

B129

[i]

Confection

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N^o - Langenscheidt

Leipzig & Co

Confecturer (Retail)

1
M^r. Langenfeld

a Dutchman: who has had
much experience of confectionery work.
-- was working at one time at
Butcher's of Hornchurch & Ratcliff.
Confectioner

A confectioner may work
(1) in a shop (2) in a factory.

(1) When employed in a shop or
bakehouse, the confectioner proper
works principally in "sugar work"
& must be distinguished from the
"Tastery-cook", who works at all
kind of biscuits, pastry & cake;
and from the "cook" who strictly
does nothing but stove-work!

But, under present conditions, a
man who knows a little of everything
-- a general workman -- is most
likely to get employment.

N.A.

Confectioner (Wholesale)

Thus we find the combination of "Cook & Confectioner", which embraces the whole business of the ship-trade, or of "Tastery-works & Confectioner" which denotes a narrower sphere of capacity.

The "Tastery-works & Confectioner" stand in the relation of six to one, towards the "Cook & Confectioner" in London.

{ N.B. 1851
The census places "Confectioners & Tastery-works" under one heading.

(2) We have the confectioners wholesale confectionery trade carried on in factories. This consists in the manufacture of all kinds of sweets such as "pan-goods"; jam; gelatine; boiled sugars; lozenges;

Practical Confectionery
both wholesale
&
Retail

lipudice: pipher: jcum: fellis:
 candied & preserved fruits & chrodals

In this branch a great many
 firms now do work which men
 used to do e.g. in many firms
 the jam boiling is done by steam
 with girls looking after it.

It is noteworthy that some firms
 that do jam work, have
 lately started large nurseries or
 farms for growing their own fruit
 & have a factory near at hand
 e.g. Beach & Sons of Brentford &
 Wrichcomb.

Other firms make a speciality of
 ornamental confectionery
 e.g. Tom Smith & Co. Finsbury St. E.C.

who manufacture wedding cakes
 Ornamentals: cakes: biscuits:
 crackers: surprise packets & other fancy
 food.

But many important establishments such as printers: Buszard's - who have not-factories but only bakeries & kitchens - keep specialists for their documental confectionery.

These men makes documental cake work & ice work & are highly paid.

This is considered the highest brand of a confectioner's calling & a first-class specialist in it will get \$2.10 or even \$3. a week.

There is both "mould" work & "hand" work in this line, and "hand-work" is the best & secures highest wages.

Many Swiss: Italians: & French are employed in this department & Mr. Langenschied considers they do the best-work in this class of fancy goods.

Mr. John Hunt.

Season work.

Employed as chief confectioner in South Kensington Museum.

Does not belong to the amalgamated Union of Operative Bakers & Confectioners.

Genuine "Confectioners" do not belong to that Society, it is mostly for Bakers.

He himself belongs to the "United Biscuit Bakers & Pastry Cook's Society".

This is not a trade's union but seems to be a sort of friendly Society.

It has 96 members: a burial benefit and a "sick" benefit of 12 a week.

For the burial benefit members pay £ a year: for the "sick" £ 2 a week.



The season in confectionery work such as hedges i.e. biscuits: pastries: tarts: pies: tarts: sweets etc.

Runs from October to the middle of July. From July to the beginning

Wages

Freigew.

Confectioner's paper

6

of other, nothing is done & men
take holiday then, a week at
a time.

The average wages are as follows:

Foreman	£ 2 - 2	a week
2 ^d Hand	£ 1 - 10	" "
3 ^d " "	£ 1 - 5	

Many foreigners are employed as cor-
rectioners. e.g. French: Swiss: Dutch
& Italians.

There are very few German cor-
rectioners: they mostly take to bread
work.

I should say it was about forty
years ago since Germans were
first imported into the bread
trade in London.

The "Correctioner" properly styled,
works principally in sugar work.

Hours of work.

No grievances.

7

He goes in at 7 a.m. and works till 7 p.m. with half an hour for breakfast: half an hour for tea: & half an hour for dinner.

The trade is contented: the work good: and we have no grievances.

I have had no experience of wholesale confectionery in factories & cannot speak on that point.

N.B.

The "Confectioners" have always been looked on as a privileged class in comparison with the bakers.

When the bread is all made in the bakehouse & confectioners come in. Their work is not so laborious

as the bakers & is done in the

Bircuit Bakers.

day. time -

Apparently where there are 6
bread bakers employed, there are
often 1 or 2 biscuit bakers.

Usually the solid heat left in the
oven ~~into~~ by the bread bakers, is
sufficient for the work of the
biscuit bakers, unless they want
to manufacture "captain" biscuits,
in which case they have to fire
the oven a "flush" or put on
more coal.

