

## II

### ORIENTATION: HISTORICAL SYNOPSIS OF EMPLOYEE REPRESENTATION MOVEMENT

A proper perspective of any social relationship can best be gained through an historical approach. It is desirable, therefore, to recount at least cursorily the development of employee representation.

#### ANTECEDENTS OF RECENT MOVEMENT

The recent adoption of employee representation in the United States and other countries was antedated by various socialistic and academic proposals and experiments in France and Germany with which are generally associated the names of Louis Blanc and Ferdinand Lassalle.<sup>1</sup> These early experiments have more in common, however, with socialism and the coöperative movement, and are not causally related to the present development. The same may also be said of John Stuart Mill's approval of workers' election of managers.<sup>2</sup>

Shop committees or their counterparts under other names existed before the development of trade unionism. In many cases such committees were merely temporary complaint delegations; and partly out of such spontaneous efforts to deal collectively with their employers were evolved the workers' more permanent organizations known today as unions.

Apart from the latter movement there were advocates of employee representation before any employer, so far as appears, adopted a definite plan of representation. Thus in 1886 an article entitled the "Shop Council" by J. C. Bayles, was published by The Society for Political Education in New York City. It proposed a small joint committee composed of two management and two employee mem-

<sup>1</sup> Kirkup, Thomas, *History of Socialism* (fifth edition), pp. 48-9; 108-10.

<sup>2</sup> Mill, John Stuart, *Principles of Political Economy* (seventh edition), Bk. 4, Ch. 7, "On the Probable Futurity of the Labouring Classes," Par. 6.