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Hatters — Sect. 40
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Note. 96 out of the 175 families in Central London reside in the Holborn district.

Hatters & Capmakers. — Classification in Districts according to Style of Life.

	Enumeration by families	EX	%	N	%	W.	%	Central	%	SE	%	SW.	%	Total	%
1	4 or more persons to a room	254	11·1	33		14		88	13·3	29	1·1	104	4·2	522	5·4
2	3 & under 4 " "	300	13·1	83		6		87	13·3	112	4·3	120	4·8	708	7·2
3	2 & " 3 " "	542	23·7	175		79		156	23·6	313	12·0	494	19·8	1759	17·8
4	1 & " 2 " "	476	20·8	295		119		128	19·4	689	26·4	699	28·0	2406	24·5
5	Less than 1 " "	61	2·6	48		22		26	3·9	103	3·9	95	3·8	355	3·7
6	Occupying more than 4 Rms	461	20·1	361		202		104	15·8	1112	43·0	717	28·8	2957	30·1
a	4 or more persons to 1 Servt	111	5·0	112		32		36	5·5	162	6·2	115	4·6	568	5·8
b	Less than 4 Persons to 1 Servt & 4 or more to 2 Servants.	43	1·9	74		30		4	·6	35	1·3	64	2·6	250	2·5
c	Less than 4 persons to 2 Servants & 5 or more to 3 Servants.	7	·3	11		5		12	1·8	6	·2	10	·8	51	·7
d-f	Less than 5 persons to 3 servants Others with 4 or more Servts	+	–	–		3		4	·6	–	–	10		17	
–	Servants	31	1·4	52		28		15	2·2	43	1·6	65	2·6	234	2·3
–		2286	100	1244	100	540	100	660	100	2604	100	2493	100	9827	100

	Combined Districts.	North & West.	%		N. W. & Central	%		SE & S.W.	%	
1	4 or more persons to a Room	47	2·6		135	5·5		133	2·6	
2	3 & under 4 " "	89	4·9		176	7·2		232	4·6	
3	2 & " 3 " "	254	14·2		410	16·8		807	15·8	
4	1 & " 2 " "	414	23·1		542	22·2		1388	27·2	
5	Less than 1 " "	70	3·9		96	3·9		198	3·9	
6	Occupying more than 4 Rms.	563	32·1	44	667	27·3	38·6	1829	35·9	45·2
a	4 or more Persons to 1 Servt.	144	8–		180	7·4		277	5·4	
b	Less than 4 persons to 1 Servant & 4 or more to 2 Servants	104	5·8		108	4·4		99	2–	
c-f	Less than 4 persons to 2 Servts & others with 3 or more Servts	19	1–		35	1·4		26	·5	
	Servants	80	4·4		95	3·9		108	2·1	
		1784	100		2444	100		5097	100	

Notes from the Report of Mr T. S. Knowles on the Hatters' Work at the Paris Exhibition.

[This report is one of the best contained in the volume: It occupies 23 pages (428-50) and gives comparisons of earnings in London with other cities etc]

Apprentices. Employers are allowed two apprentices for the first ten men and one for each ten after. The employers profit by the apprentices as they only pay them ~~to~~ one half ~~to~~ or (in a few cases) one-third of ~~the~~ amount ~~paid to competence~~ earned by the journeymen. Lad are apprenticed for 7 years.

"List of prices paid in the Leading Work to journeymen in the Silk Hat Trade in London.

Bodymaking	- 2 ply	- 10/-	a doz
"	- 3 "	11/-	"
"	- 4 "	12/-	"
Finishing	1st quality	12/-	"
"	2nd "	14/-	"
"	3rd "	16/-	
"	4th "	18/-	"
Shaping.	3/8ths curl	7/-	"
"	Half curl	8/-	"
"	5/8th "	10/-	.

Rates are also given for Paris New York and Melbourne.

Piece Prices. The prices paid for silk hats were higher in London when this report was written than they were in February 1899. The Journeymen's Hatters' Fair Trade Union resolved to raise the rates and they succeeded in doing so in London after a three days' strike. Prices were advanced 10% to 25% & now the rates are uniform in the London District.

Felt Hats. In the felt industry there is no complete uniformity of rates paid for labour; an attempt is being made to bring this about by the Amalgamated Society of Journeymen Felt Hatters and the employers in many districts are favourable.

Unions. "The Amalgamated Society of Journeymen Felt Hatters has a membership of 2600; and there may be in the three kingdom nearly 2000 'knobsticks'. There is also a strong Union of female workers, numbering 2100 and this union of trimmers & formers acts in concert with the men. The average wages of the men are 28/- a week & the women 15/-.

Export Trade & Tariffs. ~~After~~ Referring to this question Mr Knowles says that it is almost impossible for Great Britain to extend her exportation of hats unless some modifications be made in foreign import duties & then gives some examples e.g Victoria 48/ per dozen on dress hats and 15/ a dozen on felts. "All these heavy tariffs are brought about by the apathy of our manufacturers, who do not combine & make their power felt. In olden times, the Felt Makers' Company of London used its influence in furthering the hatting industry, and even petitioned Parliament for the purpose; but of late years it has not be so prominently before the public. There is no reason why it should not spring into new life if some of our City Manufacturers would only find the requisite time & energy"

GA
Ap 23/95

Mr F. A. Bohling. 7 Chivalry Road. SW

Mr B. is a young salesman at Lincoln Bennett's and has not been employed in any other shop.

How learned Trade. Youths come in and have to learn blocking and ironing; then they gradually come on as salesmen. The salesmen has to take the shape of the customer's head on a piece of paper and then make the "conform" by which the hat is exactly fitted for the customers. Others get the right size of hat and then warm it + thus fit it to the head

In the best shops it is usually to have one or two practical men who can do anything as well as the salesmen.

The salesmen and hatters are quite distinct. In West End shops the hours are usually 9 to 7; in other localities they are longer.

The leading London makers are: Messrs Christy, Lincoln Bennett & Co, Townsend & Co & Messrs Hess & Co. Cheap hats are not made in London.

The silk or silk plush is imported. Martin of Metz is one of the largest makers. It comes over in large rolls something like velvet or cloth. This plush cannot be made in England, owing it is said, to the climatic conditions.

Silk hat making. The men engaged in this work are known as:
(1) Body makers, (2) Finishers, & (3) Shapers.
Women are also employed & are known as (1) Crown sewers and (2) Trimmers.

The hat body is made of linen stiffened with shellac etc. It can be made light or heavy according to the thickness and folds of linen. Cork hats have very light bodies and are merely lined with cork.

Half blocking is done with a small block, the hat being turned round upon it. Blocking or whole blocking is done with a larger block

made up of several pieces. The former process can be seen in any hatter's shop

Christy's Factory - Bermondsey Street. S.E.

A description of a visit to this factory is contained in "Days in a Factory" p. 137 seq.

It is quite out of date however as it refers to the manufacture of the old beaver hat.

The beaver hat was made of two parts: the body and the covering; the former of fine wool & coarse fur felted to-gether, stiffened and shaped; the latter of beaver fur caused to adhere to the body by felting. The body maker superintends the felting of the materials. The process being caused by twanging a large bow close to the particles of wool. After the felting the hat is blocked and dyed and then goes to the finisher, a women, who lines the hat etc - The shaper takes the hat last.

Silk hats. Messrs Christy had a silk hat dept at this time (1843) & it is said, wove their own plush at a factory in Lancashire.

The manufacture is thus described :— "The bodies are made in a very rough way, by shaping the willow, cotton, or felted wool round blocks, and using a substance of extra thickness for the brim. A varnish cement is used to join the various parts; and a resinous stiffening composition is laid over the outer surface. Some time before the plush hood is laid on, the body is coated with a peculiar varnish, which, being softened by a heated iron after the hood is laid on its proper position, causes the plush to adhere to the foundation. This process is the most difficult in the silk hat manufy; for not only must the plush be made to adhere in every part, but the seam or joining up the side of the hat must be made as little visible as possible. No sewing is here employed; but the two meeting edges are brought precisely together, pressed down with a heated iron, and the silk shag brushed over the joint"

"The minuter details of the silk hat dept we must pass over; for, so far as they differ from beaver hatting, they are of much less interest.

"Beaver hatters look down with some little scorn on the operations of silk hatting; and certainly, so far as regards manipulative skill acquired by long practice, the former branch of handicraft is by far the most remarkable; but still the silk hatter appeals with such moderation to the purse of the purchaser, that we cannot afford to lose sight of him."

Messrs Cooksey & Co, Hat Manufacturer.
15 Bennett Street, Blackfriars.

A letter was received from Mr S. Cooksey dated April 23rd 1895 – of which the following is an extract:–

"As ours is a piece work business and as no two persons ever earn alike it will be impossible for me to fill up your form, without I went into a lot of calculation, for which being in the busy season I have no time."

"A quick man in body making can earn now in the busy season £3 to £3.10.–; Finisher £3 to £4, and Shaper £3 to £6. Trimmers 15/- to 30/- per week. This of course applies only to good quick hands. In slack season they would earn about half."

GLA
April 30/95

Journeymen Hatters' Fair Trade Union of Great Britain and Ireland.

Interview with the Secretary of the London District – Mr H. Barnes, 124 Blackfriars Road, S.E.

Mr Barnes gave me a copy of the Rules, a copy of the Report for the year ending January 1894 and a contribution card with a list of London shops.

The 'Journeymen Hatters' is one of the oldest, if not the oldest, trade union in existence. The Report for the year 1893-4 is the 135th, which would carry the Society back to 1759. The men however claim a still longer corporate existence and tell how when Queen Elizabeth was visiting the craftsmen of London on looking at the Hatters she exclaimed "why, these are gentlemen". ~~and~~ They have clung to the term and are still spoken of as "Gentlemen Journeymen Hatters."

[For objects & ordinary details of this Society, see sheets.]

Contributions. Whilst the rules fix contributions at 1/7 per week for 6 mths & 7d per week for 6 months (May to January) of which amounts 2d per week goes to the Emergency fund & 2d a week to the

the Superannuation fund, the men are always paying more than that. The rate now is 2/3 per week and 1d in the shilling on the amount earned by above 25/-. Thus the men's contributions are sometimes very high. A glance at the contribution book showed me that 3/- or a little over ~~wk~~ was not at all uncommon, whilst one men's payments were seldom less than 5/- & often exceeded 7/-. He was a shaper, the best branch of the trade, and evidently often exceeded £4 a week — of course this was during the busy time. This poundage is being paid to increase the funds which have been reduced by a strike at Jay's etc. The normal subscription may be now regarded as 2/3.

Registered & Honorary Mats. Members over 60 working at the trade pay a reduced subscription (1/1 + 7d) and are known as Registered Members. Members leaving the trade and paying 2/6 a quarter become Honorary Members. They are entitled to Funeral Benefits & if they "return to the plank" are entitled to all benefits after 26 weeks.

Shop Stewards are appointed to collect contributions.

Quaint Customs. Asking tickets. Members of the Society are

The Society house is termed the "Turn house".

are not allowed to ask an employer for a job. Fine 2/-
When a man is discharged, he must obtain an "asking ticket" from the Secretary at the same time stating "whether he has given or got the 'bag'" e.g. discharged himself or been discharged. He would then take this ticket to the shop he ~~had~~ selected and would send it in either by one of the boys or a journeyman who was going in. The men in the shop ~~take in~~ in rotation take these tickets to the employer or foreman and ask whether a man is wanted. In this way the men are engaged & no opportunity afforded for a private bargain.

"Returning to the plank" ~~=~~ going to work again. Probably an allusion to the old beaver hatting, when each man ~~sat & worked~~ at a sloping plank, the ~~upper~~ lower edge of which ~~rested~~ formed ~~on~~ the edge of the caldron.

Turns is the name given to the travelling pay. A fixed sum is given to men travelling from certain districts to others e.g. London to Bristol 8/-. The amounts were originally fixed at the rate of 1/4d a day. e.g. this was a six days' journey.

Foul shops do not employ T. Ut.. Only one in London. Jago.

See Hawkins p.

" Rule restricts the hours to 11 per day from Jan to June & to 9 per day from July to Dec. Work must cease at 1 PM. on Saturday, not more than 5 hours being worked on that day.

Whimseying the trade name for teaching. An apprentice is put with a journeyman who received £3 (usually) or £3·3 – for teaching the lad. Now he has to make his own terms with the master. Rule states that lads must be under "whimsey" at least 5 months. Men are subject to a fine of £5 for teaching their own sons if not bound to the trade.

"Caulking". If a dispute arises between two men in a shop, one of them will 'caulk' the other, who before he can then proceed with his work must come to a settlement with the man who "knocked him off". The member "knocked off" can give the other the "wrong insist" & they can then settle the matter by paying ~~if~~ either between them or either of them [This money goes for beer.]. If they cannot agree a "garrett" is called, that is a meeting of the shop & if the decision of the garrett is challenged ~~it~~, the member 'brought down' may "dozen" his opponent. A "dozen" consists of ~~one~~ member from each of 6 other shops. From their decision the only appeal is to the District.

Hours of Work. In London 9 am to 8 pm. in the busy & 9 to 6 in the slack season. No regular meal times: the men get their food when they

like. Will send out or go out if they prefer it. In the busy season, they do not give much time to meals.

Piecework is general; day work being prohibited by rule. Piecework has been the custom and the men prefer it. The old men are able to remain at the trade under this system.

Piece Prices are regulated by a scale agreed between the masters & men, and all pay the same rates. The Society maintain the prices by requiring from each shop annually, samples of the silk plush used & the prices paid for finishing it. These prices are determined by the number of 'picks' or weft threads in the silk. The finer the silk the closer these wefts are & the higher the rate paid for finishing.

Number of Hatters in London. There are about 780 members of Society in London & not more than about 30 outside the Society except Victor Jay's men [a large firm]. These men are divided approximately as follows: Bodymakers 300, finisher 300 & shapers 120 = 720. There are 54 apprentices in London.

Amount of Work done by men varies. An ordinary bodymaker can do 4 dozen a week; Finisher 4 dozen & shaper about 13 or 14 dozen. Men seldom have full weeks however.

Seasons: Busiest time is from March until July. and slack the latter half of the year during this period the men would not earn more than half what they do when busy.

Work is given out in 3s, 4s or dozens; some shops will pay a man on Saturday for the work he has taken out but other will not pay until it is returned.

Apprenticeship is fully maintained and Society keeps the men up in their subscription by 'caulker'

Social Notes. Comparatively few of the men live in the district. They are scattered around – New Cross, Bermondsey, Clapham, & even as far as Leytonstone.

Meals are usually taken in the shop. There are lads in the shops to whom the men pay 6d or 1/- a week for which the lads clean boots, fetch errands, make their tea etc.

13

men do very much as they like; come in and go out when they like. In one shop the employer restricted the entrance of beer into the shop except at certain times. Result: the men ~~wt~~ went out & got drunk and he found that he could not get his work done so well. On the whole the licence works; of course there are some blacksheep.

Dress. All the men wear an apron and some keep an old suit and a pair of slippers to work in. The latter applies more particularly to body-makers, whose work is dirty - shellac etc. Formerly all the men wore silk hats but some of them have discarded the time-honoured tile and come to work in a felt.

Women. In the country the women have a society of their own & work cordially with the men but in London the women are ~~practically~~ un organised altho' the society has made several attempts to organise them - cannot get them to join. Some of the women's work is given out and this makes it doubly difficult to organise.

over

Pullovers. The best class of felt hats are made upon a body like that of the silk hat and the felt is 'pulled over' on top something like the old fashioned beaver.

Felt hatting is mainly a country trade, Denton being the chief centre. Probably not more than 50 men working at felt hatting in London

The Felt Hatters Society & the Hatters work well together. Some men can do both branches of the trade & the Societies have an agreement embodied in the rules that compel the members of the one ~~s~~ society to pay contributions to the other when working in ~~one~~ a shop belonging to that society, & making the payment to his own society optional. [Rule 5 Section 6]. ~~Also~~

~~Abol~~ Extracts from Rules

Abolished Dues. All dues, such as marriage beer, garnishes, maiden garnishes, plank beer, fancy gallons and wager beer are done away with; & any "caulker" for such things shall not be acknowledged. No member's travelling book or clearance shall be stopped for beer money or private debts. [Rule 17. Sec 8]

Lights. That no member be allowed to find his own candles or other light, or pay walking money or shop room. [Rule 17. Section 13]

May 2/95.

Mr James H Hawkins, Hat Manufacturer,
21 & 23 Burrell Street, Blackfriars. S.E.

When I called Mr Hawkins had not arrived but he had told his foreman to give me any information. This foreman Mr H. subsequently told me came to him as a boy ~~and~~ ~~subsequently~~ he was apprenticed and now knows the three branches of the trade. The following information is given by him –

Foremans Notes

Bodymakers – Make the foundation of a hat with calico stiffened with shellac – it is termed the body.

