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ROYAL COMMISSION ON LABOUR.

A P P E N D I X

A 48

TO THE

MINUTES OF EVIDENCE

TAKEN BEFORE THE

ROYAL COMMISSION ON LABOUR

(Sitting as a Whole).

(ONE VOLUME.)

Presented to both Houses of Parliament by Command of Her Majesty.

June 1893.



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NOTE.

With regard to the figures handed in by Witnesses, it is desirable to point out that the Commission can only hold itself responsible for the accuracy of the copies of these figures contained in this Volume. The Commission cannot hold itself responsible for the accuracy of the original figures.

ROYAL COMMISSION ON LABOUR
(SITTING AS A WHOLE).

I.—LIST OF WITNESSES.

Name.	Subject Matter of Evidence.	References in Minutes of Evidence.*		References in Digest.†		References in Index.‡
		Nos. of Questions.	Days on which Evidence was given.	Précis.	Index to Précis.	Analysis.
Mr. John T. W. Mitchell	Co-operative distribution and production in England; with especial reference to the Co-operative Union of Great Britain and Ireland, and the English Co-operative Wholesale Society and other societies.	1-405	1st	6	64	7
Mr. William Maxwell	Co-operative distribution and production in Scotland; with especial reference to Scottish Co-operative Wholesale Society and other societies.	406-940	1st, 2nd	9	64	8
Mr. Joseph Greenwood	Co-operative production; with especial reference to the Hebden Bridge Fustian Manufacturing Society.	941-1107	2nd	12	63	10
Mr. Frank Hardern	Co-operative production and distribution in Oldham.	1108-1221	„	13	64	10
Mr. Edward William Brabrook	Friendly, Co-operative, and Building Societies, and Trades Unions; evidence given in the capacity of Chief Registrar of Friendly Societies.	1222-1646	3rd	35	63	11
Dr. William Ogle	Vital (Births, Marriage, and Deaths) Statistics of the Industrial Classes; evidence given in the capacity of Superintendent of Statistics in the General Register Office.	1647-1739, 5838-5403	3rd, 10th	38	64	12
Mr. John Malcolm Ludlow, C.B.	Friendly, Co-operative, and Building Societies, and Trades Unions; evidence given in the capacity of Ex-Chief Registrar of Friendly Societies.	1740-1986	4th	37	64	13
Mr. William Henry Gardener	Egham Free Labour Registry.	1987-1999	„	27	63	14
Mr. T. Smith	Chelsea Labour Bureau.	2000-2071	„	28	64	14
Mr. Tom Mann	State and municipal control of industry (with especial reference to the Port of London); the unemployed question; the eight hours' day; formation of a Labour Department.	2072-3577	5th, 6th, 7th	16	64	14
Mr. Sidney Webb	Industrial organisation of society and proposed remedies, viz., municipalisation, eight hours' day, amended Factory Act, Labour Department.	3578-4877	8th, 9th	19	64	16
Mr. Samuel Bagster Boulton	London Labour Conciliation Board in connection with the London Chamber of Commerce.	4878-5088	10th	31	63	18
Rev. John Gritton, D.D.	Lord's Day Observance Society.	5089-5141	„	32	63	18
Mr. Robert Walker	Traders' Defence Association of Scotland in refutation of evidence of Mr. Mitchell and Mr. Maxwell.	5142-5337	„	15	64	19
Mr. Charles Booth	Sweating, with especial reference to labour in the East End of London, and proposed registration of workshops, and amendment of Factory and Workshop Act as a remedy.	5404-5801	11th	25	63	19

* [C.—7063.—I.]

† [C.—7063.—II.]

‡ [C.—7063.—III.]

I.—LIST OF WITNESSES—*continued.*

Name.	Subject Matter of Evidence.	References in Minutes of Evidence.*		References in Digest.†		References in Index.‡
		Nos. of Questions.	Days on which Evidence was given.	Précis.	Index to Précis.	Analysis.
Mr. Charles Stewart Loch -	Charity Organisation Society; the unemployed question, and proposed remedies	5802-5892	11th	29	64	20
Mr. Thomas William Bushill -	Profit-sharing; with especial reference to experience of his own firm, Thomas Bushill and Sons, printers and bookbinders, &c., Coventry.	5898-6172	12th	38	63	20
Rev. Wickham Tozer - -	Ipswich Labour Bureau.	6178-6366	"	28	64	21
Mr. Edward Thomas Scammell	Suggested scheme of a National Labour Bureau (Registry); evidence given in the capacity of Honorary Secretary of the Exeter and District Chamber of Commerce.	6387-6427	"	29	64	21
Dr. Elgin R. L. Gould -	The United States National Labour Department and Bureaus of the State Departments.	6428-6827	13th	41	63	22
Mr. William Allan - -	The eight hours' day worked in the Scotia engine works; and remedies for strikes.	6828-6872	"	33	63	23
Mr. Robert Giffen, C.B. -	Commercial Department of the Board of Trade; its work in connection with Wages Statistics; and bearing of such statistics upon various suggested remedies to improve existing conditions of labour.	6878-7165, 8086-8381	14th, 17th	42	63	23
Mr. Charles Fenwick, M.P. - } Mr. Edward Harford - } Mr. John Anderson - }	The Parliamentary Committee of the Trades Union Congress.	7166-7522	15th	{ 26 27 27	63 64 63	25 26 26
Mr. Henry Vivian -	The Labour Association for promoting co-operative production.	7523-7688	"	14	64	26
Sir Thomas Henry Farrer, Bart.	Policy of the London County Council with regard to wages, and its bearing upon municipalisation; also criticism of points in evidence of Mr Tom Mann and Mr. Sidney Webb.	7689-8085	16th	23	63	26
Mr. Henry Mayers Hyndman	Relations between employer and employed under existing economic conditions, and proposed ultimate remedy with suggested palliatives for the meanwhile.	8382-8719	17th	28	64	28

* [C.—7063.—I.]

† [C.—7063.—II.]

‡ [C.—7063.—III.]

A P P E N D I X.

II.—LIST OF DOCUMENTS (STATISTICS AND STATEMENTS) HANDED
IN AND PRINTED IN THE EVIDENCE.

Document.	No. of Question.	Page.	Witness.
Table of operations of Rochdale Pioneers' Society from 1844 to 1891.	16, 32, 331-4	4	Mr. J. T. W. Mitchell.
Figures showing progress and present position of Leeds and Bolton Societies.	33	6	"
Statement concerning the Lincoln Co-operative Society.	35-9	6-7	"
Statistics concerning the Lincoln Co-operative Society.	39	7	"
Summary for England and Wales of Co-operative Societies, Membership, Trade, &c. in periods of ten years, ending respectively 1870-80-90, compiled from the Registrar's Returns and other sources.	42, 191-4	8	"
Detailed summary of the Co-operative Societies in Great Britain and Ireland.	43	"	"
Table showing business carried on, and the number of shops open in connection with 919 Co-operative Distributive Societies in 1887.	44	9	"
Analysis of educational expenditure by the Co-operative Societies of the United Kingdom.	45	"	"
Account of progress of the English Wholesale Co-operative Society.	46-8	9-11	"
Total yearly production by distributive societies, and numbers of employees.	52	11	"
List of mills owned by individual societies, the produce of which is in most instances used by the members of the distributive societies which respectively own the mills.	"	"	"
Table compiled from Parliamentary Returns respecting Derwent Co-operative Flour Mill Society, Shotley Bridge, Durham.	"	12	"
Figures for 1888-89-90, relating to Colne Vale Corn Millers.	"	"	"
Details of works at Crumpsall, Leicester, Heckmondwike, Durham, Batley Mill, Dunston Corn Mill, Leeds and Batley Ready-mades (Clothing Factory).	54	13	"
Comparison of productive departments of the Scottish Wholesale Society in 1890 and 1891.	433-4	35-6	Mr. W. Maxwell.
Statement for years 1890-91 respecting the United Co-operative Baking Society.	476	39	"
Date of registration of the 76 Joint Stock Cotton-Spinning Concerns in Oldham.	1138	74	Mr. F. Hardern.
Abstract of Trades Union returns received for the year 1891 for England and Wales.	1401	95	Mr. E. W. Brabrook.

II.—LIST OF DOCUMENTS—*continued.*

Document.	No. of Question.	Page.	Witness.
Witness's suggested amendments to the Building Societies Act of 1874.	1427	96	Mr. E. W. Brabrook.
Table A.—Average ages of bachelors in different occupations and of their wives at time of marriage, 1884–85.	1654–61, 1664–5	119	Dr. W. Ogle.
Table B.—Age-distribution per 1,000 of bachelors in different occupations and of their wives at time of marriage, 1884–85.	"	"	"
Table C.—Distribution over the week of deaths of infants on which inquests were held (1890).	1666–70, 1786–9	"	"
Table D.—Comparative mortality of males, 25–65 years of age, in different occupations, from all and several causes, 1880–1–2.	1674–7, 1679–82, 5341, 5366–97	120	"
Table E.—Comparative mortality of males working in air of different degrees of purity, from phthisis and diseases of the respiratory organs.	1676–7	121	"
Table F.—Comparative mortality of males in certain dust-inhaling occupations from phthisis and diseases of the respiratory organs.	1678	"	"
Table G.—Deaths registered as caused by accidents in coal mines, 1871–90.	1682–7, 5338–40, 5342–65	"	"
Table H.—Occupations with highest mortalities from certain selected causes.	1688	121–2	"
Table showing number of applicants provided with work by the Egham Free Labour Registry, and the annual cost since its commencement in 1885.	1941	137	Mr. W. H. Gardener.
Report of a case of "Scarlet Fever at a Working Tailor's: how infection is spread."	3740	253	Mr. Sidney Webb.
Functions undertaken by the London Conciliation Board.	4887	329	Mr. S. B. Boulton.
List of statistical agencies attached to the United States Federal Government.	6431 (<i>foot-note</i>)	434	Dr. E. R. L. Gould.
Figures showing the progress of the Leicester Boot Society.	7553 (<i>foot-note</i>)	521	Mr. H. Vivian.

III.—LIST OF DOCUMENTS HANDED IN BUT NOT PRINTED
IN THE EVIDENCE.

Document.	No. of Appendix.	No. of Question.	Witness.
The English Co-operative Wholesale Societies, Limited, annual for 1892.	—	2	Mr. J. T. W. Mitchell
The English Co-operative Wholesale Society, Limited, Report and Balance Sheet for 114th quarter, ending June 25th, 1892.	—	2	"
The ideas of the earlier Co-operative Congresses and their proposals for reform.	1	11	"
List of 63 Co-operative Societies existing in 1832.	2	12	"
Rules of the Rochdale Pioneer Society.	3	30	"
Balance Sheet of the Rochdale Pioneer Society.	4	32	"
Progress of the English Co-operative Wholesale Society from its commencement in March 1864 to June 1892.	5	46	"
Crumpsall Biscuit Works: Supplies, Expenses, Profit, and Stocks. From the time of commencing to keep a separate account.—In years.	6	54	"
Leicester Boot and Shoe Works: Supplies, Expenses, Profits, and Stocks. From the time of commencing to keep a separate account.—In years.	7	54	"
Heckmondwike Boots, Shoes, and Currying Works: Supplies, Expenses, Profit, and Stocks. From its commencement.—In years.	8	"	"
Heckmondwike Currying: Supplies, &c., stated separately. Figures included in above account. From its commencement.—In years.	9	"	"
Durham Soap Works: Supplies, Expenses, Profit, and Stocks. From its commencement.—In years.	10	"	"
Batley Woollen Mill Trade. From its commencement.—In years.	11	"	"
Dunston Corn Mill. From its commencement. Quarterly accounts.	12	"	"
Leeds and Batley Ready-mades. From its commencement.—In years.	13	"	"
Result of dispute concerning the wages paid in the Shipping Department of the English Co-operative Wholesale Society.	14	100-3	"
Rules of the Scottish Co-operative Wholesale Society, Limited.	15	407	Mr. W. Maxwell.
Scottish Co-operative Wholesale, Limited: Report of Committee and Balance Sheet for 95th quarter, ending June 25th, 1892.	—	430-1, 880	"
Scottish Co-operative Wholesale Society: Distributive Expenses.	16	432	"
Statement showing the progress of the Scottish Co-operative Wholesale Society, Limited, from its commencement in 1868, till date, with comparisons of sales and other information.	17	432, 477-8	"

III.—LIST OF DOCUMENTS—*continued.*

Document.	No. of Appendix.	No. of Question.	Witness.
Statement concerning the United Co-operative Baking Society, Limited.	18	476	Mr. W. Maxwell.
Statement from the books of St. Cuthbert's Society, Edinburgh, showing amount to credit of any 10 old members in 10 years.	19	557	"
Printed Statement of Wages paid in the boot and shoe industry.	20	610	"
Statement concerning the Scottish Co-operative Farming Association, Limited.	21	720	"
Hebden Bridge Fustian Manufacturing Co-operative Society: 44th Half-Yearly Report and Balance Sheet, June 30th, 1892.	22	941, 974-5	Mr. J. Greenwood
Details respecting Society for Promoting Working Men's Associations.	23	951	"
Details respecting the Co-operative Agency, 1851.	24	"	"
List of Working Men's Associations in existence in 1851.	25	"	"
New constitution and re-organisation of the Society for Promoting Working Men's Associations.	26	953	"
Returns relating to Productive Societies, 1891.	27	955	"
Returns for the year 1891, Productive Societies, Class (a).	28	959	"
The Northamptonshire Productive Society. Summary taken from "Disposal of Profit" Accounts since comment 1882 to 1891 and progress of the Society.	29	960	"
Sketch of the Northamptonshire Productive Society.	30	"	"
Productive Societies (b), 1891—Cotton, linen, silk, and wool.	31	961	"
Productive Societies (b), 1891—Boot and shoe, leather, &c.	32	"	"
Productive Societies (b), 1891—Metal workers, &c.	33	"	"
Productive Societies (b), 1891—Various.	34	"	"
Agreement drawn up by Mr. Neale allowing workers' savings to be added to shares.	35	966	"
Rules of Hebden Bridge Fustian Manufacturing Society.	36	"	"
Detailed account of the Members, Capital, Trade, &c., Hebden Bridge Fustian Manufacturing Society.	37	974-5, 979	"
Detailed account of the Net Profits, and how applied, and of the Property, Reserve, Insurance, and Stock-in-Trade; funds of the Hebden Bridge Fustian Manufacturing Society.	38	974-5, 979	"
Summary of totals of employees ledger, Hebden Bridge Fustian Manufacturing Society.	39	975, 979	"
Details of 27 selected cases of individuals employed by the Society, with particulars as to their interest in the Hebden Bridge Manufacturing Society.	40	975, 979, 1056	"
Sketch of the Leicester Co-operative Boot and Shoe Manufacturing Society.	41	980	"
Table giving details of four typical co-operative flour mills, viz., Halifax, Sowerby Bridge, Rochdale, and Oldham Star.	42	982	"
Sketch of the Finedon Boot and Shoe Society.	43	1000	"

III.—LIST OF DOCUMENTS—*continued*.

Document.	No. of Appendix.	No. of Question.	Witness.
Average wages of workpeople since the time of entering the employment of Hebden Bridge Fustian Manufacturing Society, embracing finishers of clothing, fustian cutters, dyers, finishers of fustian, tailor, winders, warper, tackler, and weavers. ..	44	1056	Mr. J. Greenwood.
Particulars of Co-operative Societies in Oldham, 1890.	45	1109, 1114, 1118	Mr. F. Hardern.
Summary of investments by Co-operative Societies in Oldham.	46	1115, 1118, 1130	"
Progress of Co-operative Societies in Oldham in 20 years.	47	1120, 1138	"
Surplus capital returned to members by Co-operative Societies in Oldham.	48	1121, 1123	"
Summary of Cottage Building by Societies in Oldham.	49	1132	"
Statement of Limited Liability Cotton-Spinning Companies in Oldham.	50	1138	"
Summary of shares and loan capital invested by the working classes in 12 Limited Liability Cotton-Spinning Companies.	51	1138, 1146	"
Reports: Friendly Societies, Industrial Provident Societies, and Trade Unions, 1891. Part A. (137).	—	1241-3	Mr. E. W. Brabrook.
Total savings of the working classes, <i>i.e.</i> , in societies, for Scotland and for Ireland.	52	1243-54	"
Portions of Summary omitted from Evidence and not embodied in foot-notes (Sections 9-20, 22-24, 45-53):—			
9, 10, 11, 12.—Procedure of granting relief to members travelling in search of employment, explained;			
13, 14, 15, 16, 17, 18, 19.—Provisions of the rules for "clearances" from one branch to another;	53	1266-7	"
20.—How affiliated orders lend themselves more to industrial independence than the isolated societies;			
22.—Why registration was refused to dividing societies;			
23.—Dividing societies do not make provision for old age or permanent disablement;	54	1273-4	"
24.—Dividing societies exist chiefly in towns where population is movable;			
45.—Industrial and Provident Societies Act, 1876;			
46.—Co-operative societies, productive and distributive;			
47.—Strike of employees against a society of employers and trade unions formed from the employees of these societies;			
48.—Remedy discussed at the Trades Union Congress;	55	1314-7	"
49.—Number of co-operative societies and capital;			
50.—Development of distributive societies into productive societies;			
51, 52.—Investment of profits and capital in houses and land;			
53.—Distinction between the above societies and those under the Building Societies Acts.			
Notes of Evidence on—			
Building Societies, 55, 57-76, 80-86;			
Loan Societies, 87-95;			
Trade Unions, 96, 99, 100, 103;	56	1646 (foot-note)	"
Railway Savings Banks, 104-6.			
Return of 25 principal Trades Unions.	57	1327, 1336-7, 1589	"

III.—LIST OF DOCUMENTS—*continued.*

Document.	No. of Appendix.	No. of Question.	Witness.
Reports of the Chief Registrar of Friendly Societies, for the year ending 31st December 1891, Part C., Appendix M., Trades Unions [137. II.].	58	1409	Mr. E. W. Brabrook.
Last seven Annual Reports of the Egham Free Registry, <i>i.e.</i> , from its commencement in 1885 (also the eighth Report received February 2nd, 1893, that is, since the evidence was given).	59	1938	Mr. W. H. Gardener.
Copies of circulars explaining organisation of the Chelsea Labour Bureau issued to employers.	60	2004, 2019-20	Mr. T. Smyth.
Forms of application and envelope addressed to return (Chelsea Labour Bureau).	61	2005-6, 2030, 2055-6	"
Forms of notice of employment (Chelsea Labour Bureau).	62	2007-11	"
Rules of Chelsea Labour Bureau.	63	2011-5	"
Form sent to employer by the Registrar (Chelsea Labour Bureau) after sending an employee, with attached form, to be returned by employer.	64	2016-8	"
Form of register (Chelsea Labour Bureau).	65	2021	"
Report of the Sub-committee of the Chelsea Vestry on the work of the Chelsea Labour Bureau, for the year 1891-2, showing numbers of employed, &c., through the agency of the Bureau, and giving details of expenditure.	66	2021-9, 2040, 2051-3, 2059	"
Card exhibited inviting application, &c. (Chelsea Labour Bureau).	67	2022	"
Memorandum on "State or Municipal Control of Industry," drawn up by Mr. Tom Mann.	68	2072, 2076, 2078, 2098, 2108, 2180-1, 2522	Mr. Tom Mann.
Circular letters, &c., issued by the Commission to obtain information respecting "State Regulation of the Hours of Labour," and "State or Municipal Employment of Labour."	69	2072	"
Extract from "Ridleys' Wine and Spirit Trade Circular," November 12th, 1892.—"The Port of London."	70	2169	"
Memorandum <i>re</i> "The State Regulation of the Hours of Labour," drawn up by Mr. Tom Mann.	71	2522	"
Pamphlet entitled, "The Eight Hours Day; how to get it by Trade and Local Option, by Tom Mann, President of the Dock, Wharf, Riverside, and General Labourers' Union."	72	2522 (<i>foot-note</i>)	"
Memorandum on "Mr. Sidney Webb's Writings," drawn up by the Secretary of this Commission, and accepted by Mr. Webb as a Summary of his proposed Evidence.	73	3729, 3740, 3786, 4011	Mr. Sidney Webb.
Evidence from firms who have adopted the eight hours day, being pp. 254-264 of "The Eight Hours Day," by Sidney Webb and Harold Cox.	74	3817	"
Rules and bye-laws of the London Conciliation Board.*	—	4884-5, 4914, 4975	Mr. S. B. Boulton.
Pamphlet reprinted from the "Nineteenth Century," containing article by Mr. Boulton on the London Conciliation Board.	75	4884, 5020	"
First Annual Report of the London Conciliation Board.	76	4885	"
Copy of debate at the Congress of the Chambers of Commerce upon Boards of Conciliation and Arbitration.	77	4885, 4934	"

* See Volume of "Rules of Associations of Employers and of Employed," pp. 494-7, No. 20; also p. 381, No. 567.

III.—LIST OF DOCUMENTS—*continued.*

Document.	No. of Appendix.	No. of Question.	Witness.
Awards in disputes:—			
(a.) At Oliver's wharf;	78	4890	Mr. S. B. Boulton.
(b.) Between the United Bargemen and Watermen's Protection Society, and the Cement Manufacturers' Association, both of the Medway;	79	4891	"
(c.) Between the Amalgamated French Polishers and Messrs. Brinsmead;	80	4898	"
(d.) Between the Amalgamated Society of Watermen and Lightermen of the River Thames and Messrs. Francis & Co.	81	4904	"
Copy of Act of the Nova Scotia Legislation of 1890, in relation to compulsory arbitration.	82	4918	"
Notes for proposed evidence containing some minor points not thoroughly brought out in evidence.	—	5038 (<i>foot-note</i>)	"
Tables showing the proportion of Sunday labour in various branches of labour, with introductory observation, compiled by Dr. Gritton.	83	5040-1, 5061, 5139-41	Rev. J. Gritton.
A Bill for the Taxation ("Income Tax") of Limited Liability, Joint Stock, Civil Service, Army and Navy and Co-operative Societies.	84	5159	Mr. R. Walker.
Memorandum on the Evidence taken before the Committee of the House of Lords on the "Sweating System" drawn up by the Secretary of this Commission.	85	5406 (<i>foot-note</i>)	Mr. C. Booth.
Summary of "Pauperism, a Picture, and the Endowment of Old Age, an Argument, by Charles Booth," prepared by the Secretary.	86	5802 (<i>foot-note</i>)	Mr. C. S. Loch.
Details respecting the working of the Charity Organisation Society in London.	87	5802 (<i>foot-note</i>)	"
Abstract of the Evidence given by Mr. Acworth before the Select Committee and Poor Law Relief in the House of Lords.	88	5823 (<i>foot-note</i>)	"
Effect of better administration of the Poor Law on Able-bodied Pauperism.	89	5835-6 (<i>foot-note</i>)	"
Charts showing Relief of Distress in the Metropolis in good and bad years since 1875, with full notes on the subject.	90	5837-9	"
Further details respecting the Dutch Beggar Colonies	91	5846 (<i>foot-note</i>)	"
Further details respecting the Belgian Colonies	92	5847	"
Details concerning the Arbeiter Colonies	93	5848 (<i>foot-note</i>)	"
Notes on Poor Law Relief; its action on employment and wages.	94	"	"
Summary of causes of failures of these schemes already tried.	95	"	"
Further details on "Relief of Distress owing to want of employment."	96	5853 (<i>foot-note</i>)	"
Notes headed: "Vagrants," "Out-door relief and indiscriminate Charity," "Emigration," "Old Age Pauperism," and "Children."	97	5892 (<i>foot-note</i>)	"
Notes of evidence headed "Homeless," the question being dealt with under sub-headings: "Casual Wards," "Refuges," "Possibility of effectual Charity," "Common Lodging-houses and Self-supporting Shelters," "Labour Bureaus."	98	"	"

III.—LIST OF DOCUMENTS—*continued.*

Document.	No. of Appendix.	No. of Question.	Witness.
"Profit-sharing and the Labour Question," by T. W. Bushill (received after evidence was given).	—	5893	Mr. T. W. Bushill.
Reports of Profit-Sharing Scheme (1888-92) (T. Bushill & Sons).	—	5900	"
Copy of Deed of Security for Provident Fund (T. Bushill & Sons).	99	5916, 5919, 6092	"
Copy of Rules of the Profit-Sharing System (T. Bushill & Sons).	100	5919	"
Anonymous replies to questions issued by the Employees' Consulting Committee (T. Bushill & Sons).	101	5921, 5933	"
List of specimen Provident Funds, with calculation worked out for 25 years (<i>not for publication</i>).	—	5925, 6057	"
List of Profit-Sharing Firms.	102	5989	"
List of Publications on Profit-Sharing.	103	5999	"
Copy of manifesto issued by Building Trades Committee (January 23rd, 1890), indicative of policy of trades unions.	104	6025	"
Memorandum on error in Report on Profit-Sharing issued by the late Government, drawn up by Mr. Bushill.	105	6035	"
Form of application by men, with certificate of character, to be signed by last employer (Ipswich Labour Bureau).	106	6187, 6199, 6261-7	Rev. W. Tozer.
Form sent to employers recommending a man (Ipswich Labour Bureau).	107	6187	"
Form sent to employers if no order is on the books (Ipswich Labour Bureau).	108	6188	"
Indexes of names and trades, register and order book (Ipswich Labour Bureau).	109	6190-3, 6241	"
Pamphlet entitled "New Era," reprint No. 1 (February 1892) "My Labour Bureau, and how it is conducted," by the Rev. Wickam Tozer.	110	6386 (<i>foot-note</i>)	"
Article on the subject of labour registries in "Daily News" of the 28th October 1891.	111	6389	Mr. E. T. Scammell.
First scheme (National Labour Bureau) and its details.	—	"	"
Modified scheme (National Labour Bureau) and its details.	112	6392	"
Letter from the Honorary Secretary, Clearing Houses for Unemployed, Polytechnic, 309, Regent Street, W., enclosing particulars of the scheme.	113	6389, 6392	"
Circular letters and forms connected with the Salvation Army Labour Exchange.	114	6389, 6392	"
Circular letters and forms connected with the Young Men's Christian Association Employment Bureau.	115	6389-91	"
Forty-eighth Report of the Young Men's Christian Association, containing report of the Employment Bureau for 1891 (<i>latter part printed</i>).	116	6389-91	"
Pamphlet, entitled "A National Bureau, with affiliated labour registries, and the evidence given thereupon before the Royal Commission on Labour, by E. T. Scammell" (received on January 19th, 1893, that is, since evidence was given; <i>part printed</i>).	117	6386 (<i>foot-note</i>)	"
"An Act to establish a Department of Labour." (United States.)	118	6431-3	Dr. E. R. L. Gould.

III.—LIST OF DOCUMENTS—*continued.*

Document.	No. of Appendix.	No. of Question.	Witness.
List of Departments and Bureaus of Labour and kindred Offices in the United States.	119	6485	Dr. E. R. L. Gould.
Pamphlet, entitled "Institut International de Statistique, " No. 11. The Progress of Labour Statistics in the " United States, by E. R. L. Gould," containing particulars of appropriation given to 16 of the principal Bureaus.	120	6496-7	"
Complete list of every subject of inquiry undertaken in every Bureau of Labour (United States) up to 1890.	121	6575	"
Memorandum on methods pursued by the United States Department of Labour in the collection and tabulation of data, together with an almost complete set of Schedules of Questions.	122	6692	"
List of Parliamentary Papers, &c. on Labour Statistics	123	6880	Mr. R. Giffen.
First proof of 13 pages of Part II. of the Fifth Volume of Wages Statistics.	124	6883-4	"
Classified statement of the estimated incomes of Prussia, subject to the Classensteuer, by A. Soetbeer (from Vierteljahrschrift für Volkswirtschaft, &c., 1891. p. 120).	125	6980-1	"
Extract from Report of the United States Commissioner of Labour for 1889 (with reference to Railroad Labour), pp. 160-2.	126	7079-80, 7086, (foot-notes), 8087	"
Bill to amend Conspiracy and Protection of Property Act, promoted by the Parliamentary Committee of the Trades Union Congress, and introduced in 1891 by Mr. Robertson, the then member for Dundee, but rejected at its second reading.	127	7201-2	Mr. C. Fenwick.
List of productive societies established on a co-partnership basis, and of individual subscribing members forming the Labour Association.	128	7527	Mr. H. Vivian.
List of successful Co-partnership Societies in existence before 1883.	129	7537-41, 7544-5	"
List of Co-partnership Societies in full work.	130	7541-6, 7580, 7594-5, 7664	"
Details respecting shares and shareholders of the Leicester Co-operative Boot and Shoe Manufacturing Society.	—	7547	"
Leading features connected with the history of some of the Co-operative Societies.	131	7554	"
Details concerning strikes in co-operative workshops.	132	7561	"
Figures showing the effects of sharing the result with labour, in accordance with the Labour Association principle, in comparison with the effect of dividing the results among consumers.	133	7565	"
Table of actual results from work books of the Oil Cake Mill at Deptford, showing increased efficiency of production.	134	7571	"
Table showing how workmen have increased their own earnings.	135	7571, 7677	"
Remarks from one of the British Societies upon the effect of co-operative production in developing temperate, provident, and other good habits.	136	7574	"

III.—LIST OF DOCUMENTS—*continued.*

Document.	No. of Appendix.	No. of Question.	Witness.
Facts concerning the Familistere at Guise, which is organised upon the basis of sharing results between capital and labour, founded by M. Godin.	137	7575	Mr. H. Vivian.
Pamphlet entitled "The London County Council's Wages Bill," by T. H. Farrer.	138	7715, 7743, 7784, 7889	Sir T. H. Farrer.
London County Council.—Adjourned Report of the Fair Wages Committee, 13th December 1892.	139	7757	"
"The State in its relation to Trade," by T. H. Farrer.	—	7929	"
Notes of evidence on "Statistics of labour."	140	8085 (<i>foot-note</i>)	"
Draft of an Eight Hours Bill.	141	8409, 8528	Mr. H. M. Hyndman.
Notes (with diagrams) on the comparative cost of transport of freight on American and English railroads.	142	8446-51, 8454-9	"
Note on the comparative increase of national wealth and productive power, and increase of wages.	143	8717	"

IV.—DOCUMENTS SELECTED FROM LIST III.

APPENDIX I.

The IDEAS of the EARLIER CO-OPERATIVE CONGRESSES, and their PROPOSALS for REFORMS.

The Congress of 1830 resolved "that a co-operative community be formed." At the following Congress, held in 1831 in Birmingham, resolutions were passed approving of the formation of a co-operative community, to consist of 200 individuals, with a capital of 30*l.* each, thus providing for the establishment of such community with a capital of 6,000*l.* Circulars were issued to all the societies, but only two responded; hence the project failed. At this Congress also it was decided to petition both Houses of Parliament in the interests of co-operative societies. The petition, which gives a good idea of the feeling of social reformers of those days, was as follows:—

The petition of the undersigned members of the General Co-operative Congress, composed of delegates from co-operative societies in Great Britain and Ireland, assembled at Birmingham this 5th day of October, 1831.

That your petitioners have been compelled to feel the hopelessness of longer contending against the competition which the extraordinary increase of machinery now makes to their labour, rendering the latter in the contest of less value than the amount of the most ordinary assistance.

That your petitioners are convinced that their labour cannot again be made sufficient to procure permanent support in tolerable comfort for the working classes, under the system of competition between machinery and manual labour.

That this alarming change in the condition of the producing class has induced your petitioners to investigate all the various schemes that have been proposed by different parties, in and out of Parliament, for their relief; and they have been obliged to come to the conclusion that the general plan advocated by the co-operative societies offers the only permanent effectual relief for their daily increasing distress.

That your petitioners believe the public are entirely ignorant, or grossly misinformed, respecting the principles on which these societies are intended to be established in their matured and perfect form.

That your petitioners are well assured that when those principles shall be known to your honourable House, your honourable House will approve of them, as offering the speediest, safest, and most effectual means by which the working classes can be relieved from their difficulties without inconvenience, immediate or remote, to the higher classes; but, on the contrary, with great advantage to every class in society.

That your petitioners therefore pray that your honourable House will adopt such measures as will enable your honourable House effectually to investigate this subject; and if it should be found to possess the advantages which your petitioners believe it possesses, that your honourable House will devise means to enable its projectors and promoters to carry it into extensive and immediate execution.

And your petitioners, as in duty bound, shall ever pray, &c.

(Signed by all the delegates who attended Congress).

The petition was duly sent to the Lord Chancellor (says Mr. Pare) and D. O'Connell, Esq., for presentation to either House of Parliament. He had not, however, received any reply from either up to April 1832, and the petitions had not been presented.

It was decided to urge the societies to establish schools of industry for the formation of a superior physical, moral, and intellectual character for the children of co-operators, at the least expense to their parents; that the co-operative societies be advised to apply a portion of their subscriptions and profits of trade to the maintenance of proper teachers in the said schools, also to open their meeting or school rooms for their members to assemble in on Sundays and other days, to hear lectures, &c.

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At the third Congress of societies and district councils, held in London in 1832, it was resolved, "that the United Kingdom be divided into missionary co-operative districts, and that a council be appointed to register the names of the societies in each district."

1. That the following be named as districts:— (1) the Metropolis, (2) Birmingham, (3) Manchester, (4) Glasgow, (5) Belfast, (6) Dublin, (7) Cork, (8) Edinburgh, (9) Norwich.

2. That these councils shall have power to appoint missionaries and to collect funds for defraying the expenses of the same; and are requested in every way to promote the interests of co-operative societies throughout the kingdom in each of their respective districts.

3. That these councils shall be empowered to manage the general measures calculated to promote the advancement of the principles and practice of co-operation, including arrangements for extensive missionary exertions in conformity with the instructions they receive from this Congress.

Following these business resolutions came others dealing with the principles which it was thought should govern the movement. They were as follows:—

1. That with all the boasted attainments of Englishmen in literature, the arts and sciences; with all our improvements in agriculture, manufacture, and the powers of production, the affecting scenes of misery daily witnessed, together with the unheard-of privations that exist among the industrial classes of the United Kingdom, as well as the present state of our trading and commercial pursuits, and, above all, the fearful extent of pauperism and crime, afford lamentable proofs either that a state of civilisation and refinement does not augment the happiness of the human race, or that we have yet to learn the correct basis of social policy, and to erect thereon a superstructure differing in every respect from the one that is productive of such contradictions and anomalies.

2. That the paramount object of all our social arrangements should be to add, by every combination of means, to the happiness of every member of the community, and to abstract the least possible from his personal independence—instead of that which has hitherto been our mistaken policy, to keep in ignorance and thus destroy the happiness of the many, in order to increase and most injuriously administer to the luxuries of the few.

In addition to these resolutions, certain rules and regulations, which are given here, were adopted by the Congress.

Fundamental rules and regulations as the only constitutional basis upon which societies can be permanently and successfully established. (See report of third Congress, London, 1832.)

1. Let it be universally understood that the grand ultimate object of all co-operative societies, whether engaged in trading, manufacturing, or agricultural pursuits, is *community in the land*.

2. To effect this important purpose a weekly subscription, either in money, goods, or labour—from a penny to any other amount agreed upon—is indispensably necessary, to be continued from year to year until a capital sufficient to accomplish the object of the society be accumulated.

3. The next preliminary step to be pursued as auxiliary to the former will be for the society to purchase, at wholesale price, articles of ordinary consumption of the most genuine description, in order to be retailed at the market prices for the purpose of further accumulation. The adoption of these instructions will, of course, be regulated by the circumstances and inclinations of particular societies.

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4. We would observe that the immediate benefit derivable from these societies, in their successful approximation to community, are the mutual employment of members, the establishment of schools for the education of children, and of libraries and reading-rooms for adults.

5. In order to ensure, without any possibility of failure, the successful consummation of these desirable objects, it is the unanimous decision of the delegates here assembled that the capital accumulated by such associations should be rendered indivisible, and any trading society formed for the accumulation of profits with the view to the merely making a dividend thereof at some future period cannot be recognised by this Congress as identified with the co-operative world, nor admitted into that great social family which is now rapidly advancing to a state of independent and equalised community.

6. It is deemed more especially essential in all the trading transactions of co-operative societies that credit shall be neither taken nor given, as a deviation from this important principle has been the sole cause of the destruction of so many previous societies, and thus banefully operated to retard the general progress of co-operation. In order to carry this important measure into successful operation, the Congress recommend that, in case of want of employment among the members, means should be taken by the society, if possible, to provide them some employment, as local circumstances may admit. In cases of sickness, should there be no other sources of relief, pecuniary assistance may be given either from the funds belonging to the society or from individual subscription amongst the members.

It will be interesting also to note that at this Congress Mr. Robert Owen laid down certain fundamental principles for the guidance of the delegates then assembled, and which they unanimously accepted:—

Fundamental principles of co-operation advanced by Robt. Owen, and accepted by the third Congress held at London, 1832.

1. That man's character under Divine Providence is formed for each individual.

2. That it is the interest of society that the physical, intellectual, and moral character of every child should be well formed.

3. That it is in the power of society to well or ill form the character of every child not possessing organic disease.

4. That the individual co-operative system is calculated to produce in the mass of the people poverty, crime, and wretchedness, and to perpetuate ignorance and disunion among the human race, and that the experience of the world up to the present day demonstrates this truth.

5. That the social co-operative system is eminently calculated to remove the cause of all these evils by uniting mankind in properly devised arrangements, to reform the human character from evil to good: by producing abundance; by making well-directed industry honourable; and by uniting the exertions of all for the benefit of each.

The Liverpool Congress, also held in 1832, passed the following resolution, emphasising the conclusions arrived at by the London Congress in favour of communal as against individual interests:—

That the cause of the difficulties and embarrassments under which society is now labouring in commercial affairs is attributable to *individuals* entrusted with the production and distribution of wealth, and that in order to remove these difficulties it is necessary for society to be based on the principle of *united interest*.