C. Sultwell's ^{to}

"Luna" work

Press

9

Charles Soutwell & Co.

Foot St. Dock Head. S.E.

Wholesale confectioners
visited their factory in January
at which time "Lemon" work
was being carried on briskly in
one department.

The "Lemon" season commences
before Xmas, & lasts till the middle
of April: the best "Lemons"
come from Cortica & Messina.

(1) The lemons are first squeezed by
hands in machines worked by hand.

The juice flows into vessels & is
conveyed away for use in other
departments e.g. for "Lemon" drops
& a variety of other sweets.

The lemon cases are toned by an "ejector"

women. "Tulpers"

fitted to the machine, into buckets.

The loads of this work are only taken on in the lemon season.

They are on "task" work & can earn £5 a week: they are a rough lot & require keeping in hand.

(2)

Women. take the lemon-cases

& clean out the pulp from

them. In this firm the work

was done by hand, but machinery is sometimes used for this purpose.

The useless pulp is then thrown

away, whilst the lemon-cases

are placed in brine for a time

& are subsequently steeped in

Sugar

(3) The "lemon" cases

(1) where "lemon" marmalade is

to be made: are sp. shredded

Lenn. Strippers.

very fine by girls with machines:
 They are then boiled by men in
 steam-pans, the boiling process
 being a delicate one & requiring
 much experience, as it is regulated
 not by temperature but by a
 nice knowledge of the degree of
 consistency required.

Subsequently the product is placed
 in the cooling room.

Meanwhile in another department
~~restored~~ lemons - in their natural
 state - are stripped of their rind
 by ingenious little machines, worked
 by girls -

These girls at full work are said to be
 able to earn 18 a week.

One machine was at work, which stripped
 off twenty feet of rind off one lemon!

Details of Officers.

is a fine thread-like unbroken coil. Fragments of this stripped and a reel core subsequently introduced into the marmalade to flavor it.

(b) Where the lemon-cases are required not for marmalade, but for other purposes, they are cut up into large slices by ~~a~~ coarser machines worked also by girls, & some times are not cut up at all.

They are then sweetened & candied for desert-purposes.

Or they may be sold uncandied to retail confectioners for use in cakes & ornamental confectionery.

==
The Saltwell. - how many other departments, besides the Orange & Lemon ~~made~~ Departments,

in which they make sweets: Drops:
 Tulle-pellies: barley-sugar: fijubies
 : sponge cakes: creams for the
 chocolate centres: citron & peel
In their Confectionery Dept.

They make "Drops" largely: the
 sweet stuff being boiled up to a
 certain temperature

then poured on to a cooling pan
 to get consistency.

Finally rolled out by a machine
 & punched into drops

then 2 boys are employed at this
 work: no women.

The fijubies - dept.

is presided over by a Frenchman
 the fijubies are moulded in starch
 & inferior starch has often a
 deleterious effect on the health
 of the workers on it: giving them
 sore throat & pulmonary complaints.

Members of Hands

but the man in question told me
he experienced no inconvenience
from it as his search was of the
best sort.

=

This firm employs from 150 - 250
men & women.

The women largely predominate,
especially in the jam - season.

They are mostly on piece work
and at the busy season can earn
from \$15 - \$20 a week, but this is

only for a few months in the year.

The women & girls looked healthy
& well cared for.

There is a lot of light work such as
peeling lemons & oranges; tying &
packing jam in jars & bottles etc
for which they are well suited

But some few women of very

strong build, whom their sisters
of slighter proportions term "natives"
were carrying heavy "jars" &
buckets of stuff.

Their work is of course entirely un-
skilled & they w^d hardly care
more than 5 or 10 a week.

The women throughout the factory
looked less affected by the work
than the men.

See Form for wages - marked A.

Numbers

Messrs. S. & T. Twick

Wholesale Confectioners etc.

Staple Street. Borough
S.E.

Went over factory: taken round by
Mr. Thomas Twick, who gave me
information readily & filled in the
form for wages annexed & marked A
- When I ~~went~~ visited him in
February, he had fewer hands than
usual, as it was a slack time,
the number of men employed being
262: ~~and~~ women & girls 694
and boys 35.

In the busy time his numbers run up
to 400 or 500 men and 1000 women
& girls.

Messrs Twick have 3 factories:

one for confectionery: one for pepper &
stices: one for jams, pickles etc.

Of course work.

They claim to be the biggest pepper
manufacturers in England.

When I saw his place in the Bangl.
orange work was going on fairly
briskly. Most of the work being
done by women & girls. e.g.

(1) Girls were cutting the oranges
in half

(2) girls called "Tulpers" were
extracting the pulp by means of
a small machine worked by
steam power.