The Finisher covers the body with its silk plush jacket fastening it to the body with a glucy substance. The workers art consists in fastening the plush down so that the union between it & the body is complete, every ~~no~~ portion ~~being left~~ adhering to the body, whilst the ~~seam~~ line of joining down the side of the hat must not be visible.

The Shaper curls the brim ~~rim~~ and bends ~~fits~~ the hat into the shape that it is intended to assume.

Crown Sewers (women) sew the circular portion

for the crown to the sides. This is done before the plush goes to the finisher. These women are usually reckoned with the trimmers.

Trimmers put in the linings and place the bands on the hat. They are women; ~~and~~ some work on the premises ~~and~~ ~~the some~~ whilst others may have the hats given out to them.

Unionists – All the shops are unionist except Jays.

Hours are from 9 to 7 but the majority of hatters seldom come to work until 9·30. If they have work to do they will work on only having a few minutes for meals. There is a 'tremendous lot' of slack time and he does not suppose that the average hatter, after deducting the heavy rates of contribution, earns more than 30/- a week. During the slack season, I tell the men there is no work and they will leave off about 4 p.m. In the dark months, they will come in about 10 am & work until ~~about~~ 4·30.

Busy Season is from the middle of January to July when the work begins to drop off. Busiest about March, hence the saying "As mad as a hatter in March"

in March". Slack the other six months.

Drinking. There is a good dealing of drinking amongst the men. Drinks are known as "Johnnies".

Decline of Trade. The great fault in the trade is its decline. People are wearing felts instead of the silk hat. The hatters who wear felts usually do so because they are poor and a silk hat calls attention to shabby clothes.

[Mr Hawkins came in at this point and the remainder of the interview contains his opinions].

Silk hatting is an expiring industry. Thirty years ago there were about 2000 men engaged in the trade. now there are ~~only about 800~~ not half so many & they are out of work a great deal.

Union's Influence etc. There are a lot of non-unionists now. There was a strike at Victor Jays and now all his men are non-unionists - mostly foreigners. The Society has lost its strength and would not dare to call men out now as all its funds are gone. Then the men are unprincipled and many would like to come out and be clear. He should not hesitate now to clear all his men out if any

difficulty were to arise. There was a great strike 7 or 8 years ago, when the price list was fixed. Thinks the men are of lower character than they should be and attributes this to the practice of selecting the apprentices from the shop boys. His own foreman is an exceptional man.

Apprentices. only learn one branch as a rule, but a sharp lad can pick the other branches up, seeing the work done in the shop. Employer usually pays the man who teaches the lad £2 & the man has him in charge for two months.

Residence. The majority of the men do not live near their work. Knows one man who lives at Southend & he is a shaper and used to earn a lot of money in former days but is now getting old. This man in the halcyon days of the trade used to ride to work on horseback, putting his horse up at an hostelry in Blackfriars Rd.

Earnings & Regularity. Earnings differ widely. A good shaper can earn £200 a year and a good ~~shaper~~ finisher 10/- a day during the season. but they get slack in July and remain so until December. Even in the busy season men do not earn large

amounts

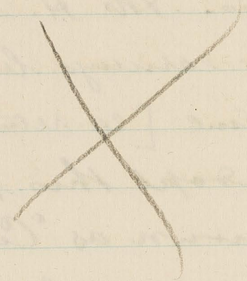
amounts in successive weeks. The men will not work after a good week. Mr H. dreads a full week. [see later notes on drink.]

The irregularity of the trade is arranged for in different ways. Mr H. keeps his men on all the year, their earnings being of course much less in the slack time [see return]. Many of the best shops also adopt this plan. There are other establishments known as "Cuckoo" shops e.g. "they are like the cuckoo, clear out in the winter & come back in the spring".

Friendly Societies. A large number of the men belong to friendly societies – the Foresters, the Oddfellows. Thinks about 50%. The men are thrifty in this respect and this is the only respect in which Mr H. believes the men are thrifty.

Drunkenness. They are a drunken set of men. "Most of them are drunk twice a week and you cannot call them anything else, in this case, can you"? Their customs all tend to increase this. The "caulker" causes a lot of drinking. Men caulk each other on most

My caulking formula.



frivolous pretexts. A man will use another man's iron & the latter will "caulk" him, instead of just asking him for it & taking it back with an apology. This plan is adopted as it affords a chance for a drink. The man caulked must then pay 1/4d before he is allowed to go on with his work; the others add 2d each called "joiners" & the money is spend in beer. Perhaps one of the men does not wish to drink and he will tell the one who brings it round to "put it in the sieve". Should the shop be "on the fly" e.g. that is in a mode for a carousal probably after a good week previously, one of the men hearing the man say this might say I "insist this". This means more beer in any case. If the man still refuses to drink he has to pay 1/4d, if he does drink the man who "insists" has to pay. Another man going home may say "I'm off" meaning going home. The words have also a technical meaning that the man is leaving his shop or is discharged. A man hears him say this and says "Snap that". & then the

man

man has to pay his "garnish" that is four gallons of beer. Garnish has to be paid when a man ~~shops~~ "pads" his first lot of work. ~~Shopping~~ Padding work. When a man is taken on, he is usually given three hats. When he has done this work and it is accepted he is regarded as a man of the shop and must pay his "maiden garnish" & to this everybody adds 2d & the money is spent in beer.

I reminded Mr H. that the Union Rules made all these payments illegal. "Yes", he said, "but it is still carried out"

<u>Hatters' wives</u>. ~~Many~~ Most of them work – Many of them are trimmers and crown sewers.

Charles Griffin Esq. Messrs Victor Jay & Co.
24 Southwark Bridge Road. S.E.

Messrs Victor Jay & Co's is the only non-unionist shop in London. Formerly it was union but since a strike (1894) it has become ~~non~~ a 'foul' shop.

4c
4a

History of the strike. The strike turned entirely upon the method of finishing silk hats. The usual method is to finish upon a 'half block' but at V. J & Co's, the hats have always been finished on a "five piece" block e.g. a block composed of 5 pieces which entirely fills the hat. About 2 years ago the union informed them that they were the only firm finishing in this way, and asked that they should adopt the same plan as other London firms. In a weak moment they consented & tried the 'half block' system for about 2 years but it did not prove satisfactory so they decided to revert to their original method. This decision was made known to the men, who asked for time to consider it. The firm agreed to give them a week but the same day the men walked out of the shop without making any reply & did not return. // Only one man remained with them. They were left with

4a
4c

only

4½c
4½d

the women and this one man. A letter was then received from the Union saying that the men would not agree to the change. No mention was made of prices for work. Have filled up with french letters, who use this system of finishing.

Payment of Men. Used to work to the London scale, which was forced upon the employers. ~~It is pa~~ It enables men to earn very good money, extras being exceptionally well paid. They now pay prices about the same as the scale – in some things above it.

Hours of work. Do not adopt the Union hours. Begin earlier now and work later. Some men coming in earlier than others. When busy come in between 8 & 9 am; later when slack. Have no difficulty in getting the people in. These men ~~not~~ would come in at 6 am if we would let them. Women work the factory hours.

Seasons. Do not have such a great difference as some firms. In the winter they make up for slack. Work short time but do not put the men off for days as some other firms. Since the strike, they have had no slack time.

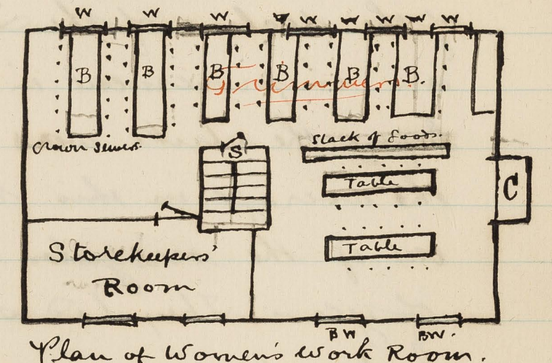
Drinking Customs are not so bad as formerly. The Letters have a reputation for being hard drinkers & there is a

some excuse for them as the work is heavy and ~~the~~ hot. Irons are largely used both in bodymaking & finishing. In the former branch to affix the brim to the body + smooth the body; in the latter to insure the evenness of the covering on the body ~~the~~ and the adhesion of the plush in every part.

The 'caulking' and 'garnishes' have largely dropped out of use, not so much because of the decline of the London trade but owing to an improvement in the men. Their own staff before the strike was a good set of men, above the average in this respect, owing to a weeding out of the irregular element during a number of years. They had several men, who never lost a day.

Residence. Men live in the neighbourhood or rather mostly in Bermondsey & Rotherhithe. There is also a colony of hatters at Walthamstow & Leyton, (Great Eastern cheap fares)

Meals. Nearly all have their meals on the premises. This I found was quite true. I went round the works about 1 o'clock. Some of the men were gone out but a number were having



Plan of Women's Work Room.

B. Work benches.
W. Windows to Southwark Bridge Rd.
S Staircase.
C. Cooking stove.

their dinner on the benches or 'plank' as they call it. Other were hard at work. The practice is for the men to have their meals when they like. On the women's floor a number of the women were having their dinner at a couple of tables in the middle of the floor but screened off from the benches where the others were working by a range of hat boxes and other goods. There was no regular order in taking the meals. Two or three were away from one work bench, one from another & so on. There was a large cooking range with two ovens.

The Women were mostly engaged trimming. There was a number of crown sewers at one table but much of this work is given to home workers. The workers were mostly young and unmarried; a few were older and had a matronly look. All were neatly dressed and were considerably above the ordinary factory girl type. The floor was well lighted & there was ample air space; altogether the surroundings were bright & cheerful. I was shown the slate with the previous weeks earnings. They varied from 7/- to 18/- & in a few cases a little more.

The average appeared to be about 11/- a week.

Dress. Most of the men used to wear aprons, taking off their coats & sometimes waistcoats. The new men (French) wear a cotton shirt or blouse of a reddish brown tint. Some of the men had their arms quite bare and in many cases the neck was bare, the front of the shirt being thrown open. This is due to the temperature at which the rooms are kept, large stoves for heating the irons being found in each.

Apprentices. The lads are bound for 7 years. They are paid piece work on the scale, receiving 2/3rd of what they earn. Take as many apprentices as they like [now.

Foreign Trade so far as they are concerned is all for best goods - South America & Australia. The people will have good hats. Expects there is some export of cheap hats but it would not affect London. The only falling off they have noticed is in the Argentine; this is owing to the premium on gold.

The Factory. The body makers are on the top floors and also some of the finishers. The former make the body & affix the beaver by means of a hot iron

The finishers were working on hats in all stages of progress. Shapers were on the floor below. On the ground floor there were two or three felt finishing machines. These machines are presses fitted with moulds one on the top & the other at the lower end of the press. These correspond to the pattern of the felt. ~~They are~~ For each shape & a size, a different block is needed so that these tools increase as the years go by. In appearance they are like the larger felt hats. There are placed between these the limits of the of the machine, ~~when~~ the upper one moves downward forcing the felt over ~~up~~ the block.

Hatters'. Apprenticeship.

Silk Hatting. Saw the indentures of Isaac Hammett. He was apprenticed in 1864 to Messrs Townend & Co. The conditions were that he should receive 12/- a week for the first year, 14/- a week for the 2nd and two-thirds of his earnings for the remaining five years.

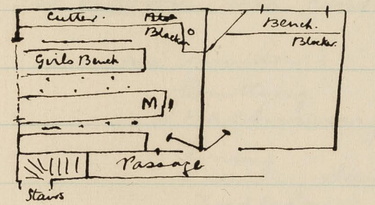
Felt Hatting. Mr Shelton's indentures were on a printed form of the same kind as Hammetts. Shelton was apprenticed in 1867 to a firm at 63 Bread Street, Cheapside (premises now occupied by Copestake's, the large warehousemen). He was to be taught "Felt hatting and shaping" and for during the seven years of his apprenticeship was to receive two-thirds of his earnings.

GLA
May 15/95.

Morris Cohen & Co. Capmakers.

4 New Buildings, Tenter Street East, Whitechapel.

Called and found the workshop on the ~~flo~~ fourth floor: Two rooms; the back one was used as a warehouse and store room and only one man worked there – blocking – one of the partners. The workers were all crowded in the other room



At a bench against the wall, two blockers were working and a cutter. There was space for another, which was probably occupied by the employer (Cohen)

The girls were seated at the benches in the centre of the room, and there was a machine at the end of one of them & others by the wall.

Mr Cohen said that he does the cutting, buys the material, ~~etc~~. and sells the caps.

The wholesale house gives the order for so many dozen caps at a fixed price but does not supply any of the materials. These are bought by the capmaker. He showed me a Golf cap which he was making at 5/6 per dozen, delivered free, 5% discount allowed on payment of account. The cap was made of cloth, lined, with cork ventilator, peak

and

and vents. With a gilt lettering inside giving the name of the cap & stating that it was registered. While I was there a lad brought in some cap crowns which had just returned from the ~~caps~~ printer. He had paid 1/8d for 8 dozen with the name of the vendor - A. Walker Westow Hill, Upper Norwood.; 31 dozen - name of cap only - 5/2. e.g. 2½d + 2d per dozen for the printing.

Cost of Cap. The cost of the labour in these caps, he reckoned as under:

Cutting	-	3d per dozen.
Machining	-	7d per dozen.
Lining		1d " "
Pressing Seams		1d "
Needlehands		3½ " "
Blocking		2½d " "
Inserting Vents		2d

or a total of 1/8d for labour.

~~Cto~~ ~~Cutter~~ ~~origin~~ In addition to thes above, there is the "sizing" e.g. measuring the size of the cap and affixing a small ticket inside to denote it; the leather work and the delivery of the goods. The sizing & leather work are done by the master, who reckons it as with 1d & 2d per dozen respectively & reckons the delivery as ½d per dozen, thus bringing labour under 2/- a dozen. He reckoned he got 1½d from each cap and had to keep the shop going on that.

Union. The shop is unionist, all the workpeople

Workers Employed

Mode of Payment

£1.1/ pc week?

Earnings

belonging to the union (I recognised the Union Secretary's name on the wages list) ~~and~~ I might speak to any of the workers & could ask the men's opinion of the shop.

Hours of Work are from 8 am to 8 pm.

The Busy Season is from April to August, then the work slackens. Reckon to have 8 months work in the year. When slack they do not discharge the workers but divide the work. Earnings are reduced considerably. I suggested one-half, Cohen thought not so much but his partner seemed to agree. Wages sheets however showed the reduction to be less.

Workers employed. The men are known as Cutters, Machinists, and Blockers. and the women as needle hands or trimmers. With the exception of the Cutters, all are piece workers. Cutters are paid by the day. His man gets £1.1- now; had 14/- when he first came - nearly a year ago. Blockers earn the most money as their work is the heaviest.

Earnings. Mr Cohen showed his wages books and allowed me to copy the particulars of two weeks.

The Wholesale Houses

The amounts were very small. In the busy week 14/5 to 7/- was the range of the women's earnings. and excepting a blocker, who had another man to assist him, the men's earning ranged from 28/3 to 12/10.

The Wholesale Houses Asking why he did not try and get into direct relations with the retailer, he said that he should have to work for about 100 shops. and it would take so much time. He would need 3 men to do the work he was doing inside. The wholesale house sold the caps, ~~the~~ bought from him for 5/6 the dozen, ~~and~~ at 8/6 per dozen and it was retailed at 1/- & at 1/6 in some shops.

Then the wholesale houses gave a month's credit which he could not do. He needed the money to pay the wages.

Felt Hatters' and Trimmers' Unions.

FAC-SIMILE OF TRADES UNION LABEL.

COPYRIGHT.

Should be found in all Union Made Felt Hats,

Whether for Ladies, Gents, or for Girls or Boys.

FELT HATS with this LABEL are sure to be BETTER.

INSIST ON ITS PRESENCE AND DOWN WITH THE SWEATER.

For particulars, write to THOS. MALLALIEU,
93, Manchester Road, DENTON.

Telegraphic Address: "LABEL, DENTON." [P.T.O.

Amalgamated Society of Felt Hatters.

Gen. Sec. Thos Mallalieu. 93 Manchester Rd Denton.

Forwarded Report of ~~Society~~ but desires that no reference be ~~to~~ made to the accounts as "we never allow our Finances to be published".

Established in 1872, the Report is termed the "Eleventh Annual Report".

Membership is shown in the following summary.

GENERAL SUMMARY.