In 1850 it was proposed to form a union of all co-operative societies then in existence under the name of the Industrial and Provident Societies' Union, which was intended to embrace all bodies registered or certified, or seeking to be registered or certified, under the Industrial and Provident Societies Act (15 & 16 Vict. c. 31), or which may be prevented by some technical flaw, or by reason of the scope of the Act not being large enough to include them, from availing themselves of its benefits, but which are constructed in accordance with its spirit. Its object is to establish unity and economy of action amongst the various bodies admitted into it; to develop a moral power for the furtherance of co-operation, which the law cannot supply; and, whilst strictly respecting the rights of self-government of each body forming part of it as respects matters of purely internal regulation, to check and harmonise, as far as possible, all opposition of interests and rivalry between them.

It was intended to be supported mainly by the sums paid by societies admitted to it, or by the receipts from the publications which it may issue, or the institutions it may set on foot, but without excluding voluntary donations, which will probably be of much value at its commencement.

It was intended to be governed by a general conference, to meet once a year, or oftener, in the various centres of co-operative action alternately, and by a central executive, to be appointed by such conference.

It was also intended to be divided locally into districts, the extent of which shall be limited from time to time by the general conference, and each of which shall be governed by a central board and executive committee.

It acknowledged and endeavoured to carry out the principles laid down by the co-operative conference held in London on the 26th and 27th July 1852.

A co-operative conference was held in Manchester on the 15th and 16th of August 1853.

APPENDIX II.

SOME CO-OPERATIVE SOCIETIES IN EXISTENCE, 1832.

Name.	Date formed.	No. of Members.	Amount of Funds.	Any Members employed.	Articles Manufactured.	Remarks.
Ardsley	Feb. 1831	26	£ 65	Yes	Linens, checks, &c.	—
Armitage Bridge	April 1830	25	103	—	—	—
Bolton First	Jan. 1832	32	16	—	—	School also, 100 scholars.
" Second	Feb. 1832	66	26	—	—	—
" Manufacturing	May 1830	29	170	All†	Bed quilts.	—
Barnsley (West End)	Mar. 1832	83	175	Several	Linen goods.	—
"	June 1829	30	78	Occasionally	Linen goods.	—
Bradford	Feb. 1829	30	120	Occasionally	Head yarn and shoes	Library.
Boothfold Second	Aug. 1831	60	78	—	—	—
Birmingham	Nov. 1828	30	Not known	—	—	Library, 170 vols.
Birkacre	—	*8,000	4,000	150	Silk and calico printers.	—
Barns	—	—	—	—	—	—
Cumberworth First	Oct. 1831	34	25	—	—	School and library.
Darlington	June 1829	13	82	—	Linen cloth.	Library.
Denby	Mar. 1832	14	—	—	—	—
Foleshill	Jan. 1829	45	160	—	—	—

* 300 according to Congress Report.

† And families also.

SOME CO-OPERATIVE SOCIETIES IN EXISTENCE, 1832—*continued.*

Name.	Date formed.	No. of Members.	Amount of Funds.	Any Members employed.	Articles Manufactured.	Remarks.
Hatherne	Aug. 1829	70	100	Yes	Stockings.	—
Halifax	May 1829	60	216	4	Stuffs.	Library, 50 vols.
Holywell	April 1830	84	46	—	—	—
Huddersfield First	April 1829	150	300	10	Woollens.	Small library.
Holmfirth	Mar. 1832	90*	—	—	—	—
Hulme	July 1831	29	11	—	—	School and library.
Keighley	Nov. 1829	40	247	—	—	—
Kendal	July 1829	135	453	9	Linen goods and shoes.	—
London First	Nov. 1827	36	310	—	—	Library, 200 vols.
" First Manufacturing Association.	—	—	—	—	—	—
" Central Association	Nov. 1831	150	200	—	—	—
" Kingeland	Feb. 1832	41	1	—	—	—
" Westminster	May 1829	60	150	Yes	Tin ware.	Library, 100 vols.
" First Western Union	July 1830	140	250	Yes	Sundries.	Library, 50 vols.
" Metropolitan	Nov. 1829	43	154	Occasionally	Shoes and clothing.	Small library.
" First Tailors	July 1831	208	119	Yes	Clothing.	—
" Banbury Park	Oct. 1831	12	50	All	Clothing and agricultural.	School and library.
Leicester Third	Nov. 1829	105	233	12	Stockings.	—
Lindley	Feb. 1832	9	2	—	—	Small library.
Liverpool First	Jan. 1830	32	50	1	Shoes.	—
Loughborough	Jan. 1829	60	400	Several	Hosiery and lace.	—
Manchester Economical	Aug. 1830	20	53	Yes	Ginghams.	Small library.
" Owenian	June 1830	40	68	Yes	Fustians.	Library, 150 vols.
" and Salford Association.	April 1831	20	—	—	—	—
Mansfield First	Aug. 1830	18	100	—	—	—
Newark First	Dec. 1831	98	60	Yes	Frocks, linen, &c.	School, 98 children.
Norwich First	Sept. 1827	33	270	Yes	Crapes, &c.	—
Newchurch First	Dec. 1829	40	328	Yes	Baizes.	—
New Mill	Mar. 1832	40	—	—	—	—
Outwood and Kearsley	Dec. 1831	24	9	—	—	—
Oldbury	Feb. 1832	50	20	—	—	—
Pristolee New Mills	Feb. 1832	46	13	—	—	—
Rochdale Friendly	Oct. 1830	52	108	10*	Flannel.	—
Runcorn	— 1830	40	—	—	—	—
Ratcliffe and Pilkington	—	180	—	—	—	—
Sheffield First	Jan. 1830	63	104	Yes	Razors, &c.	—
" Second	April 1830	184	300	Yes	Cutlery.	—
Salford First	Oct. 1829	50	110	—	—	School, 200 children.
Stockport	June 1829	60	279	Yes	Beaver hats.	—
Shipley	May 1830	15	40	—	—	—
Shelley	Feb. 1832	15	—	—	—	—
Stockamoor	April 1832	18	34	—	—	—
Thurstanland	April 1830	20	118	Yes	Woollen cloth.	—
Whitehaven	June 1830	57	106	—	—	—
Wallingford	—	—	—	—	—	—
Warrington	—	—	—	—	—	—
Woolton	— 1829	10	80	—	—	—

* And families.

APPENDIX III.

RULES OF THE ROCHDALE EQUITABLE PIONEERS' SOCIETY, LIMITED.

NOTICE.

The Cash Book and the metallic checks must be left at the Society's Registered Office, on or before the Monday previous to the day appointed for Stocktaking. The stocks are taken on the first Tuesday of each of the months of March, June, September, and December in each year; and the Cash Books are required in order that the Interest and Dividend may be added to the members' accounts.

A receipt will be given for the book and checks which must be produced before the book can be returned.

Members are requested to see that the right number of checks is entered on the receipt before leaving the Office.

Members are requested to get their small checks exchanged for 1l. checks as often as possible during the quarter, and to arrange them in 1l. lots, so that they can be readily counted. But avoid bringing them on Fridays or Saturdays, as the shopmen are generally busy on those days.

All persons are requested to examine their checks and change before leaving the counters in the shops or offices, as no mistake can afterwards be rectified.

No interest is allowed on money withdrawn during the quarter.

Interest is allowed on all contributions of even pounds from the 9th of each month.

The Office is open every day from 9 a.m. to half an hour before the time for closing the shops.

INSTRUCTIONS TO MEMBERS.

The Candidate for Membership will require to come and sign the declaration and pay a deposit on the share of 1s. or more.

Pass Books must be brought to the Office with metallic purchase tokens, in the first weeks of March, June, September, and December of each year.

None but 1*l.* and 5*l.* tokens taken at the Office. The times for changing the smaller values can be ascertained by inquiry at the shops.

Members desiring to make withdrawals will be required to come themselves, or send a note by the person authorised to receive the money, such note to bear the *bonâ fide* signature of the member. No member can withdraw his or her share account below 5*s.* without withdrawing altogether and forfeiting the sum of 2*s.* from the amount in the book, and in this case it will require the member to attend at the Office.

Interest is allowed on all contributions of even pounds from the 9th of each month, but no interest is allowed on sums withdrawn for the quarter in which they are withdrawn.

The Office is open every day for the receipt of contributions and the payment of withdrawals from 9 a.m. to half an hour before the time for closing the shops.

N.B.—No contributions are received from the Thursday before the stocktaking until after the stocktaking day. The day for taking stock, &c., may be found on referring to the Society's Almanac.

The Rochdale Equitable Pioneers' Society was established in the year 1844, and enrolled under the Friendly Societies Act.

In the year 1852 the Industrial and Provident Societies Act was passed by Parliament, which gave great facilities to Co-operative Societies. On October 23rd, 1854, this Society passed a resolution to go under that Act; several societies having been formed which worked well under it. It was found necessary to apply to Parliament again for a further extension, and in the year 1862 an Act was passed which gave still greater powers and facilities to such societies. It was further amended in 1867, and consolidated in 1876.

The following are among the benefits derived from being enrolled under the Industrial and Provident Societies Act, 1876:—

1. The rules are binding, and may be legally enforced.
2. The liability of members is limited to the number of shares taken up by them.
3. The property of the society is vested in the name of the Society.
4. Protection is given to the members, their wives, and children, &c., in enforcing their just claims, and against any fraudulent dissolution of the Society.
5. Fraud, committed with respect to the property of the society is punishable by justices or county courts.
6. Disputes settled by reference to justices, and the order of justices to be final, with power to award compensation to any member if unjustly expelled.
7. Members may inspect the books and the names of the members at all reasonable hours, at the registered Office of the Society.

That all former Rules be hereby rescinded.

RULES.

Name, Object, and Place of Office.

- | | |
|--------------------|--|
| Name. | 1. This society shall be called the "Rochdale Equitable Pioneers' Society, Limited." |
| Object. | 2. The object of this society is to carry on the trade of general dealers, manufacturers, and the buying and selling of land. |
| Registered office. | 3. The registered office of this society shall be at the society's store, in Toad Lane, Rochdale, in the county of Lancaster, where all the books of accounts, securities, and documents of the society shall be kept, other than such, if any, as are required for carrying on business on account of the same elsewhere; but the place of business may be altered by the committee of management |

4. In the event of any change in the situation of the Registered Office, notice of such change shall be sent within fourteen days thereafter to the Registrar in manner and form provided by the Treasury Regulation in that behalf.

Notice of removal of Registered Office.

Admission of Members, including Societies and Companies.

5. The society shall consist of the present members, and of all other persons who shall afterwards be admitted in the following manner:—

Admission of members.

5a. A person wishing to become a member must apply at the office to the secretary or other officer appointed. He must state his name, residence, and occupation, and be proposed and seconded by two members of the society. He must also (at the time of application) sign a declaration stating his willingness to abide by the rules, and take out not less than five shares, and pay a deposit of not less than one shilling on account of the said shares, together with an entrance fee of one shilling, and threepence for a copy of these rules. Complete lists of the names, residences, and occupations of all persons who have applied to become members in manner herein-before stated, shall be submitted to the next weekly meeting of the committee of management for their approval; and if any person whose name is on the said list shall be objected to by the majority of the committee of management then present, the name of the said person shall be erased from the list. These lists, attested by the signatures of the president and secretary for the time being, shall be hung up in the Society's Central News-room, for the inspection of the members three clear days at least prior to the next monthly or quarterly meeting of members following their approval by the committee of management; and if at the said monthly or quarterly meeting objection be taken by a majority of the members present at such meeting to any of the persons named on any of the said lists, such person or persons shall not be admitted as members of the society; but all other persons named thereon shall be considered to be finally admitted. All persons objected to by either the committee of management or the members shall have the whole of the money which they shall have paid into the society returned.

How admitted.

5b. No person shall continue to be a member of the society who does not purchase from the society to the extent of at least 4*l.* per annum.

Minimum purchase per member.

5c. Any society or company registered under Act of Parliament with limited liability may become a member of the society on application to the committee of management, and subject to their approval, and subsequent sanction of the members in manner herein provided for individual members.

Admission of Societies or Companies.

6. A list of names and residences of candidates for membership shall be kept at the registered office of the society, and no person shall be deemed a member unless, or until, his name appears on this list. And the committee of management shall cause the names of all persons who under these rules cease to be members to be erased therefrom.

List of members.

Mode of holding Meetings, Right of voting, and of making, altering, and rescinding of Rules.

7. That general meetings of the members be holden on the first Monday in each month, at half-past 7 o'clock in the evening, and that the meetings on the first Mondays in January, April, July, and October be the quarterly meetings of the society, at which meetings the officers shall make their reports, in which shall be specified the amount of funds and value of stock possessed by the society.

General and quarterly meetings.

8. That the ordinary general meetings of the members be,—1st, for the approval or rejection of proposed new members; 2nd, for the approval or otherwise of the minutes of the committee; 3rd, for discussing the affairs of the society; 4th, for explaining the principles and rules of the society; 5th, for making suggestions for the guidance of the committee of management.

Purposes of ordinary general meetings.

9. The general meetings of the educational department shall be held on the second Mondays in January, April, July, and October, at half-past 7 o'clock in the evening, for the purposes following:—For receiving the report of the committee; for empowering the committee to make special arrangements for extending the sphere of this department and for any other business connected therewith. The educational committee shall

Educational general meetings.

not be allowed to take any new premises without the sanction of the committee of management, or that of a quarterly meeting of the society.

10. A special general meeting may be convened at any time in virtue of a resolution of the committee, by a notice being posted in the meeting room and the principal places of business of the society, specifying the time and objects of the meeting six clear days at least before the meeting; or by any fifty members, on giving in like manner six clear days' notice thereof in writing, specifying the object, signed by them.

N.B.—No other business can be transacted at any such meeting than the business specified in the notice convening it.

11. All general meetings shall be held at the chief place of business of the society, or at such other place as any quarterly meeting may determine; and no quarterly or special general meeting of the society shall proceed to business unless at least 50 members of the society be present within one hour of the time of meeting, otherwise such meeting, if it be the ordinary quarterly meeting of the society, or a special general meeting, convened by the committee of management, shall stand adjourned to that day week; but if it be convened by notice from the members shall be absolutely dissolved. But any general meeting may adjourn from time to time for any period not exceeding fourteen clear days; and no meeting shall be rendered incapable of transacting business by the want of a quorum after the chair has been taken.

11a. No resolution of a quarterly meeting, of which one month's notice shall have been given, before submitting the same for consideration, shall be rescinded or amended except after a similar notice shall have been given of the intention of proposing such rescission or amendment.

12. At all meetings of the society, each member shall have one vote only, except the president, who shall have a casting vote in addition to his own as a member.

13. No new rule shall be made, nor any of the rules herein contained or hereafter to be made shall be repealed or altered, except by the vote of a majority of two-thirds of the members present and voting at a special general meeting of the society, to be called in pursuance of a requisition by 50 or more members, by fixing such requisition, and setting forth the day of holding such meeting, in the place where the business of the society is transacted, four weeks next before such general meeting. No amendment of rules is valid until registered.

Appointment of Officers and Committee of Management, their respective Duties, and mode of conducting Business.

14. The management of this society shall be vested in a committee, consisting of a president, treasurer, secretary, and eight committee-men. The first committee under this rule shall be the committee in office at the time of the registration of this rule. The president, treasurer, and secretary, who shall be in office when this rule is registered, shall be the first president, treasurer, and secretary under this rule. Afterwards the president, treasurer, and secretary shall be elected at the general meeting to be held in the month of January, and three committeemen shall be elected at each of the general meetings to be held in the months of April and July; the remaining two committeemen shall be elected at the general meeting to be held in the month of October in each year. The committee in office when this rule is registered shall decide amongst themselves in what rotation they retire; the retiring officers being eligible for re-election; but if through death, resignation, or otherwise, a vacancy should occur amongst the officers of this society, a special meeting of the members may be called, at which meeting another or others may be elected to fill such vacancy or vacancies. That no person be eligible for a member of the committee who has not been a member of the society 12 months, or eligible for president who has not been on the committee; but any member of the committee may stand his poll for the president without first resigning his office as committeeman. Any committeeman, or other officer, may be removed by a special general meeting called for the purpose.

14a. Candidates for the committee of management and for all other offices of the society shall be nominated at the monthly meeting immediately pre-

ceding the quarterly meeting, at which they are proposed for election. Should the number nominated not be sufficient to fill the vacancies, the quarterly meeting shall elect the required number not so nominated.

15. The general management of the society shall, subject to the provisions herein-after contained, be in the committee of management, who shall have the control of all business, carried on by or on account of the society, the determination of the persons to be employed therein, and the rates of payment to be made to such persons, the appointment of salesmen or other servants necessary for conducting the same, and may assign to any such servant such duties and salaries as they may think fit. All members of the society shall, in respect of any work or service which they may perform for or on behalf of the society, be paid after such rate of payment as the committee may determine.

16. (a.) All moneys received on account of contributions, donations, admissions, fines, or otherwise, shall be paid to an account to be opened with some bank, selected by the committee of management, in the name of the society, unless the finances of the society are too small to allow of such an account being kept; in which case they shall remain under the care of the treasurer, and all such moneys shall be applied towards carrying out the objects of the society, according to the rules thereof. And so much of the funds of the society as are not wanted for immediate use, or to meet the usual accruing liabilities, under the provisions aforesaid, shall, with the consent of the quarterly meeting, or a special general meeting of the members, be invested by the committee of management. The business of the society shall be conducted for ready money.

(b.) Every year before the 1st of June the committee of management shall cause the secretary to send to the registrar the annual return, in the form prescribed by the Chief Registrar of Friendly Societies, required by the Industrial and Provident Societies Act, 1876, of the receipts and expenditure, funds and effects of the society, and of the number of members of the same up to the 31st December then last inclusively, as audited and laid before a general meeting, showing separately the expenditure in respect of the several objects of the society, together with a copy of the auditors' report, if any.

(c.) Such return shall state whether the audit has been conducted by a public auditor appointed under the Industrial and Provident Societies Act, 1876, and by whom; and if such audit has been conducted by any persons other than a public auditor, shall state the name, address, and calling or profession of each of such persons, and the manner in which, and the authority under which, they were respectively appointed.

(d.) It shall be the duty of the committee of management to provide the secretary with a sufficient number of copies of the annual return for supplying gratuitously every member or person interested in the funds of the society, on his application, with a copy of the last annual return of the society for the time being; and it shall be the duty of the secretary to supply such gratuitous copies on application accordingly.

(e.) It shall be the duty of the committee of management to keep a copy of the last balance sheet of the society for the time being, together with the report of the auditors, if any, always hung up in a conspicuous place at the registered office of the society.

17. The committee of management shall meet every Thursday evening, at half-past 7 o'clock, and any six of the committee shall form a quorum. It shall in all things act for and in the society's name, and all acts and orders under the powers delegated to it shall have the like force and effect as if they were the acts and orders of a majority of the members of the society at a general meeting thereof. Every question at such meeting shall be decided by a majority of votes. Any two of the committee may call a special meeting thereof, by giving one clear day's notice in writing to the secretary; but at such special meeting no other business than that specified in the notice shall be taken into consideration. The committee shall convene all meetings of the society on such requisitions as are herein mentioned, and shall also cause the accounts of all business carried on on behalf of the society to be

Management of business

Mode of conducting business.

Annual returns to Registrar.

Reports and balance sheets.

Duties of committee of management.

Special general meetings.

Places of and number constituting a meeting.

Notices of motion or amendment.

Votes.

Alteration of rules.

Officers of the society.

regularly entered in proper books, and shall cause a statement of the accounts of the society to be made out up to the first or second Tuesdays in the months of March, June, September, and December in each year, so as to give not less than 27 days between the time of taking stock and the following quarterly meeting; and also so as to avoid having a quarter consisting of 12 weeks only. This statement, together with all the necessary vouchers, shall be laid before the persons appointed to audit the same, not less than 10 days before the day appointed for the quarterly meeting of the society. All other committees, whether educational or otherwise, which are or may be formed in connection with this society, shall be subject to the above committee.

Duties of president.

18. The president shall act as chairman at all meetings of the society, and should he not be present at any of the society's meetings, the officers and members present shall elect one from amongst themselves to act as chairman on that occasion. The president, or chairman acting in his absence, shall sign all contracts, also the minutes of the proceedings at each of the society's meetings, and shall have the casting vote, besides his own vote as a member.

Duties secretary.

19. The secretary shall give his attendance at all meetings of the society, and of the committee of management; summon all special meetings of the committee, and record correctly the names of the said committee there present, and the minutes of their proceedings, which he shall transcribe into a book, to be authenticated by the signature of the chairman as the proceedings of the meetings; he shall countersign all contracts, and shall on all occasions in the execution of his office, act under the superintendence, control, and direction of the said committee. An assistant secretary may at any time be appointed by the committee of management.

Duties of treasurer.

20. The treasurer shall be responsible for such sums of money as may from time to time be paid into his hands by the secretary, or by any person on account of the society, and for the investment or application of the same under the authority of the committee of management, in such manner as they shall direct; he shall see that the cash account is balanced weekly, and shall supply the committee with a duplicate thereof when required.

Security from officers and others.

21. Every person appointed to any office touching the receipt, management, or expenditure of money for the purposes of the society, shall, before entering upon the duties of his office, give such security as is thought sufficient by the committee of management for the time being.

Payment of officers.

22. At any quarterly meeting of the society, the majority of the members present may assign to the committee, treasurer, secretary, auditors, or any other officer of the society, such remuneration as seems to them desirable.

Servants not to be officers.

23. No servant of this society shall serve any office in the committee of management, nor be allowed to vote for any candidate for the committee of management, or be an auditor on any account whatever.

Disqualification of committee-men.

24. Any member of the committee of management shall be disqualified from remaining on the committee if he holds any other office or place of profit under the society, except such as may be assigned according to Rule 22; if he becomes bankrupt, or if he is concerned in or participates in the profits of any contract with the society. But the above rule shall be subject to the following exceptions: That no member of the committee shall vacate his office by reason of his being a member of any company or society which has entered into contracts with or done any work for this society. Nevertheless, he shall not vote in respect of such contract or work; and if he does so vote, his vote shall not be counted.

Educational committee.

25. A separate and discount account shall be kept of the allowance for educational purposes. This fund shall be under the management of a special committee, consisting of the president of the society for the time being, and ten members, five of whom shall be appointed at the quarterly meeting in April, and five at the quarterly meeting in October, and retire alternately. The educational committee shall be held responsible to the quarterly meetings of the society for the proper disposal of the fund placed under their care, and shall not be allowed to vote away any portion thereof to be spent or disposed of by any other party. They shall appoint a chairman from amongst themselves.

26. No president, secretary, treasurer, or other member of the committee, while in office, shall be allowed to nominate or second any member to serve on the committee of management.

Officers not to nominate or second colleagues.

Limitation of Amount of Members' Share Investment.

27. No member, other than a registered society, shall, subject to such restrictions as shall from time to time be determined by a quarterly meeting, be entitled to an interest in the shares or funds of the society exceeding the sum of two hundred pounds.

Limit of members' interest in the society.

Power to accept Loans and Deposits.

28. The committee of management may from time to time, for the purposes of the society, obtain by way of loan from any person, society, or company, whether or not a member of the society, on security of bonds signed by three at least of the committee, and countersigned by the secretary for the time being, or such other security as shall be agreed upon between the committee of management and the lender. They may also obtain advances from the society's bankers from time to time, and give continuing security by mortgage (legal or equitable) under the seal of the society for the money which shall be owing on the account current of the society with the bankers. The total amount of the sum or sums so borrowed, and of deposits under Rule 29, shall not exceed such sum or sums as shall have been approved by a majority of the members present at a quarterly or special meeting, and shall not at any time exceed two-thirds of the amount of the declared share capital of the society.

Loans.

They shall be empowered to give such rate of interest not exceeding six per cent. per annum, and subject to such terms of repayment as shall be agreed upon.

29. The committee of management may receive deposits of not more than five shillings in any one payment, nor more than twenty pounds from any one depositor, payable on not less than two clear days' notice. They may agree to pay upon such deposit such rate of interest not exceeding five per cent. per annum, as may from time to time seem to them desirable. No payment of withdrawable capital shall be made while a claim on account of a deposit is unsatisfied.

Deposits.

Share Capital—How Paid up, Notice for Withdrawal.

30. The capital of the society shall be raised in shares of one pound each, which shall not be transferable, except in the case mentioned in Rule 39. Each member must hold at least five shares, and shall not pay less than three shillings and threepence per quarter, until he has made up his five shares; and on default shall be fined threepence per quarter, unless the default is shown to have arisen from sickness, distress, or want of employment, or any other reason satisfactory to the committee of management, in which case a written statement of the cause of default shall be sent to the secretary at the time at which such payments ought to be made, otherwise the fines shall be in force. Profits arising from members' trade when not withdrawn may be considered as contributions to shares. Any member may pay the whole or any part of his shares in advance.

Share capital, how paid up.

31. All sums due from any member under the provisions of these rules for contributions to shares or otherwise, shall be recoverable from him, his executors, or administrators, by legal process, as a debt due to the society.

Recovery of subscriptions.

32. Should the committee of management have more funds on hand than they can profitably invest, they shall have power in the first place to repay all loans contracted under the 28th Rule, and should they still have too much money, shall reduce the number of shares held by the members, the highest being the first paid off. Members may allow their surplus shares to remain in the funds of the society after the time of notice has expired, but shall not receive interest thereon.

Repayment of loans and reduction of shares.

33. Members may withdraw any sum above 5*l.*, according to the following scale of notice, subject, however, to the discretion of the committee of management:—

Withdrawal of shares.

2 <i>l.</i> 10 <i>s.</i> on application.	50 <i>l.</i> to 75 <i>l.</i> , 6 weeks.
2 <i>l.</i> 10 <i>s.</i> to 5 <i>l.</i> , 1 week.	75 <i>l.</i> „ 100 <i>l.</i> , 7 „
5 <i>l.</i> to 10 <i>l.</i> , 2 weeks.	100 <i>l.</i> „ 125 <i>l.</i> , 8 „
10 <i>l.</i> „ 20 <i>l.</i> , 3 „	125 <i>l.</i> „ 150 <i>l.</i> , 9 „
20 <i>l.</i> „ 30 <i>l.</i> , 4 „	150 <i>l.</i> „ 175 <i>l.</i> , 10 „
30 <i>l.</i> „ 50 <i>l.</i> , 5 „	175 <i>l.</i> „ 200 <i>l.</i> , 11 „

*Cases of Distress.*Cases of
distress.

34. A member, being in distress, may withdraw any sum he may have in the funds of the society above five shillings, at the discretion of the committee of management; such member may, however, be called upon to repay such withdrawal in manner provided by Rule 30, until his shares again amount to not less than five pounds.

*Members provided with Copies of Rules.*Copies of
rules.

35. It shall be the duty of the committee of management to provide the secretary with a sufficient number of copies of the rules to enable him to deliver to any person on demand a copy of such rules on payment of a sum not exceeding one shilling, and of the secretary to deliver such copies accordingly.

*Appointment of Auditors, and their Duties.*Balance
sheets.

36. The committee of management shall once at least in every year submit the accounts of the society together with a general statement of the same and all necessary vouchers up to the 31st December then last, for audit, either to one of the public auditors appointed under the Industrial and Provident Societies Act, 1876, or to two or more persons appointed as auditors by the members at the meeting next before each yearly meeting of the society, and shall lay before every such meeting a balance sheet (which either may or may not be identical with the annual return, but must not be in contradiction to the same), showing the receipts and expenditure, funds and effects of the society, together with a statement of the affairs of the society since the last ordinary meeting, and of their then condition. Such auditors shall have access to all the books and accounts of the society, and shall examine every balance sheet and annual return of the receipts and expenditure, funds and effects of the society, and shall verify the same with the accounts and vouchers relating thereto, and shall either sign the same as found by them to be correct, duly vouched, and in accordance with law, or shall specially report to the meeting of the society, before which the same is laid, in what respect they find it incorrect, unvouched, or not in accordance with law.

*Inspection of Books and Accounts.*Inspection
of books.

37. The books and accounts of the society shall be open to the inspection of any member or person having an interest in the funds of the society, at all reasonable times, at the registered office of the society, or at any place where the same are kept, subject to such regulations as to the time and manner of such inspection as may be made from time to time by the general meetings, and it shall be the duty of the secretary to produce them for inspection accordingly, provided that no member, other than an officer of the society, shall be entitled to inspect the loan or deposit account of any member without his written consent.

*Withdrawal from the Society, and Payment of Deceased Members' Shares.*Withdrawal
or exclu-
sions.

38. A member who has paid up all his contributions may withdraw from the society; and any member may withdraw without out paying up all his contributions, with the consent of a majority of the committee of management. Upon the withdrawal or exclusion of any member, he shall receive payment of the capital advanced by him, with all arrears of interest and profits, if any, according to the provisions of Rule 33, or within six months after such withdrawal or exclusion. Any member having received any interest or participated in the profits, shall, in case of withdrawal from the society, forfeit such sum (not exceeding 2s.) as the committee of management may think proper; such forfeits to be applied to the reduction of the value of fixed stock.

Nominations
and
revocation
by members.

39. The secretary shall keep a book in which he shall register or record all nominations made by members of the society of any person or persons not being officers or servants of the society, unless any such officer or servant is the husband, wife, father, mother, child, brother, sister, nephew, or niece of the nominator, to whom such nominator's shares (the term shares including, for the purposes of this rule, loans and deposits) shall be transferred at his decease, provided that the amount credited to him in the books of the society does not exceed 100l.

The secretary shall in like manner record or register all revocations or variations of such nominations by the nominator.

The nominator shall pay threepence to the management fund for the recording or registering of every such nomination, revocation, or variation.

On receiving satisfactory proof of the death of a nominator, the committee shall, at their option, either transfer the shares in manner directed in such nomination, or pay to any person entitled thereunder the full value of his interest, unless the shares to be transferred to any nominee would raise his interest in the society to an amount exceeding 200l., in which case they shall pay him the full value of such shares, not exceeding the sum aforesaid. An entry of such payment shall be made in the proper book, and thereupon the shares so paid for shall be extinguished. If any member entitled to an interest in the society not exceeding 100l. dies intestate, and without having made any nomination which remains unrevoked at his death, such interest shall be transferable or payable without letters of administration to or among the persons who appear to a majority of the committee, upon such evidence as they may deem satisfactory, to be entitled by law to receive the same, subject to the provisions of the Provident Nominations and Small Intestacies Act, 1883.

40. If any member entitled to an interest in the society not exceeding 100l. dies leaving a will, and without having made any nomination which remains unrevoked at his death; or if any member entitled to an interest in the society exceeding 100l. dies, such interest shall be transferable or payable only to his executors or administrators, subject as aforesaid.

Deceased
members
shares.

41. If any member becomes bankrupt his interest in the society shall be transferable or payable to the trustee of his property.

Provision
for bank-
ruptcy
claims.

42. Upon the death of any member, unless the person nominated as aforesaid, or in the event of there being no such nominated person, the legal personal representative of such deceased member shall, within one month thereafter, give notice thereof in writing to the secretary, stating the Christian and Surname, place of abode, and profession or business of such nominated person or legal personal representative, as the case may be; one shilling shall be deducted from the sum payable to him. No interest will be allowed on deceased members' shares after the termination of the time such notice should have been given, until legally transferred.

Application of Profits.

43. The net proceeds of all businesses carried on by the society after paying or providing for the expenses of management and interest on loans and deposits shall be appropriated as follows:—

Division of
profits.

- 1st. To reduction of fixed stock, according to the following ratio on the first cost. Fixtures and machinery at 10 per cent. per annum; shop buildings, warehouses, workshops, offices, and meeting rooms, at 2½ per cent. per annum; and cottage buildings at 1 per cent. per annum.
- 2nd. All entrance fees and forfeits on withdrawal shall be applied to reduction of such portion of fixed stock as the committee of management shall from time to time determine.
- 3rd. Interest not exceeding at the rate of 5 per cent. per annum shall be credited quarterly to the account of each member upon the share capital standing to his credit in the books of the society.
- 4th. The excess, if any, of the interests and dividends received from the investments of the society, including rents upon shops and other fixed stocks in use by the society, and the balance of all rents received from cottages and other property belonging to the society over and above the interest allowed upon the loans, deposits, and members' share capital, shall be carried to a fund to be called "The Investment Reserve Fund," which shall only be appropriated by direction of a quarterly meeting.
- 5th. Two-and-a-half per cent. of the remainder, after the provision for reduction of fixed stock and interest upon capital as aforesaid, shall be carried to the account of the educational fund, besides the cost of room, light, and fuel.

6th. The remainder shall be divided among the members of the society in proportion to the amount of their purchases during the quarter.

7th. The profits upon goods supplied to non-members, together with all fractional parts of a penny in the division of profits, shall be carried to a fund to be called the reserve fund. This fund shall accumulate, and shall only be appropriated by direction of a quarterly meeting, either to some provident purpose or to the reduction of some portion of the fixed stock; but no appropriation of the reserve fund shall be allowed unless one month's notice of the intention to propose such appropriation shall have been given.

Complaints, Suggestions, and Injurious Conduct.

Complaints and suggestions.

44. If any member have any complaint to make relative to the qualities or prices charged for goods supplied by the society, or respecting the conduct of any of the servants or officers of the society, such complaint shall be sent to the committee in writing, signed by the member complaining, or some other member on his or their behalf, and shall be investigated and decided upon by the committee, such decision to be entered in their minute book; and if satisfaction be not given by their decision, the same may be brought before a general meeting of the members; and if not then settled to the satisfaction of the parties complaining, shall be referred to a quarterly meeting. Any member may likewise send to the committee, in writing, any suggestions for carrying into better effect the objects of the society, which shall be considered by the committee.

Publication of name of society.

45. The name of the society shall be kept painted in letters easily legible, and affixed on the outside of every office or place in which the business of the society is carried on, in a conspicuous position, and shall be engraven in legible characters on its seal, and shall be mentioned in legible characters in all notices, advertisements, and other official publications of the society, and in all bills of exchange, promissory notes, indorsements, cheques, and orders for money and goods purporting to be signed by or on behalf of the society, and in all bills of parcels, invoices, receipts, and letters of credit of the society.

Injurious conduct.

46. The committee of management may suspend any member who persists in any conduct injurious to the society, until they submit the same to a general meeting (of which the offender shall have three clear days' notice), which shall have power to expel such member. No person so expelled shall by the votes of a majority again be re-admitted, except of the members present at a general meeting; nor unless notice has been given at the last previous general meeting of the intention to propose his re-admission.

Seal of the Society.

Society's seal.

47. The seal shall have for a device as follows: "A figure of a woman with a pair of scales and a sword, treading on a serpent, and a man with a pick on his shoulder, in the distance;" it shall be in the custody of the president, and it shall be used only when directed by resolution of the committee of management, a minute of which resolution shall be duly recorded by the secretary.

Investment of Capital.

Investment of capital.

48. The committee of management may invest any part of the capital of the society in or on the security of any other society registered under the Industrial and Provident Societies Act, 1876, or under the Building Societies Acts, or of any company registered under the Companies Acts, or incorporated by Act of Parliament, or by charter, and may make advances to members upon mortgage of freehold, copyhold, or leasehold property, upon such terms as agreed upon, provided that no such investment be made in the shares of any society or company other than one with limited liability, and may make any such investment in the registered name of the society. And in the case of an investment on the security of any such society or company, at such rate of interest, and on such terms as to repayment or otherwise, as may be agreed on. And all such investments now existing, which would have been valid if made under this rule, are hereby confirmed and ratified as if they had been made hereunder.

BUILDING DEPARTMENT.

49. The committee of management may, subject only to such restrictions and limitations as shall from time to time be imposed by resolution of members at a quarterly or monthly meeting, purchase, or hold upon lease or mortgage, any lands, together with the buildings thereon, and may build or erect any houses, cottages, or other buildings, on any lands from time to time held by the society, whether for the purposes of the society or not, and may alter, pull down, and again rebuild any building, whether erected by the society or otherwise vested in it; and may manage, lay out, lease, and sub-lease such lands—either at rack rent on buildings, mining, quarrying, or improving leases, or otherwise, howsoever—and either to members of the society or other persons; and may dispose of, sell, mortgage, convey, or reconvey, either to members of the society or other persons, any lands or buildings for the time being held by the society; and may appropriate to the use of the society any purchase moneys or other moneys received in respect of rents of any lands or buildings.

Power to buy, sell, and mortgage land or buildings.

50. The committee of management may, subject to the restrictions and limitations herein-before mentioned, advance any moneys out of the society's funds to members of the society on the security of lands or buildings, subject to such scale of repayment and at such rate of interest as is herein-after mentioned, no such advance to exceed four-fifths of the ascertained value of the said security; but no advance shall at any time be made upon the security of any property that shall be subject to any previous mortgage.

Power to advance money upon security of land and buildings. Advance not to exceed four-fifths value. No advance to be made upon second mortgage.

51. As soon as convenient after the registration of these rules, and at the first committee meeting after the 9th day of January in each year, the committee of management shall appoint two competent valuers to inspect all property offered as security to this society; and any member of this society desirous of applying for any advance of money from this society to assist him in buying land, building any house, houses, cottages, or other buildings, or desirous of effecting a mortgage upon any land, houses, cottages, or other buildings already erected, shall give notice in writing to the committee of management, who shall instruct the valuers to inspect the said property, or in case of buildings not erected shall examine the plans and specifications of the buildings proposed to be erected, and the valuers shall furnish a written report thereon to the committee of management, upon forms provided for that purpose, within six days, of all matters pertaining to such property. The said report shall contain the following particulars:—1st. The name of the person or persons making the application. 2nd. The situation of the property offered as security, giving number of house and name of street when practicable. 3rd. The number of yards of land, with a pen-and-ink plan of its shape, and particulars of the boundaries. 4th. Whether the land is leasehold, copyhold, or freehold, and what is the term for which it is held; and, if leasehold, what is the date of the lease. 5th. What is the annual ground or chief rent, or other charge, if any, upon the property. 6th. What is the value of the property, or in case of buildings not erected, what will be the value of the property when the said buildings are completed.

Committee of management to instruct valuers on receiving notice of application for advance. Valuers to make report to committee of management.

Particulars to be given in valuers' report.

52. When the committee of management shall be satisfied with the lands or buildings so to be offered as aforesaid are a sufficient security, and when the member to whom the said land and buildings belong shall have executed a mortgage or assurance of the said lands or buildings in such form as shall be deemed to be sufficient security by the committee of management for the time being, under the advice of their solicitor, they shall direct the president and secretary to pay to such member the sum or sums of money he, or she, or they shall be entitled to receive, and the president shall take charge of the said deed, and all other deeds relating thereto, and deposit the same in the society's fire-proof safe, as a security to the society that the said advanced moneys shall be repaid according to the conditions and regulations herein-after mentioned.