(3) "Mill-hands" - were shredding
the oranges in other small machines

(4) Strongly ^{built} women were carrying away
in heavy vessels the pulp & peel
to be boiled by men in steam
"jackets"

(5) women. were employed in carrying

to cages of women

"Finishers", "Wrappers" + "Tacklers".

away the boiled product to the
cooling department.

This work is as laborious &
dangerous work, as a false step,
whilst conveying the boiling juice
in heavy vessels, would might sub-
ject them to severe burns & Scalds.

The women engaged on the above
pursuits took from 8^s to 12^s a week.

But in the department where the
lots of manufactured skins were
covered & packed, the girls em-
ployed took higher wages.

This is work of a more skilled nature
and is said to take a year to
learn.

The highest wage taken is stated
to be 17^s or 18^s and the lowest 8^s .

"Fillers"

But I was shown one girl, who could earn 2⁵ a week, working a piece work in the dept.

Mr. Turk called her the "champion" & she was certainly wonderfully quick in her movements.

Still she had a driven look about her. The girls, her fellow workers, would probably term her a "chaser" & view her doings with disapproval as tending to reduce the average wage paid.

The girls who pour the briling foam in the jars ready for the "finishers" are termed "fillers" and earn from 5 to 10 a week. Filling the jars is easy enough, but a complication is introduced when fancy articles such as tea-pots & butter dishes are filled with foam & this work is rather better paid.

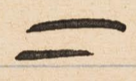
General Remarks.

N. 15.

Strike .

I thought the girls in the factory
looked flatteringly not nearly so respectful
as at Saltwell.

Mr. Teik said they had a morality
of their own. Of those who were married
many supported waging husbands
on their wages. Others made temporary
matrimonial arrangements.



In June 1892, a strike arose
amongst the "finishers" & T&C workers
in the factory.

I interviewed the girls who had
come out, together with some
other friends.

They had been employed to cover
pots at 8 a hundred. Their
employer now wished them to cover
144. for 9. The work, so the
girls told me, is healthy but
hurts their fingers. The "dead pit"

Fruit Pickers

ment" as their employment
 termed the reduction in pay,
 we cut a ton of nearly £ a week
 in wages & the girls refused to
 take it, remained out for a
 fortnight & eventually found work
 elsewhere on better terms, as
 it was then the busy season.

The girls told me that in the peach
 season many more hands are
 taken on, among them being
 the "fruit-pickers", who are
 not regular hands, but merely
 or intermittent work.

They get perhaps £ a week during
 the peach season & nothing for
 the rest of the year

T.O.

Rotten fruit

Health from Blood Tissue

Star. 14.4.93

A JAM FACTORY GIRL

Dies from Blood Poisoning, and E. and T. Pink are Censured.

On Thursday at Guy's Hospital Mr. Samuel F. Langham, the Southwark coroner, held an inquest concerning the death of Delilah Figgins, aged 16 years, lately in the employ of Messrs. Edward and Thomas Pink, jam manufacturers, of Long-lane, Bermondsey. She had, her father said, been employed at Messrs. Pink's manufactory only nine days, and when she returned at night she used to complain that she felt faint. She said that her work consisted of opening oranges, a good many of which were bad. On several occasions she scratched her hand in opening boxes. She also complained that no time was allowed the girls to go out and get their dinners, and they had to eat their meals in the room where they did their work. A swelling appeared on one of her legs, and witness took her to Guy's Hospital, where the surgeon put her thigh and leg in splints. As she was no better on the following day witness called in an independent doctor, and he ordered the splints to be taken off at once as the bones of her leg and thigh were uninjured. This was done, and on the following Monday she was again taken to the hospital. The surgeon wanted to put on the splints again, but the child's mother objected, and she was then admitted to the hospital ward.

By the Coroner: He was under the impression that his daughter's inhalation of corrupted fluid, and the fact of her having to eat her dinner in a place where rotten oranges were lying about was the cause of his daughter's death.

Mr. Edward Pink, of Staple-st., Long-lane, jam manufacturer, produced his books and stated that he found the deceased had worked for him 11 days, and the last two days were spent in sorting small oranges from large ones.

OF COURSE THERE WERE BAD ONES, but they were carried away to another portion of the factory. It was true that the girls were not allowed to go out to their dinner, which they were obliged to eat in their workroom.

Mr. William Henry Fisher, house physician, said death was due to blood poisoning. In the witness's opinion the putting of the girl's leg in splints was the best thing that could be done.

Mr. Pink added that the health of his employees was excellent. He had 500 employees at work there.

The deceased's mother: Yes, and they are carried out daily. I had another daughter working for you, and she was made ill by the bad smells.

The jury returned a verdict of accidental death, and added a rider that they considered the work girls should have their meals in another part of the building, as it was not a right and proper thing from a humane point of view for them to have their food in an evil smelling place.

