanctions. Any strike would be illegal if it had any object other than the furtherance of a trade dispute within the strikers own trade or industry and it was a strike designed to coerce the government, either directly or indirectly or by inflicting hardship on the community.
- s. 1(4) anyone organising such a strike would not have common law immunity. Criminal sanctions would be applicable to anyone who incited a worker to take part in such a strike and it became unlawful for a union to discipline any member who refused to participate in a strike.
- s. 3 provided that picketing, which involved “*intimidation*” (defined as “*causing a reasonable apprehension of injury to him, or violence or damages to any persons property*”) was unlawful; damage to a persons business or financial interest sufficed for the purposes of the Act.
- Contrast** - German economic system collapsed
- 1928 - Balfour Committee Report on Trade and Industry** - collective bargaining in accordance with recommendations of Whitley Committee
- 1929** –U.S. Stock Exchange collapses
- 1932** –Nazis won 230 of 530 seats in Reichstag
- 1933** –Hitler became German Chancellor
- 1934 Cotton Manufacturing Industry (Temporary Provisions) Act** - the cotton industry faced with economic downturn broke agreements on prices and wages. Neither the Employers Association nor the Trade Union (Weavers Amalgamation) able to bring them to heel. Act allowed joint application by both employers association and Trade Union to Ministry of Labour to seek an order to give statutory force to collective agreement on wages in the cotton industry. Failure to pay by employers would be a criminal offence. The act was renewed annually until 1957.
- 1936** –Spanish Civil War broke out
- 1937 - Factories Act** provided for the 1st time a comprehensive code for safety, health safety and welfare to all factories whether mechanical power was used or not.
- 1938 - Baking Industry (Hours of Work) Act**
- 1938 - Holidays with Pay Act** – empowered Trade Boards to make awards that included paid holidays. Not obliged to make awards. The maximum was one week paid holiday in a 12-month period.
- 1939** –Germany invades Poland -France and Britain declared war - the Second World War was under way.
- 1940** –British and French defeat in Europe; British evacuation at Dunkirk Battle of Britain began
- 1941** – Japan attacked Pearl Harbor and invaded British and American possessions in Asia
- 1942 Beveridge Report** (70,000 copies sold within days)
Crofter v Veitch [1942] AC 435 limited liability for the delict of simple conspiracy
- 1943** – Mussolini dismissed; Italy surrendered

1944 – Paris liberated

1945 – Germany surrenders (May 7) Landslide Labour Party victory (July 26)

Contrast Japan surrenders after US use atomic bombs (Aug. 14)

International Court of Justice established

Cold War (1945 - 1990)

Nuremberg Trials (1945 - 1946)

United Nations formed

1946 **Confederation of Health Service Employees** formed

Contrast Lebanon, Syria and Jordan become independent

1947 India becomes independent

Marshall Plan

Prussia dissolved

1948 **The National Health Service** was launched to make the UK the '*envy of the world*'.

Factories Act –updating the 1937 Act

Contrast Burma becomes independent

1949 NATO formed

Indonesia becomes independent

1950 **European Convention on Human Rights** & the 5 Protocols (Paris) 20 March 1952, (Strasbourg) 6

May 1963, (Strasbourg) 6 May 1963, (Strasbourg) 16 September 1963, & (Strasbourg) 20 January 1966

Contrast Korean War (- 1953)

Stone of Destiny stolen

1951 Conservative defeat Labour and form Government

Libya becomes independent

European Coal and Steel Community established

1952 Mau Mau rebellion in Kenya (1952)

Elizabeth II (r. -)

1954 Vietnam War (- 1973)

1955 Warsaw Pact

1956 Suez Crisis

Morocco, Sudan and Tunisia become independent

1957 **Treaty of Rome establishes EEC**

Contrast 1st artificial satellite launched

1958 Pope John XXIII (r. - 1963)

Campaign for Nuclear Disarmament founded

1959 Cuban Revolution

International Antarctic Treaty

1960 Nigeria, Zaire, Niger, Mali, Upper Volta, Ivory Coast, Mauritania, Senegal, Dahomey, Togo, Cameroon, Central African Republic, Gabon, Congo and Somalia become independent