When the advance is to be made.

Form of mortgage or assurance.

President to deposit deeds in society's safe.

53. If any member of the society, before applying for an advance of money, shall be desirous of ascertaining what sum of money the committee of management are willing to lend upon any property, notice shall be given to the valuers in manner before-mentioned, and the valuers shall inspect the said property, and make their report thereon to the committee of management, and the committee shall make

A member may know before applying for an advance what the committee can lend.

Members to pay expenses of valuation.

known to the said person the sum they will advance thereon on the conditions herein contained, and the person on whose behalf the inspection and valuation has been made shall pay all the expenses thereof, whether a loan is effected or not.

Notice of amount of rent to be given to committee.

54. Every member to whom an advance of money shall have been made on the security of any land or building which is subject to the payment of any yearly or half-yearly ground or chief rent, or other annual charge, shall, whenever required so to do, furnish to the secretary of the society a statement containing the amount of such ground or chief rent, or other payment, the times at which they are respectively required to be paid, and the names and residences of the persons entitled to receive the same, and shall from time to time, if, and whenever so required, produce to the secretary of the society for the time being, a receipt or voucher showing that the said payments have been duly made; and if the said receipt or voucher shall not have been produced as required, the secretary shall ascertain from the person entitled to receive the said ground or chief rent or other payments, whether they have been duly received, and if not, then he, the secretary, shall forthwith pay the same out of the society's funds, and the amount thereof shall be debited to the account of the person to whom the advance has been made, together with a fine of 5s., and any other reasonable expenses to which the secretary in the payment thereof shall have been subject, by reason either of the non-production of the receipts or the non-payment of the said rent or charges.

Receipt of rent to be produced.

Falling the production of receipt, secretary of society to see if rent has been paid, and if not, to say it.

Penalty for not producing voucher or receipt of rent.

55. In the case of any member having made an agreement with the committee of management as to the amount to be advanced on any building about to be erected, or in course of erection, and having executed such deed of mortgage or assurance as before-mentioned, the said member shall be entitled to receive a proportionate part of the advance agreed upon when the said buildings shall have been raised to the height of the first floor, a proportionate part thereof when they shall be covered in or fully slated, and the remaining portion when the said buildings shall be completed according to the plans and specifications thereof, subject nevertheless to the same inspection and approval as premises already built.

How the money is to be advanced on buildings in course of erection.

Subject to inspection and approval before the payment of each instalment.

Borrowers not to pull down or carry away any mortgaged building, or leave any building unfinished.

56. Should any member of this society to whom an advance of money has been made from the funds of this society, on the security of property given as herein-before mentioned, leave any building upon which the said money shall have been advanced, unfinished, or begin to pull down, remove, damage, or carry away the same, or any part thereof, or cause or procure the same or any part thereof to be pulled down, removed, or carried away to the prejudice of this society, or the security given, the committee of management shall be at liberty forthwith to take possession, and either to sell such premises at the cost of such member or to employ such person or persons as they shall think fit to finish and complete the same out of the funds of the society, and charge the cost of completion to the debit of the member to whom the advance has been made.

Committee to have power to take possession, and sell or finish at the cost of the borrower.

Insurance in the society's name.

57. All property mortgaged to this society shall be regularly insured against loss by fire by the committee of management, in the society's name, with such company or office as they shall think fit, and for such sum or sums as shall be agreed upon between the member and the said committee, but not less than the full amount as shall from time to time be owing upon the said mortgage. The mortgagor shall pay the costs of the said insurance and of the annual renewals thereof, on or before the ninth day of the month next ensuing after the same shall be due, and in default thereof shall pay the same penalty as for arrears of repayment and interest, as is herein-after provided. The mortgagor shall also give to the committee of management a written notice of any and every trade or manufacturing process carried on in any of the mortgaged premises, or of any stove, furnace, or other article erected therein, which will in the least affect the validity of the policy of insurance in force before the commencement of such trade, or before the erection of such stove, furnace, article, or thing, or in default thereof, shall be fined five shillings per week during the time which such notice is withheld. Whenever any property mortgaged to this society has sustained damage by fire, the committee of management shall receive the amount of the damage so sustained from the insurance office, or company, and shall give a receipt for the same, signed by the president, and countersigned by

Borrower to be charged with the cost of insurance.

the secretary for the time being, which shall be a sufficient discharge to the insurance office or company liable by virtue of any policy of insurance. The money received for such damage shall be applied to the payment of the amount secured by the mortgage deed of the damaged premises, or, if the committee of management consider it expedient, they shall expend such money in repairing such damage.

58. Every member to whom an advance of money has been made on the security of lands or buildings, in manner herein-before provided, shall, on or before the ninth day of every calendar month, pay, at the registered office of the society, to such person or persons as the committee of management shall from time to time appoint, not less than eight shillings and fourpence for every one hundred pounds of such advanced moneys, together with interest not to exceed five per cent. per annum, on such portion of the said advance as shall have been unpaid on the ninth day of January next preceding, reckoning all parts of pounds as full pounds in the calculation of such interest. And every borrower shall, in addition to the before-mentioned payments, pay, on the ninth day of January in each year, a further sum not exceeding two shillings for every one hundred pounds of the original amount advanced to provide for the expense of conducting this department.

Time, place, and rate of repayment and interest.

Interest to be reduced on the 9th of January each year. Not exceeding 2s. per cent. per annum to be charged to borrower to repay expenses.

Penalties for non-payment of repayments and interest.

59. Should any member neglect to pay, on or before the ninth day of each and every month, the repayment and interest due according to the provisions of the foregoing rule, together with all arrears of repayment and interest, and together with all charges, fines, and penalties to which he shall from time to time become liable, according to these rules, such person shall be charged additional interest after the rate of twopence per pound for every month, or part of a month, during which such moneys shall be in arrear, such additional interest to be calculated upon the sum of the several arrears. And should any person neglect to pay any of such payments and interest or any part or parts thereof respectively, it shall be lawful for the committee of management, in their discretion and at any time after such default, to enter into possession of the property which has been given as security for the said payments, and shall cause such property to be sold, and the proceeds of such sale to be appropriated in liquidation of the debt owing to the society on the said security, together with the expense of the said sale, and pay the balance over to such persons as shall be legally entitled to receive the same.

Power to enter into possession. To sell and defray expenses and debt, and give balance to person entitled.

60. Any member to whom an advance of money shall have been made on the security of any lands or buildings, desiring to dispose of his interest in such lands or buildings, may transfer such interest, with the consent of the committee of management for the time being, to any other member of the society. All such transfers shall be of such form and executed in such manner as the committee of management for the time being shall deem necessary, under the advice of their solicitor. But no transfer shall be made of any property held on mortgage by this society unless or until all moneys and arrears due in respect of the amount advanced upon the said mortgaged property shall have been duly made.

Power and mode of transfer.

Form of transfer to be left to committee and solicitor.

61. Any member to whom an advance shall have been made in manner herein-before provided, may, by and with the consent of the committee of management for the time being, substitute any other security of equal value, in lands or buildings, in lieu of the security previously given, on payment of all the necessary expense in respect to the transfer of the said security or securities.

Borrower may change security.

62. When any member to whom an advance of money shall have been made out of the funds of this society, on the security of any mortgage, or other assurance, shall have repaid the whole of such advanced money, together with all arrears of interest, fines, penalties, or other charges due thereon, according to these rules, the committee of management shall authorise a receipt to be given under the hands of two members of the committee, countersigned by the secretary of the society for the time being, such receipt to be in the form appended to these rules, and shall be annexed to, or endorsed upon, such mortgage or assurance, and shall vacate the same and vest the estate of and in the property therein comprised in the person entitled to the equity or redemption of the said property.

Mode of vacating the mortgage when the money borrowed thereon has been repaid.

63. Every member borrowing money from this society in accordance with the foregoing rules shall

Fees of the valuers.

pay the valuers' fee for each inspection of the property offered as security. And the said person shall also pay the cost of all deeds of mortgage and transfer required by these rules, in addition to the payments herein-before mentioned. And all such deeds shall be drafted and prepared by the solicitor appointed by the committee of management for the time being.

Provision for booking and auditing.

64. The committee of management shall cause to be provided proper books to record the proceedings of this department, and shall cause to be kept a separate account of all moneys received and paid on account thereof, and the auditors of the society for the time being shall examine all accounts belonging thereto, and see that the receipts and payments are properly entered in the books; and the said books shall be made up and balanced on the respective quarter days of the society, when all other accounts are so made up and balanced; and the result thereof, so far as respects the total, shall be shown from quarter to quarter in the society's balance sheet.

Construction of Rules.

Construction of rules.

65. In construing these rules, words importing the masculine gender shall be taken to apply to a female; words importing one person or thing only shall be taken to apply to more than one person or thing; and words importing a class shall be taken to apply to the majority of that class, unless there is something in the context to prevent such a construction.

Application for Registrar's Inspection.

Winding-up of the society.

66. It shall be the right of one-fifth of the total number of members, or if the number of members shall at any time amount to 1,000, and shall not exceed 10,000, it shall be the right of 100 members, or if the number shall at any time exceed 10,000, it shall be the right of 500 members, by an application in writing to the Chief Registrar, signed by them in the forms respectively provided by the Treasury Regulations in that behalf—

- (a.) To apply for the appointment of one or more inspectors to examine into the affairs of the society, and to report thereon.—Industrial and Provident Societies Act, 1876, s. 15 (1 a).
- (b.) To apply for the calling of a special meeting of the society.—Industrial and Provident Societies Act, 1876, s. 15 (1 b).

Either such application to be made upon such notice to the society, and to be supported by such evidence for the purpose of showing that the applicants have good reason for requiring such inspection to be made, or meeting to be called, and that they are not actuated by malicious motives in their application, as the Chief Registrar shall direct.—Industrial and Provident Societies Act, 1876, s. 15 (2).

Dissolution of the society.

67. The society may at any time be dissolved by the consent of three-fourths of the members, testified by their signatures to some instrument of dissolution in the form provided by the Treasury Regulations in that behalf.—Industrial and Provident Societies Act, 1876, s. 17 (1).

APPENDIX.

Form of Receipt to vacate a Security.

We, the undersigned, being two members of the committee and the secretary for the time being of the within-named Rochdale Equitable Pioneers' Society, Limited, in pursuance of the authority to us for this purpose given, in and by a resolution of the committee of management of the society, and of all other powers hereunto enabling, and at the request and by the direction of

who claims to be the person now entitled to the equity of redemption of the premises within comprised, do acknowledge to have received all moneys intended to be secured by the within-written deed, and we make this endorsement thereon with intent to vacate the same, and to vest the estate of and in the property comprised in such security in the person or persons for the time being entitled to the equity of redemption

thereof, without it being necessary for us or any others to give a reconveyance of the property so mortgaged.

Dated this _____ day of _____
one thousand eight hundred and _____

THOMAS CHEETHAM.
ROBERT HOLT.
JAMES ASHWORTH.
JAMES E. LORD, Secretary.

ACKNOWLEDGMENT OF REGISTRY OF AMENDMENT OF RULES.

The foregoing amendment of the rules of the Rochdale Equitable Pioneers' Society, Limited, is registered under the Industrial and Provident Societies Act, 1876, this 22nd day of February 1889.

Copy kept—J. M. L.

(Seal.)

J. M. L.

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ADVICE TO MEMBERS OF THIS AND OTHER SOCIETIES.

- 1st.—Procure the authority and protection of the law by enrolment.
- 2nd.—Let integrity, intelligence, and ability be indispensable qualifications in the choice of officers and managers, and not wealth or distinction.

3rd.—Let each member only have one vote, and make no distinction as regards the amount of wealth any member may contribute.

4th.—Let majorities rule in all matters of government.

5th.—Look well after the money matters. Punish fraud when duly established by the immediate expulsion of the defrauder.

6th.—Buy your goods as much as possible in the first markets; or, if you have the produce of your industry to sell, contrive, if possible, to sell it in the last.

7th.—Never depart from the principle of buying and selling for Ready Money.

8th.—Beware of long reckonings. Quarterly accounts are the best, and should be adopted when practicable.

9th.—For the sake of security always have the accounted value of the "fixed stock" at least one-fourth less than its marketable value.

10th.—Let members take care that the accounts are properly audited by men of their own choosing.

11th.—Let committees of management always have the authority of the members before taking any important or expensive step.

12th.—Do not court opposition or publicity, nor fear it when it comes.

13th.—Choose those only for your leaders whom you can trust, and then give them your confidence.

APPENDIX IV.

ROCHDALE EQUITABLE PIONEERS' SOCIETY, LIMITED.

Registered Office:—Pioneers' Buildings, Toad Lane, Rochdale.

Established 1844.

Enrolled under the Industrial and Provident Societies Acts, 1862 and 1867.

The Objects of the Society are the Social and Intellectual Advancement of its Members.

STATEMENT OF ACCOUNTS AND REPORT.

Dated September 6th, 1892.

PRESENT OFFICERS AND COMMITTEE.

President: Mr. Thomas Cheetham.

Treasurer: Mr. Robert Holt.

Secretary: Mr. James E. Lord.

Committee:

Mr. Jas. Kershaw, Mr. Alfred Matthew, Mr. Jas. Brearley, Mr. George Paylor, Mr. Benjamin Woolfenden, Mr. John Jackson, Mr. Jas. Ashworth, Mr. Thomas Clough.

General Manager: Mr. James E. Kaye.

Cashier: Mr. William Pate.

Assistant Manager: Mr. Edward Stott.

The Quarterly Meeting will be held in the Assembly Room, Central Stores, Toad Lane, Rochdale, on Monday evening, October 3rd, 1892, at half-past Seven o'clock.

Business:—

1. Minutes of the last monthly meeting.
2. Admission of new members.
3. Minutes of the committee for the past month.
4. Balance sheet.
5. Election of two persons to serve upon the general committee.
6. Election of five persons to serve upon the educational committee.
7. Report of Co-operative Wholesale Society's quarterly Meeting.

TO THE MEMBERS.

We have pleasure in submitting for your approval the statement of accounts for the past quarter.

The receipts for the quarter (14 weeks) are 75,048l. 4s. 5d., being an increase of 5,351l. 6s. 3d. as compared with the corresponding period (13 weeks) of last year.

The members' claims amount to 376,289l. or a decrease of 951l. for the quarter.

The total depreciation of buildings and fixed stock to date is 39,419l. 12s. 10d., leaving the present nominal value at 64,660l. 14s. 1d.

The balance disposable gives a dividend of 2s. 7d. in the £ on general purchases, and 2s. in the £ on purchases in the butchering department, after the usual deductions.

The rate per cent. of purchases from the Co-operative Wholesale Society and other co-operative productive societies is as follows:—

	Grocery.	Drapery.	Boot and Shoes.	Tailoring.
Co-operative Wholesale Society.	62½	47½	96½	65½
Other Co-operative Productive Societies.	23½	5½	—	20½
Total	86½	53½	96½	86½

We remain, yours truly,

COMMITTEE OF MANAGEMENT.

Toad Lane, Rochdale,
September 29th, 1892.

Grocery Department.

The price list of groceries, &c. is revised and issued quarterly. Try the pure Ceylon tea, packed in ½ lb. packets by The Co-operative Wholesale Society, Limited, sold at 2s. per lb., also China and Indian blends of tea at 1s. 10d., 2s., 2s. 4d., 2s. 8d., and 3s. 2d. per lb., in ½ lb. packets. These teas cannot be surpassed by any shop in Rochdale. Patent medicines at all our shops at popular prices. (See Price List.)

Buy your tobacco from your own shops; it is manufactured on the premises, and guaranteed pure, and made from the finest leaf.

Our shops are supplied daily with bread, tea-cakes, Eccles cakes, &c., &c., fresh from the bakery, the quality of which is excellent.

Drapery Department.

We are now showing our new winter dress goods, including new tweeds, chevots, navy and black serges, cloaks, capes, jackets and waterproofs in the newest styles for the season.

Special selection of fur capes and boas. We have just received our new stock of winter shawls and wool handkerchiefs.

An immense stock of all-wool and union shirtings.

All-wool Bury blankets, summer finish, from 10s. 6d. Gents' collars, fronts, cuffs, and ties in great variety.

Dyeing and Cleaning Department.

All work entrusted to our care will receive the best attention.

Tailoring Department.

We invite you to inspect our large stock of winter woollens, comprising West of England, Scotch, and French manufactures, in the newest designs; also our stock of ready-made clothing, viz., men's reefer and shooting suits, from 24s. upwards; and our large stock of juvenile clothing, in the latest styles. We also wish to draw your attention to our stock of linen jackets and overalls; spinners' overalls in different qualities. Bluettes jackets and overalls in different qualities; also a large stock of overcoats and mackintoshes for the coming season.

Boot and Shoe Department.

We would call the attention of our members and the public in general to our new stock of men's, ladies', and children's boots and shoes, which for price and quality cannot be excelled. Gents' boots from 5s. 11d. per pair.

The best Blucher shoe in the trade at 6s. 9d., 7s. 6d., 8s. 9d. We have a splendid assortment of boots for winter wear. See our own Leicester make of ladies' leather-lined buttoned and lace boots, at 4s. 6d., 5s. 6d., 5s. 9d., 6s. 3d., 7s. 6d., 7s. 9d. Ladies' sewn buttoned, lace, all kid, leather-lined, at 8s. 9d., splendid value. Boys', girls', and children's equally cheap. Worked slippers carefully made up. Clogging and repairs executed with care and promptness at our central shop, also at Pinfold, Oldham Road, Whitworth Road, and Norden branches. Our members are respectfully asked to give this department their cordial support.

NOTICES.

Members are requested to exchange their metallic checks for 1l. tokens as the quarter proceeds. Not more than 3l. worth of small checks will be exchanged by the shopmen at one time.

All purchasers are particularly requested not to take away their paper tickets, but at once get them changed for metallic checks, as such tickets cannot be received by the check boy unless presented on the day they are issued.

We are prepared to advance money on mortgage of property at interest not less than 4½ per cent. per annum, for a term or subject to such notice as may be agreed upon, and applications for such loans will receive our consideration.

We beg to call the attention of our members to the "Co-operative News," a valuable and interesting weekly paper on all matters pertaining to the movement, and one we strongly recommend to your notice. They can be obtained from the library and from any of the branch shops at ½d. each.

ONE HUNDRED AND NINETIETH QUARTERLY REPORT, ENDING SEPTEMBER 6TH, 1892.

Dr.		CASH ACCOUNT.				Cr.	
RECEIPTS.		£	s.	d.	PAYMENTS.		
		£	s.	d.	£	s.	d.
To Balance from last Report		1,692	9	11½	By Cash Paid for Goods:—		
RECEIVED FOR GOODS SOLD					Grocery department	33,929	14 7
RETAIL.					Drapery "	2,582	4 4
" Grocery Department:					Coal "	4,281	8 9
Toad Lane	4,161 18 9				Butchery "	7,609	8 11
Oldham Road	2,527 0 1				Pork "	966	6 10
School Lane	2,057 0 4½				Shoemaking " and clogging department.	988	10 2
Whitworth Road	3,738 13 7½				Tailoring department	553	19 3
Pinfold	2,233 5 5				Tobacco manufacturing department.	7,373	5 8
Spotland Bridge	2,806 15 10						58,254 13 6
Barnford	908 13 1				" Carriage of goods, &c.		729 6 1
Wardleworth Brow	1,662 17 0½				" Coal expenses		304 6 4
Castleton Moor	2,513 5 11½				" Coal department—wages		180 15 10
Buersill	3,083 9 9				" Wages paid to workmen		1,377 2 5
Shawclough	1,213 17 8				" Wages paid to Shopmen:—		
Sudden	1,178 5 6				Grocery department	1,400	4 1
Newbold	2,137 14 6				Drapery "	183	18 11
Milkstone	2,392 19 4				Butchery "	465	3 2
Slattocks	844 0 8				Shoemaking "	55	6 0
Gravelhole	896 13 10				Tailoring "	50	8 0
Norden	1,613 16 7				" General Expenses:—		2,245 0 2
Greenbooth	719 0 11½				Incidental expenses	99	18 8½
Entwisle Road	1,158 2 8				Repairs, painting, &c.	618	4 10
John Street	1,636 4 2½				Rates and taxes	200	14 1
Bridge Street	1,494 13 8				Coals, coke, and gas	105	10 6
Stoneyfield	485 16 8				Hay, straw, and provender	117	7 9
Belfield	661 19 9				Fariery	7	2 0
Hamer	1,424 2 10				Saddlery	20	2 0
Rooley Moor Road	1,031 18 6				Printing and stationery	100	6 9
Pitfield	1,194 5 6	46,569	18	7	Insurances	89	2 9
" Drapery Department:—					Guarantee premiums	0	9 6
Toad Lane	3,627 13 2				Committee's allowance	24	1 0
School Lane	6 5 3				Treasurer's salary	2	10 0
Pinfold	22 10 0				Auditors' charges	24	5 0
Spotland Bridge	4 17 6				Delegates' expenses	24	5 0
Castleton Moor	32 10 0				Advertisements	12	1 0
Buersill	41 10 0				Stamps	55	6 0
Shawclough	11 10 9				Licences	13	6 8
Sudden	10 0 0				Telephone charges	25	5 0
Newbold	11 7 9				Donation to Manchester Ear Institution.	2	2 0
Milkstone	15 1 6				" Chief and other rents	36	2 11
Norden	22 2 0				" Cottage repairs	72	11 2
Greenbooth	15 15 2				" Cottage rates and taxes	70	9 4
Bridge Street	4 3 5	3,835	8	6	" Building department—advances, &c.		179 3 5
Pitfield	8 2 0	3,681	6	4	" Juvenile department—withdrawals		100 17 4
" Coal Department		1,066	0	4	" Loan accounts and interest paid		222 3 0½
" Tailoring Department					" Share capital—withdrawals	21,369	19 5½
" Butchery Department—Retail:—					" " " interest and dividends paid.	4,583	4 0
Toad Lane	1,063 13 5				" Educational department		26,053 3 0½
Oldham Road	441 16 0				" Clothing club		223 1 4
School Lane	538 13 0				" Life insurance		0 3 7
Whitworth Road	924 19 3				" Amount paid for non-members' 2,007l. 19s. 1d., general purchase checks at 2s.	209	15 4
Pinfold	434 8 8				" Amount paid for non-members' 150l. 9s., butchers' purchase checks at 1s	7	16 5½
Spotland Bridge	622 13 3						217 11 9½
Barnford	210 14 6						
Wardleworth Brow	568 15 6						
Castleton Moor	558 11 6						
Buersill	621 11 3						
Shawclough	250 15 4½						
Sudden	250 8 10						
Newbold	503 9 0						

(Continued over)

(Continued over)

Dr.		CASE ACCOUNT—continued.		Cr.	
(Continued.)				(Continued.)	
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
To Butchering Department—cont.				By Co-operative Wholesale Society, as their agents.	10,580 18 9
Milkstone	708 8 0			Payments from Reserve Fund—	
Gravelhole	132 1 7			Manchester Deaf and Dumb Institution.	21 0 0
Norden	423 7 7			Royal Albert Asylum, Lancaster	21 0 0
Erwtwise Road	423 5 9			Co-operative Congress Fund:—	
John Street	423 9 0			Hire of rooms, &c.	70 5 6
Bridge Street	473 10 8			Guide book	97 10 4
Stoneyfield	3 2 6			Luncheons, &c.	164 12 3
Hamer	274 2 3			Exhibition	47 18 6
		9,927 16 11½		Decorations	80 0 0
Shoemaking and Clogging Department:—				Public meetings and conversations.	85 15 10
Tond Lane shoemaking and clogging.	1,185 13 11			Excursion, &c.	214 0 11
Oldham Road shoemaking and clogging.	294 17 1½			Hotels and lodgings	9 16 7
Whitworth Road shoemaking and clogging.	96 0 6			General charges	107 17 0
Pinfold shoemaking and clogging	140 15 3			Fixed Stock Additions, &c.:—	
Norden	181 5 3			Shop buildings	319 0 0
		1,808 12 2½		Fixtures, &c.	97 7 6
Received for Goods sold Wholesale:—				Cottage buildings	431 0 0
Grocery department	246 7 4			Investments:—	
Coal	477 10 3			5s. per share on 10 ll. shares—	2 10 0
Butchering	731 17 0			Calderdale Co-operative Clog	
Pork	59 7 8½			Sundries Manufacturing Society, Limited.	
Baking	607 0 2½			Permanent mortgage loans—	650 0 0
Tobacco	6,947 19 0			Sundry persons.	
		9,070 1 6		Bank deposits	53,358 13 2
Total Receipts for Goods sold	75,048 4 5			Balance in hand	1,735 7 5½
Rents received		689 19 9			
Clothing club receipts		98 11 6			
Life insurance		1 8 4			
Fixed stock sold		6 0 0			
Commission from Co-operative Wholesale Society as receivers.		2 19 0			
Co-operative Congress Fund:—					
Advertisements in Congress Guide	29 17 8				
Sale of excursion tickets	6 1 0				
		35 18 6			
Interest received from:—					
Arkwright Cotton Spinning Company, Limited.	157 10 0				
Castleton Spinning and Manufacturing Company, Limited.	45 0 0				
Black Pits Spinning and Manufacturing Company, Limited.	191 5 0				
Co-operative Productive Society—Special.	25 0 0				
Bagslate Manufacturing Company, Limited.	90 0 0				
Buerall Cotton Spinning Company, Limited.	12 6				
Moss Spinning Company, Limited	59 3 6				
Roehdale Land and Building Company.	11 5 0				
Co-operative Printing Society, Limited.	2 0 0				
Roehdale Co-operative Manufacturing Society, Limited.	225 0 0				
Union Manufacturing Company, Limited.	313 15 0				
Norden Manufacturing Company, Limited.	23 10 0				
Roehdale Co-operative Corn Mill Society, Limited.	250 0 0				
Standard Cotton Spinning Company, Limited.	53 2 6				
Hebden Bridge Fustian Society, Limited.	5 0 0				
Millgate and Facit Manufacturing Company, Limited.	225 0 0				
Educational department	3 0 3				
Sundry persons	188 13 5				
		1,773 6 2			
Dividends received from:—					
Arkwright Cotton Spinning Company, Limited.	31 5 0				
Roehdale Cotton Spinning Company, Limited.	12 10 0				
Roehdale Co-operative Manufacturing Society, Limited.	142 12 0				
Alford Gas Company	6 5 0				
Hebden Bridge Fustian Society, Limited.	6 17 0				
Darwen Paper Mill Company, Limited.	41 10 0				
Lancashire and Yorkshire Railway Company.	568 5 0				
North-Eastern Railway Company	46 1 4				
Standard Cotton Spinning Company, Limited.	7 10 0				
Co-operative Printing Society, Limited.	12 10 0				
Midland Railway Company	837 6 1				
Leicester Co-operative Hosiery Society, Limited.	0 12 0				
		1,711 3 5			
Share capital—contributions		14,707 16 2			
Proposition fees	9 18 0				
Rules	2 9 0				
Nominations	1 9 6				
Commission for change	2 12 2				
		16 8 8			
Building Department:—					
Repayment of loans	1,183 14 7				
Interest	144 9 11				
Other Charges	3 14 8				
		1,281 19 9			
Juvenile Department:—					
Contributions	114 4 4				
Deposit Books	0 4 0				
		114 8 4			
Loan accounts received		1,325 0 0			
Amount withdrawn from Bank		53,358 15 4			
Co-operative Wholesale Society, as receivers.		10,580 18 9			
Total		2102,714 5 5½		Total	2102,714 5 5½

Dr.		INVESTMENT REVENUE ACCOUNT.		Cr.	
To Interest on loan accounts	£ s. d.	£ s. d.	By Interest on trade capital	£ s. d.	£ s. d.
" Interest on loan fund	33 11 1		" Interest on Share Investments—		400 0 0
" Interest on juvenile depositors' accounts.	8 7 9		Rochdale Co-operative Corn Mill Society, Limited.	230 0 0	
" Interest on insurance fund	32 6 8		Rochdale Co-operative Manufacturing Society, Limited.	142 13 0	
	7 0 10		Co-operative Wholesale Society, Limited.	187 10 0	
" Balance carried to profit and loss account.		81 5 11	Hebden Bridge Fustian Society, Limited.	2 10 0	
		4,282 13 5	Eccles Manufacturing Society, Limited.	2 15 0	
			Rochdale Cotton Spinning Company, Limited.	12 10 0	
			Darwen Paper Mill Company, Limited.	31 2 6	
			Alford Gas Company	6 5 0	
			Co-operative Newspaper Society, Limited.	0 13 6	
			Co-operative Insurance Company, Limited.	7 10 0	
			Midland Railway Company	403 6 1	
			Lancashire and Yorkshire Railway Company.	268 5 0	
			North-Eastern Railway Company.	0 1 4	
			Co-operative Printing Society, Limited.	9 7 6	
			Oldham and District Hide and Skin Company, Limited.	0 16 3	
			Arkwright Cotton Spinning Company, Limited.	31 5 0	
			Leicester Co-operative Hosiery Manufacturing Society, Limited.	0 6 0	
			Union Manufacturing Company, Limited.	62 10 0	
			Sheffield Cutlery Co-operative Productive Society, Limited.	0 2 6	
			Standard Spinning Company, Limited.	7 10 0	1,426 16 8
			" Interest on Loan Investments—		
			Rochdale Land and Building Company, Limited.	5 12 6	
			Co-operative Printing Society, Limited.	1 0 0	
			Co-operative Wholesale Society, Limited.	218 14 4	
			Eccles Manufacturing Society, Limited.	2 0 0	
			Co-operative Productive Manufacturing Society, Limited—Ordinary.	38 19 9	
			Co-operative Productive Manufacturing Society, Limited—Special loan.	25 0 0	
			Rochdale Co-operative Manufacturing Society, Limited.	50 5 0	
			Union Paper Works, Limited	92 11 6	
			Mill Mortgage Loans	607 10 0	
			Arkwright Spinning Company, Limited.	78 15 0	
			Permanent mortgage loans	160 12 7	
			Standard Cotton Spinning Company, Limited.	83 2 6	
			Castleton Spinning and Manufacturing Company, Limited.	22 10 0	
			Norden Manufacturing Company, Limited.	11 5 0	
			Blacknits Spinning and Manufacturing Company, Limited.	28 2 6	
			Educational Department	1 2 3	
			Bagslate Manufacturing Company, Limited.	45 0 0	
			Moss Spinning Company, Limited.	50 5 0	
			Buersill Cotton Spinning Company, Limited.	5 12 0	
			Macclesfield Silk Manufacturing Society, Limited.	3 7 1	
			" Rents, as per cash account	680 19 9	1,518 7 6
			" Rents charged to trade account	389 10 0	
				1,070 9 9	
			To Payments, see cash account.	£ s. d.	
			" Annual charges account.	179 3 5	
				200 0 0	
				379 3 5	
			By Proceeds of building department	- - -	709 6 4
			" Proceeds of juvenile department	- - -	144 9 11
			" Bank interest and commission	- - -	31 13 8
					147 5 3
Total		£4,363 19 4	Total		£4,363 19 4

Dr.

CAPITAL ACCOUNT.

Cr.

LIABILITIES.	£ s. d.		£ s. d.		ASSETS.	Interest Accrued.		Net Investments.		Totals.
						£ s. d.		£ s. d.		
To Members' claims, as per share ledger.			376,282	2 2	By Share Investments—			20,000	0 0	
„ Loan accounts	3,353	19 9			Rochdale Corn Mill Society, Limited.			6,425	18 3	
„ Loan fund	630	4 9			Rochdale Co-operative Manufacturing Society, Limited.			250	0 0	
„ Juvenile depositors' accounts	2,596	11 2			Co-operative Printing Society, Limited.			15,000	0 0	
„ Clothing club	124	0 10½			Co-operative Wholesale Society, Limited.			600	0 0	
„ Reserve fund, as per last report	6,219	11 8	6,744	16 6½	Co-operative Insurance Company, Limited.	15	0 0	200	0 0	
„ Amount from profit and loss account.	37	5 3			Hebden Bridge Fustian Society, Limited.			200	0 0	
„ Loss by payments (see cash account).	6,286	16 11			Eccles Manufacturing Society, Limited.	4	0 0	200	0 0	
	42	0 0			Darwen Paper Mill Company.			850	0 0	
„ Insurance fund			6,214	16 11	Alford Gas Company—			300	0 0	
„ Annual charges account			711	8 9½	Midland Railway Company, Ordinary.			33,130	13 4	
„ Co-operative congress fund, as per last report.	857	0 8	220	0 0	Midland Railway Company, Preference.			8,325	0 0	
„ Amount received (as per cash account).	35	18 6			Lancashire and Yorkshire Railway Company, Ordinary.			28,050	8 0	
„ Less by payment (see cash account).	893	8 2			Lancashire and Yorkshire Railway Company, Preference.			3,844	10 0	
	877	16 11			North-Eastern Railway Company, Ordinary.			4,849	13 8	
„ Educational department			15	11 3	Co-operative Newspaper Society, Limited.	1	17 6	50	0 0	
„ Balance disposable			23	0 4	Manchester Ship Canal Company.			1,948	18 9½	
			12,462	16 11	Co-operative Productive Society.			400	0 0	
					Union Paper Works, Limited.	25	5 6	9,865	0 0	
					Assington Agricultural Association, Limited.			30	0 0	
					Rochdale Spinning Company, Limited.			400	0 0	
					Arkwright Spinning Company, Limited.	31	5 0	1,250	0 0	
					Oldham and District Hide and Skin Company, Limited.	0	16 3	65	12 6	
					Norden Manufacturing Company, Limited.			250	0 0	
					Union Manufacturing Company, Limited, Ordinary.			2,250	0 0	
					Union Manufacturing Company, Limited, Preference.	436	0 0	2,500	0 0	
					Macclesfield Silk Manufacturing Society, Limited.			10	0 0	
					Standard Cotton Spinning Company, Limited.			600	0 0	
					Sheffield Cutlery Co-operative Productive Society.	0	12 6	10	0 0	
					Leicester Hosiery Manufacturing Society.	0	0 0	20	0 0	
					Caldersdale Clog Sundry Manufacturing Society, Limited.			5	0 0	
					Interest accrued	505	3 3	146,248	14 6½	
					„ Loan Investments—			505	3 3	6,914 17 9½
					Rochdale Land and Building Company.	5	12 6	500	0 0	
					Co-operative Printing Society.			100	0 0	
					Co-operative Wholesale Society.			22,560	9 4	
					Rochdale Co-operative Manufacturing Society.	39	18 0	5,000	0 0	
					Eccles Manufacturing Society.	2	0 0	200	0 0	
					Co-operative Productive Society, Ordinary.	1,658	14 9	1,500	0 0	
					Co-operative Productive Society, Special.	25	0 0	2,000	0 0	
					Union Paper Works, Limited.	258	15 8	8,600	0 0	
					Mill Mortgage Loans and Interest.	408	19 0	53,000	0 0	
					Arkwright Spinning Company, Limited.	5	7 7	7,000	0 0	
					Permanent Mortgage, Loans, and Interest.	164	18 11	14,554	0 0	
					Castleton Spinning and Manufacturing Company.	24	10 6	2,000	0 0	
					Norden Manufacturing Company, Limited.	9	3 11	1,000	0 0	
					Blackpits Spinning and Manufacturing Company.	30	2 2	2,500	0 0	
					Educational Department.	1	2 3	98	15 0	
					Baggsdale Manufacturing Company, Limited.	2	1 1	4,000	0 0	

(Continued over)

(Continued over)

Dr.	CAPITAL ACCOUNT—continued.				Cr.	
(Continued)			(Continued)			
			ASSETS.	Interest Accrued.	Net Investments.	Totals.
				£ s. d.	£ s. d.	£ s. d.
			By Loan Investments—cont.			
			Standard Spinning Company, Limited.	18 18 4	5,000 0 0	
			Moss Spinning Com- pany, Limited.	42 17 0	5,000 0 0	
			Buersill Cotton Spin- ning Company, Li- mited.	5 9 9	500 0 0	
			Macclesfield Silk Manufacturing So- ciety, Limited.	5 3 4	250 0 0	
			Interest accrued -	2,717 0 8	188,423 4 4	
					2,717 0 3	138,140 4 7
			Fixed Stock Accounts:—			
			Land		6,156 16 5	
			Shop buildings		20,780 7 1	
			Fixtures, &c.		2,870 5 11	
			Cottage buildings		26,851 2 8	64,660 14 1
			Building department— Advances			10,474 9 6
			Stock-in-trade, Septem- ber 6th, 1892.			26,832 19 6
			Debts owing to the So- ciety.			797 14 6
			Cash in hand			1,735 7 5½
			Cash in bank			13,198 5 6
Total		£402,674 12 11	Total			£402,674 12 11

TRADE ACCOUNT.

		£ s. d.	£ s. d.			£ s. d.	£ s. d.
To Stock-in-trade, May 31st, 1892		28,336 3 1			By Cash received for goods sold		75,048 4 5
Debts owing to society		354 11 11			Trade Dividends received:—		
			28,740 15 0		Co-operative Wholesale Society, Limited.	205 14 10	
Cash paid for goods, as per cash account.		58,254 13 6			Hebden Bridge Fustian Society, Limited.	6 17 0	218 11 10
Cash paid for carriage, &c.		723 6 1			Stock-in-trade, September 6th, 1892:—		
Wages paid to workmen		1,377 2 5			Grocery department	15,083 16 1	
			80,861 2 0		Drapery	3,082 13 8	
Coal department wages		180 15 10			Coal	236 7 7	
Coaling expenses		304 6 4			Butchering	663 0 9	
			485 2 2		Pork	466 5 2	
Wages paid to shopmen		2,245 0 2			Shoe and clog	2,220 2 10	
General expenses		1,470 1 11½			Tailoring	1,291 2 0	
Rents charged for shops, &c.		389 10 0			Tobacco	2,760 18 1	
Interest on trade capital		400 0 0			Bakery	418 18 4	
Depreciation on fixed stock account		807 16 3					26,852 19 6
			4,812 8 3¼		Debts owing to Society		797 14 6
Balance to profit and loss account—			8,512 2 9¼				27,650 14 0
Total			£102,911 10 3		Total		£102,911 10 3

PROFIT AND LOSS ACCOUNT.