This firm has a bad reputation
amongst the workers.

- In August 1892, a quantity
of rotten fruit, which was being
made up into jam, was dis-
covered by one of the factory
inspectors on the premises.

- I annex a newspaper cutting "Star"
of the 14th April 1893, showing some
of the conditions under which
girls work at the firm in question.

Mr. Batger, Co.

Wafers.

Boiled food.

Mess Batger, Co

103 Broad St. Ratcliff E.

went over this factory

300 to 500 hands are employed.

Some of the men get very high wages and no man gets less than a pound a week.

The wage list is annexed hereto & marked B.

This firm make all kinds of boiled sugar foods: "Tain" goods
Bengal: jam etc etc.

are boiled over open furnaces and the heat being regulated by thermometers. Men are employed in this dept. of sugar work.

This is skilled work & very careful manipulation is required when the boiled sugar is poured on to the

Tan food

Cooling tray.

Skilled men handle the sugar working it with their fingers.

If they break the film formed over the sugar the boiling liquid spurts out & scalds them.

The next process

is for men to machine the sugar in a small machine with which rolls it out & punches it into the desired shapes.

The product is then placed aside to cool & harden.

The Tann goods, such as sugared almonds, are placed in large revolving caldrons in steam jackets. These caldrons rotate in all directions till the almonds are coated with sugar & assume a uniform shape. They are

Peppermint Lozenges.

then placed in a cool cooling
calchro the sides of which are
smeared with a certain pre-
paration that gives a glaze
to the sugared surface.

The liquid sugar with peppermint
added in certain proportions
is boiled by men in calchros fixed
in steaming jackets. The liquid
is then poured on to a cooling
pan & worked & rolled out
till it attains sufficient con-
sistency.

Out of this material lozenges are
punched by girls, who work
either on small machines
or by hand.

The hand work in this dept. is
highly skilled & very neat to watch.

from Sept.

The highest class of bunge is made by hand, the hand being much more effective than the machine in giving correct shape to the bunge.

It is very interesting to watch girls punching out bungs by hand & stamping them with the firm's name, never deviating from the line & working with wonderful rapidity.

The girls at hand work are decidedly superior in appearance to the machine workers & get higher wages.

Peppermint - varies much in quality. The English herb supplies the best material.

In this dept. men did the

Search work

boiling work & then emptied the
boiled product into a rather
heavy vessel, which was carried
by the women & emptied into
a ^{tub} ~~few~~, out of which girls
filled pans & pots.

The women who thus conveyed
the boiling pans were of a strong
type, but the task of pouring
off the stuff into the tub for
the fillers is ticklish work &
workers at it might get badly
scalded.

In some firms - such as Clark,
Hickok's - would this risk is
avoided by mechanical contrivances
for conveying the boiling pans to
the fillers.

The starch work was neat & clean.
The best material is used & it
does not seem to hurt the workers

J. F. Mason

Season work

J. Z. Meador

arrowway works

Battersea. - S.W.

Deals largely in bobbin-works
"prize-packets" "surprise" &
Xmas confectionery -

Employs chiefly girls & women.
The females employed range in
age from 16 to 25 years.

Those making "bobbin" & "prize packets"
are only on full time for 3
months in the year from
autumn to Xmas.

The picket-hands can then
make 16 a week.

For 9 months in the year they
only take from ~~\$6 to \$7~~ ^{\$3} to
^{\$6} a week.

When I investigated the ar-

Sept.

Tom Smith

dition of wages in this firm
The card of one girl, who had
only taken 2.9. during the
week previous.

I was told that the girls working
at confectionery are always
deeply in debt.

When their wages go up in the
busy time, they cannot put
anything by, as they then try
to get the stamp out of power
which they have plugged in
the black leader.

In the black leader they take
odd jobs.

As they are in debt put it they
are in debt "from the cradle
to the grave".

of Finchbury Square E.C.
is another employer who goes in

Tateall

for the same kind of work as
the case, only on a much larger
scale.

His Xmas crackers are celebrated
He pays fairly for wages.

James Turrell. of Blackfriars
is also in this line & he
has a good reputation as
an employer.

Fuller. 6

American Sweets

Fuller's

of Wardour Street
went over his factory which is
small but light & airy &
the comfort of his workers is
well looked after.

His is an American Sweet
factory.

Was shown over by an American
gentleman, who employs
English labour mostly women
& girls.

He has one American foreman.
The employer has taught his workers
the American method of making
Sweets

American sweets win at taste
in colour & also pipency &
delicacy in flavour, the object
being to stimulate the appetite

figured out:-

Chocolate work

machine.