- 1961 Factories Act 1961** A consolidating Act which [along with the Construction (Lifting Operations) Regs of the same year] remained the principal workplace regulation until the European Derived “*6 pack*” in the 1990’s
Contrast Amnesty International founded, Berlin Wall built, Sierra Leone becomes independent
- 1962** Cuban missile crisis The Beatles (- 1970)
 Jamaica, Uganda, Cyprus and Algeria become independent
- 1962 Contracts of Employment Act** - provided workers with right to terms of contract
Contrast Kennedy assassinated
 Kenya becomes independent
 Malaysia becomes independent
 Pope Paul VI (r. - 1978)
- 1964 Labour** returned to Power under Harold Wilson
Contrast US Civil Rights Laws
 Palestine Liberation Organisation formed
- 1965 Redundancy Payments Act** introduced the concept of statutory regime of redundancy payments
Contrast Rhodesia makes unilateral declaration of independence.
- 1966 Labour under Harold Wilson** returned with large majority
Contrast Aberfan landslide
- 1967** Military Coup in Greece
 Abortion Act in UK
 Biafran War (- 1970)
 Six Day War in Israel
- 1968 Donovan Commission** on Trade Unions reported in generally in favour of retaining the voluntary system of industrial relations, although some reforms were recommended the then Labour government of Harold Wilson proposed legislation but dropped the proposal in the face of union hostility, and lost the next general election (1970).
- Ford sewing machinists strike.** The Ford sewing machinists were among the first women to challenge the discriminatory pay systems which, before the 1970 Equal Pay Act, saw women, both in the public and private sector, generally being paid on separate, lower rates of pay. The women who made the seat covers in the Ford factory earned only 92 per cent of that paid to the unskilled men who swept the floors, and just 80 per cent of what the semi-skilled men took home. So impressed was Barbara Castle by the case put by the sewing machinists that she pushed for the introduction of the Equal Pay Bill, which became law in 1970 (though it didn't come into force until five years later). But the dispute about unequal pay at Ford didn't end until 1984, when a second generation of sewing machinists finally won their claim for equal pay for work of equal value.
- Contrast** USSR invades Czechoslovakia
 Prague Spring
 May Unrest in Paris
- 1969** 1st Moon landing
 Stonewall Riot
- 1970 The Equal Pay Act** commencement was delayed for five years in order to give employers time to put their houses in order by voluntarily removing discrimination from their pay scales before being compelled to do so by law. The whole of the Act became operative on 29 December 1975.
Labour defeated

- 1971** **The Industrial Relations Act 1971** introduced the concept of unfair dismissal, the Act however favoured the freedom of the individual to the freedom of the workgroup, thus undermining the system of collective bargaining
 UCS work-in starts
Contrast Greenpeace founded
- 1972** Miners Strike. **The Robens Report** (1972, Cmnd 5034) was the product of the first comprehensive review of '*the safety and health of persons in the course of their employment (other than transport workers...)*'
Contrast Bloody Sunday killings in Derry
 Biological Weapons Convention
- 1973** **UK, Eire and Denmark join EEC**
 VAT introduced in UK
 Cod War between UK and Iceland
 Bahamas becomes independent
 Yom Kippur War
 Watergate scandal (- 1974)
 Military Coup in Chile
- 1974** Miners Strike –Edward Heath’s Conservative Government defeated at election.
Labour Elected
Health and Safety at Work etc Act 1974 established the Health and Safety Executive and the health and Safety Commission.
 Labour government concluded a Social Contract with the TUC. Instead of a statutory incomes policy, the unions undertook voluntarily to restrain wage demands in line with the government's recommendations. In return, the government promised to pursue policies which were congenial to the unions, including a three-part legislative programme.
 Part one was the total repeal of the Industrial Relations Act by Trade Union and Labour Relations Act 1974. Part two was to strengthen the legal rights of unions and union members through the Employment Protection Act in 1975. The individual worker was given a dozen or so new rights (subsequently consolidated first in the Employment Protection (Consolidation) Act and then in Employment Rights Act), and the unions themselves were provided with a framework of law upon which to hang the system of free collective bargaining. Much of this framework remains on the statute book.
 The third part of the programme was to have been legislation on the subject of industrial democracy.
Contrast Turkey invades Cyprus
 End of military rule in Greece
- 1975** **Sex Discrimination Act** – sought to prohibit discrimination on grounds of sex
Employment Protection Act Right to paid time off
Contrast Angola becomes independent
- 1976** **Race Relations Act** – sought to prohibit discrimination on grounds of race.
- 1977** **Safety Representatives and Safety Committee Regulations** – established statutory role for recognised independent trade union appointed safety representatives.
- 1978** Iranian Revolution (- 1979)
 Pope John Paul II
 Pope John Paul I
- 1979** **Thompsons Scotland Established**
 Public Sector strikes
 Conservative Government

USSR invades Afghanistan

1980 Notification of accidents and Dangerous Occurrences Regulations –required that serious accidents reported to the Health and Safety Executive

Contrast Start of Gulf War

Eruption of Mount St. Helens

1st Sony Walkman produced

Solidarity founded

Zimbabwe becomes independent

1981 Inner-city riots in UK

1982 Falklands War

1983 USA invades Granada

1984 Miners strike (-1985)

Internet established

Bhopal chemical disaster

1985 French government agents sink *Rainbow Warrior*

Band Aid concert

1986 Jean Porcelli's landmark sexual discrimination case, which established sexual harassment as a form of harassment under the Sex Discrimination Act