		£ s. d.	£ s. d.			£ s. d.	£ s. d.
To Amount paid for non-members' checks (as per cash account).			217 11 9½	By Trade account balance			8,512 2 9¼
Depreciation of Fixed Stock:—				Balance from investment revenue account.			4,283 15 5
Shop buildings at 2½ per cent. per annum.	223 5 8			Propositions, rules, &c., as per cash account.			16 8 8
Cottage buildings at 1 per cent. per annum.	86 2 8			Forfeits on members' withdrawals			12 15 6
Shop fixtures, &c., at 10 per cent. per annum.	122 5 8			Life insurance commission			0 0 8
Proposition fees	9 18 0			Wholesale Society commission for agency.			2 19 0
Withdrawal forfeits	12 13 6			Disposal of last quarter's balance:—			
				Interest carried to members' ac- count.	3,306 8 3¼		
Less amount charged to trade account.	454 5 6		146 9 4	Dividends carried to members' account.	6,600 2 6		
Balance disposable	307 16 2		12,462 16 11	Union Manufacturing Company— Ordinary shares.	250 0 0		
				Manchester Ship Canal Company —Share account.	369 0 11		
				Amount carried to credit of Edu- cational Department.	183 10 6		
				Carried to credit of reserve fund for profit on non-members' trade for June quarter.	22 2 8		
				Balance to reserve fund	15 2 7		
Total			£12,826 18 0½	Total		£11,146 7 5¼	£12,826 18 0½

PROPOSED DISPOSAL OF THE BALANCE.

		£ s. d.			£ s. d.
To Interest on members' claims		3,785 12 1½	By Balance disposable		12,462 16 11
Dividend on members' general purchases, 53,943l. checks brought in, at 2s. 7d. in the £.		6,967 12 9			
Dividend on members' butchering purchases, 8,872l. checks brought in, at 2s. in the £.		887 4 0			
Union Manufacturing Company—ordinary shares account.		250 0 0			
Manchester Ship Canal Company—share account		247 1 3¼			
Reserve fund—for profit on 2,093l. non-members' general purchases, at 7d. in the £.		61 5 10			
Reserve Fund—for profit on 166l. non-members' butchering purchases, at 1s. in the £.		7 16 0			
Educational Fund, 2½ per cent. on 5,677l. net profits		216 18 6			
Balance to reserve fund		39 8 5			
Total		£12,462 16 11	Total		£12,462 16 11

LIST OF BRANCH DIVIDENDS AND DEPARTMENTS SEPARATELY STATED.

Departments.	Toad Lane.	Oldham Road.	School Lane.	Whitworth Road.	Pinfold.	Spotland Bridge.	Bamford.	Wardleworth Brow.	Castleton.	Buerswill.	Shawclough.	Sudden.	Newbold.
Grocery department	s. d. 2 6	s. d. 2 5	s. d. 2 6	s. d. 2 8½	s. d. 2 7	s. d. 2 9½	s. d. 2 9	s. d. 2 5½	s. d. 2 7½	s. d. 2 5	s. d. 2 1½	s. d. 2 6	s. d. 2 0½
Butchery "	1 11½	1 8½	2 1½	2 1½	1 6½	1 9½	1 6½	2 2½	2 2½	1 11½	1 3	1 9½	2 3
Drapery "	2 8½	—	—	—	—	—	—	—	—	—	—	—	—
Tailoring "	2 9	—	—	—	—	—	—	—	—	—	—	—	—
Shoe and clog "	2 10½	2 3½	—	1 7½	4 0½	—	—	—	—	—	—	—	—
Coal "	2 6½	—	—	—	—	—	—	—	—	—	—	—	—

Departments.	Milk-stone.	Slat-tocks.	Gravel Hole.	Norden.	Green-booth.	Entwisle Road.	John Street.	Bridge Street.	Stoneyfield.	Belfield.	Hamer.	Rooley Moor Road.	Pitfield.
Grocery department	s. d. 2 10½	s. d. 2 7	s. d. 1 5½	s. d. 2 9	s. d. 2 2½	s. d. 1 6½	s. d. 2 1½	s. d. 2 3½	s. d. 1 11½	s. d. 3 0	s. d. 2 5	s. d. 2 3½	s. d. 2 6½
Butchery "	2 2	—	0 10½	2 6	—	2 2½	0 3½	1 8½	—	—	1 7	—	
Drapery "	—	—	—	—	—	—	—	—	—	—	—	—	
Tailoring "	—	—	—	—	—	—	—	—	—	—	—	—	
Shoe and clog "	—	—	—	1 0½	—	—	—	—	—	—	—	—	

Examined and found correct.

{ JOHN HOLDEN,
WALTER S. LEWIS,
WRIGHT SCHOFIELD, }

Auditors.

September 29th, 1892.

ROCHDALE EQUITABLE PIONEERS' SOCIETY LIMITED—EDUCATIONAL DEPARTMENT.

Dr. STATEMENT OF THE ACCOUNTS FOR THE QUARTER ENDED JULY 9TH, 1892. Cr.

RECEIPTS.	£ s. d.	£ s. d.	PAYMENTS.	£ s. d.
To Balance		1 0 3½	By Newspapers	83 7 6
„ Sale of newspapers:—			„ „Co-operative News” account	1 16 4½
Toad Lane	2 11 1		„ Class expenses	33 12 10
Oldham Road	0 16 2½		„ Furniture account	8 15 0
School Lane	0 18 8		„ Incidental expenses	16 7 4
Whitworth Road	1 0 3		„ New books	4 19 6
Pinfold	0 16 8		„ Bookbinding account	3 0 6
Milkstone	0 7 6		„ Printing and stationery	8 3 0
Spotland	0 14 3½		„ Subscription	2 0 0
Bamford	0 11 1		„ Advertising	1 17 10
Wardleworth	0 9 0		„ Wages	89 7 0
Castleton	0 17 8		„ Balance	4 18 9
Buerswill	0 10 0			
Shawclough	0 9 3½			
Sudden	0 11 1½			
Norden	0 12 7			
Newbold	0 13 10½			
Greenbooth	0 14 0			
Gravelhole	0 8 0			
Slattocks	0 10 9			
Stoneyfield	0 4 10			
		13 17 2½		
„ Sale of “Co-operative News”		0 13 6½		
„ Class receipts		0 12 0		
„ Discount, wastepaper, and damaged books.		0 6 6		
„ Sale of catalogues		0 2 6		
„ Hire of instruments		2 3 1		
„ Fines and small books		5 2 6		
„ Cash from educational fund		234 9 9		
Total		£238 6 4½	Total	£238 6 4½

Sept. 5th, 1892.—Examined and found correct.

{ JOHN HOLDEN,
WALTER S. LEWIS,
WRIGHT SCHOFIELD, }

Auditors.

Balance due to Educational Fund, 68s. 0s. 1d.

COMMITTEES' ATTENDANCES AT MEETINGS HELD DURING THE QUARTER.

GENERAL COMMITTEE.				SUB-COMMITTEES—continued.			
14 Meetings held.	Attendance.			12 Meetings held.	Attendance.		
	Possible.	Actual.	Sick.		Possible.	Actual.	Sick.
Thos. Cheetham (President)	14	14	—	Benjamin Woolfenden	12	12	—
Robert Holt (Treasurer)	14	13	—	James Kershaw	12	11	—
James E. Lord (Secretary)	14	13	—	Thomas Clough	12	12	—
John Jackson	14	13	—	George Paylor	12	11	1
James Brearley	14	13	—				
Thomas Clough	14	13	—	DRAPERY.			
Benjamin Woolfenden	14	14	—	12 Meetings held.			
Alfred Matthew	14	13	—	James Ashworth	12	10	—
James Ashworth	14	14	—	Alfred Matthew	12	12	—
James Kershaw	14	13	—	John Jackson	12	12	—
George Paylor	14	13	1	James Brearley	12	10	—
				COAL.			
				12 Meetings held.			
				Benjamin Woolfenden	4	4	—
				Thomas Cheetham	12	11	—
				James E. Lord	12	10	—
				James Brearley	12	10	—
				George Paylor	4	3	1
				James Kershaw	12	11	—
				Thomas Clough	8	8	—
				James Ashworth	8	6	1

GENERAL NOTICES.

The current quarter will end December 6th, 1892, and all accounts will be made up to that date.

Metallic checks will not be taken later than Monday, the 5th December.

Contributions are received at the Office daily, and interest is allowed on the same from the 9th of each month. No contributions can be received after December 1st until December 7th, 1892.

The Committee desire to remind the Members that orders for coals can be given at any of the grocery stores, and to inform them that the prices at present are 7d., 8d., 9d., 10d., 10½d., and 11½d. per cwt. Any alterations of these prices will be announced in the shops.

It is especially requested that Members will nominate some person or persons to whom their share money may be paid in the event of their death, in accordance with Rule 39. A guardian must be nominated to take charge of moneys intended for children under 16 years of age.

The want of attention to this rule gives the Committee of Management a great deal of unnecessary trouble on the death of Members, which might be avoided if the provisions of the rule were complied with.

The Office is open daily for the payment of withdrawals, accounts, &c., from nine o'clock in the morning till within half-an-hour of the time for closing the central shops in the evening.

Insurances against loss or damage by fire, also Life Assurances, may now be effected with the Co-operative Insurance Company, at ordinary rates, on application at the Office.

The regulations for advances to purchase or build houses can be had by Members, with all particulars, on application at the central offices.

Members who change their residence are requested to notify the same at the office, in order that the register may be corrected.

APPENDIX V.

CO-OPERATIVE WHOLESALE SOCIETY.

PROGRESS OF THE SOCIETY FROM ITS COMMENCEMENT IN MARCH 1864 TO JUNE 1892.

YEAR ENDING	No. of Societies.		No. of Members belonging to our Shareholders.	Total Capital, Shares, Loans, Reserve, and Insurance Fund.	Net Sales.	Distributive Expenses.		Net Profit.	Dates Departments and Branches were commenced.
	Mem- bers.	Non-Mem- bers.				Amount.	Rate per £ on Sales.		
October 1864 (30 weeks)	59	37	18,337	£ 2,465	£ 51,857	£ 347	1½	£ 207	—
" 1865 - - -	78	62	24,005	7,182	120,754	906	1½	1,358	—
" 1866 - - -	109	84	31,020	11,950	175,489	1,615	2½	2,310	Tipperary.
January 1868 (65 weeks)	159	101	59,349	26,513	351,744	3,135	2½	4,411	—
" 1869 - - -	186	55	74,737	32,023	412,240	3,338	1½	4,662	Killmallock.
" 1870 - - -	196	111	79,245	40,668	507,217	4,644	2½	4,248	Limerick.
" 1871 (53 weeks)	209	139	89,880	44,184	677,734	5,583	1½	7,698	—
" 1872 - - -	235	175	114,586	52,088	758,764	6,553	2½	7,987	Newcastle.
" 1873 - - -	277	240	134,276	146,837	1,154,132	12,611	2½	11,116	Manchester Boot and Shoe, Crumppall.
" 1874 - - -	377	225	168,985	200,044	1,636,950	21,147	3	14,253	Armagh, Manchester Drapery, Leicester, Cheshire, Waterford, Clonmel.
" 1875 - - -	461	273	198,606	263,232	1,964,629	23,426	3½	20,684	London, Tralee, Durham.
" 1876 - - -	531	238	249,516	379,607	2,247,395	31,555	2½	22,750	Liverpool.
" 1877 (53 weeks)	65	212	276,522	417,985	2,697,366	49,426	3½	36,979	New York, Goolle, Furnishing. S.S. "Plover" purchased. Cork.
" 1878 - - -	588	220	274,040	418,525	2,827,022	43,169	3½	22,180	—
" 1879 - - -	584	216	305,161	442,114	2,705,625	43,093	3½	34,969	—
December 1879 (50 weeks)	591	205	381,625	494,530	2,645,331	41,300	3½	42,764	Launch of Steamship "Pioneer." Rouen. Goolle forwarding depôt. Heckmondwike.
" 1880 - - -	604	199	361,522	565,854	3,239,681	47,153	3½	42,090	—
" 1881 - - -	621	184	367,973	580,046	3,574,065	51,306	3½	46,250	Copenhagen. Purchase of Steamship "Cambrian."
" 1882 - - -	628	206	404,006	632,203	4,038,238	57,340	3½	49,658	Tea and Coffee Department London.
" 1883 - - -	659	172	433,151	691,181	4,546,899	66,627	3½	47,665	Purchase of S.S. "Marianne Briggs."
" 1884 (53 weeks)	685	168	459,734	761,368	4,975,371	70,243	3½	54,491	Hamburg. Bristol Depôt. Launch S.S. "Progress."
" 1885 - - -	738	165	507,773	841,175	4,793,151	74,305	3½	77,630	—
" 1886 - - -	775	179	558,104	944,379	5,223,179	81,643	3½	83,328	Longton Depôt. Launch S.S. "Federation."
" 1887 - - -	827	145	604,800	1,017,042	5,713,225	93,379	3½	66,141	Batley. Heckmondwike, Currying.
" 1888 - - -	863	153	634,196	1,116,035	6,200,074	105,027	4	82,460	London Cocoa Department. Launch S.S. "Equity." Batley Ready-Mades.
" 1889 (53 weeks)	900	164	679,336	1,261,635	7,028,244	117,840	4	101,964	—
" 1890 - - -	941	169	721,316	1,474,466	7,429,073	126,379	4	126,979	Launch S.S. "Liberty." Leeds Ready-Made Departments.
" 1891 - - -	966	173	751,269	1,636,397	8,766,430	143,151	3½	138,008	Dunston Corn Mill, Leicester New Works. Aarhus.
June 1892 (26 weeks)	990	153	817,371	1,692,017	4,355,526	89,206	4½	35,006	—
					90,597,365	1,406,413	3½	1,197,265	

APPENDIX VIII.

HECKMONDWIKE BOOTS, SHOES, AND CURRYING WORKS (ENGLISH CO-OPERATIVE WHOLESALE) SUPPLIES, EXPENSES, PROFIT, AND STOCKS. FROM ITS COMMENCEMENT.—IN YEARS.

YEAR ENDING	Total Supplies.	Boot and Shoe Production.	TOTAL EXPENSES.				B. AND S. RATE ON PRODUCTION.		NET PROFIT.		NET LOSS.		Stocks.
			Sundry.	Depreciation.	Interest.	Total.	Per Cent.	Per £.	Amount.	Rate.	Amount.	Rate.	
Dec. 1880*	£ 3,000	£ 3,438	£ 1,057	£ 16	£ 30	£ 1,103	£ s. d. 32 1 7	s. d. 6 4½	—	—	£ 181	s. d. 1 0½	£ 2,473
.. 1881	11,181	11,417	3,592	57	157	3,806	33 6 8	6 8	—	—	608	1 0½	2,238
.. 1882	14,002	15,454	5,041	68	183	5,290	34 4 8	6 10½	—	—	163	0 2½	4,016
.. 1883	16,661	16,377	5,435	68	222	5,725	34 19 1½	6 11½	294	0 4½	—	—	3,960
.. 1884†	18,215	18,138	5,924	94	220	6,238	34 7 10	6 10½	287	0 3½	—	—	3,506
.. 1885	22,066	23,811	7,832	176	256	8,264	34 14 1	6 11½	261	0 2½	—	—	5,314
.. 1886	22,231	23,418	7,867	267	405	8,539	36 9 3½	7 3½	375	0 4	—	—	6,809
.. 1887	22,519	19,941	7,110	313	380	7,803	37 10 3½	7 6	237	0 2½	—	—	5,382
.. 1888	29,307	22,998	9,371	488	588	10,447	35 3 10½	7 0½	1,021	0 9½	—	—	10,863
.. 1889†	29,815	22,399	9,155	602	687	10,444	35 10 8½	7 1½	1,923	1 5½	—	—	10,280
.. 1890	35,135	28,064	11,036	719	797	12,562	34 15 9½	6 11½	1,398	0 10½	—	—	11,325
.. 1891	42,919	34,853	13,903	748	872	15,523	36 1 2½	7 2½	3,280	1 8½	—	—	14,504
	208,281	240,508	87,823	3,614	4,797	95,734	35 5 11½	7 0½	9,075	—	952	—	—
									Less Loss	—	952	—	
									Leaves Net Profit	8,123	0 7½		

* Two quarters.

† Fifty-three weeks.

APPENDIX IX.

HECKMONDWIKE CURRYING (ENGLISH CO-OPERATIVE WHOLESALE) SUPPLIES, &C., STATED SEPARATELY : FIGURES INCLUDED IN ABOVE ACCOUNT. FROM ITS COMMENCEMENT.—IN YEARS.

YEAR ENDING	Supplies.	EXPENSES.					PROFIT.		LOSS.		Stocks.	
		Sundry.	Depreciation.	Interest.	Total.	Rate.	Amount.	Rate.	Amount.	Rate.		
Dec. 1887 (one quarter)	£ 538	£ 391	£ 27	£ 17	£ 435	s. d. 16 2	£ 55	s. d. 3 0½	—	—	£ 213	
.. 1888	3,362	2,065	109	119	2,353	13 11½	413	2 5½	—	—	687	
.. 1889 (53 weeks)	3,263	1,937	227	143	2,307	14 1½	—	—	203	1 2½	306	
.. 1890	4,103	2,361	263	166	2,789	13 7½	300	1 10½	—	—	399	
.. 1891	4,404	2,524	264	167	2,955	13 5	340	1 6½	—	—	415	
	15,670	9,278	949	612	10,839	13 10	1,196	—	202	—	—	
									Less Loss	—	202	—
									Leaves Net Profit	996	1 3½	

APPENDIX X.

DURHAM SOAP WORKS (ENGLISH CO-OPERATIVE WHOLESALE) SUPPLIES, EXPENSES, PRO FIT, AND STOCKS. FROM ITS COMMENCEMENT.—IN YEARS.

YEAR ENDING	Net Supplies.	Pro-duction.	EXPENSES.				RATE ON PRODUCTION.		NET PROFIT.		NET LOSS.		Stocks.
			Sundry.	Depre-ciation.	Interest.	Total.	Per Cent.	Per £.	Amount.	Rate.	Amount.	Rate.	
January 1875*	£ 2,000	£ 2,976	£ 180	£ 75	£ 85	£ 340	£ s. d. 9 14 10	s. d. 1 11½	£ 19	s. d. 0 1½	—	s. d. —	£ 1,608
" 1876	9,264	9,200	512	155	213	880	9 9 0	1 10½	236	0 6	—	—	1,303
" 1877†	9,540	9,725	488	177	271	936	9 12 6	1 11	191	0 4½	—	—	3,871
" 1878	11,098	11,913	684	336	448	1,468	12 6 5	2 5½	—	—	307	0 6½	3,721
" 1879	11,735	11,169	883	345	430	1,658	14 16 10	2 11½	—	—	670	1 2½	3,130
December 1879‡	8,903	9,387	715	277	349	1,341	14 5 3	2 10½	—	—	115	0 2½	3,789
" 1880	11,730	11,404	781	289	323	1,393	13 4 3	2 5½	138	0 2½	—	—	3,871
" 1881	11,871	12,265	842	292	376	1,510	13 6 2	2 5½	132	0 2½	—	—	3,707
" 1882	12,801	12,504	795	292	350	1,437	11 9 10	2 3½	—	—	90	0 1½	2,628
" 1883	14,751	15,941	910	299	359	1,568	9 18 8	1 11½	62	0 0½	—	—	5,185
" 1884†	15,219	14,731	848	327	343	1,519	10 6 4	2 0½	97	0 1½	—	—	3,489
" 1885	17,911	17,904	1,117	320	300	1,737	9 13 0	1 11½	907	1 0	—	—	4,361
" 1886	15,896	15,783	1,023	320	252	1,195	13 18 1½	2 9½	741	0 11½	—	—	3,999
" 1887	15,280	14,888	1,516	320	244	2,080	13 19 5	2 9½	524	0 8½	—	—	3,637
" 1888	21,756	22,126	1,916	320	239	2,505	11 6 5½	2 3½	590	0 6½	—	—	5,443
" 1889‡	24,643	23,986	1,821	328	299	2,448	10 4 1½	2 0½	234	0 2½	—	—	4,938
" 1890	23,456	23,318	1,800	327	255	2,382	8 8 2½	1 8½	733	0 6½	—	—	5,097
" 1891	33,422	32,303	1,800	173	299	2,311	7 3 0½	1 5½	1,248	0 8½	—	—	5,694
									5,852	—	1,191	—	—
									Loss Loss		1,191	—	—
									Leaves Net Profit		4,661	0 4	—

* Two quarters.

† Fifty-three weeks.

‡ Fifty weeks.

APPENDIX XI.

BATLEY WOOLLEN MILL TRADE (ENGLISH CO-OPERATIVE WHOLESALE). FROM ITS COMMENCEMENT.—IN YEARS.

DATE.	Net Supplies.	Pro-duction.	EXPENSES.				RATE ON PRODUCTION.		NET LOSS.		Stocks.								
			Sundry.	Depre-ciation.	Interest.	Total.	Per Cent.	Per £.	Amount.	Rate.									
December 1837	£ 2,478	£ 8,495	£ 3,720	£ 131	£ 164	£ 4,015	£ s. d. 47 5 3½	s. d. 9 5½	£ 483	s. d. 3 10½	£ 8,061								
" 1838	11,590	13,236	6,063	297	513	6,873	49 13 5½	9 11½	1,629	2 9½	11,276								
" 1839*	17,189	12,332	5,705	333	534	6,578	53 5 10½	10 7½	3,918	4 6½	7,309								
" 1840	13,069	12,965	5,485	363	396	6,244	48 3 11½	9 7½	756	1 2	7,324								
" 1841	17,013	17,173	6,267	396	407	7,070	41 3 1½	8 2½	†622	0 8½	7,749								
									61,344	64,796	27,240	1,620	2,014	30,774	47 9 10½	9 5½	‡13,174	2 0½	—

* Fifty-three weeks.

† Profit.

‡ Loss.

APPENDIX XII.

DUNSTON CORN MILL (ENGLISH CO-OPERATIVE WHOLESALE). FROM ITS COMMENCEMENT. — QUARTERLY ACCOUNTS.

DATE.	Net Supplies.	Pro-duction.	EXPENSES.				RATE OF PRODUCTION.		NET PROFIT.		NET LOSS.		Stocks.
			Sundry.	Depreciation.	Interest.	Total.	Per Cent.	Per £.	Amount.	Rate.	Amount.	Rate.	
June 1891 (10 weeks)	£ 34,732	£ 36,091	£ 2,175	£ 707	£ 688	£ 3,570	9 14 7½	1 11½	£ 801	0 5½	—	—	£ 39,000
September 1891	75,942	76,460	3,251	1,448	1,086	5,785	7 11 3½	1 6½	—	—	1,803	0 5½	34,734
December 1891	68,009	71,953	3,568	1,476	1,280	6,305	8 15 2½	1 0	459	0 1½	—	—	72,252
March 1892	83,456	83,203	3,800	1,518	1,363	6,680	8 3 5½	1 7½	—	—	5,871	1 4½	67,064
June 1892	84,665	84,703	4,040	1,521	1,280	6,800	8 0 6½	1 7½	—	—	12,718	3 0	67,873
	346,804	353,010	16,933	6,670	5,665	29,256	8 5 9½	1 7½	1,800	—	20,292	—	—
											Less Profit	1,280	—
											Leaves Net Loss	19,132	1 1½

APPENDIX XIII.

LEEDS AND BATLEY READY-MADES (ENGLISH CO-OPERATIVE WHOLESALE). FROM ITS COMMENCEMENT.—IN YEARS.

DATE.	Net Supplies.	EXPENSES.				NET LOSS.		Stocks.
		Sundry.	Depreciation.	Interest.	Total.	Amount.	Rate.	
December 1888*	£ 318	£ 392	£ 13	£ 8	£ 413	£ 182	11 5½	£ 920
" 1889†	4,132	3,833	58	40	3,940	812	8 11½	406
" 1890	6,202	3,189	78	71	3,338	131	0 6	1,316
" 1891	12,920	5,933	135	121	6,189	3687	1 0½	1,406
	23,581	12,347	284	240	12,880	4488	0 4½	—

* One quarter.

† Fifty-three weeks.

‡ Profit.

§ Loss.

APPENDIX XIV.

CO-OPERATIVE WHOLESALE SOCIETY, LIMITED.

SHIPPING DEPARTMENT.

COPY of GOOLE OFFICES REPORT re SAILORS and FIREMEN'S WAGES at GOOLE, September 23rd, 1893.

Previous to 1885 the sailors and firemen were paid 28s. per week, but owing to the severe depression in the shipping trade at that time, the shipowners decided to reduce the wages to 26s. The sailors and firemen resisted the proposed reduction and went out on strike.

Seeing that we did not give notice to reduce the wages of our men they did not join in the dispute. The result of the strike was, that after a prolonged struggle, the men had to accept 26s.

I was instructed to continue to pay 28s. per week.

The depression continued for about four years, during which time we continued to pay 28s. and our competitors 26s. At the beginning of 1889 the shipping trade was very brisk, and the shipowners voluntarily advanced the wages to 28s. again. The men's leaders did not consider that the advance was sufficient considering the prosperous state of trade, and on the 27th May 1889, they decided to give the shipowners notice for a further advance to 30s. 4d. The notice to be sent in on June 1st, and if not complied

with the men were instructed to cease work on June 4th. The notice, however, was dated June 4th, and was handed to the shipowners at about 10 a.m., and the last clause read as follows:—

"If no answer is received before 12 noon to-day the men will cease work."

Of course the shipowners had unofficial information some days earlier that an advance would be demanded.

The demands of the men included conditions which would have made them practically masters of the ships, and the shipowners declined to comply with them.

Five steamers belonging to the shipowners were in port on the 4th, and all the crews ceased work, and the shipowners manned them with non-union men.

I submitted the notice received from the men on the 4th to the committee by post, and asked for instructions, and on the 7th I received instructions to advance to 30s., but not to comply with the other conditions.

On the 7th we had two steamers in dock, viz., the "Federation" and the "Progress," and the crews wished to wait the decision of the committee, but the Union ordered them to cease work, which they did. When I received instructions to advance to 30s. the men had

already left the ships, and I deemed it advisable to ask for further instructions.

I was instructed by Mr. Cameron (General Manager, Shipping Department) to leave the matter in abeyance until the next committee meeting. On the 11th some of our men returned to duty, and I filled up the vacant places with non-union men.

The strike collapsed in about three weeks, and the shipowners continued to pay 28s.

Owing to sundry disputes and then a libel action by the Society against Mr. Wilson, the General Secretary of the Sailors and Firemen's Union, the question of wages remained in abeyance for some few months, but I was ultimately instructed to carry out the instructions of June 7th, and advance the wages to 30s.

As the shipping trade continued to be prosperous, the whole of the shipowners ultimately advanced to 30s. I have no doubt that the fact that we were paying 30s. had some influence in causing them to do so.

Unfortunately the shipping trade became again depressed, and the shipowners again reduced the wages to 28s.; the men accepted the reduction, and no strike occurred.

We have thus been paying 30s. to sailors and firemen during the whole of the present depression, being 2s. more than our competitors. We have also paid to the officers, in some cases, several shillings more than our competitors, they having reduced the wages of engineers and other officers.

The present depression is more severe than the last one, and we are now running the whole of our steamers at great loss for want of coal cargoes, owing to the colliers' strike, whereas our competitors have laid several of their steamers up. Under the circumstances we may reasonably hope that in the event of another dispute, if trade again improves, that our men will be more reasonable, and reciprocate the generous treatment that they have met with from the society.

APPENDIX XV.

RULES of the SCOTTISH CO-OPERATIVE WHOLESALE SOCIETY, LIMITED.

(Registered No., 56 Lanarkshire.)

Adopted at Meetings of the Members held 1st and 2nd January 1868; amended 2nd January 1869, 2nd January 1872, 20th March 1873, 2nd January 1877, 19th August 1880, 28th April 1884, 27th June 1885, 13th March 1886, 26th June 1886, 27th August 1887, 24th November 1888, 7th February 1891, 30th May 1891, 23th November 1891, and 27th February 1892.

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RULES.

1.—CONSTRUCTION OF RULES.

In construing these rules the word "member" shall be taken to imply a society, and the word "committee" shall be taken to imply the committee of management; and the words "the society" shall be taken to imply the Scottish Co-operative Wholesale Society, Limited; words importing one person or thing only shall be taken to apply to more than one person or thing, and words importing a class shall be taken to apply to the majority of that class, unless there is something in the context to prevent such a construction.

2.—NAME OF SOCIETY.

The society shall be called the Scottish Co-operative Wholesale Society, Limited.

3.—OBJECT.

The object of the society is to carry on the business of wholesale general dealers and manufacturers, and also the business of banking. The society may advance money to members on the security of real or personal property, on such terms and conditions as may be arranged.

4.—PLACE OF OFFICE.

The registered office of the society shall be at 119, Paisley Road, Glasgow, in the county of Lanark, where all the books of accounts, securities, and documents of the society shall be kept, other than such, if any, as are required for carrying on business on account of the same elsewhere, but the office may be altered by the committee. The name of the society shall be kept painted or affixed on the outside of every place where its business is carried on, in a conspicuous position, in letters easily legible, and have its name engraven in legible characters on its seal, and have its name mentioned in legible characters in all notices, advertisements, and other official publications of the society, and in all bills of exchange, promissory notes, endorsements, cheques, and orders for money or goods, purporting to be signed by or on behalf of such society, and in all bills of parcels, invoices, receipts, and letters of credit of the society.

5.—NOTICE OF REMOVAL OF OFFICE.

In case of any alteration in the place of the registered office of the society, notice shall be sent to the Registrar of Friendly Societies forthwith, signed by the secretary or other principal officer of the society, and also by three or more members of the society, in the form prescribed by the Treasury Regulations in that behalf.

6.—ADMISSION OF MEMBERS.

The society shall consist of such co-operative societies registered, or deemed to be registered, under the Industrial and Provident Societies Act, 1876, or companies under the Companies Act, 1862 and 1867, as have been admitted by the committee, but no society trafficking in intoxicating liquors be eligible for membership in the society, and each admission must be entered in the minute book of the society. Every application for shares must be sanctioned by a resolution of a general meeting of any society or company making such, and the application must be made in the form given in Schedule A. (see Appendix at end of Rules), said form to be duly attested by the signature of the president, secretary, and three of the members thereof, and stamped with such society's seal. Every society or company making an application for shares shall state the number of its members, and take up not less than one share for each member, and shall increase the number annually as its members increase, in accordance with its last return to the Registrar; but no member, other than a society registered under the Industrial and Provident Societies Act, 1876, shall hold an interest in the funds exceeding 200*l.* The society shall supply gratis a copy of its rules to each member, immediately after their admission, and to every person on demand at a price not exceeding 1*s.*

7.—CAPITAL: HOW PAID UP.

The capital of the society shall be raised in shares of 1*s.** each; every member on admission shall pay the sum of not less than 1*s.* on each share taken up, and the unpaid portion of the shares may be paid by dividends and interest, but any member may pay up shares in full or in part at any time.

8.—LIEN ON SHARES, PAYMENT OF SAME IN CASES OF BANKRUPTCY, AND REGISTRATION OF TRANSFERS.

The society shall have a lien upon the shares and loan capital of any member. In the case of any member becoming bankrupt, the committee shall pay, subject to the conditions of the above lien, to the trustees any share or loan capital belonging to said member.

1. *Registration of Transfers.*—No transfer shall be registered unless it is properly stamped, nor, if made by a member indebted to the society, without the special order of the committee: and until the transfer of a share is registered no right shall be acquired against the society by the transferee, nor shall any claim of the society on the transferrer be affected.

2. *Sale of Shares to Pay Debts.*—The committee may, in default of payment by any member indebted to the society, to any amount not less than three-fourths of the sum paid up for the time being on any shares held by such member, sell and transfer in the books of the society, such shares, or any of them, to any person entitled to hold the same under the rules of the society, for the best price obtainable therefor, and apply the proceeds towards the discharge of the debt so due and any expenses incurred in or about the same, paying over the balance thereof, if any, to the member, without being responsible for any loss occasioned thereby. And any transfer so made shall extinguish all right of such member in the share so transferred, and shall operate as an original issue thereof, subject to the credit to be given to the purchaser for all payments previously made thereon. No such sale shall be made unless a demand for payment of the sum due has been duly made, and the member has not paid the sum demanded within one calendar month thereafter. But no purchaser of any such share shall be bound to inquire whether any such demand has been made, nor shall the validity of any transfer made under this power be in any way affected by the absence thereof.

9.—RECOVERY OF SUBSCRIPTIONS.

All sums due from any member, for subscriptions or otherwise, shall be recoverable from such member, their executors or administrators, as a debt due to the society. The secretary shall lay before each ordinary business meeting a return of all such sums, and thereupon the meeting may direct the committee to take legal proceedings for the recovery thereof.

10.—SHARES TRANSFERABLE.

The whole of the shares of the society shall be transferable, but no member shall be allowed to transfer any portion of their shares in the society unless said transfer has been sanctioned by a resolution of a special general

meeting, called for that purpose, of which fourteen days' notice has been duly given; and no resolution as aforesaid shall be valid or competent to transfer said shares, unless said resolution is passed by a majority of not less than two-thirds of the members present at said meeting; and all such transfers shall be in the form of Schedule B. (see Appendix at end of Rules); but no transfer shall be made without the consent of the committee, and each transfer note must be properly stamped. The member on whose account such shares are held, shall defray the expense, if any, necessary for obtaining such transfer to be legally made; and no member can withdraw from the society except by transfer of all his shares.

11.—REPAYMENT OF SHARES.

The committee, at their discretion, may repay any sum not exceeding the amount credited upon any share, on the conditions and in manner following:—

1. All sums applicable for such repayments shall be voted by the general meetings of the society, from time to time, and shall be entered upon the statement of assets and liabilities required to be made by the Industrial and Provident Societies Act, 1876, s. 10, 2 (b), as a liability of the society; and the sum applied in the interval between the publication of each successive statement shall not exceed the amount entered in the last statement.

2. The repayment shall be made only where the committee decline to confirm any transfer of a share fully paid.

3. All repayments shall be made on resolutions of the committee, which, with the receipts for the money paid, shall be entered as required in the register of shares under the number of the share repaid, and thereupon the shares in respect of which such payments are made shall be extinguished.

12.—REGISTRATION OF SHARES.

All the shares of the society shall be numbered continuously in a share register book, in which shall be entered the following particulars: the name and address, and the number of shares held by each member; the sum paid and unpaid on each share; the date of purchase or transfer of any shares; the date of entry of each member; and the date at which any society ceased to be a member.

13.—AUDIT OF ACCOUNTS.

There shall be three or more auditors of the society elected, who shall retire alternately in the months of February, May, and August in each year, and be eligible for re-election. Their respective elections shall be carried out according to the provisions of Rule 24. They shall have power to call for and examine all vouchers and documents belonging to the society, and shall audit the accounts of the society and see that they are correctly kept. They shall make a report at each quarterly meeting on the balance sheet and accounts, and in every such report they shall state whether it is a full and fair balance sheet containing the particulars required by these rules, so as to exhibit a true and correct view of the state of the society's affairs; and every balance sheet signed by them and approved of by a quarterly meeting shall be binding on all members of the society. A copy of the last balance sheet of the society and of the report of the auditors shall be kept always hung up in a conspicuous place in the registered office of the society.

14.—INSPECTION OF ACCOUNTS.

Any member having an interest in the funds of the society may inspect the books and the names of the members at all reasonable hours at the registered office of the society, or at any place where the same are kept, subject to such regulations as to the time and manner of such inspection as may be made from time to time by the general meetings of the society; except that no such member or person, unless he be an officer of the society, or be specially authorized by a resolution thereof, shall have the right to inspect the loan or deposit account of any other member without his written consent.

15.—INTEREST ON SHARES.

Each paid-up share shall receive out of the surplus receipts of the society, after providing for the expenses thereof, in each year, interest not exceeding 5*l.* per cent. per annum.

16.—DIVISION OF PROFIT.

After providing for the expense of management, interest on share and loan capital, the net profit, or such portion of it as may be agreed upon at the quarterly general meeting, shall be divided at so much per *l.* on purchases and wages in the following manner: Wages earned in the distributive department to receive bonus in conformity

* In a letter dated September 27th, 1893, Mr. Maxwell, with reference to a statement in question 429 of his evidence, explained that at the time he gave evidence the price of a share had been raised to 1*l.*, although the change had not then been incorporated in the Rules.—G.D.

with the aggregate profit made in that department, and the wages earned in the productive department to receive bonus in conformity with the aggregate made in that department; non-members to receive bonus on purchases at one-half the rate per £ allowed as bonus on members' purchases. Any balance remaining after the above division, to be carried to the next quarter's profits.

17.—HOW PROFITS AND INTEREST MAY BE APPLIED.

The bonus and interest of both members and non-members shall be placed to their credit in the loan or deposit account, but may, at the option of the committee, be applied to liquidate, in whole or in part, any moneys due by them to the society. No member shall be allowed to withdraw any dividend or interest until the full amount of their shares are paid up.

18.—RESERVE AND REDUCTION FUND.

That one-halfpenny per £ of sales be placed for reserve fund purposes; the fixed stock to be reduced at the rate of not less than 10 per cent. per annum, and buildings at the rate of not less than 5 per cent. per annum, nominal value.

19.—GENERAL MEETINGS.

General meetings of the members shall be held on the last Saturday in the months of February, May, August, and November in each year, at 12 o'clock noon. The meeting in August shall be held in Edinburgh, the other meetings shall be held in Glasgow, in each year. At each of the above meetings the committee shall submit a report and balance sheet of the position of the society.

20.—SPECIAL GENERAL MEETINGS.

A special general meeting may be convened at any time in virtue of a resolution of the committee, or by any ten societies that are members, on giving notice to the secretary, specifying the object thereof in writing, signed by the secretaries of such societies, 21 clear days before the day of holding said meeting, of which meeting a notice shall be posted to the registered address of each member specifying the time, place, and object of such meeting by the secretary, at least 14 clear days before such day of meeting. No other business can be transacted at any such meeting than the business specified in the notice convening it.