* not - to satisfy it
 all their colouring matter is
 of vegetable origin.

more

One of their many specialities is
 sugared almonds. The almonds,
 contrary to the English custom,
 are bleached & peeled before they
 are sugared, and the sugaring
 is laid on very lightly & yet
 is sufficient to coat the almonds.

They do a certain amount of
 chocolate work, but have no
 mills for grinding. & the work
 consists chiefly in cream covering
 or in making chocolate creams.

In connection with this I was told
 that a machine has been recently

Tisbury work. Confectionery

8 ranches

invented in America for cream
covering in chocolate work.

I was told it would cover 500
chocolates where a woman could
only do 5.

It has also been patented in
England, but my informant
doubted if it would really be as
efficient as the human hand.

They have one department where
cakes & pastry work is performed
& contrary to the usual practice,
women alone are working
in this branch.

They have establishments in
Paris & New York & retail
shops in many parts of France.
These shops attract the eye by

The taste that is displayed
in the arrangement of
their drapery & confectionery;
the combination of colours being
carried out to a high pitch
of artistic merit.

Cooperative

Wholesale.

Lenox Street - E.

Went over their Chocolate Dept.

They make their own cream centres, moulding them in the usual way by means of starch.

Some starch is injurious to the throat & causes great irritation in that organ when it is very pungent.

They only employ the best quality

They employ girls to do the easier processes: such as covering the "centres" with chocolate etc etc but men are used to look after the machinery, stoves & the furnaces in which the

Ordinary Processes in
Cocoa-chocolate
Manufacture

1. Roasting

bean is roasted, ground & winnowed.

There men of whom there are four are paid as follows:

one 25

one 27

one 25

one 21.

=

For coarse common cocoa even the shell of the bean is used, & this cheap stuff is palmed off as pure cocoa of the bean by dishonest manufacturers.

≡

The ordinary process are as follows:

1. The beans are slotted into "Roasters" or pans of a cylindrical shape which rotate over furnaces. This process

2. Wüning.

3. Gründung.

requires skill & experience as
the bean must be roasted
to a nicety & a little more or
a little less may spoil the operation.

The beans when sufficiently
roasted are taken off to be
winnowed

This is done by a machine
which cracks the nut & removes
the shell, leaving the "nit"
ready for the next process.

The "nit" is ground in the mill
usually between granite rollers.

(d) Where chlorate - or ordinary
drinking water is desired
sugar in certain proportions
is added in the grinding ^{the nits} being
subjected to a slight degree of heat during the process.

After being sufficiently ground
 it is placed in a cooling chamber.
 N.B. The usual criticism handed
 upon English chocolate is its tendency
 to be gritty, and French makers
 plume themselves on an entire
 absence of this defect in their
 compositions. There can be
 little doubt that the present French
 chocolate makers are far
 ahead of us in this branch of confectionery.

(b)

Where dry pure cocoa or com-
 pressed cocoa is wanted, no
 sugar is mixed with the nib,
 the latter being ground very
 fine & subjected to great
 pressure in order to get rid of
 the oil of the bean.

Cream Centre

“Cream - Coveris”

The best cream centres are made out of pure boiled sugar, the sugar being stirred repeatedly during the process.

The boiling sugar is poured or dropped from a funnel into moulds of starch arranged on trays & after a certain period it sets into the desired shape, & becomes a "cream centre".

These "cream centres" are subsequently covered with a coating of chocolate by girls who are called "cream-coverers".

The work they do requires delicacy of touch & a nice knowledge of the exact amount of chocolate paste to be taken up on each cream centre.

The process is not a very interesting one to watch, as the chocolate

Wages.

Woolly trade
Cream Coverers

paste is being continually mani-
pulated by the fingers of the
workers & there is sometimes

a suspicion that these fingers
are not scrupulously clean.

A clever girl at this work will
earn good wages.

If she is a fast worker she can
often earn 10^s a week.

The range of wages in this branch
appears to be from 5^s to 10^s.

There is no apprenticeship for girls
on this work, but a new hand is

put on piece work at once &
if she is clever she will learn
"cream-covering" in about a

fortnightly
This chocolate trade is brisk from
September to the end of November
and slack from then till March.

but the blackest time of cell is
in June - July & August for
in the hot weather for cell
makes the chocolate set & it
then goes white owing to the heat.

Interviews with Esther
& other chocolate
workers

"Cream - Coverer"

wages

Cream centres

Bartlett

105. Mile End Road E
Worked at F. Allen & Sons. for 9
or 10 years.

He has 3 firm Canal-Road;
Mile End R^d. Bishopsgate.
Employs 700 hands.

I was a "cream coverer"

a very fast worker in this kind
of chocolate work can make
18^s. a week.

Average worker 11^s or 12^s.
all piece work.

Allen & Sons had 60 to 70
"cream-coverers" - in slack time
he w^d. dismiss half of them

I could get 13^s a week in slack time.