Name of District.	Total Number of Members	Number under 13 Weeks Arrears	Number Financial.	Number of weeks Sick or no work.	Number of weeks Sick or no work for the year.	Members Subscriptions and Levies Received during the year.	Worth of each District and Executive Council
						£ s. d.	£ s. d.
Denton	1338	1025	779	4806	10972	3267 0 1	2481 14 0
Hyde	488	308	228	806	1803	1039 10 2	515 3 0
Stockport	725	282	222	741	1594	1139 14 3	56 2 9
Bury	288	233	202	733	2027	610 11 4	333 16 2
London...	80	27	19	28	28	112 11 7	149 9 4
Bredbury	116	57	40	132	406	285 9 8	100 14 3
Atherstone	60	13	10	...	152	136 5 8	0 0 7
Leicester	24	14	14	12	38	54 11 0	55 8 2
EXECUTIVE COUNCIL ...							33 2 2
	3119	1959	1514	7258	17020	6645 13 9	3725 10 5

The Secretary of the London District is Mr Charles Brown of 49 Ingrave Street, Battersea. S.W.

Trade Union Label. The Union issues a label of the same size as a postage stamp for insertion

in all Union made Felt hats. The conditions and particulars are given on enclosed circulars and card. The Union had 50,000 large posters exhibited in the large towns of the United Kingdom previous to Easter & Whitsuntide 1894.

COPYRIGHT

Trade Union Label.

PELT HATTERS' AND TRIMMERS' UNIONS.

THIS **Label** has been invented and introduced by the workpeople. It is **Copyright**, and the **Sole Property** of the **Workpeople's Associations.** It has sprung from the desire of workpeople in various parts of the country; so that when they **purchase a hat** they will know whether it is the **product of honest labour,** and also know that they are **not wearing a hat** made by **Non-Union** or **Sweated Labour.** The necessity of labelling [illegible] not only carries out the "**Merchandise**

in all Union made Felt hats. The conditions and particulars are given on enclosed circular and card. The Union had 50,000 large posters exhibited in the large towns of the United Kingdom previous to Easter & Whitsuntide 1894.

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THIS IS A CORRECT FAC-SIMILE OF THE LABEL.

FOR ADVERTISING ONLY

THIS IS A CORRECT FAC-SIMILE OF THE LABEL.

The **Label** is printed in **Black** on **Pink Paper,** and **perforated** on the edges exactly the same as a postage stamp.

Never buy a hat unless the **Label** is in it.

To find the **Label** look **inside the hat,** or **under the sweatband** or **leather** of the hat, as it is placed in every **Union-made Hat** before it leaves the **workpeople's hands.**

This is the only correct **TRADE-UNION LABEL.**

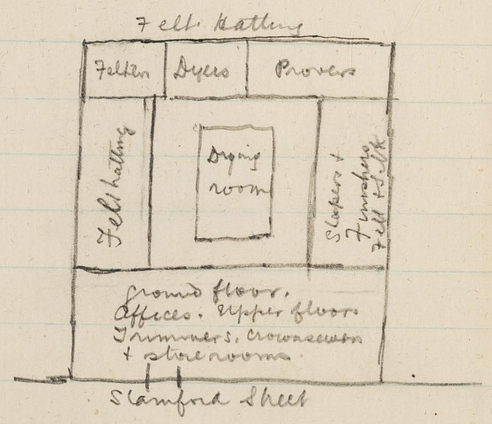
BUY NO FELT HAT WITHOUT IT.

FOR PARTICULARS REGARDING THIS LABEL WRITE TO

GEORGE WILDE, 93, MANCHESTER RD., DENTON, MANCHESTER

Henry Blacklock & Co., Printers, Albert Square, Manchester.

G11
May 16/95.



Messrs Tress & Co. Silk & Felt Hatters.
3 & 7 Stamford Street S.E.

Messrs Tress and Co. are the only makers of felt hats in London. ~~Young~~ Mr Tress junr, who showed me round the works, said that they only made the best felt hats. They ~~cheap~~ could not make the cheap felt hats as wages and rents etc were too high in London.

The works form a large quadrangle, which is lighted by windows opening upon a central court yard in which a low drying room is built. The back block only consists of one floor in which the wet portions of the felt hatmaking is carried on, felting, dyeing etc.

Felt Hatting. The rabbit fur is received from the hatters' furrier in bags as shaved from the pelt. It is then placed in a large case, which revolving upon a central axis, thoroughly mixes the various shades of fur, the process being aided by teeth inside the case. The fur is then passed through a cleaning machine: a number of compartments with brushes revolving between each, the fur being delivered at the end in grayish masses, slightly cohering. It is

then

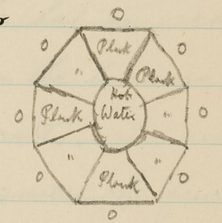
then driven through another machine by a powerful fan, and on reaching the end is carried back by the current of air through an upper chamber divided into compartments. The heavier particles drop in the compartments first reached & thus the fur is sorted ~~into~~ according to the quality, only the lightest hairs travelling to the last compartment. This is used for the hats, the other being again passed through the cleaning machine. [These machines are tended by girls working under a foreman, who is responsible for the machines.].

The fur is then taken to another room and 'formed'. The machine consists primarily of a fan and a large perforated cone revolving upon an axis. A girl feeds the machine, weighing the quantity of fur required for one hat & then passing it into the machine. The current of air catches the fluffy particles and deposits them upon the revolving cone, the 'former' (man) standing by and removing any unevenness. A spray of hot water is then turned on the cone, completely wetting the felt. The cone is then removed and another substituted. When the surplus water has drained off the fur is removed from the

cone.

cover as a delicate, thin conical film of fur. This goes to the felter or planker.

~~The~~ Felters or plankers work around a caldron containing water, kept near the boiling point by the injection of steam. Sloping down to the water's edge is the 'plank'. Eight men work around one caldron, dipping the fur felt into the water, rolling it and rubbing it in various directions.



Under the operation the fur felts together and after about 90 minutes of this work, the cone has been reduced to the size of an ordinary hat (or about 1/3rd of its original bulk and has thickened & become an homogeneous ~~mass~~ cone of felt.

[These men are piece workers. Their room is hot and wet. They work with only a pair of trousers and a thick woollen shirt or 'sweater' & with shirt sleeves, if any, tucked up to the shoulder.]

The hat is then blocked after which it is 'proofed' and dyed. Proofing is done by covering the hat with a solution of shellac and spirits of wine, which is worked into the hat. The hat is then placed in a steam chest under a

pressure of 20 atmospheres, which drives the shellac into the inner layer of the felt, leaving the outside clean. The hat is then dyed and blocked ~~and~~ afterwards going to the finishing room where it is placed under hydraulic pressure and forced into the shape ~~it~~ the body is finally to assume. The brim is the cut evenly round & the hat is ready for the trimmers (women) who put in the linings etc. All these workers are paid piece rates. The hat then goes to the shaper and curler, who gives the finishing touches.

Silk hatting proceeds under similar conditions to those existing in other houses, altho' there was not that crowding of the workers that was noticeable at Victor Jay & Co's works. The difference is partly explained by Mr Tress's remark that although they ought to be busy they were not very busy just then; perhaps still more to the difference in the workmen.

Shapers, both silk & felt, were working in the same room. A few of the men can do both but they usually keep to one branch. The men were working in their trousers and a woollen

shirt – 'sweater'. Tie, vest, collar etc had been thrown off. A few wore aprons but they were only the younger men.

The Trimmers were working in a large room on the top floor. It was well lighted and there was a cooking stove at the farther end and a bench where they took their meals. The women were clean and neatly dressed but the most noticeable point about them was that unlike most factories the majority were middle-aged or elderly. Two were quite white-headed. Mr Tress said that they remained a long time with them: a few had been there 20 years. They were paid piece work & so the firm did not mind. Learners pay a premium of 21/- which is given to the woman who trains her, who is also credited with any work that the learner does. At the end of three months, the girls begins to work on her own account.

Unionism. All the silk hatters belonged to the Union. It was strong but the recent strike had weakened it & the men had been very quiet lately. The government was very tyrannical. If a man

wished to ask the foreman a question, he was always accompanied by another man so that nothing might be done privately.

Method of Learning. Silk and felt hatting were both taught under indentures, the apprentice serving seven years.

Drink. The hatters had the reputation of being hard drinkers but they were not so bad as formerly. If a man was bad they should sack him. They men would ~~would~~ sometimes stay away a day or two and this usually happened in the busy season ~~the~~ when they knew that they could not very well be spared. Of course they ~~pretended~~ ~~or i~~ ~~not notice it if~~ not to notice it if they were busy or unless they went too far. The plankers - felt work - are also given to go out for a drink. Like the silk hatting it is also warm work.

Hours of Work. Usually from 8 to 6; sometimes work to 7. or 7. 30 if busy. Women have a fixed time for dinner but the men have not altho' they go out about mid-

day

day. Few of the men have their meals in the place, at all events until recently. They have put some cooking stoves in the shops and this may have led a larger proportion to remain in. The women usually stay in.

Capmaking. Messrs T. make the best class of caps. Cannot make the cheap caps, that are turned out by the Jews in the East End. Many are made at 5/- a dozen and he has known caps made as low as 2/6 a dozen.

GA
May 20/95

Mr H. T Barnes, Secretary of J. Hatters' Fair Trade Union
124 Blackfriars Road

The Strike at Victor Jays. Called to obtain the Union accounts of this strike. Mr B. said that Victor Jays used to block the hats on the old system & the men objected to it. This was rather more than 2 years ago. The old head of the firm agreed to change saying "As the Union is the stronger, I must lose my trade" After his death Mr Griffin determined to revert to the old system. To this the men objected, (after holding a garrett) went out and called a committee meeting, a deputation saw Mr Griffin and agreed that the men should go back for 7 days. This they did, some finishing their work on the Saturday and others on Monday, the strike really commencing on August 21st 1894.

Payment for Whole Blocking. With regard to payment, Mr B. stated that the men offered to do the work on the whole block system if extra payment were made; no definite sum was fixed however. Mr Griffin however declined to pay except at the same rate as the other hat manufacturers.

Comparison of the Systems of Blocking. Mr Barnes says that

the work is better done on the half block than on the whole block. With the latter system when the work is put on the wheel, there is a tendency for the block to slip as it is made in several pieces and the silk may be badly jagged. ~~Then~~ As an example, he said that at Belhommes three hats were ordered to be whole blocked. The men whole blocked one and did the other two by the ordinary method; The three hats were then taken to Mr B. for inspection and he said that those done with the half block were better.

Another objection the men have against the old system is that they lose a lot of time looking for the block for particular hats, as the hat must be finished on its own block. When he finds it, the bodymaker may be using it.

Subscriptions are now 2/3 per week & 1d in the shilling extra. They are now endeavouring to recoup the loss of last year. Some of the men are paying large sums; I noticed one 10/ & many paid of over 3/ a week for several weeks in succession.

Numbers. Does not think there are more than 900 men and boys in the trade & has no idea as to the number of women. There are about 600 men now paying in London. Contributions last week £116.

Mr S. Cooksey, Secretary of the
Hatters Association (Employers)
15 Bennett Street, Blackfriars.

Masters' Association is purely a trade organisation. It does not embrace all the firms in the trade, only about a dozen. The others are kept out by trade jealousy, because they will not pay the subscription or because they think they can get on with the men without. All are governed by the price list

The men's Society is strong: all the men belong to it except those at Jays. Cooksey's were non-union for a long time but he only kept his men by giving them a legal agreement for a number of years. He had only kept his men out of the Society by discharging a man as soon as he found that he was paying to the trade. He also had to pay some of his men extra & they ~~secretly~~ let him know what was going on in the shop, so that when a man began to pay, he frequently knew it the next day. Subsequently came back to the Union. Jay's difficulty will be to retain his men, now he has got them, as the men work assiduously night & day. He believes it is the strongest trade

organization in the kingdom.

Seasons. The busy season should be from January to Whitsuntide. June is very often a bad month. The trade now is not what it was. In his father's time, he used to go to the country; only going as far as Newcastle and returning by the end of the week with orders for 2000 dozen ~~silk~~ silk hats. Now they have a good traveller on but he does not earn his salt. The trade is declining; the decline being due mainly to the felt hats ousting the silk hat, especially in country districts.

Slack season work. When trade is slack, they do not work on Mondays. At one time they used not to discharge any men when slack but divided the work; now they are obliged to do so. Even in the busy season they will have worked up their orders during January and then have only the orders as they come in. ~~Then that on Even~~ Now there are a large number of men walking about and in a week or two there will be many more. These men will not stand a chance of obtaining a shop again until about March.

In the slack time, men do not turn to any other work.

They go on the Society until their benefit is exhausted then they go round the shops. It is customary when a man out of work sends up his asking card for the men in the shop to give a 1d each for him. Calling in turn at all the shops, he manages to exist in this way. The worst men are discharged as trade slackens. These men are the first to lose work and the last to get back into the shops.

Hours of Work are 9 to 8 pm now and 9 to 6 in the slack time but they seldom work after 4·30 when slack. The men and girls have their meals on the premises. No set meal times are observed. Many will not trouble to leave their work but have their food while working. Many of the trimmers will have the meals by the side of their work because they will not trouble to go to a separate room that is provided for them. Saturday work ceases at one o'clock but very few do much work on that day. Some do not come in much before pay time.

Drinking Customs have declined considerably. Mr B. is a teetotaler and they have 9 or 10 abstainers in the shop. Have not had a man stay away for some years past. To some extent this is due to the weeding process which has been going on for

some

Mr C. says he pays ½d per more for trimming than other firms.

some years. ~~He says that~~ Mr C. has been through the trade in all branches. He found that the best work was always done after tea. He used to make a good jug of tea and could work better after. It is the case now. The men get settled to the work then and the shop is warm.

Methods of Learning. Men by apprenticeship. A lad gives 3 months; is then paid 10/ per week for 6 months; for 4½ years he receives half his earnings & for the remainder of the time – two thirds. After the first year he becomes a capable workman. Women (trimmers) give three months and pay 21/- premium; At the end of this time they are put on piece work. Women do not care to undertake the instruction of others & it is difficult to get one to undertake it. Had a case recently, when he wished to oblige ~~Mrs Davenport~~ a friend & could not get one women to teach the girl. She had to sit down in the workroom & pick the work up as she could.

Trimmers. Until this year he has had no difficulty in obtaining women but could not get them this year. They are leaving the trade because of the bad times in the latter half of the year.

Many of their trimmers have been with them a number of years – twenty even. Looking over the wages book, I saw two cases of mother & daughter. 15/- a week seemed a fair average of earnings during the busy season. One week nearly all exceeded 20/- but the usual range was 13/- to 17/-. When slack few exceeded 10/-.

Cost of Production & Profits. There is not much profit in the silk hats now. The strike increased price of labour 25%. but they have not been able to increase the price of hats. The cheapest hat they can produce costs 7/9 wholesale and some of the makers say that they lose 3d on each. Mr C. thinks there is a 1d or 1½d on each. Some have endeavoured to economise by substituting a cheaper silk but a difference of 2/- a yard is detected by the purchaser. Cooksey's have not done this. They have shops in the City. City customers will have the best quality and will not pay more for it. Always want a discount; will only pay 19/- for a 21/- hat. The sale in the City is much better than in the West End, especially as to amount of sales. The weather has a great influence upon the trade. Bright summer weather increasing

41 a

sales. The cost of hats is increased by a number of extras. If a single hat is given out each man has a penny extra for his part of the work; then if a customers head is round there is an additional charge of 2d each man. & so on. All damage to hats during manufacture falls upon the employer even if caused by the workman, who is not permitted to do the work again without a second payment.

Earnings. Mr Cooksey promised to give sample weeks. An inspection of the wages book, showed that during the season, shapers frequently earned over £4, finishers £3 and bodymakers about the same. In the slack week the finishers sometimes earned over £2 but a considerable number were discharged, bodymakers were in a similar condition whilst the shapers appeared to be kept, earning, of course, less money.

The Influence of the Trade Union is supreme. As an example of the tight hold kept upon the men, Mr C. said that he met a hatter whom he knew in Stamford Street. and the man asked him if he could do anything for

him

The Union Secretary
denies this gft

him as he had been out six months. Mr C. said "You know you ought not to speak to me; you will be had up for "creeping"". The man said he did not care and just then a workman employed in another firm came along & saw this man talking to Mr Cooksey. He reported the matter to the Trade Society; the man was summoned before the Committee & has a punishment was put out of benefit for 26 weeks and told that if it occurred again he would be expelled the society.

May 27
84

The Union

Felt Halting.

Interview with. Mr Thos Brown, 49 Ingrave St. Battersea
Secretary of the London Branch, Felt Hatters' Society.
and the President and Treasurer.

Objects — The primary object of the Union is to defend and maintain the piece prices; other are to provide Out of work, victimised, death and sick benefits.

Benefits. Unemployed receive 6/- a week for 13 weeks and 1/- ~~for~~ extra for each child under 13. Victimised is 12/- a week as long as needed with 1/- extra per week for each child under 13. Death £6 and £4.. Sick benefit 8/- per week for 13 weeks.

The Subscription is 10d per week with an additional 2d per week for Sick benefit, which is optional. Members 6 weeks in arrears are not entitled to benefit nor to an 'asking' ticket if 13 weeks in arrear.