Mir space station launched

Marcos overthrown in Philippines

USA bombs Libya

Chernobyl reactor accident

1987 Iran Contra affair

Stock Market crash

Intifada started

1988 Lockerbie air crash

Piper Alpha fire

Armenian earthquake

1989 USA invades Panama

Romanian Revolution

Velvet Revolution in Czechoslovakia

Berlin Wall brought down

Tiananmen Square massacre

1990 Nelson Mandela released from prison

German reunification

Iraq invades Kuwait

Prison riots in UK

Poll Tax riots in UK

1991 UN forces attack Iraq

USSR dissolved

1992 **The Health and Safety “Six pack” regulations introduced ;**

Management of Health and Safety at Work Regulations 1992 (*now repealed by the Management of Health and Safety at Work Regulations 1999*);

Workplace (Health, Safety and Welfare) Regulations 1992;

Provision and Use of Work Equipment Regulations 1992 (*now replaced by the Provision and Use of Work Equipment Regulations 1998*);

Personal Protective Equipment at Work Regulations 1992;

Manual Handling Operations Regulations 1992;

Health and Safety (Display Screen Equipment) Regulations 1992;

Contrast USA invades Somalia (- 1995)

Czechoslovakia divided into Czech and Slovak Republics

- 1993** **Marshall v Southampton and South-West Hampshire Area Health Authority (No.2)**
European Court of Justice in Case No C271/91 decided that the UK government imposed cap on discrimination awards were unlawful which led to the **Sex Discrimination and Equal Pay (Remedies) Regulations 1993** removed the then limit on sex discrimination awards (it also led to the 1994 Race Relations (Remedies) Act
Unison formed from Nalgo, Nupe and Cohse (AEU and EETPU merge as AEEU)
Convention on Chemical Weapons
Oslo Accord
- 1994** **Race Relations (Remedies) Act**- removed limit of Race Discrimination awards (£11,000 was the then cap) **Control of Substances Hazardous to Health Regulations 1994** (now replaced by the Control of Substances Hazardous to Health Regulations 1999);
Contrast Start of Hutu-Tutsi wars
- 1995** **Disability Discrimination Act** – sought to prohibit discrimination relating to disability
Communication Workers Union formed from NCU and UCW
Contrast Barings Bank collapse
- 1996** – **Employment Rights Act** – updated employment law incl. unfair dismissal
- 1997** **Labour landslide Election victory**
PCS formed from Civil service unions PTC and CPSA
Contrast 1st Harry Potter book published.
- 1998** – **Scotland Act** requires Scottish Ministers and the Scottish Parliament to ensure that they act in accordance with the 'Convention rights' i.e. those rights drawn from certain articles of the ECHR.
Human Rights Act, all public authorities in the UK must act in accordance with the Convention rights.
Working Time Regulations introduced -all workers entitled to a period of four weeks' paid annual leave.
- 1999** **Scottish Parliament opened**
Labour Executive
Euro introduced in Europe
NATO forces attack Serbia
- 2000** **Equal Treatment Framework Directive 2000/78** requires to the UK to implement national legislation preventing age Discrimination by Dec 2006 (see 2006)
Contrast US Election vote scandal
- 2001** **Preston & Others v. Wolverhampton Healthcare N.H.S. Trust & Others and Fletcher & Others v. Midland Bank Plc [2001] UKHL 5** found the UK Government's 2 year cap on equal pay awards was unlawful
Contrast Attack on Twin Towers, IRA begin decommissioning
- 2002** **Employment Act** - introduced statutory procedures for dealing with disciplinary and grievance issues

within the employer's undertaking
Amicus formed from MSF and AEEU
Scandal of Camp X-Ray Guantanamo Bay photos, Bali bombings

- 2003** **Employment Equality (Religion or Belief) Regulations 2003** and the **Employment Equality (Sexual Orientation) Regulations 2003** seek to prohibit discrimination on grounds of belief or sexual orientation.
Contrast US-led campaign to topple Saddam Hussein.
- 2004** Abu Ghraib Scandal, Afghan elections, Tsunami
- 2005** Pope John Paul dies, Live 8, London Bombings, Hurricane Katrina
- 2006** **Equality Act** – establishes the **Commission of Equality and Human Rights(CEHR)** – due to replace CRE, EOC and DRC on 1st October 2007
Employment Equality (Age) Regulations 2006 as of 1st October 2006
- 2007** Gordon Brown replaces Tony Blair as UK Government Prime Minister
SNP election victory in Scotland - form Scottish Government (as now named)
Commission for Equality and Human Rights established and immediately renamed Equality and Human Rights Commission.
Scottish Human Rights Commissioner appointed.
Unite – Amicus and TGWU merge
- 2008** **LB Lewisham v Malcolm** The House of Lords in the case of removed effect of DDA beyond “*reasonable adjustment*”
- 2009** **The Employment Act 2008** repeals statutory grievance procedures
- 2010** **Employment Relations Act 1999 (Blacklists) Regulations 2010**
Equality Act passed (in wash up)
- 2010** May Conservative Coalition forms UK Govt.