Many of the firm went fruit
picking in summer.

The cream-centres are made

Starch work.

NB { on newspaper dumper }
{ according to Miss C. Black }

Tlani chowate

"Jumper"

"Drop girls"

by men at Allen in a
starch worn by machinery.

They are made of sugar and
glucose.

The starch is used in the form
of a fine dry powder.

The starch often gets upon the
face, hands & clothes & down
into the lungs, producing
lung trouble.

As regards plain chocolate as
distinguished from chocolate cream
- girls work at this by the aid
of a small machine called a
"pumper". Any one can do
"pumper" work. We had 5 or
6 "pumper" girls at Allen.
They got \$8 or \$9 a week.
Then we had "drop-girls" who made

Men & Women's
work

Clarke. Nicholls &

Barratt.

chocolate drops, also by machinery.
 This work requires a good deal
 more skill than "jumper" work.
 The "drop pits" get 10 or 11 a week

Speaking generally in whole-
 scale confectionery, men do
 the sugar boiling and the
 making of jam & most of
 the work done over the fire.
 The women & girls do the sweets.

Wm. H. L. & Hackney with works E.
 employ 1300 girls in the busy
 time
 They make a better class of food
 than Allen makes & have
 a good reputation as employers.
 W. & Wood free
 make the lowest class of sweet

They employ 1000 girls & lads.
Average wage $\frac{5}{6}$ to $\frac{5}{8}$

Very tough girls -
Said to be the only firm where
the girls employed won't eat
the sweets because they are
so bad!

Miss Clara James.

N. H. evidence given to me at
interviews & also before Labour Com-
mission.

Numbers engaged
in the Trade

Numbers in the Union

Cause of dispute in the Trade.

Miss Clara James.

Secretary of the Confectioners
Trade Union.

has worked in the confectionery
trade.

In East London there are about
2000 or 3000 women working
in this trade.

and in South London there are about
the same number.

We have about 300 or 400 in the union.
The women are afraid of joining
the union.

Several of them have been dismissed
for joining a trade-union.
I was dismissed for so doing.

That was two years ago when the
union was first started.

The causes of dispute are low wages,

Wages.

Age of workers.

Definition of the Trade.

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finer, dismissal without notice,
bad regulations & obnoxious officials.

The wages range from 5^s to 9^s a week.
12^s is the highest paid to a
week by worker & it is not often that
they get that.

Some wages are paid by the week, but
most are paid by the piece.

There are some girls of 15 and 16 years
who are getting 5^s and there
are some of 17 and 18 who are
getting 8^s a week.

If they start working in a factory at
14 years of age for 5^s a week, it
takes them eight or nine years
to get up to 8^s or 9^s.

The confectionery trade embraces
kitchen-making, mineral water making,

Large + increasing industry

Fuels .

jam making, fruit picking and
sweetmeats of every description.

It is a large & increasing industry
& it is about one of the worst paid
trades there are.

There are very few large towns without
some wholesale confectionery es-
tablishment in them.

The industry is spreading not only
in London, but all over England.

There are fairs for all sorts of things.

For eating bread & butter: for
looking out of the windows: for
talking & such trivial offices

you know the girls start out to
work in the morning, & some times
they oversleep themselves &
they have not time to get their

Hours.

Grievances

breakfast, so they will take a piece of bread & butter in paper & about 10 o'clock, when they get to work, they will feel hungry & will want to eat the bread & butter.

If they are caught doing so they are fined.

The hours of work are generally from 8 a.m. till 7 p.m. with an hour for dinner.

Before the union was formed they were not allowed to come out in the dinner hour.

There are factories now where the girls are kept in all day long & are not allowed to go out in the dinner hour.

Often they have to sit & eat their dinner in the room where the cocoa nuts are smashed up.

N.B. This is borne out by
the case of blood poisoning at
Twick reported in the news-
paper cutting pasted in under
the description of Twick's firm.

Factory Inspector.

Then cocoa nuts are often rotten
 & they have to sit & eat their
 food with the benches of these rotten
 articles rising round them.

I had two cases where girls were taken
 away with typhoid fever through
 the smell

At Trick's factory the girls go in
 at 6 a.m. & do not go out till
 6 p.m. Their meals are taken
 to them and they have to sit
 at their benches where they work
 all day & have their meals.

I have never seen a factory inspector
 inside a factory.
 There is a girl here who has worked
 for 12 years in a factory & she
 has never seen an inspector inside a factory

Scale of pay in the Union.

Termination by employer
of anti-union

There are so few inspectors & so
 in any factories that they cannot
 do the work.

The girls who earn under \$^s - pay
 1 a week: and those who earn
 over \$^s pay 2 a week.