Felt hatting was done in London, in the old style e.g like the beaver hatting, to a larger extent than at present but the introduction of the forming machine caused it to die out. This machine has revolutionised the trade. The only firm in London to adopt the new style of manufacture was Tress & Co. Think Dennis has just started in the trade.

trade. Practically no hard felts are made in London; only the best felts.

Hard & Soft Felts. The difference between hard & soft felt hats is in the proofing. The soft hat is spirit proofed, e.g. with shellac dissolved in spirit, the hat being subsequently placed in a steam chest. The pressure of the steam forces the shellac into the substance of hat. For hard felts, rosin and gum are added to the shellac for the proofing mixture and the quantity used is much greater.

The Persons engaged in Felt hatting are: (1) the Blower, this is the man who is responsible for the machines that clean mix & ~~card~~ sort the wool; (2) the Former, who attends to the forming machine; (3) the Hardener, who works the films of fur and hardens them so that they do not fall to pieces when placed in the hot water; (4) the Planker works at the 'plank', (these three are the felt hatters; the hardener sometimes works at the plank) (5) The blocker, who blocks the hat before & after dyeing & proofing; (6) the Dyer; there is only one who is responsible for the work; others employed in the dyehouse are labourers (not eligible for union); (7) the proofer, one man responsible, may have assistants; (8) the finisher takes off the nap with sand paper & puts on

a

a gloss on the felt by rubbing; (9) the Shaper: in London, the men belonging to the Fair Trade Union do the work. In the country, it is subdivided into shaping, pressing & curling and the shaping is done by machine. Some shapers can do both silk and felt hats.

Hours of Work. Nine hours a day; 8 to 6.30; Saturdays 8 to 1.

Wages. All the men are piece workers, except the dyer and proofer. At Tress's the dyer gets 50/- a week and the proofer about 42/-. These men are paid "work or play". Piece workers earnings vary greatly. They have a settled price list with Tress & Co and also in the North. The quality of the fur will however make a great difference in their earnings. Trade has been very slack for the past 2 years. Of the pieceworkers, finishers are the best paid, when busy they can earn 45/- a week but fall off to 30/- or less when slack. Plankers can earn 40/- when busy and formers about the same. Blockers would earn about 35/- in a full week. During the slack season, they have not made anything like 30/- a week. Earnings have been down to 10/- a week many weeks when slack this season. The finishers are most affected by slack times as when making for stock manufacturers prefer to stock hats unfinished.

In ordinary work, wages would average 30/- a week but the trade has been exceptionally quiet for the past 2 or 3 years.

Apprenticeship. Apprentices serve seven years and are taught two branches of the trade; forming and hardening or forming and felting. Formerly only one branch was taught. The number of apprentices is limited to one to five journeymen. This limit is enforced in London & also in Denton [Most of the non-union firms are at Stockport.]

Fancy or Ladies Felt Hat Trade

Ladies' Felt hats form a special branch in London. The hats are made in the provinces; ~~finished~~ dyed, and rough blocked and then sent to London where they are finished. Most of the firms engaged in this trade are found in the immediate neighbourhood of Jewin Street. During the first part of the year, these houses are engaged in the straw plait, hat & bonnet trade. As this business falls off in June or July, it is replaced by the ladies felt hat trade which occupies the remainder of the year, being at its height in September & October.

The work is divided into two parts: steaming

and

and finishing. Steaming is analogous to blocking in the men's trade. The hat is steamed rendering the felt soft. It is put on a frame and the brim strained over and tied ~~over~~ down; the block is then inserted. The brim of the hat taking its shape from that of the frame and the body of the hat from the block. After steaming, the hat goes to the finisher, who takes off the rough ends of the fur with sandpaper; The hat, which is ~~fixed in~~ revolving in a kind of lathe, is then rubbed with a fustian pad, slightly greased. This gives the hat a glossy appearance, pad that being kept hot enough to allow most of the grease to be carried off by evaporation.

It is all piece work; the men get 16 to 26 weeks work in the year. Some of them work at the straw hats during the other part of the year, remaining with the same firm. Others who cannot do the straw work seek work elsewhere. About 60 or 70 men are employed. They are known as felt finishers and as such are admitted to the Union.

These hats are bound & trimmed by women as are the mens. The highest price paid for trimming felt hats is 3/6 or 4/- per dozen.

Changes in the Trade. Think the silk hat supplanted the beaver on account of its wearing qualities. The nap wore off the beaver hat quickly. [Query - worked through] In the early days felt hats were only made in one form and weighed about half a pound. Now they are made in all styles & shapes and are taking the place of the silk tile. The felt hatters have not derived any benefit from the change or, at all events any noticeable benefit. Think that the cap trade has obtained the advantage. The trade has been very bad recently not only in London but in the north.

Summary of Information on Capmaking in East London from Miss Collet's Report on "Foreign Immigration in relation to Women's Labour" in Board of Trade Report on Alien Immigration p. 127-129

East London. Visited 19 Jewish capmakers. In 17 workshops there were 89 men & 143 women & girls employed; in two workshops 43 women & girls & some men, number not known. Of the 186 women 83 were Jewish & 103 non Jewish. Only one man not Jewish.

The machines used for capmaking are much lighter than those required for tailoring. Out of 136 machinists, 46 were men or boys, 90 were women or girls of whom 37 were Jewish & 53 non Jewish. Of 83 needlehands 42 were Jewish & 41 non Jewish women & girls. Of the cutters packers etc 13 were women of whom 4 were Jewish. Rest of men were cutters, blockers, pressers etc

Of the 103 non Jewish women six were married; of the 83 Jewesses only one.

All the capmakers state that they have less work than formerly & the general opinion is that the number of workshops have decreased. Much of the work is done in one large factory in Whitechapel, where Jewish and

Statement showing the Number of Machines used & persons employed in Jewish Capmaking shops in the following districts of East London.

(Compiled from information given by Singers' Collectors
Allen Immigration Report p 203)

Workshops on the List of Factory Inspectors & known to Collectors. District —		Workshops in which Number of Machines was known	Number of Machines	Workshops in which Number of Persons was known approx.	Number of Persons Approximately.
Commercial Rd	10	7	46	8	104
Mile End Rd	4	3	8	4	67
Aldgate & Whitechapel	13	11	100	10	146
Total	27	21	154	22	317
			Average to a Workshop 7.3		Average to a workshop 14.4

Average number of persons to a machine – Two.

non Jewish labour is employed. All are paid by the piece. There seems to be no question of competition between foreigners and Englishmen, the real change being the displacement of Jewish men by girls, Jewish and non Jewish, in factories working machines by steam power.

Capmaking at Manchester in the hands of Jewish employers, most of whose girls are non Jewish. Workshops are large – 18 visited – these employed 867 women and girls of whom 243 were Jewish. Machinists were all females – 440. [From descriptions received from various source; Schneiders factory at Whitechapel belongs to this class]

Capmaking in small workshop appears to be dying out and to be replaced by the factory or large workshop system. The industry is less remunerative than tailoring requiring much less skilled adult labour. The proportion of male labour required is very small.

"In the mens' trade they will work to the same block for weeks together". Mr Reid.

Mr Reid's Evidence
(Manager of Factory)

Mr Stewart – Messrs Woolley, Sanders & Co.
Straw & Felt Hat Manufacturers etc. 127 & 129 Wood St. E.C.

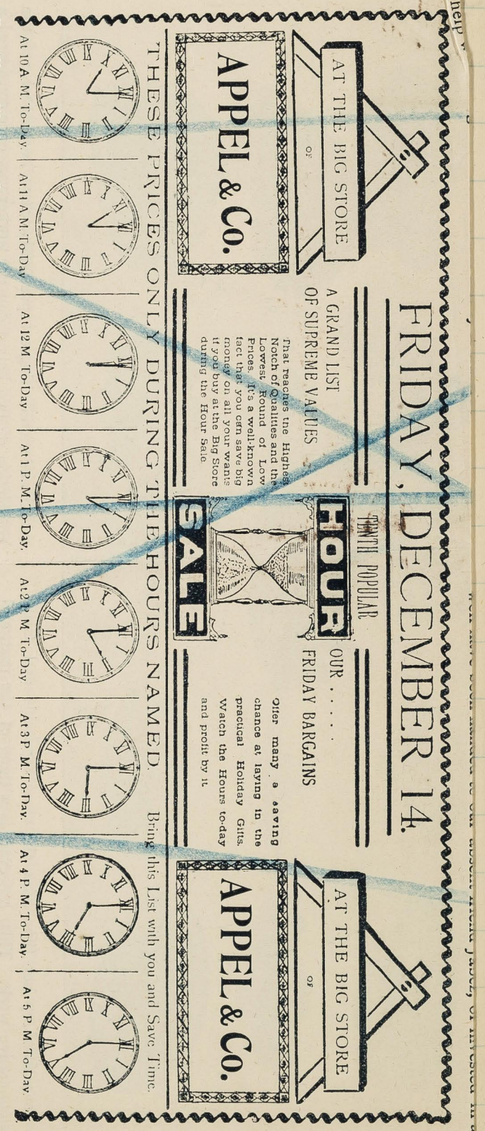
The Mens' & Ladies Straw Hat Trades are quite distinct.
Mens' hats are made to exact sizes and in large quantities.
Ladies straw hats are made in a great variety of styles and shapes and in smaller quantities.
The firm has factories at Dunstable and Luton & a smaller one at 6 Golden Lane, where special orders and goods that are wanted quickly are made. Messrs W. S & Co are engaged in the ladies' trade.

Trimmers, machinists & the men are all piece workers. They can work from 9 am to 9 pm. by a special provision in the Factory Act. Will give a return of earnings & salaries in July.

The Factory. After seeing Mr Stewart, I went on to the Factory 6 Golden Lane & saw the manager Mr Reid

The factory occupies the 3 upper floors of the house, the first floor is used as a show room and office except a small room partitioned off at the back in which 4 trimmers work. (Women).

On the



FRIDAY, DECEMBER 14.

AT THE BIG STORE OF APPEL & Co.

A GRAND LIST OF SUPREME VALUES

That reaches the Highest Notch of Qualities and the Lowest Round of Low Prices, to a well-known fact that you will save money on all your wants if you buy at the Big Store during the Hour Sale

THE POPULAR HOUR

OUR ..... FRIDAY BARGAINS

Offer many a saving chance at laying in the practical Holiday Gifts. Watch the Hours to-day and profit by it.

SALE

AT THE BIG STORE OF APPEL & Co.

THESE PRICES ONLY DURING THE HOURS NAMED. Bring this List with you and Save Time.

At 10 A M To-Day | At 11 A M To-Day | At 12 M To-Day | At 1 P M To-Day | At 2 P M To-Day | At 3 P M To-Day | At 4 P M To-Day | At 5 P M To-Day

It will readily be understood that this suggestion does not cast any doubt upon the need of advertising. A business man might as well hope to get on without trade as to live without advertising; and it often happens that the less advertising he does the less trade there is for him to live upon. It is true that there are good men who argue that, in small towns, it is not worth while to advertise week after week in the *Gazette*, or whatever journal it may be that looks after local affairs. They make a spurt at sale times, and dress outside a bit more than usual on market days, and, for the rest, trust to their windows and good management. What is the use of advertising, they say, when one's house is as well-known to everybody as the parish pump? But the places where such a course can safely be taken are few and far between, and even there, for occasional sale manifestoes in newspapers as well as for any bill or circular, it is still essential that the money laid out should be spent to the best possible advantage. Elsewhere there is not a second thought about the necessity of advertising freely, Continental lottery. Particularly is this true of the columns of small type in which some drapers indulge. It would be a good object lesson, but not an agreeable one, to take these columns day by day as they appear for six or twelve months, and paste them in a book, and then turn over the lot, when collected, to see if there was anything throughout the time to catch the eye or compel the interest of the casual reader. As a rule, it would do quite as well to save up the money market reports for the same purpose, or to put by stray numbers of the papers that offer to exchange a lot of canaries for a harmonium or anything useful, and all that sort of business. But it may be contended that the money market intelligence and the exchange columns are eagerly scanned by a good many people, and that because such announcements are frequently printed in the same monotonous style and microscopic type, it does not follow that they are generally skipped by readers. Just so: but in either case there is a ready-made motive to explain this attraction, and that is more than

On the second floor the machinists, all women work. About 15 to 20 were at work when I visited the room. The sewing machines are driven by steam power, the woman only pressing a treadle to set the machinery going and keeping it depressed so long as she wishes to continue sewing. On the upper floor were the men; all were engaged in straw hat work. In the front room, a man was ironing the under side of the brim of a straw hat, the hat itself resting in a ~~depression~~ hole in the wooden bench. In the back room were two men; one stiffening the hats with a solution of gum and another blocking some that were dried on a block, formed of sections like that of a hatter.

Straw Hat Making: The straw plait is imported – that used here is mainly Italian & Swiss. This is sewn together by the machinists, who sit at their work. The sewing is commenced at the centre of the crown and the crown itself is formed by sewing the plait around a wooden block, the size of this block being the same as the crown of the hat. The hat then passes to the stiffener (a man) who

dips

THE MAKING OF STRAW HATS AND BONNETS.

THERE is every indication that the popular demand for artificial flowers this Spring will be associated with a marked movement of fashion in favour of straw hats and bonnets. A representative of the DRAPERS' RECORD has accordingly interviewed several hat manufacturers in the dry goods quarter of London, in order to describe for the benefit of its readers the interesting process of straw hat and bonnet manufacture. It is a sad but indisputable fact that the once flourishing straw-plaiting industry of this country has practically died out. There was a time when in Bedfordshire and Hertfordshire every child was taught straw-plaiting, and well-nigh every woman filled up her time with the same agreeable and fairly remunerative work. This, however, is a thing of the past, and we fear there is not the slightest chance of its revival. The enterprising foreigner has secured possession of the market. Plait from Switzerland and Italy long ago had a recognised place in our hat making industry, but it was the Chinese plait which first ousted the trade of Dunstable from the position it had so long held. It is a curious fact that within the last year or so Japanese plait has won a victory over its Chinese rival as thorough and overwhelming as that sterner triumph brought about by the Corean imbroglio. Immense quantities of Japanese plait are now imported, and though the article is not nearly so good in either consistency or appearance as the old English plait, its wonderful cheapness has enabled it to practically drive its competitors from the field. A good deal of plait, however, still comes from Italy, and the fancy plait made in Switzerland was never more popular than it is likely to be during the present Spring.

When the plait is given out to the workers it is sewn into the requisite shape upon a wooden block. These blocks are, for the most part, designed in the hat manufactory, though very often, of course, inspiration comes from the outside. For example, an actress may make a great hit in a new part in which she wears a hat of somewhat novel shape. Thereupon the enterprising milliner who supplied the hat, immediately sends to the manufacturer for a number more built on the same lines. The fashion is speedily taken up, and a new hat is thus launched on the market, and possibly at once becomes the vogue.

The old method of sewing the plait by hand has long since been superseded, so far as flat plait is concerned, by machinery, the ingenuity of which is on a par with its expensiveness. Each machine costs about thirty guineas, and a glance at its complicated mechanism shows that it cannot be dear even at that price. The machines are worked with a treadle. At one London manufactory which I visited some twenty machines were run by steam-power, a very clever contrivance enabling individual workers to connect or disconnect their particular machine with or from the driving-power. A practised machinist can sew the plain round and round with great speed and accuracy, so that whereas the completion of two hats a day per worker was once considered a smart performance, a dozen a day are now easily completed. A a Season like the present, when fancy straws are very much in demand, a great deal of work has still to be done by hand. For example, the hats with fancy crowns and goffered brims have these portions added by means of the ordinary needle and thread.

When the hat is completely made to the shape which the worker has before her it is taken to the blocking-room. There it is treated with a certain stiffening liquid, and being then placed on the wooden block is skilfully ironed into the precise shape it is destined permanently to assume. Of course, bonnets are treated much in the same way when their character permits it. But so many of them are merely pretty compilations of fancy straw that the use of the sewing-machine in their manufacture is out of the question.

A glance at the accompanying photographs of hats and bonnets, trimmed and untrimmed, will convey a clear and accurate idea of the styles now most in request at first-class millinery establishments.

Mr R. stuck to this statement altho' I was incredulous.

dips it in the gum and then places a block in it to ~~give the right~~ keep its shape. It is then dried in a hot air closet. The blocker then receives it and blocks it, after which it is sent downstairs to the trimmers. These women line with paper and insert size tickets in such hats as are sent out untrimmed. They also bind the edges of some hats, trim others, putting on bands & bows, their work in this direction trenching upon that of the milliner.