21.—NUMBER CONSTITUTING A MEETING.

No meeting of the society shall proceed to business unless at least ten members be present within one hour of the time of meeting, otherwise such meeting, if it be the ordinary quarterly meeting of the society, or a special general meeting convened by the committee, shall stand adjourned; but if it be convened by notice from the members, shall be absolutely dissolved. But any general meeting may adjourn from time to time for any period not less than one week, nor more than five weeks; and no meetings shall be rendered incapable of transacting business by the want of a quorum after the chair has been taken.

22.—RIGHT OF VOTING.

Each member shall have one vote in virtue of being a member of the society, and one additional vote for every 1,000*l.* worth of goods purchased from the society as per last balance sheet. Members may be respectively represented by one delegate for each vote as aforesaid, who shall be competent to transact all business for their respective societies at any general meeting. No person shall be allowed to represent a society of which he is not a *bonâ fide* purchasing member. Proxy voting not allowed.

23.—COMMITTEE OF MANAGEMENT.

The management of the society shall be vested in a committee, consisting of a president, secretary, and ten committee-men. The president and two members of committee shall be nominated at the general quarterly meeting held in May, and elected at the general meeting held in August. Three members of committee shall be nominated at the general meeting held in November, and elected at the general meeting held in February of the first year. The secretary and two members of committee shall be nominated at the general meeting held in May, and elected at the general meeting held in August; and three members of committee shall be nominated at the general meeting held in November, and elected at the general meeting held in February of the second year. The respective elections shall be carried out according to the provisions of Rule 24. Each individual, nominated as a member of committee, shall be held to be qualified in respect of a society, to be

named, as provided in Rule 24, and a society, one of whose members is on the committee, shall not be entitled to have another of its members on the committee at the same time. If through death, resignation, or otherwise, a vacancy should occur in the committee, the committee shall, if he is an office-bearer, have power to elect an individual to fill up the vacancy, subject to the approval of the following quarterly meeting, but if he is, or has been, a committee-man, the society of which he was or is a member, shall name one of its members who shall be elected by the committee of this society to take the place of him who has caused the vacancy, and the new member must continue to act till the first general meeting in February or August, when he shall be voted on as if he had been nominated according to rule, and, if elected, shall serve only for the period of the member whose place he has filled.

24.—NOMINATION AND ELECTION OF COMMITTEE AND AUDITORS.

The auditors of the society shall be successively nominated at the quarterly meetings held in November, February, and May, and elected as provided for in Rule 13. Societies desiring to make nominations for members of committee shall apply officially to the secretary of this society for nomination papers, which papers shall be filled up and returned to the said secretary at least 21 days before the quarterly meetings held in May and November, at which the following particulars shall be announced by the secretary of this society:—“The names of the persons so nominated, the societies nominating them, and the societies qualifying them in virtue of their membership.” In each case the person so nominated shall have been, at the time of his nomination, a *bonâ fide* purchasing member of some one of the societies, enrolled as a member of this society for at least one year, and must have been a member of committee in some co-operative society for at least 12 months. The period of service on the committee of this society shall be for two years, and the retiring members shall be eligible for re-election. Nominations shall be received and announced at the quarterly meetings held in May and November, while the elections by open vote and majority shall be made at the quarterly meetings held in August and February in each year. The names of nominated persons, and of the societies nominating them, as well as of the societies qualifying them in virtue of their membership, shall be sent to all the societies, and contained in the printed minutes of business transacted at the previous quarterly meeting; these particulars being repeated in the billet of business to be transacted at the next quarterly meeting.

25.—DISQUALIFICATION OF COMMITTEE-MEN.

Any member of the committee shall vacate his office, if he holds any other office or place of profit under the society, if the local society of which he is personally a member has ceased to be a member of the society, if he becomes bankrupt or insolvent, or if he is concerned in or participates in the profits of any contract with the society. But the above conditions shall be subject to the following exceptions:—That no member of the committee shall vacate his office by reason of his being a member of any company or society which has entered into contracts with or done work for this society; nevertheless he shall not vote in respect of such contract or work. No member of the committee of management shall take any part whatever in the consideration of any matter affecting any relative employed by the society.

26.—OFFICERS NOT TO NOMINATE OR SECOND COLLEAGUES.

No member of the committee shall at any general meeting be allowed to nominate or second any member to serve on the committee.

27.—SERVANTS NOT TO BE OFFICERS.

No servant of the society shall serve any office in the committee, or be an auditor.

28.—SECURITY FROM OFFICERS AND OTHERS.

Every person appointed to any office touching the receipt, management, or expenditure of money for the purpose of the society shall, before entering on the duties of his office, give such security as is thought sufficient by the committee for the time being.

29.—PAYMENT OF OFFICERS.

At the quarterly meeting of the society held in the month of November, in each year, the majority of the members present shall assign to the committee, president, secretary, auditor, or any other officer of the society, such remuneration as seems to them desirable.

30.—CONTROL OF BUSINESS.

The general management of the society shall, subject to the provisions contained in these rules, be in the committee, who shall have the control of all business carried on by or on account of the society; the determination of the persons to be employed therein, and the rates of payment to be made in such business; the appointment or removal of manager, buyers, salesmen, or other servants necessary for conducting the same; and may assign to any such servants such duties and salaries as they may think fit.

31.—MODE OF CONDUCTING BUSINESS.

All moneys received on account of sales, contributions, admissions, fines, or otherwise, shall be paid to an account to be opened with some bank selected by the committee, in the name of the society, unless the finances of the society are too small to allow of such an account to be kept, in which case they shall remain under the care of the cashier; and all such moneys shall be applied towards carrying out the objects of the society according to the rules thereof. And so much of the funds of the society as are not wanted for immediate use, or to meet the usual accruing liabilities under the provisions aforesaid shall, with the consent of a special general meeting of the members, be invested by the committee.

32.—CUSTODY, USE, AND DEVICE OF THE SEAL OF THE SOCIETY.

The society shall have its name engraven in legible characters upon a seal, which shall be kept in such custody as the committee may appoint, and shall be used only under the authority of a resolution of the committee, the date whereof shall be mentioned on the instrument to which the seal is attached, and shall be attested by the signature of two members of the committee and the countersign of the secretary. The form of the seal shall be an oval stamp, with the words "Scottish Co-operative Wholesale Society, Limited," round the edge, with a "hand-in-hand" as a device in centre.

33.—DUTIES OF COMMITTEE OF MANAGEMENT.

The committee shall meet once a week, at such hour as they find most suitable for their convenience, and any four of the committee shall form a quorum. It shall in all things act for and in the society's name, and all acts and orders under the powers delegated to it shall have the like force and effect as if they were the acts and orders of a majority of the members of the society at a general meeting thereof. Every question at such meeting shall be decided by a majority of votes. Any three of the committee may call a special meeting thereof by giving three clear days' notice, in writing, to the secretary, but at such special meeting no other business than that specified in the notice shall be taken into consideration. The committee shall convene all meetings of the society on such requisitions as are herein mentioned, and shall also cause the accounts of all business carried on on behalf of the society to be regularly entered in proper books, and shall cause a statement of the accounts of the society, with all necessary vouchers, up to and including the last Saturday in the months of March, June, September, and December, in each year, to be made out and laid before the persons appointed to audit the same, not less than 14 days before the day appointed for the quarterly meeting of the society. The committee may delegate any of the powers hereby given to them to a sub-committee of its own members, who shall, in the functions entrusted to them, conform in all respects to the instructions given them by the committee.

34.—LOCAL OR BRANCH COMMITTEE.

Any ordinary business meeting may provide for the appointment of a local committee for any purpose in conformity with the rules of the society, which appears to be likely to promote any object of the society, and may assign for the action of any such committee any district which it thinks fit. It shall consist of such number of members, appointed in such way, either by nomination of the committee or election of the members, whether generally or under any local limitation, as the meeting authorising its appointment directs. Such local committee shall be governed by such rules as the society may direct, and subject thereto by the rules following:—

1. A local committee shall, at the first meeting after its appointment, and afterwards at the first meeting in each year from that date, elect a chairman and a secretary, each of whom shall continue in office for 12 months if they continue on such committee, and shall be re-eligible, and shall fill up vacancies in either office if they may arise.

2. The secretary of a local committee shall convene all meetings thereof, and keep a record of the attendance of the members, and the resolutions come to, and shall return to the committee the names and addresses of any members not appointed by the committee, as soon as possible after their appointment.
3. A local committee shall discharge any local work which the committee may require it to undertake and shall be specially charged with the duty,—(a.) of visiting any branch belonging to the society in the district assigned to it; (b.) Of advising with the manager thereof on any matter in their judgment tending to the improvement of the management or the increase of its sales; (c.) Of bringing before the committee anything relating to the quality or price of the goods, or the conduct of the business at any such branch, which appears to it to be faulty, and of taking the stock of any such branch.
4. A local committee shall have the management of all meetings of members within the district assigned to it, and shall have the primary duty of seeking to add new members and inducing the members to support the society, and thus keeping up and developing the principles and benefits of co-operation.
5. No local committee shall have authority to pledge the credit of the society, or involve it in any expense, except in virtue of a resolution of the committee, and to the extent therein expressed.

35.—DUTIES OF PRESIDENT.

The president shall act as chairman at all meetings of the society; and should he not be present at any of the society's meetings, the members present shall elect one from amongst themselves to act as chairman on that occasion. The president, or chairman acting in his absence, shall sign the minutes of the proceedings at each of the society's meetings; and he shall have a vote and a casting vote.

36.—DUTIES OF SECRETARY.

The secretary shall give his attendance at all meetings of the society and of the committee. He shall record correctly the names of the committee then present, and the minutes of their proceedings, which he shall transcribe into a book, to be authenticated by the signature of the chairman as the proceedings of the meetings. He shall summon all special meetings. He shall duly send to the Registrar the annual returns of the receipts and expenditure, funds and effects, and number of members of the society. Every member or person interested shall, on application, be supplied with a copy of such annual returns gratuitously.

37.—MAKING OR ALTERING OF RULES.

No new rule shall be made, nor any of the rules herein contained, or hereafter to be made, shall be repealed or altered, except by a majority of two-thirds of the representatives of the members voting at any special general meeting of the society, to be called in pursuance of a requisition by 20 or more members, or by virtue of a resolution passed by a majority of the delegates voting at any quarterly general meeting. Notice of said special meeting must be given to each society at least six weeks before the time of holding such meeting, stating the time and place, and also specifying the rules to be altered, amended, or repealed. No new rule, nor alteration of rules, is legal, nor can be in force, without the certificate of the Registrar of Friendly Societies.

38.—SETTLEMENT OF DISPUTES

In case of any dispute between the society and a member, or person claiming through a member or under the rules, application must be made first to the committee for redress; but should the complaining member not receive satisfaction, appeal can then be made to a general meeting of the society, after which, if the complaining member is still dissatisfied, appeal can be made duly in accordance with Rule 39 to the arbitrators of the society, whose decision shall be final and binding.

39.—SETTLEMENT OF DISPUTES BY ARBITRATION.

All disputes between the society and a member, or person claiming through a member or under the rules, if not settled according to the provisions of the foregoing rule, shall be finally settled by arbitration. When any dispute is to be thus settled, each party shall respectively appoint two arbitrators, who are not committee-men or office-bearers, who shall appoint an umpire or oversman

and in the event of their disagreeing, the oversman shall then decide the matter in dispute. The decision thus come to shall be binding and conclusive on all parties without appeal. The cost of such reference to arbitration shall be paid by the parties in such proportion as the arbitrators shall direct; and the parties requiring the arbitration shall, previous to the matter being gone into, deposit with the secretary the sum of 5*l.* sterling to abide the result.

40.—BANKING BUSINESS.

The society shall have power to carry on the business of banking, subject to the provisions of sub-section (2), section 10, of Industrial and Provident Societies Act, 1876, and thereby to receive money on deposit from members and others. A half-yearly statement, in accordance with Schedule III. of said Act, showing the capital, the liabilities, and the assets of the society, shall be hung up in the registered office, and every other place where the business of the society is carried on.

41.—INVESTMENTS.

The committee may, by the direction of a special general meeting, invest any part of the funds of the society in any way permitted by the Industrial and Provident Societies Act, 1876, on such terms as may be agreed upon, or may enter into the business of manufacturers, or erect such buildings as may be required for conducting the business of the society.

42.—LOANS.

The committee may obtain by way of loan, from any person or society, whether or not a member of the society, for the purpose thereof, from time to time, on the security of bonds or promissory notes, signed by three at least of the members of the committee, and countersigned by the secretary for the time being, such sum or sums of money authorised by a special general meeting of the members of the society convened for that purpose, at such rate of interest not exceeding 5*l.* per cent. per annum, and subject to such provisions for repayment as are agreed upon on such advance.

43.—REPAYMENT OF LOANS AND REDUCTION OF SHARES.

Should the committee have more cash on hand than they can profitably invest, they may apply the same in repayment of loans due from the society; and after all the loans are discharged, in the reduction of the number of shares held by the members, taking them in order of the number of shares held by each member, beginning with the highest. Any member may, nevertheless, leave the sums so repaid in the funds of the society after the notice of repayment has expired, but shall not receive any interest thereon.

44.—COMPLAINTS AND SUGGESTIONS.

If any member has any complaint to make relating to the quality or price charged for goods supplied, or to the weight or condition of casks, cases, &c., such complaint must first be made to the manager; if his explanation is not deemed satisfactory, the complaint must then be sent to the committee in writing; and any complaint respecting the conduct of any of the servants of the society must be sent to the committee in writing, signed by the secretary of the member who makes the complaint. Such complaints shall be investigated by the committee, and whatever decision they agree to respecting the same shall be entered in the minute book; and if due satisfaction is not given by their decision, the whole matter may be brought before a general meeting.

Any member may likewise send to the committee, in writing, any suggestion for carrying into better effect the objects of the society, which must be considered by the committee, and their conclusions regarding such entered in the minute book of the society.

One-fifth of the total members shall have the right to apply to the Assistant Registrar for Scotland for an investigation of the affairs of the society, in accordance with section 15 of the Industrial and Provident Societies Act, 1876.

45.—CHANGE OF NAME OR AMALGAMATION.

The society may, by special resolution passed in manner prescribed by the Industrial and Provident Societies Act, 1876—

1. Change its name, with the approval of the Registrar in writing.
2. Amalgamate with or transfer its engagements to any other society or company under the Companies Acts, or accept any such transfer from a society.

46.—DISSOLUTION OF THE SOCIETY.

The society may be voluntarily dissolved—

1. By a resolution to wind it up, made as is directed in regard to companies by the Companies Act, 1862.
2. By an instrument of dissolution signed by three-fourths of the members for the time being, and in the form prescribed by the regulations in force under the Industrial and Provident Societies Act, 1876.

WILLIAM MAXWELL,
DANIEL THOMSON, } *Directors.*
JOHN ARTHUR,
ANDREW MILLER, *Secretary.*

ACKNOWLEDGMENT OF REGISTRY OF AMENDMENT OF RULES.

The foregoing amendment of the Rules of the Scottish Co-operative Wholesale Society, Limited, is registered under the Industrial and Provident Societies Act, 1876, this 18th day of March 1892.

R. ADDISON SMITH,
Assistant Registrar.

Copy kept.—R. A. S.

APPENDIX.

SCHEDULE A.

Whereas by a resolution of the Co-operative Society, Limited, passed at a general meeting held on the day of _____ it was resolved to take up _____ shares (being one share of 15*s.* sterling for each member), said shares being transferable, in the Scottish Co-operative Wholesale Society, Limited, and to accept the same on the terms and conditions specified in their rules.

Executed under the seal of the society on the day of _____

Attested by { _____ } Three Members.

SCHEDULE B.

Whereas, by a resolution of a special general meeting of the _____ called for the purpose, of which 14 days' notice has been duly given, passed by a majority of not less than two-thirds of the members present, dated _____ day of _____, under the seal of the society, it is declared that the society had agreed to transfer _____ shares in the Scottish Co-operative Wholesale Society, Limited, now standing in the books thereof in the name of the said society, to _____; and whereas, by the same resolution, I, _____, an appointed agent of the said society, to execute, in its name, a transfer of such shares. Now, in virtue of the authority so given to me, I do hereby, in the name of the said society, transfer _____ shares now standing in the books aforesaid in its name to aforesaid, to hold the same, subject to the same conditions as the said society held the same at the time of the execution thereof; and I, _____, the agent appointed by resolution, dated the _____ day of _____, by the aforesaid, do hereby agree to take the shares subject to the same conditions.

As witness our hands the _____ day of _____

APPENDIX

SCOTTISH CO-OPERATIVE WHOLESALE

EXPENSE.	GLASGOW GROCERY. Sales for Year— £1,148,882 5s. 5d.			LEITH GROCERY.* Sales for Year— £584,617 12s. 1d.			KILMARNOCK GROCERY. Sales for Year— £54,440 18s. 2d.			DUNDEE GROCERY. Sales for Year— £78,517 6s. 7d.		
	Amount.	Rate of Expenses per 100l.		Amount.	Rate of Expenses per 100l.		Amount.	Rate of Expenses per 100l.		Amount.	Rate of Expenses per 100l.	
1889.	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.
Wages - - - -	6,808	5 10	142·12	2,504	18 5	102·83	271	17 7	119·86	362	13 10	118·39
Travelling - - -	197	5 5	4·12	50	1 7	2·06	63	7 9	27·94	64	7 0	31·01
Gas - - - - -	123	18 9	2·59	155	9 2	6·38	5	16 11	2·58	2	11 0	0·83
Postage and Receipt Stamps.	617	18 2	12·90	312	10 1	12·82	30	3 6	13·30	38	18 11	12·71
Committee Allowance and Travelling.	881	9 9	7·97	192	0 8	7·88	18	13 9	8·25	23	16 10	7·79
Auditors' Allowance and Travelling.	42	13 9	0·90	18	7 7	0·75	1	15 6	0·78	2	6 8	0·77
Taxes and Feu Duty -	255	0 0	5·33	146	12 6	6·05	21	4 0	9·85	34	0 0	11·10
Insurance - - - -	393	8 7	8·22	170	17 7	7·01	12	9 11	5·51	26	2 4	8·53
Depreciation—Buildings	717	15 0	14·90	675	12 0	27·73	61	0 0	26·89	192	0 0	62·68
" Fixed Stock	129	10 6	2·71	86	5 0	3·54	8	0 0	3·53	5	0 0	1·63
Interest - - - -	4,606	0 8	96·22	3,246	15 4	133·29	277	4 9	122·24	287	19 7	94·01
All other expenses -	1,923	3 3	40·17	821	13 7	33·73	81	4 1	35·76	82	17 11	27·06
	16,190	19 8	338·24	8,381	3 1	344·07	852	17 9	375·99	1,122	14 1	366·51

EXPENSE.	Sales for Year— £1,228,450 16s. 3d.			Sales for Year— £602,908 9s. 5d.			Sales for Year— £57,010 10s. 8d.			Sales for Year— £67,042 14s. 6d.		
	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.
1890.	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.
Wages - - - -	7,225	18 7	141·75	2,601	9 10	103·55	315	14 7	132·92	444	18 11	159·28
Travelling - - -	197	7 0	3·87	53	18 6	2·15	78	17 10	31·11	87	19 4	31·49
Gas - - - - -	149	9 9	2·93	189	13 1	5·56	2	13 3	1·10	2	2 3	0·75
Postage and Receipt Stamps.	732	15 5	14·38	364	18 4	14·53	38	12 6	14·16	40	5 6	14·42
Committee Allowance and Travelling.	347	17 10	7·35	184	16 11	7·36	17	12 10	7·43	20	12 6	7·38
Auditors' Allowance and Travelling.	37	16 4	0·74	18	10 4	0·73	1	13 10	0·71	2	0 7	0·73
Taxes and Feu Duty -	310	0 0	6·08	159	0 0	6·33	24	4 0	19·19	37	0 0	13·24
Insurance - - - -	396	14 4	7·78	187	11 1	7·47	12	10 1	5·26	25	15 1	9·22
Depreciation—Buildings	769	0 0	15·08	681	16 4	27·14	60	15 0	25·58	192	0 0	68·73
" Fixed Stock	164	2 6	3·22	88	0 6	3·50	10	12 6	4·47	—	—	—
Interest - - - -	5,064	8 5	99·34	3,062	19 4	121·93	229	13 2	96·68	261	7 8	93·57
All other expenses -	1,984	7 8	38·94	828	11 7	32·98	132	3 4	55·64	74	16 9	26·79
	17,406	17 10	341·46	8,371	5 10	333·23	915	2 11	385·25	1,188	18 7	425·60

EXPENSE.	Sales for Year— £1,420,051 1s. 7d.			Sales for Year— £693,179 13s. 10d.			Sales for Year— £67,434 13s. 9d.			Sales for Year— £79,849 11s. 9d.		
	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.
1891.	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.	£	s. d.	d.
Wages - - - -	7,907	17 4	133·65	2,827	0 5	97·89	366	11 5	130·09	434	9 2	130·55
Travelling - - -	276	15 5	4·68	68	1 4	2·36	85	5 1	30·39	75	12 7	22·72
Gas - - - - -	195	0 10	3·29	182	17 2	6·36	7	0 0	2·50	2	14 1	0·81
Postage and Receipt Stamps.	812	1 1	13·72	397	2 10	13·26	36	13 6	13·09	45	3 5	13·56
Committee Allowance and Travelling.	746	19 0	12·65	367	12 4	12·77	34	8 9	12·27	41	14 3	12·32
Auditors' Allowance and Travelling.	40	10 1	0·69	20	13 9	0·72	1	19 1	0·69	2	7 10	0·71
Taxes and Feu Duty -	335	0 0	5·66	161	0 0	5·57	25	4 0	8·99	38	0 0	11·41
Insurance - - - -	353	4 9	5·97	210	18 8	7·36	17	13 2	6·29	16	4 7	4·88
Depreciation—Buildings	978	0 0	16·52	648	0 0	22·48	63	0 0	22·49	187	15 0	56·42
" Fixed Stock	176	5 0	2·97	163	19 0	5·69	11	0 0	3·96	—	—	—
Interest - - - -	6,067	6 1	102·54	3,481	17 4	120·61	267	6 5	95·19	303	8 5	91·18
All other expenses -	2,272	6 8	138·40	1,306	4 10	45·43	176	0 8	62·69	97	16 8	29·54
	20,161	6 3	340·74	9,335	7 8	340·50	1,092	2 2	388·64	1,245	6 0	374·30

XVI.

SOCIETY.—DISTRIBUTIVE EXPENSES.

DRAPERY. Sales for Year— £261,174 3s. 7d.		BOOTS. Sales for Year— £91,178 18s. 11d.		FURNITURE. Sales for Year— £15,105 15s. 11d.		TOTAL. Sales for Year— £2,268,866 0s. 8d.		EXPENSE.				
Amount.	Rate of Expenses per 100l.	Amount.	Rate of Expenses per 100l.	Amount.	Rate of Expenses per 100l.	Amount.	Rate of Expenses per 100l.					
£	s. d.	£	s. d.	£	s. d.	£	s. d.	1889.				
5,086	14 8	462	84	1,512	17 11	398	23	1,819 1 5	792 26	18,311 9 8	193 70	Wages.
478	18 1	44	01	218	11 2	57	53	147 7 11	64 19	1,219 18 11	12 91	Travelling.
62	8 2	5	73	14	0 11	3	69	28 17 0	10 39	387 16 11	4 10	Gas.
141	4 11	12	97	52	8 2	13	78	99 19 2	19 03	1,222 12 11	12 92	Postage and Receipt Stamps.
85	11 1	7	86	32	10 2	8	55	18 6 0	7 97	752 7 10	7 96	Committee Allowance and Travelling.
8	10 6	0	78	8	2 4	0	82	1 12 8	0 71	78 9 0	0 83	Auditors' Allowance and Travelling.
188	14 0	17	34	28	15 0	7	57	51 14 6	22 53	726 0 0	7 68	Taxes and Feu Duty.
289	7 4	26	60	55	18 8	14	72	47 12 7	20 74	995 17 0	10 53	Insurance.
614	0 0	56	42	176	0 0	46	33	252 0 0	109 75	2,688 7 0	28 44	Depreciation—Buildings.
66	16 0	6	14	11	3 10	2	95	15 16 2	6 88	322 11 6	3 42	„ Fixed Stock.
8,243	6 9	298	04	1,114	11 4	293	37	917 6 2	389 52	13,693 4 7	144 85	Interest.
586	19 6	58	94	172	2 3	45	30	244 12 1	106 53	3,912 12 6	41 39	All other expenses.
10,802	11 0	992	67	3,391	16 9	892	79	3,569 5 8	1,554 50	44,311 8 0	468 73	

Sales for Year— £226,061 11s. 6d.		Sales for Year— £111,786 7s. 2d.		Sales for Year— £76,146 13s. 9d.		Sales for Year— £2,464,357 2s. 10d.		EXPENSE.				
£	s. d.	£	s. d.	£	s. d.	£	s. d.					
6,374	8 4	469	18	1,807	6 8	388	20	2,218 9 4	699 24	20,988 1 3	204 36	1890.
737	7 0	54	28	216	5 11	46	46	188 4 7	59 33	1,555 0 2	15 15	Wages.
68	7 0	5	03	21	6 7	4	58	46 19 8	14 80	480 11 2	4 19	Travelling.
196	5 11	14	44	68	8 1	14	70	46 3 11	14 56	1,482 9 8	14 44	Gas.
99	15 11	7	85	36	12 3	7	86	23 5 0	7 33	757 13 3	7 39	Postage and Receipt Stamps.
10	0 1	0	73	3	10 0	0	75	2 8 3	0 76	75 19 5	0 74	Committee Allowance and Travelling.
201	17 0	14	85	38	15 0	8	32	60 7 0	19 00	831 3 0	8 10	Auditors' Allowance and Travelling.
277	15 3	20	45	56	3 7	12	07	47 17 7	15 09	1,004 7 0	9 79	Taxes and Feu Duty.
746	7 0	54	94	167	0 0	35	87	354 0 0	105 27	2,950 18 4	28 74	Insurance.
146	6 9	10	77	11	0 0	2	36	23 0 0	7 25	443 2 3	4 31	Depreciation—Buildings.
4,182	19 4	307	88	1,178	8 7	253	12	947 8 10	298 62	14,927 5 4	145 38	„ Fixed Stock.
570	5 0	41	98	207	2 0	44	48	397 10 0	125 43	4,195 5 4	40 86	Interest.
13,611	9 7	1,001	88	3,811	18 8	818	77	4,386 2 9	1,866 68	49,641 16 2	483 45	All other expenses.

Sales for Year— £349,885 17s. 8d.		Sales for Year— £132,491 14s. 10d.		Sales for Year— £85,144 3s. 2d.		Sales for Year— £2,828,036 16s. 7d.		EXPENSE.				
£	s. d.	£	s. d.	£	s. d.	£	s. d.					
7,445	13 9	510	75	2,117	8 11	383	56	2,952 11 2	832 25	24,631 12 2	209 04	1891.
960	12 2	65	28	208	0 4	37	68	358 19 10	99 77	2,018 6 9	17 36	Wages.
99	16 8	6	83	28	17 7	5	23	66 0 4	18 61	582 6 8	4 96	Travelling.
201	7 10	13	84	73	0 2	13	22	47 9 7	13 38	1,612 18 5	13 34	Gas.
182	7 10	12	53	69	0 1	12	50	46 11 2	18 12	1,488 13 5	12 64	Postage and Receipt Stamps.
9	19 3	0	69	3	18 10	0	71	2 9 7	0 69	81 18 5	0 70	Committee Allowance and Travelling.
196	0 0	13	46	39	15 0	7	20	62 7 0	17 57	857 6 0	7 29	Auditors' Allowance and Travelling.
269	13 1	18	24	56	16 5	10	29	60 12 3	17 12	985 3 0	8 37	Taxes and Feu Duty.
892	14 8	61	25	178	0 0	32	24	451 0 0	127 12	3,398 9 8	28 85	Insurance.
335	0 0	23	00	15	10 0	2	82	33 10 0	9 44	735 4 0	6 25	Depreciation—Buildings.
4,965	19 1	340	65	1,122	16 0	203	42	1,192 11 1	336 15	17,400 17 5	147 69	„ Fixed Stock.
590	13 3	40	54	234	7 4	42	45	292 3 3	82 36	4,389 12 8	37 26	Interest.
16,139	10 7	1,107	06	4,147	10 8	751	32	5,561 5 3	1,567 58	58,182 8 7	493 75	All other expenses.

APPENDIX XVIII.

UNITED CO-OPERATIVE BAKING SOCIETY, LIMITED, 12, MACNEIL STREET, GLASGOW.

Year.	Membership.	Sales.	Profit.	Bonus to Employés.	Capital.	Depreciation of Fixtures, Live Stock, and Machinery.
1869	8 Societies	£ 5,081 13 6	£ 23 3 1	—	£ 338 12 0	£ 30 15 8
1870	10 "	9,165 5 10	306 14 7	20 17 0	1,018 14 4	97 4 4
1871	22 "	16,541 14 4	637 14 9	31 10 8	1,466 0 1	323 3 10
1872	22 "	22,024 6 8	358 12 10	29 2 6	1,672 8 6	280 6 11
1873	20 "	22,158 9 4	1,268 10 8	45 6 7	2,790 8 4	595 3 9
1874	26 "	23,807 13 1	1,744 18 3	83 17 9	4,419 2 9	612 13 6
1875	26 "	23,159 8 11	1,787 7 7	114 13 8	5,145 0 6	678 14 0
1876	26 "	27,385 9 5	2,386 0 8	153 5 0	6,327 7 6	556 1 6
1877	26 "	32,688 16 3	2,066 4 5	147 11 6	6,501 5 3	427 17 10
1878	24 "	27,488 6 10	1,850 5 5	140 4 7	6,947 18 0	440 1 3
1879	23 "	27,459 1 11	1,331 0 1	103 8 8	6,398 11 0	420 0 0
1880	21 "	32,285 17 11	1,094 19 2	80 11 4	6,743 10 8	420 16 0
1881	21 "	28,256 8 6	1,067 12 4	78 13 0	6,451 11 10	345 13 0
1882	24 "	31,479 7 3	1,319 4 2	97 8 2	7,653 11 1	180 2 10
1883	25 "	32,488 11 5	2,115 8 1	151 16 2	8,874 9 0	271 0 11
1884	27 "	32,921 14 2	2,445 0 7	195 16 5	11,481 0 0	318 2 8
1885	29 "	37,944 5 9	2,701 10 8	220 3 2	14,198 17 4	339 19 6
1886	34 "	40,981 6 9	2,185 3 2	209 19 11	23,632 1 4	502 12 1
1887	35 "	42,363 9 4	2,126 16 11	227 18 9	28,816 4 4	468 3 9
1888	39 "	55,699 15 9	3,818 0 5	309 0 2	34,561 19 10	713 9 9
1889	41 "	68,841 2 5	2,710 4 10	227 6 8	36,998 10 8	1,197 7 5
1890	46 "	91,845 11 9	9,510 10 9	629 4 4	46,026 13 6	2,088 3 0
1891	48 "	118,320 19 7	11,720 2 3	821 14 4	51,647 18 2	1,886 6 7

APPENDIX XIX.

STATEMENT TAKEN FROM THE BOOKS OF ST. CUTHBERT'S SOCIETY, EDINBURGH, SHOWING AMOUNT TO CREDIT OF ANY 10 OLD MEMBERS IN 10 YEARS.

Share No.	Name.	1882.		1883.		1884.		1885.		1886.		1887.
		March.	Sept.	March.	Sept.	March.	Sept.	March.	Sept.	March.	Sept.	March
55	Wm. Maxwell	£ 3 16 7	£ 4 14 0	£ 3 8 9	£ 5 3 9	£ 4 10 3	£ 4 18 9	£ 6 2 6	£ 8 18 3	£ 8 15 0	£ 7 13 2	£ 10 6 7
101	H. Cunningham	4 2 3	4 16 7	3 15 3	6 10 6	7 5 9	7 5 3	8 0 9	8 12 6	9 6 4	10 2 11	10 9 5
108	Daniel Munro	2 11 5½	3 18 3	2 10 9	6 3 9½	6 2 7½	6 3 0½	4 10 6	3 7 11	4 12 3	3 12 3	7 3 2
147	Mr. Fairley	4 6 8	3 17 0	2 18 0	3 17 6	6 1 9	5 10 0	3 8 0	—	15 10 0	13 7 2	12 14 5
300	J. Lochhead	4 3 11¼	5 0 4	4 7 4¼	6 18 3	8 7 9	10 9 6	10 16 3	9 18 3	11 8 7	10 19 5	13 5 7
340	James Wood	3 0 0½	2 19 0	1 17 0½	4 14 9	4 11 0	6 8 3	6 19 0	8 10 1	8 8 10	8 13 6	10 4 6
416	D. Stoddart	2 1 2½	3 14 0	2 4 9½	3 7 3	3 1 0	3 9 3	4 10 0	5 10 0	5 7 0	5 10 4	4 6 7
433	Jos. Milne	3 16 0½	4 15 2	4 2 3½	5 5 10½	7 12 0	7 17 6½	7 7 0	7 14 9	7 18 2	8 1 6	9 6 4
883	R. Nesbit	2 1 6	1 16 9	1 13 1½	4 4 9	3 8 7½	3 13 3	3 17 0	4 13 1	4 16 3	6 4 6	6 16 0
1498	Mr. Mallace	1 13 7½	2 13 3	2 8 7½	0 10 6	3 17 6	5 7 4½	6 18 9	5 16 7	6 18 6	7 3 5	8 6 10
	Total	£ 31 13 4	£ 36 19 4	£ 29 6 9	£ 48 18 11	£ 54 18 9	£ 61 2 2½	£ 62 0 9	£ 61 1 5	£ 83 1 0	£ 81 3 2	£ 92 19 5

Share No.	Name.	1887.	1888.		1889.		1890.		1891.		Total.
		Sept.	March.	Sept.	March.	Sept.	March.	Sept.	March.	Sept.	
55	Wm. Maxwell	£ 9 16 5	£ 12 16 10	£ 7 2 10	£ 9 0 1	£ 8 7 1	£ 9 16 9	£ 11 2 9	£ 11 6 0	£ 11 3 0	£ 156 16 4
101	H. Cunningham	11 8 6	14 1 8	18 6 6	12 18 9	11 13 3	9 19 7	11 4 4	11 18 1	10 3 2	187 2 9
108	Daniel Munro	9 13 11	8 5 4	8 14 3	9 11 8	10 7 9	9 7 6	8 15 8	10 14 7	10 6 4	133 8 0
147	Mr. Fairley	11 13 2	13 9 6	13 8 9	16 10 9	14 19 10	10 3 7	10 6 8	11 1 0	11 15 10	185 6 4
300	J. Lochhead	14 10 4	13 12 1	12 13 3	15 9 2	12 3 0	14 16 3	12 15 10	12 19 11	12 2 8	214 18 9
340	James Wood	11 4 3	11 17 5	12 11 0	15 7 3	11 12 1	12 6 6	9 2 5	8 11 8	9 5 6	167 15 7
416	D. Stoddart	5 5 8	5 14 5	5 6 0	5 8 1	5 3 0	4 19 5	4 14 1	5 4 10	5 4 6	89 1 5
433	Jos. Milne	8 14 7	10 17 5	8 4 10	8 8 5	8 1 7	8 18 10	9 4 4	10 7 6	9 9 7	156 3 10
883	R. Nesbit	7 17 0	8 0 0	8 12 9	8 3 1	7 19 4	8 18 5	10 12 10	10 3 8	11 11 11	125 3 10
1498	Mr. Mallace	8 8 1	11 8 9	11 0 1	11 11 5	13 6 9	13 13 0	13 9 10	9 13 4	12 9 6	168 9 8½
	Total	£ 98 10 11	£ 109 16 5	£ 101 2 3	£ 110 14 1	£ 103 13 8	£ 102 18 10	£ 101 8 9	£ 102 0 7	£ 103 12 0	£ 1,575 6 6½

APPENDIX XX.

STATEMENT of WAGES paid by the SCOTTISH CO-OPERATIVE WHOLESALE SOCIETY, LIMITED,
August 1885.