Several girls have been discharged
 by employers for belonging to a Union.
 In one firm, six collectors (i.e. the
 girls who collect the union money)
 have been dismissed one after the other,
 and the matter now stands at
 the factory every Saturday &
 has forbidden the girls to pay
 their union money, or to pay
 club money, or any money whatever
 outside the door.

The girls are expected to join the union.

Proximus Officium.

I went to one factory to distribute bills for a meeting, and the master came to me & said "My girls are recruited properly, but if I catch any of them coming to your meetings I will dismiss the lot of them."

He took hold of one girl & took the bill away from her & said if he caught her going to the meeting he w^d dismiss her & he also said he would put two hours more on to his workers if any of them went to the meeting.

In almost every firm it is the same; the masters intimidate the women.

The fore men & fore women are, more often than not, the cause of much of the trouble.

Masters often leave the management of the workers in their hands.

The foremen often use very bad language & the amount of petty tyranny is often very galling.

The foremen have power to impose fines & these are sometimes ludicrous, considering the ways.

For instance, in one room, if there is a window broken, not only does the girl who broke it have

to pay, but the whole of the girls working in the room are fined for the broken window. They impose fines for eating food & for looking away from their work.

They give them "drillings"

Supposing a girl loses five minutes

Dangerous nature of
some of the employment.

Starch -

in the morning or supposing she does not get to work till 8 o'clock, the foreman can give her a fortnight's drilling if he likes.

That means that he can keep this girl out for a fortnight without employing her & then take her back when he chooses.

Her work & wages are suspended for a fortnight.

The foremen rule the factories.

The girls who are making sweets work where there is a great deal of starch.

The starch gets down into their lungs & a great many of them suffer from disease of the chest through the starch.

The starch eats the girls' clothes, boots & dresses.

Mineral water trade

Sanitary conditions

The girls who work at the mineral water trade are constantly meeting with accidents by the bursting of the bottles, through the gas. Their faces & hands are often scorched in this way. With some of the broken bottles they have to beat them & break them till they get the ball inside the bottle out & the glass flies into their eyes.

One girl, I know, had four stitches put into her arm only a week ago. She had to go back to work again & when she did the stitches burst again.

The sanitary conditions of some of the factories are very bad. The pulp holes - where all the

Women Inspectors

refuse, such as bad jam & lemon
pulp & peel, is thrown down
are left some times for a week
or a fortnight before they are emptied.

They emit very bad smells.
In one factory the lavatories are
full of water. The floors are
rotten, the rain gets in.

When visits former factories,
they are always taken to the
best parts and not to the pulp
holes & places where the lemons
are squashed & the cores are
broken up.

The women working desire to have
women inspectors. The girls cannot
talk to a man as they w^d to a
woman. There are things that
girls cannot speak about to men.

Cases of Scalding in paper
factories

In some of our factories the women carry a cart of boiling jam or boiling fruit down a flight of stairs & there are numbers of women who have their hands bandaged where the boiling jam has scalded them.

They have to stack the trays of jam very high & to put one tray on the top of the bottles on the other tray beneath, so that if one bottle is shorter than another, the whole tray tips up & they have the boiling jam over them.

I know women who have been very badly burnt in this way, but they get no compensation.

Then again there is a flaw in a bottle & when when the boiling jam is poured into it, the bottle bursts & the jam scalds the girls.

NK. Missi Dore in
Clark. Nichols. Corral.

System of T. W. M. Mearns
at Clark. Nichols. Corral

women should not be allowed to carry heavy loads of writing paper.

In a well managed factory they do not. There the paper will be weighed in scales & be poured from the scale into a large barrel which is wheeled up to the scales, the barrel having a tap fixed to it for drawing off the paper for bottling purposes.

At this firm the employees have given the girls a bonus according to the wages they earn & there is an insurance club out of this bonus against accidents.

This system has been started since our union was formed & seems to be working well.

Surplus of women
out of work

Their hands do not belong to the union.

The Employer called a meeting when our union was being formed & told the hands he would give them a "bonus" & asked them whether that would be better than joining the union.

The girls did not realize that the master can stop the bonus when he likes, but they can have their union always.

There always been a lot of women out of work.

They go round the factories every morning trying to get taken on. Most of them are single women but some of them are married.

Irregularity in wages

most of the married women wash bottles, they stand at the tubs & wash the bottles because that is permanent work.

Wages vary considerably between factory & factory. No two factories pay the same price & the wages have gone down much. They are getting lower & lower. There is no regular scale of wages. Some girls get fixed wages & the girl I know is getting 10 on piece work, but then there are girls doing very much harder work, or day work, only getting 8 or 9. The faster you work on piece work the more the price goes down.

Attitude of Employers

Fluctuations in the
Confectionery Trade.