Hours are from 9 am to 9 pm. Dinner from 12.30 to 1.30 & tea from 4 to 4.30 so that the possible working hours are 10½ per day. They only work these hours when busy, when the girls will come in earlier if wanted. During the dinner & tea times work must stop as the engine is stopped during that time. When they are not busy, work is usually stopped at 6 or 7. and in the slack time the workers only come in alternate days, except on Friday, which is pay day, when all come in.

Earning. Machinists (piecework) can earn 40/- a week when busy season is on. They are paid the same piece rates as before the machines were driven by power & so the workers have increased their earnings. They were going to charge for the power but cannot do so as

12 ROYAL COMMISSION

THE EMPLOYMENT OF WOMEN.

owing to the Court mourning, as a mourning band made an old hat last sometime longer. His felt hats were made in Carlisle, but they were brimmed and trimmed in London. Years ago the work used all to be given out, and most of the women learnt the trade at home. Very little was given out by anyone now, partly because the orders had to be supplied so quickly. The hours of work in his workshop were from 9 to 8; the women came in later very often. In winter they left off work at 6 o'clock, and after August the workshop was closed on Mondays.

The wage books were shown to me.

Week ending.	Number of Women and Girls earning							
	Under 6s.	6s. to 8s.	8s. to 10s.	10s. to 12s.	12s. to 15s.	15s. to 18s.	18s. to 20s.	Over 20s.
1891. Nov. 21	—	9	4	10	5	2	—	—
„ 28	2	13	10	3	2	—	—	—
Feb. 20	—	—	1	3	3	9	9	2
May 9	—	—	—	1	4	9	3	10

The wages in the first two weeks given above were the lowest paid in the year, except in the August bank holiday week. The week in February was chosen as a fairly busy week, and the week in May as one of the busiest in the year.

5. Flower making.

Witness 55, manufacturers of artificial flowers, doing a large middle-class trade, and dealing only with wholesale houses, said that the cheaper class of goods (primroses, buttercups, &c.) were made by small people in Hoxton. They occasionally sold raw material to Hoxton houses, and then found it worth while to buy back the manufactured article because produced cheaper than they themselves could do it in their factory. They also bought a considerable quantity from Germany which their flower makers refused to make at the price; they generally bought the flower incomplete, and added something to it.

it would be an infringement of the Truck Act. No other London firm have power for their machines. In slack times the earnings dwindle to 5/- a week but the average might be taken as 25/- from February to May. Trimmers (piecework) can earn 20/- a week. Passing through their room, Mr R. showed me one of the girls ~~work~~ books, which lay on the bench. The earnings during the season were frequently over 20/- but the highest I saw was under 24/-; on the other hand the amount of wages was seldom less than 11/- or 12/- except for a few ~~yea~~ weeks before X^t^mas. On one day in November ~~3/6~~ the girl took 3/6 for her weeks work. Average during season is probably ~~down~~ about 18/- or 19/- a week. but for the whole year would not exceed 13/- to 15/- a week.

Trimmers are usually retained as when the straw hat trade is over that do ladies felt hatting, ~~to which~~ & usually for the firm. The machinists have little or no work at the end of the season and go elsewhere. Of the 20 machinists, 5 would remain and do the felt work or black straw work for which there is always a demand; another 5 would go to cap-makers, 2 or 3 are married and can fall back on their homes, whilst the others would be out of work.

~~of work~~

Extract from Miss Collet's Report to Royal Commission of Labour

Feb 1893

apprenticeship 18 months before could earn 25*s.* easily, and had she stayed would have learned the higher branches; she did do some of the jobbing work. But as a rule the women could set type for ordinary work and no more. The girls were sitting at their work on high stools; they looked healthy enough, but showed no predilection for open windows.

Of those employed at the Women's Printing Society, seven were apprentices, five were paid by time, of whom one earned 12*s.* a week, one earned 18*s.* a week, three earned 24*s.* a week, and four were on piece-work at the rate of 6*d.* per 1,000 ems. Of these one earned an average of 22*s.* 8*d.* for 51 weeks in 1891, another an average of 21*s.* 5*d.* for 51 weeks, another an average of 21*s.* 2*d.* for 50 weeks, and the fourth an average of 19*s.* for 23 weeks. The hours of work were from 9 to 6.30 with one hour for dinner, and 9 to 1.30 on Saturday.

4. Hat-making.

Witness 5, a hat trimmer, had been over 16 years in the trade. The hat trimmers, who are all women, put on the binding round the brim of the hat, and put in the linings and leather. The crown makers, also women, sew on the tops and the brim of the hat. She stated that the work was fairly regular for women, as when the silk hat seasons, which were from February to July and October to December, were over, they worked on the felt hats. The men only did one branch, either silk or felt. The women could earn higher wages than in many other trades. All the men in the London houses were in the Journeymen Hatters' Fair Trade Union of Great Britain and Ireland (at the time of my visit in March 1892), every house having been recently "white-washed," and the men admitted at any age, and without entrance fee. Owing to the action of this trade union the men's prices were the same at all the firms, but those for women's work varied in all the different factories. An attempt had been made to induce the women to join the trade union, but only about 40 women did so, and this number dwindled down until 15 months later the branch was dissolved. Sick benefit was not offered by this branch, because the single women complained that they would then be paying for the married women. A large number of married women worked in the trade, in which very little machinery is employed in the women's departments. The hours were not very long, being from eight to six in one large factory, with 1½ hours for meals. The full time for dinner was not taken, because the girls themselves liked to do their piece-work during the time. The women frequently stayed away on Mondays, but not on Saturdays, as that was generally a very busy day. The piece-workers were not fined at all for being late. The health of witness had broken down owing to the incessant stooping required in the work. She then took some work home, but found it difficult to "give her mind to it," and left off taking it. She had previously worked in a small room, with nine other women, and with eight gas-burners alight.

The practice of giving out work to be done at home was dying out. She knew of no instance in which home workers had been paid less than those in the workshop. The domestic workshops had quite disappeared.

The highest price for any of their work was 6*s.* 6*d.* a dozen for the best class of hat; it would take some women two hours or more to do one hat; she herself was an extra quick hand, and could finish one in an hour.

Witness 30, the manager of a small workshop, said that hat-making was slack from June to February. He said that until recently the women he employed had worked from 9 to 8. but that the factory inspector had told him that he might not work later than 7 o'clock, and must begin earlier if he wanted longer hours. One woman in the workroom said that they all liked coming late and staying late best. Their fingers were too cold to work early in the morning; but they were slack seven months in the year, and liked to stay late, and earn as much as they could when busy. The manager said that in slack time they closed on Saturdays and Mondays. Even when busy the women would never come in time. They always worked during the dinner hour. He thought that their average wages throughout the year would be about 10*s.* There were no young persons in the workshop. A small dining-room and a cooking-stove were provided for the women.

Witness 31, an employer making the best class of hat, said he did not suffer so much in slack times, as he made largely for foreign countries and America. The slack time in the English trade was from July to December, but just when the home trade flagged very often the American trade began. Everyone working for the West End had suffered severely the previous winter,

over

THE EMPLOYMENT OF WOMEN.

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The wage books were shown to me, and the different branches explained.

Cutters, who cut the leaves, petals, &c., by placing the stamp cutter under a press moved by power, were paid time wages. The lowest wages were 7s., the highest 14s., the majority earned from 9s. to 12s.

Shaders who dip the parts in the dye, shade, and strip them, were also on day work. The forewoman earned 25s., the maximum wage was 20s.; good shaders earned from 12s. to 16s., and less experienced hands from 9s. to 11s.

"Black makers" who make mourning flowers were on piece-work. Their numbers fluctuated considerably. Learners were paid 3s. 6d. to 5s.; the wages of the rest ranged from 7s. 6d. to 12s.

Grasses were being made by learners who received 3s., 4s., and 5s. during their three years' apprenticeship; improvers were paid 7s. 9d., 9s., and 10s.; the better hands earned 11s.

Leaf makers fluctuated very much in number. They were rather a rough class of girls. The girls taught by the firm never stayed long in the leaf-room, as they generally advanced to "mounting" or "making." The majority of the leaf hands earned from 8s. to 10s. Skilled hands in the season had made as much as 35s., and earned over 20s. in ordinary times.

"Makers" (of roses, &c.) were in many cases elderly. There were 77 altogether, and of these in one week in February, five earned over 25s., and five over 20s.; girls about 20 years of age would earn about 12s.

"Mounters" ranged from 12s. to 25s. The total wages of 36 for one week came to 31l.

The employers stated that wages were 30 per cent. of cost, both in good and bad years. A very bad year would require about half the work done in a very good year; a very good and a very bad year each came about once in seven years. Their ordinary seasons were from March to the end of May, and from the middle of August to the end of October.

They employed a considerable number of out workers, nearly all of whom were married women; their work was very irregular, and during a large part of the year they would have none. In very great pressure, some of the out workers would come into the factory for a month or so. It was absolutely impossible to make the work regular as absolutely unforeseen causes affected

67.

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...re married and can fall
back on their homes, whilst the others would be out
of work.

~~of work.~~

This is a sample of the best class of shop. The manager says that he has got his girls into the habit of coming early by giving out the work early in the day, those that come early getting the plums. By considering their feelings, the girls are willing to do any thing to oblige & there are no black looks if they have to stop late. One instance of this I noticed. On the stairs was a ventilating apparatus of wood, an adaptation of the principle of Tobin's tubes. It appears that the girls complained of a draught from the stairs when the workroom door was opened. This contrivance was the manager's idea to obviate it.

Thinks there are fully 300 or 400 in the trade in London. There are several shops and some are larger than theirs. e.g. Madame Boulangerie's

Most of their work is special orders and for small quantities & one consequence of this is that they are always changing the blocks. They do not feel the effect of the seasons quite so much as the country factories; being close at hand & in telephonic communication with the warehouse, they naturally get orders in the off time, Mr R. being always ready to take anything that offers. He also gets some of the travellers to come in & look at his samples with the same end in view.

Tailors

Persons Represented.

Census Enumeration.

	Female -19	Female 20-	Male -19	Male 20-54	Male 55-	Total
Tailors	6595	18274	3734	19584	4156	52346
				23740		

Remarks. The proportion of men retaining their employment after the meridian of life is past is considerably greater than ~~in the remainder~~ Half of other of the occupied males (See Diagram) The men being paid piece rates employers have not the same incentive to replace them by younger men & their earning power diminishes. The ~~m~~ middle life is the reflex effect of the abnormal proportion of Old Men.

Enumerated by Families.

Sex	Male.		16960	
	Female.		4443	
Birth Place	In London.	37%	7906	Heads of Families
	Out of — " —	63%	13497	
Industrial status	Employer.	15%	3149	
	Employed.	75%	16115	21403
	Neither	10%	2139	

Total Population Concerned.

In Family	Heads	Others Occupied	Unoccupied	Servants	Total.
Total.	21403	23354	45389	1430	91876
Average.	1	1.09	2.12	.08	4.29

Distribution

East	North	West	South	Total
21866	8941	12956	8553	52346

Classification Distribution

Numbers living in families

3 or more to a room.	16889	18.4 %	East	Inner 30600 Outer 2288	32888
2 & under 3 — " —	19836	21.6 %	North	Inner 7149 Outer 10226	17375
1 & under 2 — " —	21849	23.8 %	West	Inner 3044 Outer 7986	11030
Less than 1 — " — More than 4 rooms 4 or more persons to 1 cwt.	29286	31.8 %	Central	Inner 12985	12985
Less than — " —	1815	2.0 %	S. East	Inner 1119 Outer 5939	7058
with 2 or more cwts	471	.5 %			
Servants	1730	1.9 %	S. West	Inner 4087 Outer 6453	10540
	91876	or 100 %		Inner 58984 Outer 32892	91876

	Inner.	Outer.	Together
Crowded	51.	21.	40
Not — " —	49.	79.	60

Details of Occupation

From the Census Dictionary.

Army & Navy Clothier. dealer in Regimentals

Clothier dealer, outfitter, Slop Maker, Habit Maker

Law & Clerical Robe Makers, Breeches & gaiters Maker

Trouser & Vest Maker, Cotton Tailoress, Tailors

Cutter pressers, fellers, baister, stitcher, binder

button hole maker.

Tailoring:- Classification in Districts according to Style of Life

	Enumeration by families	E.	%	N	%	W	%	C	%	SE	%	SW	%	Total	%
1	4 or more persons to a room	4070	12.4	856	4.9	363	3.3	1105	8.5	115	1.4	237	2.3	6746	7.5
2	3 & under 4 — " — " — " —	4867	14.8	1583	9.1	708	6.4	2153	16.6	2022	28	630	6.0	10143	10.8
3	2 & " 3 " " " "	8320	25.3	3263	18.8	1991	18.0	3929	30.3	742	10.5	1611	15.2	19856	21.6
4	1 & " 2 " " " "	6905	21.0	4065	23.4	3171	28.7	3470	26.8	1553	22.0	2685	25.5	21849	23.9
5	Less than 1 " " " "	712	2.2	698	4.0	441	4.0	351	2.7	334	4.7	441	4.2	2977	3.2
6.	Occupying more than 4 Rooms	5823	17.8	4261	24.5	2775	25.2	1308	10.0	3142	44.7	3448	32.7	20757	22.6
a	4 or more persons to 1 cwt.	1634	4.9	1277	7.3	828	7.5	356	2.8	631	9.0	806	7.6	5532	6.0
b.	Less than 4 persons to 1 cwt, & 4 or more to 2 cwts.	242	.7	651	3.8	293	2.7	145	1.1	136	1.8	348	3.3	1815	1.9
c	Less than 4 persons to 2 cwt & 5 or more to 3 cwts.	12	-	168	1.0	100	.9	44	.3	32	.5	44	.4	400	.5
d & f	Less than 5 persons with 3 cwts. others with 4 or more cwts.	-	-	24	.1	34	.3	-	-	3	-	10	.1	71	.1
	Servants.	303	.9	529	3.1	326	3.0	124	.9	168	2.3	280	2.7	1730	1.9
		32888	100	17375	100	11030	100	12985	100	7058	100	10540	100	91876	100 %

Enumeration by families	North ~~[illegible]~~		West Central		S East & S West.	
1 4 or more persons to a room			1468	6.1	352	2.0
2 3 & under 4 — " — " — " —			2861	12.0	832	4.7
3 2 & " 3 " " "			5920	24.6	2353	13.4
4 1 & " 2 " " "			6641	27.7	4238	24.2
5 Less than 1 " " "			792	3.3	775	4.4
6 Occupying more than 4 Rooms			4083	16.9	6590	37.4
a ~~Less than~~ 4 or more persons to 1 cwt			1184	4.9	1437	8.2
b Less than 4 persons to 1 cwt & 4 or more to 2 cwts.			438	1.9	484	2.7
c & Less than 4 persons to 2 cwt & others with 3 or more cwts			178	.7	89	.5
Servants.			450	1.9	448	2.5
			24,015	100 %	17,598	100 %

Mr James Macdonald. Secretary of West London Dist. of Amalgamated Society of Tailors. at The Tailors' Club, 58 Wardour Stret. W.

Went over the list of Tailors' Societies with Mr Macdonald. They are as follows:

(1) ~~The~~ Amalgamated Society of Tailors – head quarters in Manchester and a number of branches in London. Of this, Mr M gave me Rules & Report.

(2) Independent Tailors Machinists & Pressers Union.

Jewish Societies.

(No 852) Weavers' Arms, Bakers Row, Whitechapel. Established 1893 Returned to Registrar Dec 1893. Funds £11. Income 1893 £34. Expd £23. Members 272.

(3) International Tailors' Machinists & Pressers Union.

(No 579) Lewis Lyons, 50 Sutton Stret. Com'l Road. E. Established 1890. Returned to Registrar Dec/93 – Funds £3. Income 93. £34. Expd £33. Members 155.

(4) London Clothiers' Cutters' T. U. Castle Tavern, 44

No 591 Commercial Road. E. Established 1889. Returned to Registrar. Dec/93. Funds £516. Income 93. £224 Exp. 209. Members 520.

(5) Tailors' & Outfitters' Assn & Mutual Assn

No 405. Crown Hotel, 43 Charing Cross Rd. W.C. Estab 1883. Returned to Registrar Dec/93. Funds. £831. Income £526 Exp £318. Members 287.

(6) London Tailoresses Trade Union.. Westminster & Public

No 313 Branch. 2 Chapter Stret. Westminster. Estab 1879. Returned to Registrar Dec 93. Funds £8. Income £43 Expend £51. Members 45.

[Mr Macdonald thinks this branch has joined with the Union at Club Union Bldgs]

There are also about six Tailors' Cutters Societies. These meet at "The Tailor" office. Drury Lane.

Mr Macdonald can get information respecting these Societies with the exception of No 5. The Tailors & Antfitters' Assoc^n^ U. There is a conference to be held on Sunday when representative of most of them will be present.

Mode of Learning. Formerly 5 or 7 years apprenticeship. Now picked up. Trade is supplied from the country. Very few lads in London.