	Benching.		Finishing.			Benching.		Finishing.	
	s.	d.	s.	d.		s.	d.	s.	d.
LADIES' WORK.					GIRLS' WORK—cont.				
No. 1 Balmorals, buttoned, and E.S. boots or shoes, made of calf kid, levant, seal, crupp, calf, and morocco, military heels	0	8	0	8	<i>Machine Sewed or Screwed—cont.</i>				
No. 2. Balmorals, buttoned, E.S. boots and shoes, made of common calf, levant, goat, and kid, linings turned in only, military heels	0	7	0	7	No. 3. E.S. balmorals or buttoned boots or shoes, grain, or lustre, kip, and satin,				
No. 3. Balmorals, buttoned, and E.S. boots and shoes, made of levant, kip, E.I. kip, satin, hide, and American glove grain, linings turned in only	0	6	0	6	Do. do. - 1 to 2	0	4½	0	4½
No. 4. Balmorals, and E.S. boots and shoes, made of grain, lustre, kip, E.I. kip, and sheep, raw edge	0	5½	0	5½	Do. do. - 10 to 13	0	4	0	4
No. 5. Women's all calf, mill (in all)	0	7	0	6	Do. do. - 6 to 9	0	3½	0	3½
No. 6. Women's cashmere balmorals, E.S. boots and shoes (in all)	0	5	0	4	No. 4. Girls' lacing boots, kip or split kip, sparables or tackets				
No. 7. Lacing boots, E.I. kip, sparables or tackets	0	8	0	4½	Do. do. - 1 to 2	0	5½	0	3½
No. 8. Lacing boots, split kip, sparables or tackets	0	7½	0	4	Do. do. - 10 to 13	0	4½	0	3
No. 9. Lacing shoes, E.I. kip, sparables or tackets	0	6½	0	4	Do. do. - 6 to 9	0	4½	0	2½
No. 10. Lacing shoes, split kip, sparables or tackets	0	6½	0	3½	1, 2, 3, to be Black Waists or Round Strips.				
No. 11. Lacing shoes, light kip or cordovan P.B.	0	5	0	4	<i>Extras on Girls' Boots and Shoes.</i>				
No. 12. E.S. slipper shoes, light kip or grain	0	4½	0	3½	High legs, 1 to 2, 5½ inch; 10 to 13, 5½ inch; 6 to 9, 5 inch	0	0½	0	0½
<i>Black Waists or Round Strips included in above.</i>					Case toes	0	0½		
<i>Extras on Ladies' Work.</i>					Plated heels, when filled up and filed by finisher, best	0	0½	0	0½
Customers and samples	0	2	0	1½	Buttoned	0	0½	0	0½
Case toes	0	1			Customers	0	1	0	1
Outside clumps	0	2	0	1½	Peak strip			0	0½
Inside clumps	0	1	0	0½	SLIPPERS.				
Heel pin	0	1			Men's garden slippers, strong soles	0	4½	0	3½
Eights	0	0½			Men's E.S. grain cordovan, or kip	0	4½	0	3½
Broad welts	0	1	0	1	Women's E.S. grain cordovan, or kip	0	3½	0	3
Double soles	0	1	0	0½	Women's garden shoes	0	3½	0	3½
Drab, or light-coloured cloth	0	1	0	1	Plys in men's	0	0½	0	0½
High heels, 1½ inches	0	1	0	1	Plys in women's	0	0½		
High legs, 6½ inches and above	0	1	0	0½	EXTRAS ON STITCHED WORK.				
Leg to measure from corner of heel to centre of leg.						Benching.	Cleaning.	Pricking.	
Bevelled clumps			0	2½		s. d.	s. d.	s. d.	
Fiddle waist			0	1½	Women's foreparts	0	1½	0	1
Glove and glaze	0	1	0	1	<i>Deductions for Heeling and Paring Women's and Girls' Work.</i>				
Patent vamp	0	0½	0	0½			Riveters.	Finishers.	
Peak strip			0	0½			Per doz.	Per doz.	
Buttoned	0	0½	0	0½			s. d.	s. d.	
Plated heels, when filled up and filed by finisher, bests and 2nds	0	1	0	1	Pared all round			0	9
Plated heels, when filled up and filed by finisher, bests and 3rds	0	0½	0	0½	Top piece heels				0
Welts and runners	0	0½			11 to 1				0
					7 to 10				0
					Women's military heels (only)				0
					11 to 1 and 7 to 10				0
					Women's heels breasting				0
					Sizes do.				0
									1½
					HEELING BY MACHINERY.				
							s. d.		
					Best		1	9	
					Seconds		1	6	
					Thirds		1	3	
					Common		1	0	
					11, 1		0	9	
					7, 10		0	8	

All Extras not provided for in this Statement to be paid for by Mutual Arrangement.

By Mutual Arrangement, Work under dispute must be proceeded with pending settlement.

On behalf of the Scottish Co-operative Wholesale Society, } A. L. SCOTT, Manager. Limited,

On behalf of the men, { KENNETH M'LENNAN. GEORGE PARK. WILLIAM INSKIP.

MEN'S WORK.

	Benching.	Finishing.
	s. d.	s. d.
No. 1. Balmorals, buttoned, and E.S. boots, made of glove and calf kid, seal, morocco, crupp, fine French calf, and patent calf, black top pieces if required	1 0½	0 10½
No. 2. Balmorals, buttoned, and E.S. boots, made of calf kid, morocco, seal, common calf, and crupp—raw edge linings turned in only	0 11½	0 9½
No. 3. Lorne, Oxford, and buttoned shoes, made of glove and calf kid, fine calf, crupp, seal, and patent calf	0 11½	0 9½
No. 4. Levant, goat, or morocco, and calf gol., E.S.	0 10½	0 9½
No. 5. Lorne, Oxford, and buttoned shoes, made of calf kid, common calf, crupp, morocco and seal—raw edged linings turned in only	0 10½	0 9½
No. 6. Balmorals, Lorne, and E.S. boots, made of home kip, fine E.I. kip, grain, and satin hide	0 10½	0 9
No. 7. Lorne and Oxford shoes, made of home kip, fine E.I. kip, grain, and satin hide	0 10	0 8½
No. 8. E.S. Lorne or lace boots, made of split kip	0 9	0 8½
No. 9. Lorne and Oxford shoes, made of split kip	0 8½	0 7½
No. 10. Balmoral and Lorne boots (half golashed), made of grain and kip, tackets or sparables	1 0	Edge. 0 6
No. 11. Lorne or Oxford shoes, made of grain and kip, tackets or sparables	0 11½	0 6
No. 12. Balmoral and Lorne boots, made of grain and kip, tackets or sparables	1 0	0 5
No. 13. Strong lacing boots, made of kip or shoe hide, tackets or sparables	0 11	0 5
No. 14. Bluchers kip, tackets or sparables	0 10	0 4½
No. 15. Lacing shoes, kip, tackets or sparables	0 9½	0 4
No. 16. Lorne, Balmoral, or lacing boots, made of split kip, tackets or sparables	0 10½	0 4½
No. 17. Lacing shoes, made of split kip, tackets or sparables	0 9	0 4
No. 18. Shooting boots, including all extras	1 8	1 8
No. 19. Watertight boots, including all extras	1 1½	0 5½
<i>All classes other than edge work to be finished black waists, if finished white bottoms &c. less to finisher.</i>		
Extras on Men's Work.		
Case toes	0 1	—
Welts	0 1	—
Outside clumps	0 4	0 2
Inside clumps	0 3	0 1½
Double soles	0 1	0 1
Half-broad welts (to measure ¼ inch from feather of insole)	0 1	0 1
Bunking waists or forepart	—	0 1
Bunking all round	—	0 2
Heel pins	0 1	—
Size 12	0 1	—
Customers, or samples	0 3	0 2
Tackets to heel	0 0½	—
Drab, or light-coloured cloth	0 1	0 1
Glove and calf patent	0 1	0 1
Peak strip	—	0 0½
Runner	0 0½	—
Bevel edge	—	0 1½
Border	—	0 1
Kid legs on No. 5	—	0 0½
<i>Half-inch edge when finished to be considered double soles.</i>		

BOYS' WORK.

	Benching.	Finishing.	
	s. d.	s. d.	
No. 1. E.S., Lorne, Balmorals, boots or shoes, made of kid, crupp, calf, morocco, and levant - 3 to 5	0 8½	0 8	
Do. do. - 1 and 2	0 7½	0 7½	
Do. do. - 10 to 18	0 7	0 7	
Do. do. - 6 to 9	0 6	0 6½	
No. 2. E.S. Lorne, Balmorals, boots or shoes, made of grain, kip, or split kip - 3 to 5	0 7½	0 7	
Do. do. - 1 and 2	0 6½	0 6½	
Do. do. - 10 to 18	0 6	0 6	
Do. do. - 6 to 9	0 5	0 5½	
No. 3. Balmorals, kip, grain, or split kip, tackets or sparables, 3 to 5	0 8½	Edge. 0 4½	
Do. do. - 1 and 2	0 7½	0 4½	
Do. do. - 10 to 18	0 6½	0 4	
Do. do. - 6 to 9	0 5½	0 3½	
No. 4. Lacing boots, kip or split kip, whole backs, tackets, or sparables - 3 to 5	0 8	0 4	
Do. do. - 1 and 2	0 7	0 3½	
Do. do. - 10 to 18	0 6	0 3	
Do. do. - 6 to 9	0 5	0 2½	
<i>Nos. 1 and 2 to be finished black waists, if finished plain ½d. less to finisher.</i>			
Extras on Stitched Work.			
	Benching.	Cleaning.	Pricking.
	s. d.	s. d.	s. d.
Men's foreparts	0 2	0 1	0 1
Men's heel to heel	0 2½	0 1½	0 1½
Boys' foreparts	0 1½	0 0½	0 0½
Extras on Boys' Work.			
	Cleaning.	Pricking.	
	s. d.	s. d.	
Case toes	0 0½	—	
Double soles	0 1	0 0½	
Welts and runners	0 0½	—	
Customers, or samples	0 1½	0 1	
Bordered	—	0 0½	
Peak strip	—	0 0½	
DEDUCTIONS.			
	Per Doz.	Per Doz.	
	s. d.	s. d.	
Heeling by machine men's best	2 0	—	
Do. do. men's seconds	1 9	—	
Do. do. men's thirds and fourths	1 6	—	
Do. do. boys' 2 to 5, all classes	1 0	—	
Do. do. boys' 11 to 1, all classes	0 10	—	
Do. do. boys' 7 to 10, all classes	0 8	—	
Skiving stiffeners	0 2	—	
Paring all round, men's best and seconds	—	1 3	
Do. men's thirds	—	1 2	
Do. men's fourths	—	1 0	
Do. boys' 2 to 5, all classes	—	0 8	
Do. boys' 11 to 1, all classes	—	0 6	
Do. boys' 7 to 10, all classes	—	0 4	
Paring heels, men's best and seconds	—	0 8	
Do. foreparts, do.	—	0 7	
Do. heels, men's thirds and fourths	—	0 7	
Do. foreparts, do.	—	0 6	
Breasting men's best and seconds	—	0 3	
Do. men's thirds and fourths	—	0 2	
Do. boys' 2 to 5	—	0 2	
Do. boys' 11 to 1, and 7 to 10	—	0 1½	

[This "Men's List" is signed, &c. as on p. 48 ("Women's List").—G. D.]

APPENDIX XXI.

SCOTTISH CO-OPERATIVE FARMING ASSOCIATION, LIMITED.

Year.	No. of Members.		Shares.		Shares paid up.		Loan Capital.	Interest credited Share and Loan.	Depre- ciation.	Reserve Fund.	Invested in		Profit after crediting Interest on all Capital.
	Indi- viduals.	Societies.	Indi- viduals.	Societies.	Indi- viduals.	Societies.					Stock.	Imple- ments.	
1890	184	37	518	2,080	£ 475	£ 2,073	£ 814	£ 100	£ 131	£ 230	£ 4,012	£ 689	£ 14
1891	215	44	1,014	2,361	£ 647	£ 2,342	£ 1,924	£ 197	£ 63	—	£ 5,402	£ 651	£ 1

At present the Association has five farms, extending to 870 acres.

APPENDIX XXII.

HEBDEN BRIDGE FUSTIAN MANUFACTURING CO-OPERATIVE SOCIETY, LIMITED.

(NUTCLOUGH, HEBDEN BRIDGE.)

FORTY-FOURTH HALF-YEARLY REPORT
AND BALANCE SHEET.

June 30th, 1892.

President.—Joseph Craven.
Committee.—John Harwood, James Johnson, Charles Knowles, Lewis Pickles, Thos. Hy. Pickles, Adam Sutcliffe, Marshall Sutcliffe, John Tootill, John Waddington.
Manager.—Joseph Greenwood.
Secretary.—Leonard Stocks.
Auditors.—R. Crabtree, S. Helliwell.
Bankers.—The Co-operative Wholesale Society, Limited.

TO THE MEMBERS:

We have again the pleasure to submit to you the half-yearly report and balance sheet of the society.

At the first meeting of the committee after last half-yearly meeting the vice-chairman, sub-committee, and education committee were re-appointed for the next six months.

We have, as usual, had our goods for exhibition at the Congress at Rochdale at Whitsuntide; we have also had them on exhibition at Skipton, and have arranged to exhibit goods at Tynemouth and Crystal Palace in August next, and at Ripley in connection with the flower show there.

During the half-year the twelve cottages at Nutclough recently erected have been painted. We have had the roof of part of dyehouse replaced, also new stove pot for drying-stove put in since last half-yearly meeting.

The insurance policies have now been re-arranged, and a considerable saving effected over previous existing policies, no doubt in part due to the special repairs we made a year ago, whereby the mill was made much safer from fire than hitherto.

We have granted the sum of 12*l.* 10*s.* for the relief of distress in the North, which we ask you to sanction; we have also granted 20*l.* towards the annual excursion of the workpeople.

During the half-year we have had the sand taken out of one of the reservoirs at a cost of 36*l.* 11*s.*, part of which

we have sold, and we believe the remainder will about pay the cost of getting it out.

In connection with the Congress at Rochdale, we invited a number of delegates to Hebden Bridge on the Monday and Wednesday evenings, and after going over the works and having tea, took them to Hardcastle Craggs and back, the expenses in connection with which we have charged to the reserve fund.

We find we have not room enough in the dyehouse to do the ever-increasing trade in that department, and to meet this we are building a new drying-stove, more removed from the main mill, and purpose using the present stove as additional room for the dyehouse.

Owing to Monday, August 1st, being Bank Holiday, we have arranged to pay the dividend on the following day.

The sales for the half-year amount to 19,416*l.* 10*s.*, being an increase of 737*l.* 0*s.* 6*d.* over the corresponding half-year:—

	£	s.	d.
Co-operative societies (members)			
have purchased	12,659	2	6
Co-operative societies (non-members) have purchased	1,976	18	2
Individuals have purchased	4,780	9	4
	<u>£19,416</u>	<u>10</u>	<u>0</u>

Five societies have been admitted during the half-year, the present number of members being 751.

After allowing 476*l.* 2*s.* 9*d.* for depreciation there is a profit on trade of 2,233*l.* 7*s.* 1½*d.*, which is increased in profit and loss account to 2,282*l.* 1*s.* 10½*d.*, which we propose to divide as follows:—

	£	s.	d.
Dividend on A shares at 5 per cent. per annum	414	12	6
Dividend on B shares at 5 per cent. per annum	193	4	3.

(Continued over)

(Continued.)

	£	s.	d.
Dividend on withdrawable shares at 5 per cent. per annum	29	15	5
Dividend on members' purchases, 12,522l. at 1s. in the £	626	2	0
Dividend on non-members' purchases, 1,840l. at 6d. in the £	46	4	6
Dividend on labour, 5,995l. at 1s. in the £	299	15	0
Education fund	30	0	0
Reserve fund	350	0	0
Insurance	350	0	0
Balance carried forward	12	8	2½
	£2,292	1	10½

Yours respectfully,
THE COMMITTEE OF MANAGEMENT.

July 7th, 1892.

ATTENDANCE OF COMMITTEE.		
	Expected.	Actual.
Joseph Craven, President	23	23
Marshall Sutcliffe (for Hebden Bridge Store)	23	21
John Waddington (for Sowerby Bridge Store)	23	23
John Tootill (for Todmorden Store)	23	23
Adam Sutcliffe (for Mytholmroyd Store)	23	23
James Johnson	23	23
Thos. Hy. Pickles	23	23
* Lewis Pickles	23	21
* John Harwood (for Midgley Store)	23	22
Charles Knowles	23	23

* Once sick.

STATEMENT OF ACCOUNTS,
For the Half-Year ending June 30th, 1892.

CASH ACCOUNT, FROM JANUARY 1ST TO JUNE 30TH, 1892.			
Dr.			Cr.
	£	s.	d.
To Balance on hand, Jan 1st, 1892			
Cash received for goods as under:—			
Garments	10,210	17	2
Fustian	3,227	14	10
Dyeing	2,915	10	10½
Grey cloth	1,680	14	11
Clippings, flocks, and waste	125	5	0
"Co-operative News"	2	19	3
Frame rent	26	17	1
			16,196 10 1½
Rents	99	19	9
Transfer fees	0	4	6
Entrance fees	1	18	0
Dividend from Co-operative Printing Society	1	13	8
Dividend from Co-operative Insurance Company	1	4	0
Dividend from Sowerby Bridge Flour Society	2	6	9
Sand	2	13	6
Loans			199 13 6
Shares B			169 0 0
Withdrawable shares			480 2 3
Bank withdrawals			184 18 0
			18,445 7 3
			169 13 6
			169 0 0
			480 2 3
			184 18 0
			18,445 7 3
Total	£37,630	2	4
Trade Account:—			
By Grey cloth	1,489	19	0
Fustian	708	14	11
Dyewares	1,640	12	7
Buttons, thread, and harding	401	9	1
Yarn and woft	5,032	1	0
Flour and size	45	17	6
"Co-operative News"	5	14	0
			10,224 6 1
Trade Expenses:—			
Wages	528	18	0
Coal	224	6	10½
Carriage	93	4	0
Travelling	60	5	2
Oil, brushes, and strapping	246	12	2
Repairs	76	11	0
Printing, stationery, and stamps	70	4	0
Paper and band	35	11	6
Advertising	36	3	5
Rates and taxes	12	0	0
Auditors' salary	23	0	0
Committee's salary	2	7	7
" " railway fares	54	16	6
Gas	4	6	6
Cleaning	6	18	6
Cards	40	9	9
Insurance	40	5	6
Shuttles and pickers	17	6	2
Reeds and heads	2	0	0
Use of Co-operative Hall	36	11	0
Getting sand from dam			
			1,610 17 7½
Other Expenses:—			
Loss on half-yearly tea	1	12	7½
Grant to Halifax Infirmary	5	5	0
Delegate's expenses	8	0	4½
Deaf and Dumb Institute	1	1	0
Subscription to Devonshire Hospital	5	5	0
Subscription to Co-operative Productive Federation	20	15	0
Subscription to Labour Association	3	1	0
			45 0 0
Education Fund Account			27 9 4
Interest on loans			169 2 2
Dividend on A shares	414	12	6
" " "	110	15	4
" " " withdrawable shares	28	15	3
" " " members' purchases	718	6	0
" " " non-members' purchases	62	15	6
" " " labour	328	10	0
			1,668 14 7
Distress fund in the North	12	10	0
Expenses re delegates from Rochdale Congress	26	19	0
Loans repaid			39 9 0
Withdrawable shares repaid			25 0 0
Shares (B) extinguished			53 7 3
Building and gearing			37 5 0
Machinery			151 10 0
Fixtures			36 5 1
Bank deposits			21 15 0
Balance			17,249 8 11
			55 6 6
			39 9 0
			25 0 0
			53 7 3
			37 5 0
			151 10 0
			36 5 1
			21 15 0
			17,249 8 11
			55 6 6
Total	£37,630	2	4

TRADE ACCOUNT.

To Stock on hand, December 31st, 1891	£	s.	d.	To Cash received for goods sold	£	s.	d.
Accounts owing to Society, Dec. 31st, 1891	10,400	18	3	Accounts owing to Society, June 30th, 1892	18,195	19	1½
Payments for goods bought	2,105	0	6	Stock	2,698	18	0
Wages	10,224	8	1				
Trade expenses	6,215	4	3½				
Interest on loans	1,610	17	7½				
Depreciation	160	2	2				
Profit	476	2	9				
	3,233	7	1½				
Total	£33,435	0	9½	Total	£33,435	0	9½

ROYAL COMMISSION ON LABOUR:

Dr.	PROFIT AND LOSS ACCOUNT.		Cr.			
To Dividend on Shares A	£	s. d.	By Balance as per last account	£	s. d.	
" " B	414	12 6	" Rents, &c., as per cash account	2,075	15 3	
" " withdrawable shares	119	15 4	" Dividend and interest (Wholesale Society)	100	13 6	
" " members' purchases	23	15 3	" (Newspaper Society)	11	3 5	
" " non-members'	713	6 0	" Profit, as per trade account	0	1 10	
" " labour	62	15 6		2,238	7 1½	
" Education fund	393	10 0				
" Reserve fund	30	0 0				
" Insurance fund	200	0 0				
	150	0 0				
		2,045	14 7			
" Other expenses, as per cash account		45	0 0			
" Bank interest and commission		41	16 7			
" Accident insurance fund		2	10 0			
" Balance—net profit disposable		2,292	1 10½			
Total		£24,450	3 0½	Total	£24,450	3 0½

BANKING ACCOUNT.

To Deposits, as per cash account	£	s. d.	By Balance	£	s. d.	
" Balance	17,249	8 11	" Withdrawals, as per cash account	220	16 10	
	1,467	11 9	" Bank commission and interest	18,448	7 3	
				41	16 7	
Total		£18,717	0 8	Total	£18,717	0 8

FIXED STOCK ACCOUNT.

June 30th, 1892.		£	s. d.	£	s. d.	By Amount of depreciation written off to date		£	s. d.	£	s. d.
To Balance—Boilers, buildings, and gearing	14,337	7 2		14,508	17 2	" Depreciation on boilers, buildings, and gearing, on 18,106 <i>l.</i> at 2½ per cent. per annum	226	5 9		8,179	8 8½
Added this half year	151	10 0				" Depreciation on machinery, 7,344 <i>l.</i> at 5 per cent. per annum	183	13 0			
Machinery	4,404	12 3		4,500	17 3	" Depreciation on sewing machines, 337 <i>l.</i> at 20 per cent. per annum	38	14 0			
Added this half year	36	5 1				" Depreciation on fixtures, 1,802 <i>l.</i> at 5 per cent. per annum	32	11 0		476	2 9
Fixtures	561	12 10		583	7 10	" Balance—Boilers, buildings, and gearing	14,283	11 5			
Added this half year	21	15 0				" Machinery	4,283	11 3			
						" Fixtures	550	16 10		19,116	19 6
Total				£19,593	2 3	Total				£19,593	2 3

CAPITAL ACCOUNT.

LIABILITIES.			ASSETS.						
	£	s. d.	£	s. d.	£	s. d.			
To Shares A paid up			16,585	0 0	By Stock	12,540	8 8		
" " B	5,507	0 0			" Land	5,054	3 3		
" " B part paid	36	11 2	5,543	11 2	" Fixed stock—present value	19,116	19 6		
" Withdrawable shares			1,294	1 0	" Accounts owing to the Society—net	2,698	18 0		
" Loans			9,063	0 0	" Shares in the Wholesale Society	186	3 9		
" Education fund	61	11 6½			" Dividend and interest added	11	3 5		
Added this half year	30	0 0			" Shares in Newspaper Society	3	18 0		
	91	11 6½			" Dividend and interest added	0	1 10		
Less paid, as per cash account	27	9 4	64	2 2½	" Shares in Co-operative Insurance Company	20	0 0		
" Accident insurance fund	45	0 0			" Co-operative Productive Federation	4	6 0		
Added this half year	2	10 0	47	10 0	" Macclesfield Silk Manufacturing Society	10	0 0		
" Reserve fund	1,423	13 5			" Sowerby Bridge Flour Society	1	0 0		
Added this half year	200	0 0	1,537	4 5	" Cash on hand				
	1,623	13 5					35	6 0	
Less paid, as per cash account	39	9 0					55	6 0	
" Insurance fund	1,600	0 0							
Added this half year	150	0 0	1,750	0 0					
" Bank balance			1,467	11 9					
" Balance—Net profit disposable			2,292	1 10½					
Total			£29,702	2 5	Total			£29,702	2 5

PROPOSED DISPOSAL OF PROFIT.

To Dividend on Shares A, at 5 per cent. per annum	£	s. d.	By Balance—Profit	£	s. d.	
" " B,	414	12 6		2,292	1 10½	
" " on withdrawable shares, at 5 per cent. per annum	133	4 3				
" " on members' purchases, 12,522 <i>l.</i> at 1 <i>s.</i> in the £	29	15 5				
" " on non-members' purchases, 1,240 <i>l.</i> at 6 <i>d.</i> in the £	626	2 0				
" " on labour, 5,995 <i>l.</i> at 1 <i>s.</i> in the £	46	4 6				
" Education fund	299	15 0				
" Reserve fund	30	0 0				
" Insurance fund	350	0 0				
" Balance carried forward	350	0 0				
	12	8 2½				
Total		£2,292	1 10½	Total	£2,292	1 10½

EDUCATIONAL COMMITTEE'S REPORT.

In conjunction with the Educational Committees of the Store and the Mechanics' Institute, we have had a course of Oxford Lectures delivered by H. J. Mackinder, Esq., M.A., on Physiography, or, "Rocks, Water, and Air." The lectures have been fairly well attended, and we are pleased to say that two of the students have earned prizes; one of them the higher value was in connection with Mr. Lang's Course of Lectures on Victorian Literature. We have also had a lecture by Mr. Devine, from the University of Pennsylvania, America, on the Economic Problems of America.

EDUCATIONAL COMMITTEE.

AUDITORS' REPORT.

To the SHAREHOLDERS of the HERDEN BRIDGE FUSIAN MANUFACTURING CO-OPERATIVE SOCIETY, LIMITED.

Ladies and Gentlemen,—It is again our duty to report to the shareholders as to the books and accounts of your Society, and in so doing we have seen all vouchers for payments, and have verified the several items contained in the accompanying balance sheet. Your books continue to be well kept, and the balance sheet is a true abstract of such accounts.

SHACKLETON HELLIWELL,
RICHARD CRABTREE, A.C.A., } *Auditors.*

Nutclough, July 7th, 1892.

[Here followed Appendices XXXVII., XXXVIII., and XXXIX.—G. D.]

NAMES OF SOCIETIES MEMBERS.

Aberdare.	Cononley.
Accrington and Ohuroh.	Consett.
Alcester.	Crewe.
Allerton.	Cragg Vale.
Arlesey.	Crawshawbooth.
Arundel.	Croft.
Ashton.	Orompton.
Aspatria.	Crook.
Bacup.	Crosland Moor.
Baildon.	Dalston.
Banbury.	Dalton.
Barnsley.	Daisyfield (Blackburn).
Barrowford Progressive.	Darlington.
Barrowford Industrial.	Delph.
Batley.	Denholme.
Bedford.	Derby.
Bedlington.	Dewsbury.
Berkhamstead.	Diggle.
Bingley.	Doncaster.
Birkaenshaw.	Down Ampney.
Birstall.	Drighlington.
Bishop Auckland.	Droylsden.
Blaenavon.	Durham.
Blaina.	Earby.
Blaydon.	Earlestown.
Bolton.	Ecoles.
Bradford.	Ecoleshill.
Bradley Green.	Edgeworth.
Breaston.	Egremont.
Bridge End, Todmorden.	Enderby.
Brierfield.	Failsworth.
Brighouse.	Farnworth.
Bromley.	Faversham.
Brymbo.	Gargrave.
Burnley.	Gloucester.
Bury.	Golear.
Buttershaw.	Gomersal.
Butt Lane.	Grantham.
Carleton.	Grays.
Carlisle.	Gravesend.
Castleford.	Great Harwood.
Chester-le-Street.	Greenfield.
Cinder Hill.	Greengates.
Chipping Norton.	Greenstreet.
Churwell.	Grimshaw Park (Blackburn).
Clayton-le-Moors.	Groby.
Cleator Moor.	Gainsboro'.
Cleckheaton.	Great Horton.
Close Hill.	Guiseley.
Colchester.	Hackthorn and Cold-
Colne.	Hanworth.
Coln St. Aldwyns.	Hadfield.
Congleton.	

Halifax.	Oakworth.
Hammersmith.	Oldham Equitable.
Haslingden.	Over Darwen.
Haughton Green.	Oxenhope.
Haworth.	Padiham.
Hayfield.	Peterboro'.
Hazel Grove.	Pleasley and Pleasley Hill.
Hebden Bridge.	Pontefract.
Heckmondwike.	Prestwich.
Heptonstall.	Plymouth.
Hetton Downs.	Queensbury.
Heywood.	Radcliffe and Pilkington.
Higham.	Ramsbottom.
Honley.	Rawtenstall.
Horbury.	Reigate.
Horwich.	Ripley.
Howden and Percy Main.	Rochdale.
Hucknall Torkard.	Sabden.
Huddersfield.	Sandbach.
Hyde.	Scape Goat Hill.
Ilkley.	Scottish Wholesale Society.
Illingworth.	School Lane.
Ingleton.	Seaham Harbour.
Ipswich.	Seaton Delaval.
Jarrow.	Shawforth.
Junction.	Sheepshed.
Keighley.	Sheerness.
Keswick.	Sheffield.
King's Cross.	Silsden.
Kirkby-in-Furness.	Silsoe.
Kilnhurst.	Silverdale.
Knuzden Brook.	Sittingbourne.
Lancaster.	Skipton.
Langley Mill.	Sowerby Bridge.
Lane Ends.	Stacksteads.
Leeds.	Staines.
Lees and Cross Roads.	Stainland.
Leicester.	Stalybridge.
Lincoln.	Steeton.
Linthwaite.	Stocksbridge.
Littleborough.	Stockton-on-Tees.
Little Hulton.	Slaithwaite.
Long Eaton.	Stanhope.
Longridge.	St. Mary Cray.
Longtown.	Summerseat and B.
Love Clough.	Sunderland.
Low Wortley.	Sarbiton.
Luddenden and District.	Ten Acres.
Luddenden Foot.	Thornes.
Lower Darwen.	Todmorden.
Macclesfield.	Tong Park.
Manchester.	Tottington.
Mansfield.	Tow Low.
Markfield.	Tring.
Marsden.	Tweedside.
Maryport.	Tunstead.
Masborough.	Ulverston.
Matlock Bank.	Upper Mill.
Meltham Industrial.	Uppertown.
Meltham Mills.	Wainstalls.
Menheniot.	Walmer and Mongeham.
Middlesbro'.	Wakefield.
Middlestown.	Walsend.
Middleton-in-Teesdale.	Walsden.
Midgley.	Waterfoot.
Milford.	Waterloo.
Millgate.	Whitehough.
Millom.	Whitworth.
Milnrow.	West Stanley.
Milnsbridge.	Wholesale Society.
Mirfield.	Wibsey Slackside.
Mirfield Perseverance.	Willington.
Morley.	Wilsden.
Mossley.	Wilton.
Mytholmroyd.	Windhill.
Nelson.	Windy Nook.
Newbottle.	Witham.
New Brancepeth.	Woodley.
New Brompton.	Woolfold.
Newcastle.	Woolwich.
New Mills.	Worksop.
New Road Side.	Worsley, Roe Green.
Newton Abbot.	Youlgreave.
Norwich.	

NOTICES.

The ordinary general meeting of the Society will be held in the *Co-operative Hall, Hebden Bridge*, on Saturday, July 30th, 1892. Chair to be taken at 4 o'clock.

BUSINESS.

1. Reading minutes of last general meeting.
2. Reading minutes of committee for past half year.
3. Report and balance sheet, passing or otherwise.
4. Election of auditor—Shackleton Helliwell retiring, but eligible for re-election.
5. Election of three committee-men—Marshall Sutcliffe, John Waddington, and John Tootill retiring, but eligible for re-election.

6. Question of relief of distress in the North.
7. Question of taking up additional shares in the Wholesale.
8. Question of taking up shares in the Bradford Co-operative Cabinet Makers' Society.

A tea will be provided at the close of the meeting, 9d. each.

Dividends will be paid at the office of the society, on Tuesday, August 2nd, 1892, from 2 to 5 p.m., and from 6 to 8 p.m.

APPENDIX XXIII.

SOCIETY FOR PROMOTING WORKING MEN'S ASSOCIATIONS, ESTABLISHED 1850 (LONDON).

The society consists of the promoters and the associates. All business between the society and the associations, on the one hand, and between the associations and the public at large on the other hand, is transacted by the council of promoters, who have power to nominate any promoter as member of the council. The functions of the council are—(1) To collect and administer all funds contributed or advanced to the society for the promotion of its objects; (2) To diffuse the principles of co-operation as the practical application of Christianity to the purposes of trade and industry.

The associates are all members of the working associations. They are represented by a central board. The functions of the central board are (1) to regulate all the relations of the associations with each other, and with the concurrence of the council of promoters, those of the united associations with the public at large; (2) To co-operate with the council of promoters in forming new associations, and in spreading the principles of the society. The council of promoters shall consist of a president, twelve ordinary members, and an unlimited number of honorary members or corresponding members. Two of the ordinary members

of the council of promoters shall attend the office every working day, that is, as far as possible.

The object of this Union is:—To carry out and extend the principles and practice of associated labour—

1. By forming associations of working men who shall enjoy, among themselves and their families, *the whole produce of their labour*, subject to the repayment of borrowed capital (if any) with a fair interest thereon;
2. By organising, both among such associations and among any others of combined capitalists and working men, who may be admitted into the union, the interchange and distribution of commodities;
3. By establishing among all associations admitted into the union, institutions for the common benefit of the members, as friendly societies, model lodging-houses, schools, &c.;
4. And by the full development of every means of brotherly help and support, which the capital, the credit, the custom, the knowledge, and the influence of the association can afford.

APPENDIX XXIV.

CO-OPERATIVE AGENCY, 1851.

1. The object of the Co-operative Agency is to act as an intermediate body between the capitalist and the co-operative associations.

2. To give capitalists a safe means of investment at a fair rate of interest.

3. To give to consumers the means of purchasing any article of good quality at a price which exceeds the cost only by the necessary expenses of management, and of a reserve fund.

4. To give to the co-operative associations the means of purchasing the raw materials necessary for their work, of the best quality and at the lowest price.

5. To organise the sale to the public of the produce of the co-operative associations on the account of the said associations, and to make partial advances on their consigned goods.

6. To give facility for the organisation of the exchange of labour between co-operative associations, and for the establishment of other institutions for the benefit of the said associations on the principle of mutual interchange.

7. To act as trustees for all the banking, saving, and mutual insurance business of the co-operative associations.

8. To make advances of money for the purpose of setting on foot or assisting co-operative associations.

The agency shall consist of a manager, not less than three trustees, and a board of supervisors. After mature consideration and discussion of the objects in view the trustees and partners of the Central Co-operative Agency, with the advice of the committee, have agreed "that the following proposals should be sent to the various trades through their regular committees and secretaries":—

PROPOSALS.

"The members of the various trades will be invited to consider the expediency of forming a model association in each trade, and of organising co-operative stores, either in each trade or by a combination of working men of various trades in different localities, to supply to their members the articles of domestic consumption, the materials for production, and any commodities that they may find it desirable to procure.

"The stores will be formed by procuring, either from the funds of the trade societies or by special subscription amongst the members, the means of fitting up a convenient place, and procuring in advance two weeks' consumption of the members and their families.

"The model association will be formed also by the funds of the trade, or by special subscriptions

amongst the members, and will undertake to execute orders for the articles of their production, and employ for the execution of these orders such of their members as are out of work.

“The model associations and stores will be organised by and under the control of the committees of existing trade societies.”

The Central Co-operative Agency will undertake:—

1. To supply to the model association, at wholesale prices all goods they may require, either as articles of consumption or materials.
2. To warehouse, show, and sell their produce on their account and on commission.

3. To advertise and collect orders on their behalf.
4. To provide for any feasible and profitable operations of credit or exchange among the associations.
5. To put the associations, on the one hand, in communication with capitalists, and on the other with traders or customers.

It is for the trade societies to consider what kind of connection they will establish with the already existing Society for Promoting Working Men's Associations.

APPENDIX XXV.

LIST OF WORKING MEN'S ASSOCIATIONS IN EXISTENCE IN 1851.

Name and Trade.	No. of Members.	Annual Trade.	Remarks.	Name and Trade.	No. of Members.	Annual Trade.	Remarks.
Boot and Shoe Makers, London	18	900	—	Leeds Redemption Society	435	—	Own a farm. 19 men employed. 1927.15s. amount of produce. Make broad-cloth at Leeds.
Brewery, Metropolitan and Provincial, London	—	—	—	Littleborough Industrial Cotton Weavers	80	—	—
Builders, North London, London	23	—	—	Liverpool Tailors	—	—	—
Builders, Metropolitan, London	10	—	—	Macclesfield Silk Weavers	—	—	—
Engineers, East London, London	—	—	—	Manchester Hatters	8	348	—
Engineers, Atlas Company, London	—	—	—	Manchester Tailors	—	—	—
Pianoforte Makers, London	14	2,640	Three non-associates employed.	Newcastle-on-Tyne Tailors	—	—	—
Printers, London	—	—	—	Padiham Spinning and Weaving	77	—	—
Tailors, City, London	—	—	—	Pendleton Cotton Weaving	121	—	—
Bowen, Brown, and Co., London	—	—	—	Salford Universal Family Cotton Weavers	—	—	—
Tailors, Joint-stock, London	—	—	—	Sheffield Saw Makers	—	—	—
Weavers, Bethnal Green, London	—	—	Silks and velvets.	Southampton Tailors	—	—	—
Woodcutters, Bermondsey, London	—	—	—	Stockport Bookbinders, &c.	14	—	—
Banbury, Plush Weavers	—	—	—	Sunderland Masons	—	—	—
Bury, Redemption Society	—	—	—	Wardle Commercial Company, Shirtings	80	8,800	—
Bury Boot and Shoe	—	—	—	Yeadon, near Leeds, Cloth, Tweeds, &c.	—	—	—
Congleton Ribbon Weavers	—	—	—				
Deptford Engineers' Company	—	—	—				
Dundee Shipwrights	—	—	—				
Edinburgh Tailors	—	—	—				
Glasgow Tailors	4*	340	*Workers.				

APPENDIX XXVI.

NEW CONSTITUTION AND RE-ORGANISATION OF THE SOCIETY FOR PROMOTING WORKING MEN'S ASSOCIATIONS.

New constitution and re-organisation of the Society for Promoting Working Men's Associations was agreed on as follows:—

“The Association for Promoting Industrial and Provident Societies.”

The promoters of the working men's associations, having united together for the purpose of applying the principles of Christianity to trade and industry, and desiring to state more definitely what these principles are, as they find them set forth in Christ's Gospel, that they may serve as a basis of a society to be formed for the objects after mentioned, declare:—

1. That human society is a body consisting of many members; not a collection of warring atoms.
2. That true workmen must be fellow-workers and not rivals.
3. That a principle of justice, not of selfishness must govern exchanges.

This society consists of persons of all classes, who will unite to carry out the above principles.

It is connected, or endeavours to be connected with a union of societies or bodies registered under the pro-

visions of the Industrial and Provident Societies Act (15 & 16 Vict. c. 31.), or constituted upon similar principles, herein called the Industrial Societies' Union.

The functions of the association are:—To exhibit as far as possible in its members, united in a living and organic body, the practical realisation of the principles which it exists to declare.

To promote those principles by written and oral teaching, by friendly advice to, and intercourse with, all bodies of men and persons willing to help in the work, or in any portion of it.

To afford legal and other assistance to all bodies constituted, or seeking to constitute themselves, under the Industrial and Provident Societies Act, or otherwise in accordance with the principles of the association; to provide them with able and efficient trustees; to represent their grievances in official quarters, and to devise, urge, and procure amendments of the law, for the better carrying out the principles and objects of the association.