The employers will not listen to complaints of the girls.

If a freeman disciplines a girl & she complains to the master, the latter goes to the freeman & asks him what he has to say of the freeman. He will not want the girl he will say so & the master will not have her back again. The freeman will say to the master "I do not want this girl" & the employer will dismiss her.

The fluctuations in the trade are very great.

Towards Dec^r the masters commence putting the girls off & some of them don't get back to their work again till February, because

Summer leaves

The shops get stocked full &
 the factories get stocked full
 for the Xmas work & then there
 is no more work for the makers
 & the girls are put off & told
 to wait till they are sent for

In the summer the fruit season
 lasts about 2 months and
 then the fruit pickers are put
 off & they generally go into
 the country hop-picking after
 the fruit season is over

The girls earn 3 shillings for a day
 at this fruit-picking & hop-picking
 & for every year.

Then in the summer, if the weather
 is very hot, the girls who make
 chocolate cannot work, because
 the chocolate turns white, so
 that they have to stand by.

Supposing a girl goes in in the
morning & the master finds
that the weather is too warm
for the girls to work, instead of
letting the girls go home he
keeps them in the factory all day.
These kinds are piece workers.

They earn nothing but are not
allowed to go home.

I have myself stood there for 4
hours at my bench, when the
weather was too hot for making
chocolate.

If you sit down you get "drilled".
The foreman will say "If you want
to sit down you had better go home"
& will keep you out as long as
he thinks fit.

The only possible reason for keeping
the piece workers idle is that perhaps
the weather may get colder.

Class of girls who work
in the trade

Lives of the girls.

Similar to Domestic
Service.

They are mostly working men's daughters. A lot of them are dockers' daughters.

Girls prefer factory work to domestic service. They have more freedom. When their work is done, they can go home. It is very nice for girls to go home & have their parents to advise them & to attend to them.

Some live with their parents. But many live by themselves. In a lot of cases there are one or two girls who have a room & live together. That is how they are able to keep up a little home over themselves.

The girls do not stay in the same trade if there is anything else open to them.

Amount of skull repaired.

Some of the parents take in tailoring work & a girl, for the few weeks she is out of work, will stay at home & help her parents out-tailoring.

There is often an impatience on the part of the girls & an incapacity for domestic service. Mistresses very rarely have sufficient patience to train them properly, and for that reason they do not succeed as domestic servants.

There is an art in making everything. The sweets have to be made a certain shape & the bottle have to be filled a certain way. But in a week or a fortnight a girl will get-tremendously skilful of the things.

TOT covering

When I was taken on to learn
 "pot covering" i.e. covering pots
 with parchment & putting labels
 on, I was taken on at the rate
 of 5^s a week, doing work, to
 learn.

But the first week, though I was
 only to receive 5^s, I earned 10^s. 6^d 2¹/₂
 It depends a great deal on the
 whether a girl is quick in learning.
 Then the next week I went on to
 piece work.

If a girl does not learn the trade
 in a fortnight, she is sent away.

In case of a strike the employers
 w^d. find little difficulty in
 getting fresh labour, if the
 girls out ~~can~~ ^{could} not persuade new
 comers to work for them.

But a girl will seldom apply for

Trader - Union

of Com of Hewlett of Allen.

work at a factory if she knows
the other girls are out on strike.

If the girls & women were
properly organized in trade unions
they could do a great deal
to improve the conditions of
their laborer.

Our Union has done a good deal
to improve the condition of
the workers by abolishing fines
& compulsory benefit societies,
where wages were deducted from
the hands in contravention
of the terms of the Trade Act.

Information

Workers at

Francis & Co.

Stamford Street
SE

and

Harrison & Co.

Watermill Street
EC.

Carried on Single

derived from a number of girls
working in the Confectionery Trade

Highest-wage taken

7 shillings a few women
5 shillings ordinary hands
One girl aged 18 thought 5^s little
for her age, but said it was
usual, the girls in other Dept^s
only getting 3 or 4 a week.

Lowest wage

Sometimes as little as 2^s in
the black season when they do
not work every day.

At Murray's there are no married girls.
at Francisco there are a few

Dependent on wages
for livelihood or not.

Buty & Stock time

Trades Union

Hours

but in the slack season they are
the first to be refused work.

They live at home, when they
have homes, paying their parents
about $\frac{2}{3}$ of their wages for board
& lodging. A few prefer their
parents to buy their clothes, in
which case they only keep 1
or 1-6 for themselves, giving
all the rest to their parents.

The busy time is in summer, the
winter is slack excepting for a
fort night or so before Xmas

None of the girls belong to a
trade union & do not seem to
know much about them.

From 8 to 7 with an hour for

70

dinner & care paid by the hour
& not by the piece.