Wages & Hours 54½ hours and minimum 42/- time wages Very few pay extra for overtime. Trade is mainly piece work.

Union & Non-union men work together except in some shops where they are strong enough to keep them out. Do not strike against them

Relations with Employers are pretty friendly in London.

In Disputes the men are withdrawn if the Society thinks they are in the right. Have not failed to come to an arrangement since the last strike.

Amalgamated Society of Tailors.

Mr Macdonald gave me a copy of the Rules and the last Annual Report from which the following particulars are taken.

The membership at Dec 94 was 15540. The Income from Contibut^ns in 1894 amounted to £24019 and the amount of arrears was £3000. The expenditure on benefits was as under:

Travelling relief –	£537	or	8¼d	per member.
Strike & Lockout	£2493	or	3/2½	"
Sick Benefit	£8251	or	10/7½	"
Funerals	£2807	or	3/7½	"
Superannuation	£4677	or	6/0¼	"
Infectious Diseases	£56	or	-¾d	"
Total	£19821	or	24/2¾	"

The funds in hand at Dec 94 were £8575.

In London District there are 19 branches, but one of these – Ealing – is outside the Metropolitan Area & there are two others not included in the London District – Penge & Woolwich – which are within that Area so that we are concerned with 20 branches. Particulars of these are given on the next page.

London Branches

~~See next page~~

Name of Branch	No of Members	Number of Members paying 9d	8d	5½d per week	3d	Number under 13 weeks arrears e.g. benefit members	Remarks
West End	756	24	629	23	80	612	
Dragon	580	15	450	35	80	490	The figures as sub-
City X	149	12	126	4	10	135.	divided do not
South X	10	–	10	1	—	10	always agree. There are
Hand in Hand	130	2	122	–	6	104	errors in the Report.
Lisson Grove	16	1	15	–	—	10	
Chelsea	35	1	32	1	1	25.	
Strand	28	1	26	1	–	24	
East	54	3	46	1	4	42	
German City X	45	–	43	–	–	30	
Excelsior	61	1	61	9	22	46	
Bayswater X	50	–	–	–	–	–	
Battersea	29	–	24	5	–	19	
Jewish	15	3	9	–	3	10	
Putney	7	–	7	–	–	6	
International	41	–	8	2	31	14	Other particulars
Sabbath Obser	27	–	4	–	23	15.	respecting this
Hammersmith	17	1	12	–	4	–	Society are tabulated
Bruge	10	–	9	1	–	8	on the Union sheet.
Woolwich	67	1	61	5	–	52	
	2,127	65.	1694.	88.	264.	1652.	
	2111						

2161
24

Mr John V. Colvorden. 35 Crispin Street
Spitalfields. E.

Mr C. is the Secretary of the Tailors' Improvement Society. It is an association of the Jewish master Tailors and numbers about 200. Most of the larger men belong to it but there are a large number of small masters outside.

Mr C. would not give me a copy of the rule book but was willing to tell me anything about the Society and also to read the rules to me.

The Society was started in 1887 after a little unpleasantness with some of the men. The subscription is fixed at 4d per week, and any member becoming 4 weeks in arrears is notified by the secretary and unless he pays up in a week he forfeits all claims on the Society. Quarterly members pay in advance.

Objects Beside the mutual improvement of its members the Society's other objects are to give a sum at the death of a member or his wife. and also to grant loans

limited to £5, to its members without interest one shilling being deducted for expenses. The loan must be repaid at the rate of 3d per week for each £ borrowed.

Trade Disputes. If a strike arises in the tailoring trades, a levy is made of those members who are working to assist those "out of work" through the strike. (e.g. out of work here means ~~unemployed~~ who are stopped by reason of a strike). Should a dispute arise between employer and employees, prompt notice should be sent to the secretary who will convene a meeting to deal with it.

The East London Master Mantle Makers' & Ladies Tailors' Assn

is a similar organisation to the Tailors Improved Assn, the rules of the latter being adopted with some minor alterations necessitated by the difference of the trades. Mr Coleworden is also secretary of this society. The Loan department is not introduced in this Assn as the employers are nearly all in a fair way of business and would not require such assistance. At the present time the relations between this society & the Trade Union are antagonistic. The men have

been

been locked out. The dispute arose in the following manner. The Union suspected a girl in one of the shops (she was a member of the Union) of telling the master union matters. The Treasurer of the Union worked in the same shop as this girl & one day he got up and told the employer that she must go. The employer declining to discharge her, the Union official said "Come on, boys" and all the men at once left the shop and placed a picket outside. A day or two after the Treasurer (Jacob Tobe, 8 Little Alie Street) was on picket & seeing the master come out, rushed at him & gave him a severe thrashing. The Association took the matter up; the man was prosecuted and was sentenced to two months hard labour. The men are now locked out & the matter has been brought before the Arbitration Board but no decision has been arrived at & altho' both parties were bound not to publish anything whilst the dispute was pending the Union have just issued a poster and circulated it in Whitechapel. Seventeen points were submitted & agreement was obtained on fourteen. The men now claim freedom to

sing and smoke in the workshop. This the employers object to. The mantle-maker, unlike the tailor, has to design and cut the garments he makes.

The Capmakers (Employers) are also thinks of forming an association on the same lines as these mentioned. and a meeting will be held on Saturday (May 11) to consider the subject. Mr C. will let us know the result.

GLA
May 13/95

United Ladies' Tailors' & Mantle Makers' Union.

Mantlemakers' Club, 15 Whitechapel Road. E.

Interview with Mr J Finn, Secretary and the President.

Most of their members are engaged in the Ladies' trade.

The trade (mantle and costumes) may be divided into three classes :—

First class: the best; costumes etc. Mainly West end work — done by the West end Tailors.

Second class: Tailor made garments, not so good as above. This is "our" e.g. the Jewish line of work. Women are employed for button holing and felling. There would be about 6 women to 20 men.

Third class: cheap mantles & costumes for export. Only girls are employed in this work, which is usually done upon the employers' premises.

The Workmen in the 2nd class are known as machinists (or machinists) Pressers and Basters, much as in the tailoring trade and their duties of each grade corresponds with those of the corresponding grade of tailors. Indeed so much are the trades akin that the ranks of these men are usually recruited from the tailors' shops.

Number of Employees. There are about 800 or 900 men in this

trade

and 150 or 200 women. Of these men ~~about~~ nearly 600 belong to the Union (450 members were returned to Registrar at Dec. 93). There were also about 12 women in the Society; they had tried to organize them but could not get them to join. Asked to explain the growth from 450 to 600, Mr F. said they were making members every week.

Society was established in 1891.

Objects. The principal are: (1) To do away with the middlemen, and to be employed directly by the manufacturers; (2) To shorten the hours of labour; to raise wages;

Union & non union men work. If there were only one non union man on the shop they would try to convert him; if the proportion of non union men were ~~so~~ larger, the union men would await their opportunity.

Piece work All are paid by the piece – men and women alike. Most of the ~~shops~~ warehouses give out their work ready cut, about a dozen ~~of~~ at a time a thing.

Patterns Very few of the Mantlemakers have patterns of their own. The employer gives them ~~paper cold etc and the~~ out with the material ready cut. Very few design – They could not do it; many of them only know one branch of the trade – basting or

basting or pressing

Seasons. Summer & Winter. Winter season from end of August or September to November. The summer season from April to June or Whitsuntide.

Strike & Lockout. The Lockout commenced on March 23rd in 12 shops but 4 or 5 have since taken their men back so that there are only 7 locked out & most of the men belonging to these shops have got places. Pressed as to why the ~~the~~ lockout was started they gave the following explanation:- The masters wished to inaugurate a new system of ~~wh~~ work which is practically a subdivision of the basters' work; keeping one baster to do the difficult parts and employing women for the other. The union formed plans to counteract this and a girl in one of the shops informed the masters. They struck against this girl as the master would not discharge her. The masters then determined to lock the men out but as they did not agree amongst themselves, the

lock out

lock out was only enforced in 12 shops. They have tried to ~~arbi~~ arbitrate the matter but have not come to any conclusion.

Subscription to Society is 2d per week. There are no benefits, except Strike & lock out pay – 15/ a week during a strike or lock out.

Membership Candidates have to be proposed by two members and must then be members for six months to be eligible for benefit.

The Cheap trade is in the hands of such men as A. Stedall who has his place in Common Street & others also

The Capmakers' ~~Society~~ Union. meets at the Duke of Clarence, 71 Commercial Road East.
Secretary - Mrs M Wartenburg, 155 Backchurch Lane E.

Finding this Society met on a Saturday night, I called having first written to the Secretary, stating the object of our Inquiry etc.

The meeting was held in a large room on the first floor and when I arrived was nearly full of men and women. The election of a committee was one of the items of business. The proceedings were chiefly in Yiddish but a few spoke English. The great majority were of Jewish extraction. ~~but~~ The women formed a small ~~party~~ part, seldom more than 10 being present at the same time. The composition of the meeting ~~di~~ varied constantly, new comers entering every few minutes, whilst others strolled out. At times the number in the room rose to about 80 and the region near the door was congested.

The women, mostly young, were without exception well developed and plump, without the least indication that they had ever suffered privation

of

of any kind. The men ~~to~~ contrasted strongly with them, the majority being thin and undersized with sallow complexion & sunken cheeks. ~~It~~ All evidently come from the same social surroundings Thomas.

Membership. There are 562 members of whom about 60 are women.

The letter was read and an agreement made that eight of the members should meet one next week. The eight to be chosen from different shops.

Power of the Union. The Union evidently has considerable strength as was shown by a case that was debated with great vigour at the close of the meeting. An employer had discharged one of the members in the middle of a week and immediately taken on another member at a lower rate. The decision of the meeting was that the man who had supplanted the complainant should not return to his work but that the man who had been discharged should present himself in his place. This was acquiesced in by the man against whom the decision went and they evidently reckoned that the employer would re-engage the man he had discharged.

Gll. May 20. 1895

Mr Frank Harris, Secretary of the
Tailors' & Outfitters' Assistants Mutual Ass^n
11 Benyon Road, Southgate Road. N.

Membership The Ass^n consists of the Managers, Salesmen, Clerks, Cutters and Assistants (Porters & Packers excepted) engaged in the retail tailoring business. At December 1894, there were 335 members of whom 22 were honorary and 313 ordinary. About one-third of these men subscribe to the Annuity fund.

Objects. To provide funds for aiding its members when (1) out of employment, (2) in sickness, (3) and at death; (4) to increase the facilities for unemployed members in obtaining situations; (5) to regulate the relations between assistants; (6) & to establish a repository for all information connected with the trade.

[Mr Harris gave me a copy of the Book of Rules & Report for 1894. Other particulars as to the Society are given on the Sheet of Trade Society Information, which see]

Other Societies. (1) Metropolitan Foreman Tailors. Mr Francis Green 33 Baker Street. W. can give the address of the Secretary.

(2) Foreman Tailors Mutual Association of London
Secretary: Mr Scott, Burlington Arms, Burlington Street. W.

Salesmen however are often taken on as such and a young fellow if ambitious will leave one place to, where he has picked up the duties of tailors clerk or stockkeeper, and seen something of the salesman's duties, to obtain a place as salesman.

No.1. of course earns the most commission; but not so much more than the others as might be expected. He may have to go to the workroom or cutter about a garment, when No 2 takes his place.

(3) London Foreman Tailors Association. 2y Alliance.

These are West End Societies; No 1 is the oldest. The membership consists of 'foremen' that is 'cutters'. The Cutters are called foremen because each cutter superintends the making ~~the~~ of the work that he cuts.

Salesmen are quite distinct from the men engaged in the making of garments. If they entered the business as lads they might be a 'kind of messenger' between the departments. Most of the salesmen come from the counting house. They have been clerks and wished to better themselves. When first put into the department the man would become a stock-keeper eventually rising to salesman as others were promoted or left. Salesmen are known by numbers – No 1, 2 etc. the salesmen bearing the lower numbers having a prior right to serve customers; No 2 cannot serve a customer if No 1 is disengaged, nor No 3 if either 1 or 2 are disengaged. Payment is by salary and commission. The minimum salary would be about 30/- in the worst houses rising to a maximum of 60/- to 80/- in the best. Commission in the ordinary houses would amount to 10/- or 15/- a week, increasing in

in the better class houses. Commission varies in different houses but is the same for all engaged in a department. The amount also varies according to the cloth. If the employer has bought some cloth cheap, he will put a special B-y [pron. Bee-w wy The salesmen use the plural & talk of their B-ys.] upon it. The amount of this bounty is marked by a figure upon the ticket of the bale of cloth, the figure being ~~at~~ termed the B-y.

Salesmen have great objections to taking a situation in the provinces. Some time ago they had a place at Tunbridge Wells 70/- a week on their books for some time & could not get a man to take it. One man who had been on the ~~books~~ fund for 10 weeks would not. – he was married.

<u>Hours of Work</u> are from 8·30 to 7 pm. The first half hour is devoted to preparation for business, uncovering etc, the shop being ready for business by 9 o'clock. One hour is allowed for dinner, between 12 & 2·30, the men going out in relays; half an hour for tea and usually about 15 minutes for lunch at 11 am. Very few live on the premises now.

<u>Starting in Business</u>. A salesman cannot start.

in business by himself. He must have a cutter with him. On the other hand a cutter can start by himself & act as his own salesman. More however start together. The salesman is needed to dress the window; for this a cutter lacks aptitude.

Christmas & Easter are the busy times in the trade. Additional men are taken on temporarily then.

The <u>Branches of Trade</u> are two: Bespoke and R. M. or ready made. They are becoming more sharply defined and differentiated from each other. A person wishing clothes made to order will not go to a 'ready made' shop nor will those who buy R.Ms go to a 'bespoke' firm, altho' the latter usually keeps some ready made goods to accommodate customers.

<u>Giving out work</u>. Mr H. says that the practice of giving out work is decreasing and that most of the work is done on the premises except at the busy seasons.

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The Association of London Master Tailors.

Secretary: C. Corelli, 24a Regent Street. W.

The Association was established in 1890 and consists of those employers, who accept the London Log. There are about 150 members, practically all the large bespoke tailoring firms. All pay the same subscription; there is no variation according to number of employees.

Relations with workmen are very good. They try to settle all disputes by conciliation and arrangement with the secretary of the men's union.

Disputes. If a dispute arises between an employer & his workpeople, the employer must communicate with the Ass^n which has a Standing Committee to deal with such cases. Their method of procedure is very much on the lines of the new conciliation bill now before Parliament.

Course of Trade has been uneventful during the ~~for~~ last few years. Nothing of importance since the strike (1891) and introduction of the log. Last year by an arrangement with the Union Secretary, they ~~be~~ were able to stop the practice (of some of the black sheep) of not completing work after the payment

(Annual Report 1894)

-ment for the same had been advanced. The masters wished to abolish "the pernicious system of paying for work before its completion" but an arrangement was made by which any man refusing to com-plete work after he had received payment could be brought to book by the secretaries of the two societies. Have only had about 3 cases this year, whereas last year they had about the same number weekly. There is an <u>esprit de corp</u> amongst the men now. ~~who~~ leading them to boycott a man who behaved dishonourably in this way. [~~I called~~ A case of this kind was settled today. I called on Mr Macdonald about 1 o'clock & he told me that Mr C. had just called & paid him some money – it was lying on the table – for a man who was withholding some trimmings from his employer until he was paid. When I called on Mr C. he showed me a form with the employers complaint about this man & said he had settled the case that day.].

<u>Out Workers</u>. Society support this system for three reasons: (1) It strengthens the home ties; (2) Children are taught the trade better by their fathers; (3) It provides an outlet for the overflow of trade, when they are busy.

(Mr C. gave a copy of the Report for 1894.)

1894 Subns £258. Total Expenses £308. Balance £164.

Mr Jas Macdonald. 58 Wardour Street.

Copy of Replies to Questions and information respecting Trade Societies received June 8.95

Question 1. Has the Log of 1891 been maintained? ~~and~~ To what extent does it control the trade.?

"The Log of 1891 has been maintained in nearly all the firms that agreed to it and is being paid to by about 130 firms. Only one firm has succeeded in breaking away from it — Whiteleys, the Universal provider.

Question 2. Has the movement in favor of Workshops grown?

The movement in favor of workshops has not grown but is even a little further back than it was two or three years ago.

Question 3. What has been the effect of the Home Secretary's orders respecting workshops?

The Home Secretary's orders upon this point has to a small extent closed some of the non-domestic workshops. This coupled with the workshop inspection has in all probability stopped the increase of small ~~sho~~ workshops employing 2 or 3 women and girls.

It is noticeable that within the past few years several large new workshops have sprung into existence

in

in the West End, where men pay from 2/- to 3/- a week for sitting room.

Notes respecting Trade Societies.

International Tailors Machinists & Pressers Union founded 1889

Membership 132. London Branch only

Benefits lockout & Strike Benefits only.