APPENDIX

RETURNS RELATING TO

Object of Manufacture.	Name of Society.	Number of Members at end of 1901.	Liabilities.		
			Share Capital at end of 1901.	Loan Capital at end of 1901.	Reserve Fund at end of 1901.
ENGLAND AND WALES.					
(a.) Cotton, Linen, Silk, and Wool:—			£	£	£
Cotton cloth	Burnley Self-Help	289	4,774	1,738	679
"	Nelson Self-Help	—	—	—	—
"	Oak Mount Self-Help	173	1,384	968	—
Fustian	Hobden Bridge Fustian	732	23,898	8,979	3,038
Hosiery	Hinckley Hosiery	50	178	68	—
"	Leicester Hosiery	290	6,416	7,978	680
"	Sheepshed Hosiery	38	77	97	—
Quilts and table covers	Eccles Manufacturing	311	14,690	7,874	500
Silk twist	Leek Silk Twist Manufacturing	41	1,238	500	158
Silk	Macclesfield Silk	185	2,690	3,498	—
Tailoring	London—Edgware Road	—	—	—	—
"	Notttingham	—	—	—	—
"	Sheffield	78	128	—	—
Worsted and wool	Airedale Manufacturing, Bradford	256	3,142	475	616
"	Delph and District Woollen Manufacturing	—	—	—	—
"	Thomson, Wm., and Sons, Limited	235	5,378	11,839	68
(b.) Farming and Dairying:—					
Farming	Assington	281	2,399	1,065	—
"	North Seaton	104	330	—	195
Dairying	Shipston-on-Stour	—	—	—	—
"	Skeldale Dairy	—	—	—	—
"	Union Dairy, Ipswich	—	—	—	—
(c.) Leather Workers:—					
Boots and shoes	Barwell Boot and Shoe	49	207	—	—
"	Bolton (Little) Boot and Shoe	10	100	—	—
"	Bozeat Boot and Shoe	43	419	157	—
"	Bristol Boot and Shoe	42	60	—	—
"	Bristol Pioneers Boot and Shoe	77	393	433	—
"	Burton Latimer Boot and Shoe	42	690	—	—
"	Enderby Boot and Shoe	54	10	—	—
"	Finedon Boot and Shoe	27	1,940	217	—
"	Hinckley Boot and Shoe	21	255	15	—
"	Irthingbore' Boot and Shoe	—	—	—	—
"	Kettering Boot and Shoe	303	2,097	485	199
"	Leicester Boot and Shoe	737	4,778	68	251
"	Nantwich Boot and Shoe	170	768	—	—
"	Northamptonshire Productive	48	1,000	704	300
"	Norwich Boot and Shoe	198	254	98	3
"	Raunds Productive	19	1,245	44	312
"	Ringstead Britannia	11	230	—	—
"	St. Crispin Productive, Raunds	—	—	—	—
"	Tingdene Boot and Shoe	26	368	224	—
"	Victoria Productive, Rushden	—	—	—	—
"	Walgrave Productive	9	539	660	—
Leather	Walsall Horse Collar	—	—	—	—
"	London Leather Manufacturing	42	65	—	—
(d.) Metal Workers:—					
Needles	Alcester Productive	124	530	619	21
Chains, &c.	Walsall Cart Gear	22	59	161	—
Nails	Bromsgrave Nail Forgers	145	240	—	43
"	Dudley Midland Nailmakers	8	268	—	18
"	Dudley Nail Manufacturing	12	47	5	—
Watches, &c.	Dudley Nail Manufacturing	104	1,904	92	668
"	Coventry Watch	53	298	—	—
Outlery	Coventry Watch-Jewel Makers	64	458	—	329
Locks, &c.	Sheffield Cutlery	65	1,369	944	1,205
Machines	Walsall Padlock	185	2,353	1,739	124
Hardware	Keighley Ironworks	19	929	—	167
Tin, &c.	Dudley Bucket and Fender	78	917	—	—
"	Midland Tin-plate Workers	—	—	—	—
"	Tin, Iron, and Zinc Plate Workers, London	—	—	—	—
"	Sheet Iron Workers, Lye	92	739	400	—
(e.) Wood Workers:—					
Bobbins	Bradford Bobbin	—	—	—	—
"	Staveley Bobbin	110	1,738	807	—
Cabinet-making, &c.	Bath Cabinet Makers	—	—	—	—
"	Bradford Cabinet Makers	49	448	—	20
"	Newcastle Furnishing	78	5,467	10,300	—
"	Oldham Cabinet Makers	21	38	22	—
"	Productive Cabinet Makers, London	—	—	—	—
Ship-building	Blyth Union Shipbuilding	—	—	—	—
(f.) Building and Quarrying:—					
Building, &c.	Brighton Artisans	35	82	—	—
"	Bromley Builders	—	—	—	—
"	Co-operative Builders, Brixton	180	1,748	2,510	908
"	Excelsior Builders, London	—	—	—	—
"	Fulham House Decorators	—	—	—	—
"	Islington House Painters	—	—	—	—
"	Norwich Builders	10	145	—	—
"	Oxford House Repairing and Decorating	28	98	23	11
Quarrying and building	Howley Park Quarry, Morley	140	8,000	2,780	605
(g.) Printing and Bookbinding:—					
Bookbinding	Bookbinders, London	61	398	10	4
Printing	Manchester Co-operative Printing	907	16,631	5,466	5,671
"	Co-operative Newspaper	277	2,461	613	1,378
(h.) Various:—					
Hats	Atherstone Hat	64	978	644	50
Glass bottles, &c.	Glass Makers' Productive, London	24	142	—	—
Cocoa	London Productive	153	1,793	362	—
Fishing	Britannia Fish, North Shields	25	1,900	—	—
"	Pioneer Fishing, North Shields	65	3,359	968	—
Baking powder and sundries	Co-operative Sundries, Droylsden	136	1,729	1,303	249
Mats	Long Melford Mat Makers	—	—	—	—
Tobacco, &c.	London Cigarette Makers	51	245	216	9
Various	Bolton Commonwealth	40	50	280	—
		8,059	128,418	78,475	18,279

XXVII.

PRODUCTIVE SOCIETIES, 1891.

Table with columns: Assets (Value of Saleable Stock at end of 1891, Value of Land, Buildings, and Fixed Stock at end of 1891, Allowed for Depreciation during 1891, Investments at end of 1891), Trade (Goods sold during 1891), Profits for 1891, Loss for 1891, and Profits—How divided (To Capital, To Labour, To Purchaser) with sub-columns for Amount paid, Rate per Cent, and Rate per £ on Wages.

APPENDIX XXVIII.

RETURNS for the Year 1891. PRODUCTIVE SOCIETIES, CLASS (a).

Name of Society.	Number of Members.	Capital.			Sales.	Profit.	Profits—How divided.					
		Share.	Loan.	Reserve Fund.			To Capital.		To Labour.		To Purchases.	
							Amount paid.	Rate per Cent.	Amount paid.	Rate per Cent.	Amount paid.	Rate per Cent.
Nelson Self-Help		£	£	£	£	£	£	£	s. d.	£	£	
*Finedon Boot and Shoe	27	1,860	267	—	19,961	367	—	—	—	—	—	
*Northamptonshire Productive	48	1,000	764	360	16,982	663	171	184	274	1 3½	—	
Baunds Boot and Shoe	19	1,216	44	312	14,820	842	—	—	—	—	—	
Tingdene Boot and Shoe	26	363	284	—	12,033	55	—	—	—	—	—	
Bromagrove Nail	145	230	—	45	368	21	10	5	—	—	—	
Dudley Nail	12	47	5	—	300	2	2	5	—	—	—	
Brighton Artisans.	35	32	—	—	102	2	1	5	—	—	—	

* See complete history of these, Appendices XLIII. and XXX.

APPENDIX XXIX.

THE NORTHAMPTONSHIRE PRODUCTIVE SOCIETY.

SUMMARY taken from "DISPOSAL OF PROFIT" ACCOUNTS since COMMENCEMENT, 1882 to 1891 (inclusive).

Year.	Dividend to Workers.	Added to Reserve.	Devoted to Education.	Donations.	Depreciation, &c., Land and Buildings, Machinery, Fixtures.	Dividend to Capital.	Rewards for Inventions, &c.	Carried forward.	Yearly Totals.
1882	98	4	—	7	6	—	—	82	
1883	515	19	10	—	12	—	—	566	
1884	540	30	3	—	17	—	—	590	
1885	428	27	2	—	5	—	—	462	
1886	77	26	4	—	35	—	—	142	
1887	155	10	2	—	46	—	—	213	
1888	119	14	—	—	22	—	—	155	
1889	218	32	—	10	154	165	—	579	
1890	129	—	—	—	41	98	—	268	
1891	275	30	—	—	24	171	35	551	
	*2,324	194	21	17	402	434	35	16	3,443

* Over 90% of this has been paid to non-members.

PROGRESS of the SOCIETY.

Year ending	Members.	Share Capital.	Loan Capital.	Business.	Net Profit.*
1882	16	139	83	1,661	129
1883	20	354	152	2,683	309
1884	35	653	435	7,353	590
1885	43	807	426	10,001	492
1886	45	856	434	12,730	185
1887	52	912	766	14,225	213
1888	53	717	441	10,497	154
1889	44	945	528	11,596	523
1890	43	1,009	595	11,627	327
1891	43	1,978	1,765	16,983	551
				99,354	3,443

* Exclusive of Interest on Share Capital.

† Of this sum 74s. is owned by members who are non-workers.

‡ Of this sum 306s. is owned by non-members who are also non-workers.

APPENDIX XXX.

The NORTHAMPTONSHIRE PRODUCTIVE SOCIETY, established in 1881. (Extract from "Sketches of Co-operative Production," by B. Jones.)

The Northamptonshire Productive Society at Wollaston was registered in 1881. It originated through oppressive evasions of the Truck Act. The men were mostly employed by the firms who contracted with the Government to supply boots and shoes to the Army and Navy. The contractors employ persons in this and the neighbouring villages to give out the work to be done, and these persons, in a great many instances, keep shops for the sale of groceries, &c., which groceries the workmen have been under an obligation to purchase. This has not only been the cause of much hardship to the workman, but has also hindered, in a very great measure, the spread of distributive co-operation in these villages. They were recommended to dispense with their employers, and start a society to employ themselves. They were willing to do this, but saw difficulties as to getting capital, and getting a contract from the Government. By the help of friends connected with the Central Board and the Guild of Co-operators, but principally through the pertinacity of the men themselves, the society was formed, sufficient capital secured, and a contract large enough to last 12 months was for the first time obtained from the British Government by a body of working men.

The rules were carefully drafted by Mr. E. V. Neale, with a view to the society ultimately embracing, by means of branches, the whole of the people employed on Government work. Each member was to have at least three transferable and three withdrawable 1l. shares, and was to be responsible for the excellence or otherwise of his own work. The interest on transferable shares was fixed at 6 per cent., and on withdrawable at 5 per cent. per annum. The remaining profits were to be divided among the workers in proportion to the amount of wages earned by them. No work was to be given to any but full members, except to probationers, by the express orders of the committee, and probationers were to be admitted as members as soon as they had paid up 2l. of share capital.

In 1885 the rules were altered. Every member had to have at least six transferable and six withdrawable 1l. shares, and married women were forbidden admission. The committee were empowered to employ non-members as workers, who should receive a dividend on the wages earned by them during the quarter as may be determined by the ordinary business meetings. The workers were, however, allowed to become members after they had been employed not less than eight weeks

in a quarter, if the committee were satisfied with their conduct and work, and thought there was a reasonable prospect that the society will be able to give the applicants permanent employment. Share capital was allowed interest as before, and, in addition, a portion of the profits at the same rate on the interest paid as was allowed to the workers on wages earned.

In 1888 the rules were again altered. Societies were allowed to become members, but this time all women were excluded. Each member had to hold at least 20 1/2 shares, and all shares were transferable. No man over 40 years of age could be admitted as a working member. The probation before new employes could apply for membership was extended to 24 weeks; and they were still subject to the restrictions imposed by the 1885 rules. They were, however, now allowed the same dividend on wages as the working members. The rate of interest on share capital was fixed at 4 per cent. per annum, and 40 per cent. of the net profits was allotted to it in addition; while the workers now took 50 per cent. only, instead of the whole. A worker's dividends had to accumulate as share capital, until he had 200*l.* invested.

The share capital has steadily increased from 354*l.* in 1883 to 1,009*l.* at the end of 1890; and the loans have gone up in the same period from 152*l.* to 585*l.* The sales in 1883 were 2,683*l.*, and went up rapidly until 1887, when they amounted to 14,225*l.* For the year 1890 the sales were 11,627*l.* The larger amounts in

1886-7 were caused by the extra urgent needs of the Government at that time.

Every year has shown a profit, varying in amount from 129*l.* in 1882 to as high as 590*l.* in 1884, besides paying the regulation share interest; and the net total made in the 10 years 1882-91 is 2,892*l.* Before the alteration of the rules in 1885, the dividends to the workers ran as high as 6*s.* 8*d.* in the *l.*

In 1884 the society purchased a plot of freehold ground, and built a small factory. About 370*l.* has been spent at different times on the site and buildings, and about 250*l.* on the machinery and fixtures. The balance sheet for March, 1891, shows the buildings at the nominal value of 230*l.*, and the fixtures, &c. are not only all written off, but a sum of 49*l.* is in hand with which to obtain additions.

The Director of Army Contracts has several times spoken highly of the work of both this and the other societies that are engaged on Government contracts.

The workers own nearly all the share capital. At the beginning of 1892, 38 workers and seven individuals constituted the shareholding body. In addition to the 38 working members, the society was employing 128 non-members. Fifteen persons worked on the premises, and 151 at their homes. Almost all the work done is on Government account, the private trade consisting mostly of "rejects." The committee are all working members.

APPENDIX XXXI.

PRODUCTIVE SOCIETIES (b), 1891.—COTTON, LINEN, SILK, and WOOL.

Name of Society.	No. of Members.	Capital.			Sales.	Profit.	Profits—How divided.					
		Share.	Loan.	Reserve Fund.			To Capital.		To Labour.		To Purchaser.	
							Amount paid.	Rate per Cent.	Amount paid.	Rate per <i>l.</i>	Amount paid.	Rate per <i>l.</i>
Burnley Self-Help	250	£ 4,774	£ 1,728	£ 670	£ 51,051	£ 356	5	£ 311	<i>s. d.</i>	£ —	<i>s. d.</i>	
Hebden Bridge Fusion	732	22,898	8,979	3,083	30,247	3,687	5	1,111	0 10½	527	0 10½	
Hinckley Hosiery	50	178	68	—	1,408	80	5	—	—	—	—	
Leicester Hosiery	290	6,410	7,978	680	21,172	628	7½ & 6	486	0 3	24	0 3	
Sheepshod Hosiery	38	77	97	—	28	—	—	—	—	—	—	
Eccles Manufacturing	311	14,090	7,874	500	20,450	1,149	5 to 7½	1,149	—	—	—	
Leek Silk Twist	41	1,296	500	158	8,985	301	10	122	1 3	35	—	
Macclesfield Silk	185	2,090	3,468	—	3,370	18	—	—	—	—	—	
Thomson, Wm., and Sons	235	5,378	11,829	68	30,127	988	5	216	0 4	94	0 1	

APPENDIX XXXII.

PRODUCTIVE SOCIETIES (b), 1891.—BOOT and SHOE, LEATHER, &c.

Name of Society.	No. of Members.	Capital.			Sales.	Profit.	Profits—How divided.					
		Share.	Loan.	Reserve Fund.			To Capital.		To Labour.		To Purchaser.	
							Amount paid.	Rate per Cent.	Amount paid.	Rate per <i>l.</i>	Amount paid.	Rate per <i>l.</i>
Bosant	43	£ 410	£ 157	—	£ 3,614	—	—	—	<i>s. d.</i>	£ —	<i>s. d.</i>	
Bristol	43	60	—	—	55	*11	—	—	—	—	—	
Bristol Pioneers	77	363	483	—	4,249	*67	5	17	—	—	—	
Burton Latimer	48	600	—	—	2,709	—	—	—	—	—	—	
Hinckley	21	255	15	—	—	—	—	—	—	—	—	
Kettering	308	2,097	483	100	13,870	1,040	9½	194	1 6	317	0 5	
Leicester	737	4,776	60	251	17,880	927	7½	90	0 9	360	0 3	
Nantwich	170	768	—	—	2,324	—	—	—	—	—	—	
Nerwich	198	254	98	3	2,000	80	5	10	1 0	6	1 0	

* Loss.

APPENDIX XXXIII.

PRODUCTIVE SOCIETIES (b), 1891.—METAL WORKERS, &c.

Name of Society.	No. of Members.	Capital.			Sales.	Profit.	Profits—How divided.					
		Share.	Loan.	Reserve Fund.			To Capital.		To Labour.		To Purchaser.	
							Amount paid.	Rate per Cent.	Amount paid.	Rate per £.	Amount paid.	Rate per £.
Alcester Productive	124	£ 530	£ 519	£ 21	£ 699	£ 29	£ 24	5	—	—	—	—
Walsall Cart-Gear	68	1,369	944	1,308	14,722	1,029	120	9	700	2 0	—	—
Dudley Midland Nail	8	268	—	18	366	25	—	—	—	—	—	—
Coventry Watch	104	1,904	92	658	3,514	321	98	5	97	1 0	97	0 8½
Coventry Watch-Jewel Makers	53	202	—	—	258	18	12	5 & 7½	—	—	—	—
Sheffield Cutlery	64	455	—	320	2,112	292	19	5	23	1 6	131	1 6
Walsall Padlock	68	1,369	944	1,308	14,722	1,029	120	9	700	2 0	—	—
Keighley Ironworks	185	2,353	1,739	124	5,628	391	220	10	34	0 6	127	0 6
Dudley Bucket and Fender	19	929	—	167	6,841	493	171	20	156	2 2	—	5 per cent.
Midland Tin-Plate, Birmingham	78	917	—	—	3,332	*134	—	—	—	—	—	—

* Loss.

APPENDIX XXXIV.

PRODUCTIVE SOCIETIES (b), 1891.—VARIOUS.

Name of Society.	No. of Members.	Capital.			Sales.	Profit.	Profits—How divided.					
		Share.	Loan.	Reserve Fund.			To Capital.		To Labour.		To Purchaser.	
							Amount paid.	Rate per Cent.	Amount paid.	Rate per £.	Amount paid.	Rate per £.
London Bass Dressers	—	—	—	—	—	—	—	—	—	—	—	—
Atherstone Hat Manufacturers	64	978	844	80	5,252	177	—	—	—	—	—	—
Glass-Makers Productive, London.	24	142	—	—	11	6	—	—	—	—	—	—
London Productive	153	1,796	392	—	2,315	53	—	—	—	—	—	—
Britannia Fishing	25	1,900	—	—	1,316	129	—	—	—	—	114	0 6
North Shields Fishing	65	3,359	968	—	5,268	350	240	10	—	—	—	—
London Bookbinders	61	368	10	4	527	*24	—	—	—	—	—	—
Manchester Co-operative Printing.	607	16,631	5,495	5,091	63,147	6,020	1,627	10	447	0 5½	600	0 4½
Manchester Co-operative Newspaper.	277	2,451	613	1,973	8,821	718	120	5	—	—	—	—
Bromley Builders	—	—	—	—	—	—	—	—	—	—	—	—
Co-operative Builders, Brixton	180	1,746	2,310	908	25,945	216	84	5	—	—	—	—
Oxford House-Repairing	28	93	93	11	747	27	4	5	10	0 6½	7	0 5
Howley Park Quarry	140	8,000	2,750	605	16,104	830	800	10	—	—	—	—
Co-operative Sundries	136	1,726	1,303	240	8,744	708	185	8½	61	1 3	158	0 5
Long Melford Mat Makers	—	—	—	—	—	—	—	—	—	—	—	—
London Cigarette Makers	51	243	216	9	9,568	79	—	—	—	—	—	—
Staveley Bobbin	110	1,723	807	—	3,489	102	—	—	—	—	—	—
Bradford Cabinet Makers	49	443	—	26	1,875	68	9	5	—	—	—	—
Productive Cabinet Makers, London.	—	—	—	—	—	—	—	—	—	—	—	—

* Loss.

APPENDIX XXXV.

COPY OF AGREEMENT re EMPLOYEES' SHARES.

This Agreement made between the Hebdon Bridge Fustian Manufacturing Co-operative Society of the first part, and the under-signed persons employed by the said society on the second part, witnesses as follows:—

I.—The said Society agrees with the persons of the second part respectively on the application of any such person (1) To receive from him or her, from time to time, deposits on account of shares of Class B; (2) Whenever any such deposit amounts to the sum of 1l. to issue to the worker entitled thereto a B share; (3) If the holder of any such shares ceased to be employed by the Society, or for any cause is desirous of disposing of any shares held by him or her while

continuing to be employed, that the committee will purchase such shares under the power contained in Rule II., section 2, at the par value thereof, subject to the agreement on the part of the worker herein-after contained; (4) If any worker who has made a deposit hereunder ceases to be employed by the society, to pay him or her the sum then standing to his or her credit with all arrears of interest thereon up to the time of payment.

II.—Each of the undersigned persons of the second part, in consideration of the agreement by the society herein-before contained, hereby for him or herself, his or her executors or administrators, agrees with the society—

- (1.) Not to demand the repayment of any deposit standing to his or her account during such time as he or she continues to be employed by the society.
- (2.) Not without the consent of the committee transfer any share allotted to him or her hereunder to

any person who is not at the time a member of the society.

- (3.) In the event of his or her ceasing to be employed by the society to offer all shares allotted hereunder and then standing in his or her name to the committee for repayment under Rule II., section 2, and not to make any transfer thereof unless the committee declines to pay off the same.

In witness whereof the undersigned members of the committee, and the secretary of the society, in its name and by its authority have set their hands this 10th day of March, 1885, and the undersigned employees of the society have respectively set their hands on the days respectively written against their signatures.

JOHN SPEAK,	} <i>Members of</i> <i>Committee.</i>
LEWIS PICKLES,	
JOSEPH CRAVEN,	
LEONARD STOCKS,	<i>Secretary.</i>

APPENDIX XXXVI.

RULES of the HEBDEN BRIDGE FUSTIAN MANUFACTURING CO-OPERATIVE SOCIETY, LIMITED.

Agreed to at Special General Meetings held July 27th, 1872; January 25th and February 22nd, 1873; January 27th and February 24th, 1877; February 4th, 1882; July 26th, 1884; and January 25th, 1890.

RULES.

NAME.

1. The name of this society shall be the "Hebden Bridge Fustian Manufacturing Co-operative Society, Limited."

OBJECTS.

2. This society is established for the purpose of carrying on the trade of manufacturers and dealers in fustians and other articles necessary to general clothiers, wholesale and retail, and for the purpose of purchasing or selling land.

POWERS TO BUILD.

3. The society may erect, lease, sub-lease, mortgage, convey, and hold land and buildings; alter, pull down, or re-build any buildings, whether erected by the society or otherwise vested in it; and do all such other things as are incidental or conducive to the attainment of the above-named objects.

PLACE OF OFFICE.

4. The registered office of this society is situated at Hebden Bridge, in the county of York, and shall not be changed except by the resolution of a general meeting. The secretary shall duly send notice to the Registrar of Industrial Societies in England of any change therein.

TERMS OF ADMISSION OF MEMBERS.

5. The society shall consist of the present members, and all individuals or societies who are admitted by the committee of management herein-after mentioned, and herein-after called the committee. Every member shall hold at least one share, and no individual member shall hold more than 100, nor shall any society hold more than 10s. per member. Societies shall be admitted only on application under the seal of the society attested by the signature of the secretary and of three members of its managing body. The shares held by any society shall be held in the name of the society. The committee may decline to admit any individual or society, but in the latter case only on the ground that the society does not appear to be truly a co-operative body. In either case the applicant may appeal to the next general meeting of this society, by which the application may be granted or refused. Every member shall pay on admission an entrance fee of 1s., for which each member shall be furnished with a copy of the rules.

6. Members shall be entitled to take up additional shares within the limits mentioned by Rule 5, on application to the committee, which, in the case of societies, shall be attested in manner required above. But the number of transferable shares capable of being issued to individuals, other than such as hold shares in

the society at the time when this rule is registered, and make application for new shares within three calendar months from the registration of this rule, shall not exceed such number as is fixed from time to time by the resolutions of any general meeting of the society, and subject thereto, shall not exceed 2,000.

7. The shares of the society shall be partly transferable and partly withdrawable, and all transferable shares to be issued here-after shall be fully paid.

MODE OF HOLDING MEETINGS.

8. An ordinary general meeting of the society shall be held on the last Saturday of January and July in each year, at such hour as the committee may fix from time to time, of which notice shall be given by a statement fixed up in the place of business of the society, 14 clear days before the time so fixed. A special general meeting of the society may be called at any time by a resolution of the committee, or by 20 of the members, by a written requisition signed by them and left at the office of the society; and for this purpose the signature of a representative of any society shall be taken to be the signature of a member. Notice of every special general meeting, specifying the time fixed for such meeting, and the purpose for which the meeting is called, shall be given to every member seven clear days before the day so fixed, and no business not specified in such notice shall be transacted at such meeting. All general meetings shall be held at such places as the committee may appoint. If 20 members or representatives are not present within one hour after the time fixed for any meeting, the meeting, if it is an ordinary general meeting, or a special meeting called by the committee, shall stand adjourned to the same time and place on that day week, when the meeting may proceed to business, whatever be the number of members present; but if it be a special meeting called by the requisition of the members, it shall stand adjourned absolutely. An ordinary general meeting may be made special for any purpose specified in a notice relating thereto, given as is hereby provided for special meetings. No meeting shall be disqualified from transacting business by the number of members present being reduced below 20 after the proceedings have commenced.

RIGHT OF VOTING.

9. At all meetings of the society every individual member holding any transferable shares, shall have one vote, and every society shall have the right to send one representative for every 100 shares, or the fractional part of 100 shares, held by it, each of whom shall have one vote, and who shall be nominated by a resolution under the seal of the society, attested in manner required in Rule 5. The votes shall be taken by a show of hands, unless five members or representatives demand a ballot, when they shall be taken by

and plant, and all expenses of management, and such reserve as the committee shall determine for contingencies of future loss, shall be applied, should the profits permit, in the payment of a dividend at the rate of 5l. per cent. per annum on share capital, and the remainder shall be divided at an equal rate per £ between labour and purchase, and in each case the amount shall be carried to the credit of the purchaser or labourer respectively (during the period in which the amount showing such profit relates) in proportion to the amount purchased or wages paid respectively, as paid-up share capital, until the amount of 20l. be earned or subscribed by the said purchaser or labourer, in which case the amount shall be paid. Societies becoming shareholders by purchase shall be entitled to the full dividend (as before provided for) falling due to them; but societies not being shareholders shall only be entitled to half that amount.

20. The shares issued to the persons in the employment of the society, for the shares of profit to be assigned to them, after this rule has been registered under Rule 19, shall be withdrawable only. They shall be reckoned in counting the number of shares which members may hold, but shall not give a right to vote upon any question except that of the alteration of any rule relating to such shares. Except by the consent of the committee, they shall not be withdrawable by any person while in the employment of the society. Upon the death of any person entitled thereto while in the employment of the society, or before payment is made under the rule next following, the sum credited thereon shall be paid to his executors, administrators, or nominees, if a nomination thereof has been made under the power of nomination contained in Rule 18; or in default of nomination and the intestacy of the holder, shall be distributed by the committee in manner provided by the 39th & 40th Vict. c. 45. sec. 11 (6). Any such share shall be deemed to be withdrawn at the end of three calendar months after the holder ceases to be employed by the society, and the amount credited thereon shall be paid to him, on demand at any time thereafter, with interest thereon at the rate of 5l. per cent. per annum from the cessation of his employment. Provided that, if any person in the employment of the society when this rule is registered holds a transferable share not fully paid, the share of profit due to such person shall, in the first place, be applied to pay up such transferable share.

APPOINTMENT OF MANAGER.

21. The committee shall from time to time appoint a manager, and fix his qualifications, duties, and remuneration, and may dismiss any manager so appointed. The manager shall in all respects act under the superintendence, control, and direction of the committee; but subject thereto he shall have charge of all the trading concerns of the society. The manager shall give such security as the committee determine for the performance of his duties.

APPOINTMENT OF TREASURER.

22. The committee of management shall, from time to time, appoint and may remove a treasurer, who shall act as cashier, and fix his duties and remuneration. Subject to such regulation, the treasurer shall take charge of the funds of the society, and render an account of the same to the committee of management in such manner as they shall direct; he shall balance his cash account weekly; and supply the committee of management with a duplicate thereof. The treasurer shall, before entering upon the duties of his office, give such security as is thought sufficient by the committee of management, according to the provisions of the Industrial and Provident Societies Act, 1876, sec. 13. All cheques shall be signed by the president and treasurer.

APPOINTMENT OF SECRETARY.

23. A secretary of the society shall be appointed, and may be removed by a resolution of the committee. He shall keep minutes of all proceedings of the committee and of the general meetings, and shall make all returns, and attend to all other things required by law to be done by the society, of which he shall keep the committee duly informed. He shall in all respects act under the superintendence, control, and direction of the committee. He shall give such security as the committee determine for the due performance of his duties.

APPOINTMENT OF OTHER OFFICERS.

24. The committee may from time to time appoint and remove any other officers, clerks, and servants

necessary for the transaction of the society's business, and fix their qualifications, duties, and remuneration. They shall in all respects act under the superintendence, control, and direction of the manager.

APPOINTMENT OF PRESIDENT.

25. At the first general meeting after these rules are certified, and at the general meetings in the month of January in each year afterwards, the society shall elect a president, who shall preside at all general and committee meetings, if he be present, and shall have at all meetings of the committee a casting vote in addition to his own vote. If he be not present at any meeting, the members or representatives present shall appoint a chairman of the meeting, who shall have a casting vote only.

APPOINTMENT OF COMMITTEE.

26. At the first general meeting after these rules are certified, the society shall elect a committee of management consisting of nine members, in addition to the president, and at each of the ordinary general meetings thereafter three members of the committee shall retire, but shall be eligible for re-election. The order of retirement for the first nine members shall be determined among themselves, but afterwards the retiring members shall be those who have been longest in office. Any general meeting of the society may remove a committee-man if he shall become bankrupt, insolvent, or declared of unsound mind, or if he absent himself from the committee for four consecutive weeks without the consent of the committee, or if he cease to be a member of the society, or carry on the trade of fustian manufacture on his own account, or attempt to attend any meeting of the committee when in a state of intoxication, and may elect another in his place. Casual vacancies of the committee may be supplied by the committee, but the appointments so made by them shall be subject to confirmation at the next ordinary meeting of the society. The committee shall meet at least once in every week, but shall otherwise regulate its own proceedings as the members think fit. Five shall form a quorum. No paid servant of the society can be appointed on the committee.

POWERS AND REMUNERATION OF COMMITTEE.

27. The committee of management shall be competent to perform, on behalf of the society, all acts capable of being performed by the society, and not hereby required to be done in general meeting, all of which acts shall be binding on the society. It shall comply with all directions or resolutions of the general meetings. The society in general meeting shall, from time to time, fix the remuneration of the committee, which shall be divided among the members in proportion to the number of their attendances on the business of the society.

SEAL.

28. The society shall have a common seal, which shall be in the custody of the secretary, and shall not be affixed to any document, except by or in virtue of a resolution of the committee, entered upon its minutes, and shall be applied in the presence of one or more members of the committee, who shall sign their names as witnesses. The seal shall bear, legibly engraved upon it, at length, the registered name of the society, with the device of a triangle, the sides of which shall be formed by a cutting knife, a dyer's bat, and a shuttle, the shuttle being at the base, and the hands of friendship underneath.

LOANS.

29. The committee may accept loans or advances of money upon bonds or mortgages, or otherwise upon the credit of the society, and the security of its assets, provided that the amount so obtained does not exceed in the whole one-half of the subscribed capital of the society, without the previous authority of a general meeting.

SHARES.

30. The shares shall be of the amount of 1l. each. Any member making default in the payment of any subscriptions or calls due from him shall be charged with interest upon the amount due at the rate of 5 per cent. per annum from the date of such default to the time of payment, and shall not be entitled to any dividend until the amount due is paid, and if such default continue for more than three calendar months, shall be liable to a forfeiture of his shares by a resolution of the committee of management, subject,

nevertheless, to the restoration thereof by the resolution of any general meeting, upon payment of the arrears so due, with interest after the rate aforesaid.

BOOKS OF ACCOUNT.

31. The books of account of the society shall be kept at the registered office thereof, and shall be open to the inspection of any member or person having an interest in the funds of the society, subject to such regulations as to the time and manner of such inspection as may be made from time to time by the general meetings of the society; except that no such member or other person shall, unless he be an officer of the society, or be specially authorised by a resolution thereof, have the right to inspect the loan or deposit account of any member, without the written consent of such member.

INJURIOUS CONDUCT.

32. The committee may suspend any member who persists in any conduct in their judgment injurious to the society, until they submit the same to a [special] general meeting, which shall have power to expel such member. No person so expelled shall again be re-admitted except by the vote of two-thirds of the members present at a half-yearly meeting, nor unless notice has been given at the last half-yearly meeting of the intention to propose his re-admission. A member expelled shall be paid the full value standing to his account in the books of the society upon his expulsion, subject to such fine, not exceeding 5s. per share, as the meeting expelling such member may determine. Such member shall forfeit all share to any portion of the reserve fund.

FEES, FINES, AND FORFEITS.

33. All entrance and transfer fees shall be applied towards the reduction of the fixed stock or plant of the society, or otherwise shall be carried to the account of the reserve fund.

NOTICES.

34. All notices required by these rules to be given to the members shall be taken to be duly given if sent by post to their registered addresses.

CONSTRUCTION OF RULES.

35. In construing these rules the words used in the singular number shall be taken to apply to more than one person or thing, and words importing the masculine gender shall be taken to apply to females, and the converse, unless there is something in the context to preclude such a construction.

The attention of the officers and members of the society is called to the following provisions of the Industrial and Provident Societies Act, 1876; a neglect to comply with any of which constitutes an offence punishable by fines under sec. 18.

Section 10 (b.), (c.), (d.), (f.), and (g.).—Every society shall—

- (b.) Stamp or affix, and keep painted or affixed, its name on the outside of every office or place in which the business of the society is carried on, in a conspicuous position, in letters easily legible, and have its name engraved in legible characters on its seal, and have its name mentioned in all notices, advertisements, and other affixed publications of the society, and in all bills of exchange, promissory notes, endorsements, cheques, and orders for money or goods purporting to be signed by or on behalf of such society, and on all bills of parcels, moneys, receipts, and letters of credit of the society;
- (c.) Once at least in every year submit its accounts for audit, either to one of the public auditors appointed as herein mentioned, or to two or more persons appointed as the rules of the society provide, who shall have access to all the books and accounts of the society, and shall examine the general statement of the receipts and expenditure, funds and effects of the society, and verify the same with the accounts and vouchers relating thereto, and shall either sign the same as found by them to be correct, duly vouched, and in accordance with law, or specially report to the society in what respects they find it incorrect, unvouched, or not in accordance with law;
- (d.) Once in every year, before the 1st day of June, send to the Registrar a general statement, to

be called the annual return, of the receipts and expenditure, funds and effects of the society, as audited, which shall show separately the expenditure in respect of the several objects of the society, and shall be made out to the 31st December then last inclusively, and shall state whether the audit has been conducted by a public auditor, appointed as by this Act is provided, and by whom, and if by any person other than a public auditor, shall state the name, address, and calling or profession of each such person, and the manner in which, and the authority by which he is appointed, and together therewith shall send a copy of the auditors' report;

- (f.) Supply gratuitously to every member or person interested in the funds of the society, on his application, a copy of the last annual return of the society for the time being;
- (g.) Keep a copy of the last balance sheet for the time being, together with the report of the auditors, always hung up in a conspicuous place in the registered office of the society.

JOSEPH CRAVEN, } *Members*
JAS. JOHNSON, } *of*
THOS. H. PICKLES, } *Committee.*
LEONARD STOCKS, *Secretary.*

CERTIFICATES OF REGISTRATION.

I hereby certify that the foregoing Rules of the Hebden Bridge Fustian Manufacturing Co-operative Society, Limited, are in conformity with law, and that the said society is duly established from the present date, and is subject to the provisions and entitled to the privileges of the Acts relating to Industrial and Provident Societies.

A. K. STEPHENSON,
Registrar of Friendly Societies in England.
Copy kept.—A. K. S.,
1st September 1870.

The foregoing Amendments of the Rules of the Hebden Bridge Fustian Manufacturing Co-operative Society, Limited, passed at a Special General Meeting held July 27th, 1872, is duly registered under the Industrial and Provident Societies Act.

Copy kept.—A. K. S.,
August 1872.

I, Augustus Keppel Stephenson, Registrar of Friendly Societies in England, do hereby certify that the foregoing Alterations of Rules of the Hebden Bridge Fustian Manufacturing Co-operative Society, Limited, established at Bridge Gate, Hebden Bridge, in the county of York, are in conformity with law, and are registered from the present date under the Industrial and Provident Societies Act.

Given under my hand this 2nd day of April 1873.
A. K. STEPHENSON.

Copy kept.—A. K. S.

The foregoing Amendment of the Rules of the Hebden Bridge Fustian Manufacturing Co-operative Society, Limited, is registered under the Industrial and Provident Societies Act, 1876, this 10th day of March 1877.

Copy kept.

J. M. L.

The foregoing Amendment of the Rules of the Hebden Bridge Fustian Manufacturing Co-operative Society, Limited, is registered under the Industrial and Provident Societies Act, 1876, this 6th day of June 1882.

Copy kept.

J. M. L.

The foregoing Amendment of the Rules of the Hebden Bridge Fustian Manufacturing Co-operative Society, Limited, is registered under the Industrial and Provident Societies Act, 1876, this 15th day of January 1885.

Copy kept.

J. M. L.

The foregoing Amendment of the Rules of the Hebden Bridge Fustian Manufacturing Co-operative Society, Limited, is registered under the Industrial and Provident Societies Act, 1876, this 11th day of February 1890.

Copy kept.

J. M. L.

APPENDIX XXXIX.