Qualifications for Membership - to the Working of the Trade.

Influence on the industry: has a tendency to keep slightly in check the low wages that the Middlemen are continually offering to those whom they employ.

Independent Tailors Machinists & Pressers Union

founded 1891.; & split from the International.

Members 150. Benefits same as International

Have during the past 12 months established a sections called the Government Workers Branch & have endeavoured to persuade the Government to receive a deputation for the purpose of exposing the Sweating carried on in the Government clothing contracts. Up to the present without success.

Metropolitan Foreman Tailors Mutual Benefit Society

Founded about 45 years ago.
Membership 400.
Contributions 10s/- per Quarter, have a Superannuation fund supported by income from Trade Journal Subscription at dinners. Members under this benefit receive 14s/- per Week, but are only placed upon the fund as vacancies occur or when the Benevolent fund reaches £400. At Present the Society has £6,000 invested in Gov: Securities. They have Weekly Meetings for Educational purposes. Subjects dealt with being the scientific cutting & construction of Garments, have had a meeting every week for over 40 years.

See rules for contribution only money qualificat.

The London Alliance of Masters & Foreman.

Founded about 4 years ago, Membership 80 in London affiliated to the National Federation of Cutters, Great Britain Members about 1000 Members. its objects are partly educational.

Note Mr C. Morgan 196 Ashmore Rd Paddington W. Over
Can give information respecting the Foreman Tailors Mutual Society.

Wrote 8/4

Old Students Association. (Founded 1894.)
Objects to keep in touch with those who have passed through the "Tailors & cutters" School for cutting. London Membership 30. composed of Masters foreman & journeymen.

Ladies Tailors' & Mantle Makers Union Established 1891.
Members 550. Contributions: 2d per week
Benefit: Strike & Lockout 15/- a week
Qualifications – Must be working at the trades in any capacity.
Influence – Slightly restricts the greed of the middlemen.
Nearly all the members are employed by sweaters.

Interview with. Mr Edwd J Morris, 44 Sidney St. Commercial Rd E.
Secretary of the Tailors Mutual Friendly Benefit Society.
held at the "Black Horse" Tavern, Leman St. E.

This society was registered as a Trade Union when the East End Inquiry was made and was known as the "Tailors Mutual Association." A dispute arose in the trade & some of the workmen – the society containing workmen & employers – brought forward a motion asking that the Society should give a sum of £50 weekly towards the funds. This was, of course, refused but it led to the break up of the Society and it was formed into a Benefit Society.

It now numbers 206 members.

Objects are the raising of funds for (1) Relieving its Sick members (2) allowance to members in Mourning (3) Burial of deceased members & members wife.

Candidates must be in the Tailoring, bear a good character & be in good health and between 18 & 35 years of age. Such persons may be proposed & seconded by two members and after a medical examination be admitted to membership.

At Entrance they pay 4/6 in all & Subscription of 6d to 8d

according to age.

Benefits. In sickness; 15/- a week for 13 weeks + 7/6 for 13 weeks if funds are over £250; if below that amount 10/- + 5/- a week respectively. Cannot receive more than 26 weeks benefit in a year. Any member off the books for 26 weeks can recommence full benefit. At Death Member £10 or Wife £10. A levy of 1/- to be made on members for this purpose. For a second wife - £5 + a levy of 6d. At a member's funeral the Society hires two cabs to follow the body (cost not to exceed 10/- a cab) + the officers in rotation follow the body to the grave. "Confined" Mourning. 30/- to a free members losing by death, father, mother sister, brother wife or child.

Management by officers + Committee of 15 elected annually.

Tailoring Trade. No changes in the trade during recent years except that the inspection and regulation of workshops has been more stringent. This has made the employers more careful as to the number of people they have in a room.

The London Clothiers' Cutters Trade Union.

Secretary: Mr Squires. Meeting House. 44 Commercial Rd. E. Fridays

[Notes by Mr J. Macdonald.]

Established. January. 1890 (London only)

Membership Actual number on books, 500, of whom 380 are financial members.

Contributions 3d per week.

Benefits Lockout & strike also out of work benefit at the rate of 1/8 per day for 6 months in the year. In exceptional periods of bad trade the Executive Council have organised subscriptions for the relief of its members & the trade at large.

Qualification for Membership } Anyone working at the trade, if proposed by a member, may become, on the approval of the Executive Council, a member of the Society. Trimmers & improvers are also eligible for admission

Influence The union has been successful in shortening the hours of labour in the Army Clothing Store Pimlico, & in the large contracting firms & has raised the standard rate of pay to 40/- per week. In the Stock trade pure & simple, the union has not made very great headway, owing no doubt to the large amount of cutting done by the "Band Knife"

Knife & in this section of the trade the ever increasing competition of the Jews.

Note. The Executive Council are now considering a scheme to organise a class for the higher technical education of their members.

S.E.T.
July 8/95

J. Wm. Harradine, Assistant at Outfitter Tailors &c. Messrs Samuel Brs. Ludgate Hill.

Considers their house one of the best in the trade, and that the conditions there are much better than in other houses. He mentioned the West End Clothing Company as a bad house.

Hours are not long and directly the shop is closed, they can get out. Shop closed at 7.30 on July 8 when I met Mr H. & he was out before 7.35, whilst from the half-hour, the assistants were coming out in little groups.

Meals. All their people have their meals on the premises. This is reckoned to be worth 10/- a week. Half an hour is allowed for dinner & the same time for tea. They are liable to be called down to serve & this often happens in the busy season.

Seasons. This for their trade which has a large juvenile department is during the school holidays months. ~~April~~. April May, & June and also September October & November are busy.

Salesmen. The first salesman has the right of taking a customer or refusing and allowing the second salesman to serve.

Good first salesman £2.10- if living in
£3.3- if living out.

Diet. Dinner is very plain. Hot meat and potatoes nearly every day, with a second course. Sometimes in the winter they will have soup as well. You can have a second & third serving, there is no stint in the food. One of the best in the trade for this. Most of the houses cook their food well.

How Trade is learnt. Usually 3 or 4 years apprentice ship. If a premium is paid the boy is pushed forward. It is not the usual thing however. A boy will be ~~up~~ to the entering desk for six months to give him an acquaintance with the names & figures. He then is placed under a man – an assistant – really to keep stock & wait upon his superior. Sometimes he will be paid a small sum – 2/6 a week.

Earnings. Wages are usually paid weekly. Junior-s youths just out of time, would start at 10/- a week. and would work as a junior for about 2 years. He would then ~~become~~ be as salesman and earn 20/- & up to £3 or £3.10 – In ordinary houses 30/- or 35/- is usual & considered good. In nearly all cases there is a commission in addition to the wages. These commissions or B's

vary according to quality or are so much per suit.. The object of these By's is to get rid of old stock and for this extra premium is put upon it. In this way the stock is kept clean and new.. In our house, first salesmen would make 15/ a week, second about 10/ & third 5/ a week.

Assistants are also allowed to have their own customers. Thus if an assistant introduces a customer he get 5% on the order & the name would stand to his credit & he could claim 2½% on future orders.

Busy times in Day. In a City house trade is brisk from 10 to 1. & then again from 3 to 6. In suburban shops evening is the busy time.

Salesman sells the goods to the customer; the cutter takes his own measures according to the instructions of salesman & customer. The cutter is responsible for the make of the goods.

In commencing business it is usual for salesman & cutter to combine.

Age limit. Man has but little chance after he is 50 years of age.

In the City shops, customers are mostly men; in the West End, ladies - these buy mantles and tailor made garments.

Tricks of the Trade. These are innumerable. Many so called tailors never make a suit of clothes. They simply take the measures and send the paper to another firm who make the garments and allow a commission on the amount. There are country firms who will deliver ~~at~~ such orders in three days. The quondam tailor has his pattern books corresponding to those of the firm for whom he is working or it may be keeps a short length of each cloth. These are all numbered & he simply writes this number on his order form. Some of the cheap suits "made to order" are really ready made clothing. The advertiser keeps short lengths of the ~~clothes~~ suitings in which the clothes are made and when the order is booked will send for the nearest size, altering it slightly

if necessary.

There is not much cohesion amongst shop-assistants as a class. Success depends upon being in favour with the governor & ~~that~~ there is a good deal of backbiting. Mr H. is a member of the Shop Assistant Union.

Sometimes for brevity the words "Mutual Benefit" are omitted from the Style of the Society

Metropolitan Foreman Tailors' Mutual Benefit Society.

Secretary: Mr J.W. Sharpe, 6 Old Cavendish Street. W.

The following is a copy of a letter from Mr Sharpe received on July 26th 1895, together with form of application appended:-

"I have been out of town or should have answered ere this. Enclosed please find a prospectus of the M. F. T.S. over & above this information. I may tell you we are the largest & Oldest Society in connection with the Trade. We have weekly lectures & have a Magnificent Library. Our Members ~~include~~ include some of the leading Men in the Profession & our Funds are £6000 reserve. The Authors of the principal books on Cutting are in some way or other associated with us. Our Members are scattered all over the World, & we the proprietors of the West End Gazette, considered the highest class publication in the Trade, & has a very large and increasing sale, the profits of which augment our Benevolent Fund

Replies to Queries – Received August 6.95

1) Foreman Tailors in any part of the United Kingdom if eligible can join.

(2) Society is about 380 strong, 180 Town, 200 country.

(3) Members may enjoy membership in any other Trade Society.

out of which Fund we allow Members 14/-

out of which Fund we allow Members 14/- per week for life. Any further particulars I shall be glad to supply

Faithfully yours

(Sigd) W. Sharp.

R 29/7/95

THE

METROPOLITAN FOREMEN TAILORS'

MUTUAL BENEFIT SOCIETY,

"BLUE POSTS" HOTEL, KING STREET, REGENT STREET, LONDON, W.

SPECIALLY ENROLLED UNDER THE FRIENDLY SOCIETIES ACT, 1875.

ESTABLISHED 1850.

THE OBJECTS AND ADVANTAGES OF THE SOCIETY.

To provide Funds by and among its Members for their mutual benefit during sickness, while unemployed, and for burial, and through the medium of its Benevolent Fund to grant Annuities to aged, infirm, or permanently disabled Members. To increase the facilities of the unemployed Members in obtaining situations; and to diffuse mutually amongst its Members all intelligence and information connected with the general branches of the profession. A Library, consisting of the standard works of the trade, is established for reference and circulation. Lectures and Discussions on Practical and Scientific Cutting at the weekly meetings.

Foremen Tailors are eligible to become Members of this Society from the ages of 21 to 40, who have been holding a situation as Foreman for twelve months (amount of salary not material) at the time of their application, or have held any previous situation for three years.

Any Master Tailor or Foreman (ineligible, through age or otherwise, to become a full Member) may become an Associate Member on the payment (in advance) of 5*s*. per quarter.

ENTRANCE FEES.

21 to 30 years old, 15*s*.; 30 to 35, 25*s*.; 35 to 40, 40*s*.

CONTRIBUTIONS.

12*s*. per Quarter to all Members, irrespective of age.

BENEFITS TO FREE MEMBERS.

(1) Unemployed Members are entitled to receive £1 per week for twelve weeks. (2) Sick Members to receive £1 per week for twenty weeks. (3) The prospective advantages of the Fund for aged and infirm Members. (4) The representatives of deceased Members receive the minimum sum of £10, increasing to over £30, according to length of membership.

MODE OF ADMISSION.

A Candidate for Admission must fill up the Form of Proposition, as below, and be proposed and seconded by two Members of the Society. When approved of by the Committee and passed by the Society, he will be considered a Member, on the payment of the Entrance Fee, but will not be eligible to derive any benefit from the funds of the Society until he has been in membership for twelve months. For the convenience of persons residing in the country, or Foremen in town not knowing any Member of the Society, the Secretary will propose anyone who may be desirous of entering, and is eligible to do so, upon the receipt of a Certificate from their present Employer, as to abilities and character, and the Form of Proposition properly filled up.

The Society meets at the "Blue Posts" Hotel, King Street, Regent Street, London, W., every Tuesday evening at Eight o'clock.

All communications to be addressed to the Secretary, Mr. J. W. SHARP, 57, Warwick Street, Regent Street, London, W., from whom they will receive prompt attention.

Post Office Orders to be made payable to Mr. J. W. SHARP, at General Post Office.

FORM OF PROPOSITION.

The following questions must be correctly answered by any person proposing to become a Member of this Society :—

1. Full Name ... ... _____
2. Present Residence ... ... _____
3. Date of Year when born ... ... _____
4. With whom have you worked as a Practical Tailor? ... ... _____
5. How long have you been a Foreman? ... _____
6. In what Establishment are you at present engaged? ... ... _____
7. How long have you been so engaged? ... _____
8. Name any previous situation, if any, where you have been employed, and for how long? ... _____
9. Do you suffer from any bodily infirmity or periodical complaint? ... ... _____
10. What is your general state of health? ... _____

Date _____ *Signed* _____

Proposed by _____

Seconded by _____

Any Member who shall have made knowingly any mis-statement in filling up the above Form is liable to expulsion and forfeiture of all claims.

The City of London Master & Foreman Tailors Society
Kennan's Hotel. Crown Court, Cheapside.
Secretary: J.W. King. 1 East Avenue, Walthamstow

Extract from letter received from the Secretary on July 30th 1895:

"Although the Society of which I have the honour of being Secretary was established as far back as 1854 yet it remained a purely technical society down to 1884, when it became registered as a friendly society. Up to that time regular weekly meetings were held, year in and year out, at which lectures, essays & general instruction of every kind were given for the benefit of members and their friends, but I presume that is not what you ~~wha~~ want to know, and the time elapsed since 1887 when benevolent funds were inaugurated in connection with the education benefits – which by the way continue as before – seems too short to form any calculation upon & as a fact the first Government Valuation is not yet to hand or I should have been pleased to give you a copy. It may interest you to know that under the new order of things the Society has prospered immensely."

Sent a paper with questions. July 30/95

The City of London Master & Foreman Tailors' Society
(Continued)

The following information was received in reply to questions sent to Mr King. With the replies he also sent a copy of the Society's Programme for Last winter's Session, which see.

Objects of Society.

Technical.

"The promotion and elevation of artistic and scientific Tailoring, by means of Prize Cutting Competitions, Lectures, Essays, and the elucidation of all difficult trade problems, discussions on styles, and illustrations of fashions and methods of cutting and making up of garments on the most improved principles, and thereby assisting, particularly the younger members of the trade, to obtain such knowledge as to better enable them to carry out their respective duties, either as masters or cutters.

Benevolent. "The raising of funds by donations, subscriptions of its members, fines and interest on capital to be used for the purpose of affording relief to its members during sickness when thereby unable to follow their employment; making certain allowances to members when out of employment and for providing a sum of money payable at the death of members & for the funeral expenses of such members' wives as shall have become registered & also for making allowances in the form of annuities to members who shall by reason of old age or accident be permanently incapacitated from following their occupation."

Membership. Masters and foremen tailors are eligible for

membership

membership irrespective of country or locality.
The membership is "on an average 150 & is rapidly increasing".

Benefits :-

TABLE OF BENEFITS.

1. Free attendance at the Society's Lectures
2. Reference to register of undesirable persons as Customers.
3. Reference to register of dishonest and intemperate Workmen.
4. The use of the Society's Library, and loan of the Society's Books.
5. From Sick Fund.
   If a member for one year and less than 18 months, 7/6 per week.
   If a member for 18 months and less than two years, 10/- per week.
   If a member for two years and upwards, the full pay of £1 per week for 10 weeks, and after 10 weeks, half the above allowance for a further period of 10 weeks.
6. Disablement allowance according to the following rates:—
   If a member for six years and under seven, 4/6 per week.
   If a member over seven and under eight, 6/9 per week.
   If a member eight years and upwards, 9/- per week.
7. Death allowance to members:—
   If a member 18 months, £6. If a member 21 months, £12. If a member two years and upwards, £20. Death allowance to member's wife, if registered, half the above sums.
   Registration Fee for Member's Wife, 10/6.
8. Unemployed Allowance:—
   If a member two years, 10/- per week for 12 weeks.
   If a member three years, 15/- per week for 12 weeks.
   If a member five years and upwards, 20/- per week for 12 weeks.

N.B.—A member is a free member of the Society and entitled to benefits thereunder after the space of 12 calendar months.

Subscription.

TABLE OF CONTRIBUTIONS.

Age of Members last birthday at entry:—

20 to 25	13/3	per Quarter
25 ,, 30	14/1	
30 ,, 35	15/2	
35 ,, 40	16/8	

NO ✣ ENTRANCE ✣ FEE ✣ TO ✣ THE BENEVOLENT ✣ FUNDS.

Persons not eligible for benefits can become Associate Members on payment of an entrance fee of 5/- and a subscription of 2/6 per quarter.

Other Advantages. The Society also assists members in obtaining employment. The library is ~~large~~ extensive and contains all standard works on tailoring both past & present.

Funds. "The Society has besides meeting all demands accumulated £1200 odd since its registration in 1887."

Report by Miss C. E. Collett
Commission on Labour.
February 1893

THE EMPLOYMENT OF WOMEN.

But improved sanitary conditions and an effective system of compulsory notification of infectious illness would not remove the objection on the part of the tailoresses, who gave evidence, to domestic workshops. They complained that the tailors in domestic workshops, coming less into contact with other tailors, were less influenced by public opinion and more difficult to organise; and that they, and the women working with them, were content with lower rates of payment, and worked much longer hours, a man and his wife and daughter perhaps sitting up all night to make a garment, given out to them in the evening to be taken back in the morning. The very great objection of the trade unionist tailoresses was, therefore, ultimately based on their conviction that their wages were lowered by the unfair competition of home workers. They believed also that wages had been reduced by the competition of foreign tailors who accepted and paid lower rates.

(b.) "Unfair" competition of tailors in domestic workshops.

An official of the Amalgamated Society of Tailors considered that the English tailors, by their opposition to sub-division of labour, and also to the employment of women in the masters' workrooms, except on exactly the same terms and with exactly the same organisation of labour as had prevailed with men, had thrown much of the work into the hands of foreign tailors in small workshops, who employed women and sub-divided labour. He stated that, notwithstanding the lower rates at which the foreign tailors took out work, the wages earned by the women were often as high as in the other shops, owing to the more economical organisation.

(c.) Wages.

A quotation from the first annual report of the London Tailoresses' Trade Union for the year ending June 1892 is perhaps the most trustworthy evidence as to wages that can be given:—"About this time the "London County Council had requested that a com- "mittee of clothing trades should draw up a wage-log, "suitable for contract work. The Amalgamated "Society of Tailoresses called together such a com- "mittee, to which our society sent two representatives. "That log is now complete; and as the County "Council have recently passed a resolution to pay "trade union wages, we may hope soon to see it in

THE EMPLOYMENT OF WOMEN.

worked for him for seven years. He employed one other woman and a girl. He used to work at a room of his own, but work had become so slack that he could not afford this. The sittings could only accommodate five or six men at the most; only three were there at present, each employing three or four women or girls. She machined trousers, made the button holes, and was paid 15*s.* a week. Her employer could not afford to pay her more, and she preferred working for some one she knew to going elsewhere for higher pay. They worked overtime about once a week, and never worked illegal overtime except on Saturday afternoon for an hour or so. But they always had their tea while working, and on Saturday made no pause during the dinner hour. There was nothing objectionable in the conversation. The men sent out for beer at lunch and tea and when overtime was worked; this, however, was done anywhere, whether at "sittings" or in an ordinary workshop. The men smoked most of the time, and she wished they would not, but that also had to be tolerated everywhere. The girl employed by her master went to and from the shop with the work, and was paid 7*s.* a week. The other woman was a piece-worker, and could earn 30*s.* when working full time. She was a married woman with six children; her husband was not a tailor, but was in work. They did not work on bank holidays, and never took work home after hours. The stairs up to the workshop were dangerous; they really consisted of a ladder with only one rail, leading into the workroom without a landing, and it was unsafe to come down them at night.

(*f.*) Army Clothing Factory.

Some of the older tailoresses employed at the Army Clothing Factory at Pimlico complained that, whereas formerly no one under 16 used to be admitted to the factory, and previous to admission girls had learnt the trade with some outworkers, to whom they gave 10*s.* and one month for nothing, now children of 13 or 14 years of age were taken on, and had to be taught by older hands without remuneration for loss of time. On visiting the factory I was informed by the Director of Army Clothing that this grievance had been reported to him, and that arrangements had been made for new-comers to be taught by a paid instructor.

The following statement of wages, ages, and civil condition of employés has been furnished by the Director of Army Clothing:—

RETURN of INDOOR PIECE-WORKERS, Army Clothing Factory.

Divisions.	Total No. on Books.	Single.	Married.	Widows.	Age. 60 and upwards.	50 to 60.	40 to 50.	30 to 40.	20 to 30.	16 to 20.
A	198	90	72	30	11	10	24	53	68	32
B	197	102	59	34	8	21	47	43	49	29
C	187	120	38	28	4	13	27	49	62	32
D	236	120	75	38	12	19	50	69	71	15
E	138	82	38	18	3	5	24	32	49	25
F	158	80	49	26	3	17	31	15	65	27
G	167	130	14	22	6	4	12	20	44	81
H	51	23	18	8	2	8	5	10	22	4
Totals -	1,332	747	363	204	49	97	220	291	430	245
		18 absent and on sick leave.								

STATEMENT showing the AVERAGE WEEKLY WAGE of the INDOOR and OUTDOOR PIECE-WORKERS from 1880 to 1892, inclusive.

Year ending 31st March.	Indoor Hands. 30*s.*	25*s.*	20*s.*	16*s.*	14*s.*	12*s.*	10*s.*	Under 10*s.*	Total.	Average Wage.	Outdoor Hands. Sick.	Average Wage.	Permanent.	Average Wage.
										s. d.		*s. d.*		*s. d.*
1880	4	42	156	269	198	205	183	266	1,323	14 4	—	—	—	—
1881	13	57	184	290	186	197	148	188	1,263	15 4	50	8 1	159	13 1
1882	15	60	154	263	171	170	132	185	1,150	15 5½	43	8 9	81	13 4½
1883	32	77	177	253	152	165	146	249	1,251	15 5¼	40	8 4¾	154	14 2¼
1884	21	68	156	253	163	184	163	235	1,243	15 1¼	49	8 7½	116	13 10¾
1885	32	81	197	270	163	164	138	214	1,259	15 11	47	8 6¼	175	12 6¾
1886	34	83	194	275	181	192	161	252	1,372	15 6½	43	8 3¾	196	14 9¼
1887	11	58	164	251	187	191	149	158	1,169	15 5	40	8 5¾	122	13 0¼
1888	12	50	156	233	175	196	161	196	1,179	14 11½	41	8 8½	101	13 0
1889	10	60	173	254	170	174	149	186	1,176	15 4¼	32	7 9	87	13 2
1890	12	57	160	242	164	168	152	209	1,164	15 1¼	30	6 11	82	14 7
1891	12	49	150	224	168	179	173	280	1,235	14 5	27	7 9	75	13 5¾
1892	13	52	177	254	176	184	160	264	1,280	14 9¼	26	8 7½	63	14 11

3. Wholesale tailoring trade in London and Manchester.

On the conditions of work of tailoresses in the wholesale clothing trade much evidence is given in the report of the Lords' Committee on the Sweating System. Any attempt to compare the conditions of 1892 with those of 1888 would have necessitated a trade inquiry of an exhaustive nature. Judging, however, from the evidence of two employers in Manchester who had also employed persons in London, the rates of payment in London are slightly lower than those in Manchester for the same work in the ready-made clothing industries. Rents are higher and rooms more crowded in London, and the condition of the poorest home-workers is therefore even worse here than in Manchester.

Out relief to home workers.

Witness 583, a poor law guardian, informed me that several persons receiving out relief in the Lambeth districts were tailoresses earning miserable wages. Hard working women doing this work at low rates could induce the guardians to supplement their insufficient earnings. Two women in this position were visited. One, Witness 584, was at work in a room on the first floor, in which were a large bed and a cot; four little children were playing about in the room, and the witness' mother was also working there. The mother said she used to take out work from the Army Clothing Factory, but very little work was now given out there, much to her regret, as she considered their pay was good. For seven years she had taken out trousers to be finished from a large distributor of clothing. Her husband, who was not strong enough to work, carried the trousers to and from the shop. Her daughter, Witness 584, had been in service before marriage; for some time before her husband died, when he was too ill to earn anything, she helped her mother, and had continued the work when left a widow and in receipt of out relief. The trousers were fetched four times a week. The mother made and put in the linings and the daughter made the button holes and put on the buttons. They did not work on Saturdays, and the daughter went out charing on Tuesdays and Fridays for 2*s.* a day and food. The daughter, therefore, did tailoring three days a week and the mother five days. For finishing boys' trousers they received 3*d.* a pair; witness was the quicker worker, and she stated that it would take her 2½ hours to do one pair by herself. If they worked very hard they could not do more than eight of these between them in a day if they had them to do. They never exceeded 9*s.* a week together, and always shared alike, so that the most the witness earned from tailoring was 4*s.* 6*d.* On every pair at 3*d.* they spent 1*d.* on thread and twist. For finishing men's trousers they were paid 6*d.* and spent 1¼*d.* on every two pairs for thread and twist. The trousers were generally of corduroy or moleskin, the latter being the heavier work. For men's trousers at 6*d.* they had to join pieces for linings, run them in, hem down all round, put on bands, sew on 12 buttons, and make six button holes. These button holes were by no means badly done.

For her one room witness paid 4*s.* 3*d.* a week.

Witness 585 said that she and her mother made boys' coats throughout at 1*s.* 3*d.* a coat. She worked with her mother because the latter was so poor, and it was the only way she could help her. If they worked a long day together, from about 8 to 8, they would not finish two coats. Her mother was very delicate and did not earn more than 4*s.* a week, and 6*s.* was about the most they earned together; twist and thread cost about 1*d.* in the 1*s* She paid 1*s.* 6*d.* a week for the machine. Her mother paid 3*s.* 6*d.* a week for one room and received out relief.

109.

Tailoresses. Report by Miss C. E. Collett to the Royal Commission on Labour. February 1893

THE EMPLOYMENT OF WOMEN.

woman who earned 11*s.* a week, was a widow with two children to support. The majority lived with their parents.

Witness 291 said there was a great deal of slack time; they had to take three weeks holiday without pay in summer, and were generally away for three weeks after Christmas. They generally had about five or six weeks slack time beside the summer holidays. Many girls took in work from neighbours to do at home in the evenings and slack time. One woman, over 30, had 8*s.* a week, and paid 2*s.* a week for her room; she used to bring dry bread or some cold potatoes for lunch and did not like the others to see it. Witness herself lived with her mother, who took in lodgers.

Witness 344, earning 11*s.*, lived with her parents and went home for dinner.

Witness 403 said that in a large establishment mantle and dressmakers would frequently have from two to three months compulsory holiday.

Witnesses 414, 415, 416 all lived with their parents. The first of these, earning 7*s.* a week, had fifteen weeks compulsory holiday in the previous year; the second, earning 11*s.*, had four weeks, and the third, earning 15*s.*, had two weeks. Several of the other girls lived in lodgings, and they knew that one of these only earned 9*s.*

Witness 433 said that the number in his dressmaking rooms would rise from 40 to 80 in the busy season. Some of these season hands would do dressmaking on their own account when the season was over.

Witness 479, earning 10*s.* a week, paid 2*s.* 6*d.* for her bedroom, 4*s.* 6*d.* for breakfast and supper, and her dinner and washing came to about 3*s.* a week. Her friends sent her money for dress. All the other girls in her room lived with their parents. She could not possibly live on her earnings if she had no friends to help her.

Witness 518, earning 6*s.* a week in her fourth year, lived with her parents.

4. Absence of heating apparatus.

Five instances were given of work having to be done in winter in rooms without any fire or heating apparatus. In one case the extreme cold brought on erysipelas.

5. Difficulty of finding lodgings in a strange town.

The carelessness of employers in engaging girls to come to them from a distance, without taking any trouble to secure for them or recommend to them respectable lodgings, was strongly commented upon by the superintendent of a home, who had frequently been asked to take such girls in after they had failed to secure suitable lodgings. In one recent case a girl had come into the town and had been sent to find lodgings for herself. After she had taken them she found the house was a disreputable one, and went back to her employer's house. The latter, a fashionable milliner, then sent her to the home referred to late in the evening. She had been asked always to send new comers here immediately on arrival, so that they could look about for good lodgings under advice, but she had not chosen to take the trouble to do this.

III.—MISCELLANEOUS INDUSTRIES IN LONDON.

1. Tailoring in the West End.

Evidence has been obtained from 17 tailoresses and from the secretaries of the London Tailoresses' Trade Union.

The main grievances brought forward were those as to which a large amount of evidence was given before the Lords' Committee on Sweating.

(*a.*) Insanitary conditions of workshops.

The objection to the practice of employing women in private houses was based on the insanitary conditions and liability to spread infectious illness, obtaining in domestic workshops. The intimation given by the Home Secretary in January 1893, that a considerable addition is to be made to the staff of inspectors in London seemed to render an inquiry into the sanitary conditions of the tailors' workshops in the West End unnecessary. But some of the complaints on the subject of inspection were given under a misapprehension of the Act, the tailoresses, giving evidence, not being aware that domestic workshops were liable to inspection, and that they actually were inspected as much as possible under the circumstances. It was also represented that evils arose in consequence of the rooms in which tailors rented "sittings," and employed women, not being liable to inspection. This also was incorrect. The demands of the women therefore resolved themselves into a request for more efficient inspection.

THE EMPLOYMENT OF WOMEN.

But improved sanitary conditions and an effective system of compulsory notification of infectious illness would not remove the objection on the part of the tailoresses, who gave evidence, to domestic workshops. They complained that the tailors in domestic workshops, coming less into contact with other tailors, were less influenced by public opinion and more difficult to organise; and that they, and the women working with them, were content with lower rates of payment, and worked much longer hours, a man and his wife and daughter perhaps sitting up all night to make a garment, given out to them in the evening to be taken back in the morning. The very great objection of the trade unionist tailoresses was, therefore, ultimately based on their conviction that their wages were lowered by the unfair competition of home workers. They believed also that wages had been reduced by the competition of foreign tailors who accepted and paid lower rates.

(*b.*) "Unfair" competition of tailors in domestic workshops.

An official of the Amalgamated Society of Tailors considered that the English tailors, by their opposition to sub-division of labour, and also to the employment of women in the masters' workrooms, except on exactly the same terms and with exactly the same organisation of labour as had prevailed with men, had thrown much of the work into the hands of foreign tailors in small workshops, who employed women and sub-divided labour. He stated that, notwithstanding the lower rates at which the foreign tailors took out work, the wages earned by the women were often as high as in the other shops, owing to the more economical organisation.

(*c.*) Wages.

A quotation from the first annual report of the London Tailoresses' Trade Union for the year ending June 1892 is perhaps the most trustworthy evidence as to wages that can be given:—"About this time the "London County Council had requested that a committee of clothing trades should draw up a wage-log, "suitable for contract work. The Amalgamated "Society of Tailoresses called together such a committee, to which our society sent two representatives. "That log is now complete; and as the County "Council have recently passed a resolution to pay "trade union wages, we may hope soon to see it in "force. The wages for tailoresses in that log are "stated as 24*s.* for machinists and first-class tailoresses, 18*s.* second class, and 14*s.* learners for a week "of 54½ hours."

(*d.*) Slack time.

These wages which are, on the whole, higher than could be claimed by women employed in any other manual industry must, however, be considered in conjunction with the considerable number of days lost and short time worked in the slack seasons. These seasons are lengthened occasionally by various political and social events, quite outside the control of employers or employed. The general election, withdrawing as it did large numbers of customers from London to the provinces, very seriously affected the trade.

(*e.*) Tailors' sittings.

Evidence was given of disorderly conduct in the tailors' "sittings," which the tailoresses considered should in some way be checked. Three witnesses who were themselves employed in three of these places did not confirm this evidence from their own experience, although one of them said that in the rooms below she could frequently hear the workpeople fighting.

Witness 10 (who made this statement) said she worked at some "sittings" on the top floor of a house in the West End. Neither she nor any of the women ever worked overtime. In the busy season there would be about 16 sittings occupied, about 23 or 24 persons being in the room, the men sitting on the board and the women on seats. Some of the men would have no women working for them. A woman, having finished a job for one man, would perhaps work for another, so that the work was more regular than in a domestic workshop. The sanitary arrangements were good, and on her floor the women were provided with water, towels, and soap.

Witness 35, a coatmaker, also working at "sittings" in Soho, said that six men and four women worked in her room. They were perfectly orderly. The women seldom worked overtime, and never illegal overtime, although they frequently worked during the half hour for tea. The men worked later than 10 o'clock, but not often. She was paid 20*s.* a week in full work, but was sometimes so slack that she only earned 3*s.* She was paid for overtime, but had never calculated how much.

Witness 61, a trouser hand, worked for a tailor who for some months had rented a "sitting." She had

cent. of Paris flowers and 25 per cent. of English, the ratio of the two was now inverted. Witness 55 confirmed this, and said that their chance had come during the Franco-Prussian war when flowers could not be obtained from Paris. Now France was beginning to compete with middle-class makers, and was attempting a cheap kind they had never tried to make before. They considered that the children who came into their factory now were far superior in manners, orderliness, cleanliness, &c. to those they used to take on 10 or 12 years