SUMMARY of TOTALS of EMPLOYEES' LEDGER (HEBDEN BRIDGE FUSTIAN MANUFACTURING SOCIETY).

Date.	Amount of Bonus on Labour.	Amount of Interest.			Amount of Interest and Dividend withdrawn.	Amount credited to Share Account.	Amount contributed to Share Account.	Amount standing to Credit at end of Half-Year.	Amount transferred or withdrawn.
		A Shares.	B Shares.	Withdrawable Shares.					
	£ s. d.	£ s. d.	£ s. d.	£ d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
December 1870	—	—	—	—	—	—	2 12 0	2 12 0	—
June 1871	—	0 4 2	—	—	0 0 4	—	3 4 5	5 16 5	—
December 1871	1 15 0	0 7 1	—	—	1 1 10	0 3 10	1 3 7	7 3 10	—
June 1872	7 8 0	0 12 6	—	—	3 11 0	1 0 3	3 17 10	11 1 11	—
December 1872	9 19 6	0 16 2	—	—	2 10 3	4 9 6	3 14 0	18 18 11	0 6 6
June 1873	16 16 0	0 15 4½	—	—	3 3 9	3 5 6	3 15 0	29 18 5	1 1 9
December 1873	14 9 6	3 9 7½	—	—	4 1 0	14 7 7½	44 17 4½	86 19 5	2 4 0
June 1874	24 10 0	5 5 10½	—	—	7 7 10½	13 18 1½	62 11 7½	158 18 2	4 13 0
December 1874	46 15 9	11 15 0	—	—	19 8 0	22 8 0	231 9 9	383 7 11	29 6 0
June 1875	34 9 6	17 14 10½	—	—	17 15 3	38 2 9	129 0 8	511 11 4	29 0 0
December 1875	39 18 6	21 19 6	—	—	30 16 1½	34 9 1½	131 11 4½	682 11 10	5 0 0
June 1876	44 4 0	29 14 4½	—	—	38 6 6	31 1 10½	204 7 10½	911 16 2½	66 5 4½
December 1876	48 12 6	34 6 9	—	—	44 0 10½	35 11 10½	88 12 4½	971 0 5½	65 0 0
June 1877	—	35 15 1½	—	—	35 6 4½	32 19 4½	340 4 4½	1,134 4 2½	210 0 0
December 1877	21 11 0	39 3 3	—	—	46 9 0	0 8 9	29 6 9	1,082 18 10	111 0 10½
June 1878	—	31 14 9½	—	—	31 14 9½	14 5 3	62 0 0	1,017 15 1	101 9 0
December 1878	—	38 13 3	—	—	38 13 3	—	27 7 8	1,044 14 1	0 8 6
June 1879	22 19 0	35 17 9	—	—	43 13 0	—	36 0 0	980 14 1	100 0 0
December 1879	—	39 12 0	—	0 1 6	39 14 6	15 3 9	100 0 0	1,034 16 7	11 1 3
June 1880	49 10 6	40 14 3	—	0 2 3	59 4 6	—	35 0 0	1,111 4 1	8 12 6
December 1880	49 9 0	40 18 3	—	0 14 3	59 15 6	31 2 6	10 0 0	1,132 9 6	19 17 1
June 1881	—	40 1 0	—	1 14 9	41 15 9	31 6 0	19 6 0	1,150 6 6	23 9 0
December 1881	55 17 0	58 7 0	—	1 19 0	56 9 0	—	495 6 0	1,615 7 9	32 18 9
June 1882	86 17 0	58 10 0	—	2 8 6	94 14 9	29 14 0	19 0 0	1,632 17 0	8 4 9
December 1882	58 17 6	57 13 6	—	3 8 10½	63 4 4½	52 15 9	—	1,676 14 3	28 18 6
June 1883	50 18 0	57 13 6	—	5 1 7½	53 17 1½	36 15 6	—	1,713 9 9	—
December 1883	97 4 0	56 8 0	—	6 1 7½	99 15 1½	35 16 0	121 0 0	1,692 0 3	178 5 6
June 1884	66 12 6	54 11 3	—	7 16 7½	32 4 10½	59 18 6	100 0 0	1,711 4 9	149 14 0
December 1884	—	52 18 3	—	9 7 6	62 5 9	46 15 6	3 0 0	1,712 19 0	46 1 3
June 1885	70 19 0	53 15 4½	3 1 3	9 8 3	36 12 4½	—	334 8 0	2,032 6 9	15 1 3
December 1885	118 6 6	53 15 6	7 18 2	10 4 7½	107 1 0½	59 11 6	53 11 6	2,109 3 6	26 0 3
June 1886	118 18 3	51 15 9	12 4 1	12 11 6	112 1 7	78 3 9	283 12 0	2,401 16 0	69 8 3
December 1886	126 4 0	51 5 3	12 1 3	14 19 3	123 8 6	78 6 0	229 10 0	2,606 16 0	102 16 3
June 1887	95 8 6	49 13 0	23 9 10	17 3 10½	121 9 8½	92 1 3	205 8 0	2,842 7 6	61 18 0
December 1887	166 18 0	46 13 9	26 1 9	18 12 7½	139 10 3½	64 5 6	199 6 0	3,062 11 6	43 7 6
June 1888	170 12 6	40 2 0	31 10 7	20 11 9	143 14 7	118 13 9	375 10 0	3,066 3 9	490 6 6
December 1888	179 5 9	40 10 0	34 13 6	23 2 10½	157 8 4½	119 2 9	155 15 0	3,259 13 3	81 13 3
June 1889	188 4 3	30 12 0	40 1 4	27 0 9	173 8 10	120 3 9	263 1 0	3,542 11 9	99 6 3
December 1889	201 9 9	40 18 3	41 16 8	30 19 7½	185 12 3½	122 9 6	258 4 0	3,813 12 9	109 12 6
June 1890	193 9 3	27 8 6	50 2 9	22 17 6	179 3 9	129 12 0	430 0 0	4,284 15 3	88 9 6
December 1890	219 9 0	28 11 6	57 12 5	24 8 5	202 6 1	114 14 3	342 5 0	4,674 4 6	67 10 0
June 1891	200 11 9	23 18 6	67 0 10	26 5 10	206 19 2	127 15 3	412 5 6	5,139 8 0	74 16 9
December 1891	226 10 0	28 15 6	74 16 1	26 15 3	271 18 10	113 17 9	474 10 0	5,592 5 3	135 10 6
June 1892	269 15 0	28 1 6	84 15 6	39 15 5	288 3 5	194 18 0	503 0 0	5,961 2 0	129 1 3
Total	3,633 12 6	1,475 10 2	573 5 11	263 9 0½	3,665 19 9½	2,105 14 4	6,696 2 6	5,961 2 0	2,320 14 10

APPENDIX XL.

DETAILS of TWENTY-SEVEN selected CASES of INDIVIDUALS employed by the HEBDEN BRIDGE FUSTIAN MANUFACTURING SOCIETY, with PARTICULARS as to their INTEREST in the SOCIETY.

No.	Period of Employment.	Total Wages paid.	Amount of Bonus on Labour.	Amount of Interest on Shares.	Amount of Interest and Dividends withdrawn.	Amount of Bonus credited to Share Account.	Amount paid on Account of Shares.	Date when Contributions were paid.	Amount now standing to Credit in the Books.	Description of Worker.
		£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
1	1871 to 1891	571 15 11	14 18 0	9 0 1½	8 10 11	15 8 0	0 7 0	—	15 15 0	Female
2	1872 "	978 8 11	25 7 3	27 17 8	45 19 3½	7 5 7½	02 14 4½	1877-12 14 4½ 1886-10 0 0 1887-10 0 0 1891-20 0 0	70 0 0	"
3	1872 "	987 12 3	25 4 0	29 9 11½	36 10 11½	16 3 0	83 17 0	1886-9 17 0 1888-20 0 0 1890-14 0 0	100 0 0	"
4	1873 "	692 8 3	17 9 3	8 19 0	8 13 7½	17 14 7½	2 5 4½	1891- —	20 0 0	"
5	1873 "	684 8 0	16 10 0	13 2 9½	18 7 2	11 14 7½	9 5 4½	1886-4 5 4½ 1881-5 0 0	21 0 0	"
6	1873 "	643 15 3	15 16 6	8 6 4	8 0 10	16 2 0	0 7 6	—	16 9 6	"
7	1874 "	775 9 10	19 9 9	38 18 8	55 11 3½	2 17 1½	97 2 10½	1877-17 2 10½ 1885-30 0 0 1887-30 0 0 1889-20 0 0	100 0 0	"
8	1872 "	1,387 6 5	34 4 9	22 15 7½	46 9 3	10 11 1½	16 8 10½	1872-3 8 10½ 1890-7 0 0 1890-6 0 0	27 6 0	Man
9	1875 "	1,100 16 3	27 6 6	66 5 0	93 11 6	—	100 0 0	1876-40 0 0 1881-25 0 0 1890-35 0 0	100 0 0	"
10	1890 "	887 4 4	26 10 9	18 8 0½	34 9 9½	10 9 0	26 11 0	1880-10 0 0 1887-19 11 0	40 0 0	"
11	1873 "	993 10 0	24 12 3	15 2 6	22 7 10½	17 6 10½	2 13 1½	1870- —	20 0 0	"
12	1874 "	1,187 18 9	30 12 6	20 13 0	30 18 3	11 7 3	8 12 9	1876- —	20 0 0	"
13	1874 "	995 13 0	25 8 0	12 9 0	18 1 7½	39 15 4½	0 4 7½	—	20 0 0	"
14	1875 "	928 15 2	23 10 3	9 5 5	13 1 2	19 14 6	2 5 6	1891- —	22 0 0	"
15	1875 "	922 1 0	23 14 6	13 12 9	24 15 0	11 12 3	8 7 9	1891- —	20 0 0	"
16	1876 "	784 0 0	17 14 3	14 11 0½	21 12 3½	10 13 0	14 7 0	1881-9 7 0 1886-5 0 0	25 0 0	"
17	1877 "	917 0 0	23 19 0	20 13 6	44 11 6	—	20 0 0	1877- —	20 0 0	"
18	1874 "	1,278 4 4	31 17 6	51 5 0	80 2 0	3 0 6	46 19 6	1875-11 19 6 1876-20 0 0 1881-15 0 0	50 0 0	"
19	—	1,202 16 4	30 16 9	80 3 11½	11 0 9½	—	100 0 0	1874-20 0 0 1876-30 0 0 1885-50 0 0	100 0 0	"
20	—	1,347 8 5	36 4 0	21 19 5	54 3 6½	3 19 10½	96 0 1½	1876-1 0 1½ 1881-15 0 0 1886-15 0 0 1891-65 0 0	100 0 0	"
21	1896* "	134 15 7	6 17	0 12 0	0 12 0	0 17 6	Nil	—	6 17 6	Female
22	" "	181 12 8	6 13 3	2 18 3½	5 15 0½	3 16 0	26 4 0	1888-5 0 0 1890-15 0 0 1891-8 4 0	30 0 0	"
23	" "	467 5 9	17 6 3	7 6 10½	22 2 10½	2 10 3	27 9 9	1887-18 0 0 1888-9 9 9	30 0 0	Man
24	" "	491 7 6	18 5 0	8 7 6	26 12 6	—	50 0 0	1886-20 0 0 1891-30 0 0	50 0 0	"
25	" "	315 11 5	11 14 0	26 5 0	27 19 0	—	100 0 0	1896-100 0 0	100 0 0	"
26	" "	319 12 9	11 15 9	1 7 11	1 7 11	11 15 9	Nil	—	11 15 9	"
27	" "	326 8 0	11 13 6	2 10 9½	2 10 9½	11 13 6	5 0 0	1887-5 0 0	16 13 6	"

* The Weaving Department was commenced in the latter part of 1896.

APPENDIX XLI.

SKETCH OF THE LEICESTER CO-OPERATIVE BOOT AND SHOE MANUFACTURING SOCIETY.

The Leicester Co-operative Boot and Shoe Manufacturing Society was originated by some *employés* of the Wholesale Society's West End Shoe Works, to enable them to share in the profits and the management of the business. The first meeting was held on September 17th, 1886, when the names of 60 intending shareholders were taken, and a provisional committee was appointed. The rules were registered on January 11th, 1887, and they provided for the disposal of profits as follows:—5 per cent. per annum to share capital; 40 per cent. of the remainder to the workers in proportion to their earnings; 20 per cent. to purchases; 12 per cent. to the committee; 10 per cent. each to a provident fund and to share capital; 5 per cent. to a social and educational fund; and 3 per cent. to remunerate members for special services. Shares amounting to 380*l.* had been subscribed by working men and women, and 100*l.* by the local branch of the Boot and Shoe Trade Union. At Midsummer, 1887, premises were taken at Friars Causeway, and business commenced with the manufacture of women's goods. The sales for the first full quarter ending November 12th, 1887, were 972*l.*, on which a profit was made of 41*l.* From this was written off a deficit of 15*l.* made in the previous quarter, and the workers received a first bonus of 5½*d.* in the *£*.

A few months' working saw the society contemplating commencing in the men and boys' departments. At the end of 1888 there were 304 members, with 1,300*l.* of share capital, and the sales for the year were 8,618*l.* The profits were 747*l.*, and allowed dividends to workers of 1*s.* 6*d.*, 9*d.*, 1*s.* 9*d.*, and 1*s.* 11*d.*, in the *£* of wages for the March, June, September, and December quarters respectively. The September quarter showed the best

result yet achieved, and the committee point out the fact that with interest and dividend combined capital receives 15 per cent. This statement was repeated for the December quarter; while for the first quarter of the year, the committee pointed out that interest amounted to nearly 20 per cent. The reserve fund was 103*l.*, and the fixed stock 219*l.*

In 1889 the sales amounted to 13,160*l.*, on which a profit was realised of 1,195*l.* The dividend to the workers averaged 1*s.* 6½*d.* in the *£*; to purchasers 3½*d.* in the *£*; and to capital, 12 per cent. At the end of 1889, the capital stood at 2,906*l.*, and there were 578 members. This progress caused the society to remove in October 1889 into premises of a much more extensive and suitable character, at Bede Street. An engine and machinery were put down at a total cost of about 1,200*l.*

The year 1890 showed sales amounting to 13,844*l.*, and a profit of 887*l.* This allowed capital a total dividend and interest of 6½ per cent.; wages a bonus of 7½*d.* in the *£*; and sales a bonus of 1½*d.* in the *£*. The number of members had increased to 708, and the share capital to 4,040*l.* With 1891 the society began to close its books half-yearly. The balance sheet for June 1891 shows sales 12,214*l.*, and net profits 414*l.* Out of these profits a bonus has been declared on wages at 8½*d.* in the *£*; on sales at 1½*d.* in the *£*; and on share capital at 2½ per cent. per annum, in addition to the usual 5 per cent. interest.

There were 170 *employés*, all of whom were shareholders, and held 870*l.* of capital. There were 10 *employés* members of the committee out of a total of 15. 130 *employés* worked on the premises, and 40 at their own homes. Almost all the sales are to co-operative societies.

APPENDIX XLII.

TABLE giving DETAILS OF FOUR TYPICAL CO-OPERATIVE FLOUR MILLS.

Society.	No. of Years to which Figures apply.	Number of Members.	Capital.		Sales for the Years named in first column.	Trade Profit.	Trade Expenses.	Trade Stock.
			Share.	Loan.				
Halifax - - -	43	1,607	79,298	17,000	5,333,000	254,000	418,000	16,649
Sowerby Bridge - -	29	3,476	113,907	—	9,326,000	605,000	567,000	37,113
Boothdale - - -	29	685	76,212	10,686	6,499,000	141,000	272,000	41,357
*Oldham Star - -	20	211	52,126	18,268	3,891,000	31,000	162,000	21,206
Totals -	—	5,929	321,543	40,954	24,449,000	1,031,000	1,419,000	116,825

Total averages per annum - - - 814,967*l.* 34,367*l.* 47,300*l.*

* Exclusive of 1890, when mill was stopped through fire.

(There are several other flour mills, but these will suffice to give a fair idea of what is being done.)

APPENDIX XLIII.

FINEDON BOOT AND SHOE SOCIETY, established 1886. (Extract from "Sketches of Co-operative Production," by B. Jones.)

The Finedon Boot Society began in a small way with 22 members, and in the last three months of 1886 their sales amounted to 91*l.* On this small turn-

over they realised a profit of 30*l.*; from which, after paying 5 per cent. per annum interest on 136*l.* of shares and 189*l.* of loans, they paid a dividend on wages

of 3s. in the £. Soon after the society started it was successful in obtaining some large orders for army work from the Government, and it was decided to erect a three-storied factory. This was opened on April 30th, 1887. In 1888, the society having gone on with undiminished success, a large addition was made to the factory, to enable them to do their own currying; a gas engine was purchased, and a number of other machines put down to improve the efficiency of their work.

In 1891 the sales were 25,472*l.*, and the profits 963*l.* The number of members at the end of 1891 was 28, the share capital was 2,525*l.*, and the reserve fund 430*l.* In 1890, 12,928*l.* of work was done for the Government, and 3,560*l.* for societies and private firms. All the shareholders are workers, and they have, in addition, 102 employes who are not members. A great many of the workpeople are hand-sewn makers and live at a distance, so do not work on the premises.

This is the only society in this district that does its own currying. It has been instrumental in raising wages, especially on female labour. It is a fact that the members of this society have improved the village in many ways, notably in the erection of superior dwellings and workshops. Nearly all of the members

live in their own houses. This, they say, could never have been accomplished had it not been for the benefits the society conferred upon them. As an instance of the value of these societies I may refer to the share account of one or two of the members, the particulars of which have been furnished to me by the officials of the society:—

A. started with the society when formed, and invested 4*l.* 3*s.* During the last four years he has withdrawn about 35*l.* He has been ill for nine months. If it had not been for the society he would have been compelled to apply for relief from the local rates. The society voted 3*l.* to A. as a gift, so that with this and the dividend on his former wages, he was kept in a comfortable position until he could return to work.

Again, B. started with the society when formed some five years ago. He has now 66*l.* standing to his credit in the society's books, notwithstanding that he has withdrawn about 30*l.* This makes a gain to B. of 90*l.*, which has been derived from dividend on wages, obtained by working for the society—this amount being over and above any sum he would have received by working for a private master.

APPENDIX XLIV.

AVERAGE WAGES of WORKPEOPLE since the TIME of ENTERING the EMPLOYMENT of HEBDEN BRIDGE FUSTIAN MANUFACTURING SOCIETY; embracing FINISHERS of CLOTHING, FUSTIAN CUTTERS, DYERS, FINISHERS OF FUSTIAN, TAILOR, WINDERS, WARTER, TACKLER, and WEAVERS.

Trade.	No.	Wages per Annum.	Wages and Profit combined.	Trade.	No.	Wages per Annum.	Wages and Profit combined.
		£ s. d.	£ s. d.			£ s. d.	£ s. d.
Finishers of Clothing (women).	No. 1	28 8 3	29 11 11	Fustian Finishers (men).	No. 18	71 18 6	76 12 11
	" 2	49 18 9	52 7 11		" 19	68 13 5	75 10 3
	" 3	50 8 3	53 4 7				
	" 4	38 6 6	39 15 9				
	" 5	37 16 6	39 9 10			2)140 11 11	2)152 8 2
	" 6	35 12 6	36 19 8				
	" 7	48 10 10	46 17 2				
		7)288 16 7	7)298 6 5				
	Average	40 10 10	42 12 4		Average	70 5 11	76 1 7
Fustian Cutters (men)	No. 8	73 12 7	76 11 0	Tailor (man)	No. 20	84 1 1	87 8 1
	" 9	67 1 7	72 17 8				
	" 10	77 14 9	81 15 10	Winders (women)	" 21	36 6 9	37 18 2
			3)218 8 11	3)231 4 6	" 22	33 17 9	35 14 8
						2)70 4 6	2)78 10 5
	Average	72 16 3	77 1 6		Average	35 2 8	36 15 2½
Dyers (men)	No. 11	54 18 4	56 17 2	Warper (man)	No. 23	85 12 5	90 4 4
	" 12	66 17 7	69 15 8				
	" 13	57 14 8	59 18 1	Tackler (man)	" 24	69 10 0	94 7 0
	" 14	57 11 6	59 12 3				
	" 15	57 5 8	59 10 11	Weavers (men)	" 25	60 2 4	67 7 0
	" 16	52 0 9	54 3 8	" 26	58 18 6	61 7 5	
	" 17	68 9 10	66 18 0	" 27	57 9 4	60 0 9	
			7)409 12 11	7)426 10 9			3)176 10 2
	Average	58 10 5	60 18 8		Average	58 16 8	62 18 4

APPENDIX XLV.

PARTICULARS OF SOCIETIES IN THE PARLIAMENTARY BOROUGH OF OLDHAM, 1890.

Name of Society.	No. of Members.	Share and Loan Capital.	Reserve Fund.	Value of Sale Stock.	Value of Land, Buildings, and Fixed Stock.	Investments.	Goods sold.	Trade Charges.	Nett Profit.	Education, Donations, &c.	Depreciation.
		£	£	£	£	£	£	£	£	£	£
Industrial	10,566	125,500	7,905	32,051	23,081	86,250	345,335	14,540	54,348	1,590	4,521
Equitable	9,380	96,066	3,882	25,089	20,180	72,694	254,074	11,459	43,241	1,227	3,041
Crompton	2,060	25,601	408	5,833	8,779	14,964	66,511	4,143	11,307	261	74
Royton	1,116	11,940	425	3,522	3,664	6,914	32,379	1,873	6,093	127	378
Lees	490	7,605	—	1,394	2,794	4,378	11,281	586	1,597	52	85
	23,621	266,692	17,620	68,814	62,388	187,196	709,630	32,601	115,536	3,297	8,698
							Or 30% per member per annum.	4'59 p. c. of sales.	16'28 p. c. of sales.	2½ p. c. of nett profit.	13'94 p. c. of fixed stock.

APPENDIX XLVI.

SUMMARY OF INVESTMENTS OF SOCIETIES IN OLDHAM.

Cotton Spinning Companies' Share	£ 11,777
Cotton Spinning Companies' Loan	53,358
Corn Mills—Co-operative	23,035
Wholesale Co-operative Society	19,038
Manchester Ship Canal	10,475
Sundry Co-operative Societies	4,893
Banks	24,534
Cottage Building Department	40,085
	<u>£187,195</u>

APPENDIX XLVII.

PROGRESS OF SOCIETIES IN OLDHAM IN TWENTY YEARS.

Name of Society.	Cash received for Goods sold in 1871.	Cash received for Goods sold in 1890.	Cash received for Goods sold in 20 Years to 1890.	Interest and Dividend paid in 20 Years ending 1890.	Amount devoted to Education in 20 Years to 1890.	Amount given to Charitable Institutions in 20 Years to 1890.
	£	£	£	£	£	£
Industrial	118,570	369,970	5,967,327	911,072	22,361	1,500
Equitable	94,071	254,074	3,768,262	666,066	14,562	1,007
Crompton	} Estimated	} 42,000	} 127,500	} 2,000,000	} 314,000	} 7,500
Royton						
Lees						
	254,641	751,544	11,735,589	1,871,138	44,423	3,007

APPENDIX XLVIII.

SURPLUS CAPITAL RETURNED TO MEMBERS BY CO-OPERATIVE SOCIETIES IN THE PARLIAMENTARY BOROUGH OF OLDHAM.

Name of Society.			Date when Capital was returned.	Amount reduced from.		Amount paid out.		Amount of each Society.			
				£	£	£	s.	d.	£	s.	d.
Industrial	-	-	1871	200	to 100	8,000	0	0			
Industrial	-	-	1876	100	" 50	19,000	0	0			
Industrial	-	-	1882	50	" 30	22,000	0	0			
Industrial	-	-	1889	30	" 25	9,000	0	0	58,000	0	0
Equitable	-	-	1878	200	" 100	15,000	0	0			
Equitable	-	-	1881	100	" 50	23,000	0	0			
Equitable	-	-	1884	50	" 30	25,000	0	0	63,000	0	0
Crompton	-	-	1881	100	" 75	1,500	0	0			
Crompton	-	-	1882	75	" 50	2,500	0	0			
Crompton	-	-	1884	50	" 40	3,000	0	0			
Crompton	-	-	1888	40	" 35	1,500	0	0			
Crompton	-	-	1888	35	" 30	2,000	0	0	10,500	0	0
						£131,500	0	0	£131,500	0	0

APPENDIX XLIX.

SUMMARY RELATING TO COTTAGE BUILDING IN OLDHAM.

Societies.	Total Amount expended.	Balance owing.	No. of Cottages built.	Amount repaid.	Remarks.
Industrial	£ 106,735	£ 28,320	688	£ 78,415	5 per cent. nett charged. No fines. Ditto. Fines being exceptional. Ditto. Ditto.
Equitable	49,354	7,867	253	41,487	
Crompton	9,014	3,898	85	5,116	
	£165,103	£40,085	1,026	£125,018	

APPENDIX L.

STATEMENT OF LIMITED COTTON SPINNING COMPANIES IN THE PARLIAMENTARY BOROUGH OF OLDHAM.

Company.	Date of Registration.	No. of Shares.	Amount of Shares.	Amount of Share Capital paid up.	Present Market Value.	Loan Capital and Mortgage.	Spindles.	Fixed Stock per last Return.	Average Dividend paid, 1880.	Average Dividend paid, 1891.	Average Dividend paid for last 10 Years.	Profit in 1891.	Loss in 1891.	Profit Balance forward.	Adverse Balance forward.
OLDHAM DISTRICT.															
Albert	1874	8,000	5	22,000	11,622	20,137	22,262	28,947	18½	1½	6	—	323	—	300
Albany	1884	13,287	5	33,187	30,854	46,993	63,976	52,067	10	4½	6½	—	2,173	—	571
Albion	1882	800	100	32,000	32,200	67,270	86,184*	76,142	10	8½	6½	3,600	—	3,716	—
Bankside	1876	1,940	1½	1,940	—	1,227	10,000	5,725	Nil	Nil	½	—	—	—	—
Belgian	1873	14,000	5	40,000	17,176	37,262	56,556	94,343	1½	2½	2	—	1,259	—	1,967
Borough	1874	18,000	5	54,000	23,400	21,543	65,000	57,516	3½	2½	3½	—	898	—	1,882
Boundary	1874	12,000	5	36,000	18,900	35,050	64,722	54,646	6½	2	3½	—	2,008	—	3,047
Broadway, Old	1874	7,735	5	42,681	32,680	35,837	68,293	66,512	4½	1½	2½	673	—	—	106
" New															
Butler Green	1863	2,543	25	63,575	40,589	20,768	95,396†	55,153	9	5	4	323	—	—	1,067
Cambridge	1875	5,000	5	20,000	4,000	14,970	21,960‡	27,589	Nil	2½	2½	—	2,907	—	2,882
Central	1870	10,000	5	30,000	24,500	11,556	59,808	26,704	10	6½	8½	1,668	—	21	—

* Ring, 6,890.

† Ring, 636; twiners, 6,000.

‡ Ring, 4,736.

STATEMENT OF LIMITED COTTON SPINNING COMPANIES, &c.—continued.

Company.	Date of Registration.	No. of Shares.	Amount of Shares.	Amount of Share Capital paid up.	Present Market Value.	Loan Capital and Mortgage.	Spindles.	Fixed Stock per last Return.	Average Dividend paid, 1890.	Average Dividend paid, 1891.	Average Dividend paid for last 10 years.	Profit in 1891.	Loss in 1891.	Profit Balance forward.	Adverse Balance forward.
			£	£	£	£	Total No.	£	Per cent. Nil	Per cent. Nil	Per cent. 1½	£	£	£	£
Shiloh	1871	8,831	5	17,738	4,745	33,900	37,126	26,473				—	3,000	—	2,977
Smallbrook	1875	14,000	5	56,000	42,706	13,555	74,032	57,720	3½	6½	6½	3,503	—	2,061	—
Stanley	1874	8,000	5	36,000	18,000	31,558	48,460	44,761	Nil	Nil	1½	—	501	—	—
Star	1875	14,000	5	49,000	54,250	52,709	103,536	85,688	10½	11½	9½	6,819	—	2,300	—
Summervale*	1890	18,000	5	18,000	18,000	40,000	103,944	95,969	—	Nil	—	—	676	—	—
Stock Lane	1875	10,000	5	20,000	13,500	8,621	39,420	22,251	2½	2½	6½	510	—	340	—
Sun Mill	1861	15,000	5	75,000	27,750	44,571	150,692	96,269	8½	2	5½	—	6,790	—	10,287
Swan	1875	12,000	5	54,000	25,325	29,735	71,700	66,163	6½	3½	3	—	2,451	—	2,404
Thornham	1874	12,000	5	39,000	40,209	51,073	36,323	72,631	10	10½	6½	4,336	—	6,815	—
United	1874	30,000	5	60,000	36,010	41,431	31,548†	76,890	8	1½	4½	—	2,397	—	2,688
Werneth	1874	24,000	5	72,000	48,000	48,688	99,092	79,623	10	2½	5½	—	1,480	—	3,008
West End	1873	15,000	10	75,000	44,250	46,304	118,540	83,767	8	4	3½	2,714	—	393	—
Westwood	1874	12,000	5	36,000	31,200	15,143	49,604	37,238	10	7½	8½	1,934	—	388	—
Windsor	1873	6,000	5	15,000	9,401	21,733	37,663	30,501	10	4	5½	—	1,330	—	1,160
Woodstock	1872	10,000	5	45,000	24,500	64,003	73,303	83,273	3½	3½	1½	—	330	—	540
Totals		768,008		2,868,689	2,003,236	2,429,503	5,083,706	4,233,020				86,946	106,694	65,627	122,889

* The figures attached to these companies are assumed, particulars not given in share list.
 † Accumulated preference interest owing, 2,393½.

‡ Ring, 5,280.

APPENDIX XLI.

SUMMARY OF SHARES AND LOAN CAPITAL INVESTED BY THE WORKING CLASSES IN TWELVE LIMITED LIABILITY COTTON SPINNING COMPANIES.

Company.	No. of Spindles.	Total Share Capital called up.	Proportion of Share Capital held by Working Classes.	Total Loans and Mortgages.	Nett Withdrawable Loan.	Proportion of Withdrawable Loan held by Working Classes.	Amount.
		£		£	£		£
No. 1	1,069,294	629,096	68 per cent.	41,940	26,940	78 per cent.	21,013
2			18 "	41,000	41,000	26 "	10,660
3			64 "	28,487	16,487	76 "	12,530
4			60 "	48,000	48,000	70 "	33,600
5			10 "	35,900	25,900	77 "	19,943
6			48 "	36,000	36,000	47 "	16,920
7			75 "	78,400	58,400	73 "	42,048
8			32 "	34,268	20,000	40 "	8,000
9			36 "	21,700	10,700	49 "	5,243
10			39 "	68,243	56,243	71 "	39,933
11			75 "	44,964	44,964	75 "	33,723
12			30 "	36,082	20,338	56 "	11,649
			49.66 Average.	514,984	405,473 78.73 per cent. of total.	62.96 of withdrawable loans.	255,282 Or 49.67 per cent. of total loans and mortgages.

APPENDIX LII.

(TABLE XXVI. contained in "REPORTS—FRIENDLY SOCIETIES, INDUSTRIAL and PROVIDENT SOCIETIES, and TRADE UNIONS, 1892, PART A." [146].)

	ENGLAND AND WALES.				SCOTLAND.				IRELAND.				UNITED KINGDOM.			
	Number in Existence.	Number of Returns.	Number of Members.	Amount of Funds.	Number in Existence.	Number of Returns.	Number of Members.	Amount of Funds.	Number in Existence.	Number of Returns.	Number of Members.	Amount of Funds.	Number in Existence.	Number of Returns.	Number of Members.	Amount of Funds.
Friendly Societies (not collecting) and Branches.	26,826	32,318	3,801,519	21,410,563	1,350	1,325	283,512	1,218,000	408	360	58,670	66,386	28,384	23,998	4,203,601	22,695,039
Collecting Societies -	30	36	3,318,942	2,280,868	8	8	536,373	423,356	—	—	—	—	47	48	3,875,215	2,713,214
Other Societies under the Friendly Societies Acts.	1,023	494	235,510	451,535	10	10	Not stated.	61,220	79	53	5,936	82,033	1,111	557	241,446	594,808
Industrial and Provident Societies.	1,433	1,236	950,574	17,184,248	350	336	184,026	1,720,439	41	25	1,807	5,112	1,910	1,597	1,136,907	18,915,793
Building Societies -	2,569	2,202	563,933	49,713,003	68	61	13,138	976,876	67	59	10,785	856,429	2,694	2,383	587,886	51,546,007
Trade Unions -	463	320	925,232	1,444,062	43	42	52,189	63,578	54	39	9,396	7,679	590	401	936,817	1,515,319
Loan Societies -	712	293	34,576	253,714	—	—	—	—	—	—	—	—	712	293	34,576	253,714
Railway Savings Banks	10	10	21,405	1,669,273	1	1	1,404	218,739	—	—	—	—	11	11	23,699	1,768,012
TOTAL.	33,004	36,908	9,311,791	94,321,269	1,810	1,783	1,091,042	4,087,098	640	536	86,494	1,017,639	35,559	29,227	11,069,317	100,026,206

If to these be added the Savings Banks, which are approximately as follows:—

	Number of Depositors, 1891.	Deposits (including Stock) at End of Savings Bank Year, 1891.	Number of Depositors, 1891.	Deposits (including Stock) at End of Savings Bank Year, 1891.	Number of Depositors, 1891.	Deposits (including Stock) at End of Savings Bank Year, 1891.	Number of Depositors, 1891.	Deposits (including Stock) at End of Savings Bank Year, 1891.
Trustee Savings Banks -	1,079,066	£ 32,176,031	351,940	£ 9,947,362	49,276	£ 2,017,379	1,510,232	£ 44,140,672
Post Office Savings Banks -	4,723,929	70,706,087	182,390	1,730,773	212,076	4,358,909	5,118,365	76,695,768
TOTAL	5,802,995	102,882,118	534,330	11,678,134	261,352	6,376,183	6,628,677	120,836,440
<i>The following Grand Totals are obtained</i>	15,714,778	197,203,387	1,655,372	16,366,132	367,846	7,293,827	17,717,994	220,863,346

28, Abingdon Street, Westminster,
27 March, 1893.

(Signed) E. W. BRABROOK,
Chief Registrar of Friendly Societies.

APPENDIX LIII.

PORTIONS of SUMMARY omitted from Mr. BRABROOK's EVIDENCE and not embodied in FOOT-NOTES:—

- 9, 10, 11, 12. "Procedure of granting relief to Members travelling in search of employment explained";
- 13, 14, 15, 16, 17, 18, 19. "Provisions of the Rules for 'Clearances' from one Branch to another";
- 20. "How Affiliated Orders lend themselves more to Industrial independence than the Isolated Societies."

9. As an example of the procedure for granting relief to members travelling in search of employment, I take the rules relating to travelling licences adopted by the Ancient Noble Order of United Oddfellows, Bolton Unity:—"When a member goes in search of employment, his Lodge or its officers, by authority of the Lodge, shall have power to grant him a travelling licence, such licence to be procured only from the Executive Committee, and to bear the stamp of the Grand Lodge; but no member shall be entitled to receive a travelling licence unless he be clear on the Lodge books at the time, nor unless he has been a member 12 calendar months, nor shall he receive another licence within 12 calendar months from his former licence being returned. Every travelling licence issued by a Lodge shall be signed by the three principal officers and the Secretary and have the Lodge stamp affixed."

10. "Districts, and lodges out of districts, shall pay travelling relief at the rate of 1s. 3d. per traveller, to

members presenting a proper travelling licence, but no travelling member shall receive travelling relief more than once a day, and any District or Lodge paying relief on Saturday shall also pay for the Sunday following. District and Lodge secretaries shall keep a correct account of all money paid by the District or Lodge for travelling relief, and forward the accounts every alternate month to the Chief Secretary of the Order, some days before the Executive Meeting. Each District and Lodge shall be credited with the amount paid under this rule, and the same shall be charged to the Unity Relief Fund."

11. "Every District and Lodge out of District shall appoint a relieving officer, who shall when possible reside in the centre of the town from which the District takes its name, or where the Lodge out of District is situated, and the names and addresses of such officers shall be published annually in the January number of the Circular. It shall be the duty of the Relieving Officer to pay travelling members. He shall enter the

amount paid upon the member's licence, keep a correct account of the money paid, also record each member's name, the number of his licence, and the name and number of the Lodge to which such travelling member belongs."

12. Provision is thus made for the conditions on which gratuities can be made, that all licences are to contain the name and residence of the traveller; that the licences are to be used for three months only, and for the limitation of the allowance to be made to the 1s. 8d. per day and 2s. 6d. on Saturday. It is also required that the licence be in proper form, or the Lodge issuing it be fined not more than 10s. 6d. Members sick when on travel are to be paid their sick pay through the medium of some neighbouring District or Lodge.

13. The following are the provisions as to "Clearances" contained in the Rules of the same Order, which (though not one of the largest Orders) I select as having registered a complete amendment of rules at the commencement of the present year, and therefore presumably representing best the present practice. "Any member of the Order who has been initiated twelve calendar months and who is clear on the books of his Lodge may have his clearance, provided that the Lodge be satisfied he has a necessity for the same. No member shall be allowed to withdraw from the Lodge to which he belongs to enter as a member of another Lodge, unless he shall produce such clearance."

14. "But no member shall be allowed to draw his clearance unless he resides at a distance of at least five miles from his Lodge, and any such member being desirous of drawing his clearance from his Lodge, shall first receive the consent of the Lodge in the locality he wishes to join by such clearance, relatively to the terms he can be received on, before making application to withdraw the same. In any case the application or other correspondence in reference thereto shall come through the Lodge receiving the member with the clearance. The secretary of the Lodge he wishes to join shall then apply to the secretary of the Lodge he desires to leave for a clearance, such application to be laid before the first meeting of the Lodge, and if all dues and demands the Lodge may have against the said member be paid, the Lodge shall grant him a clearance, the said clearance to be signed by the Noble Father, Noble Grand, Vice-Grand, and Secretary, with the Lodge stamp attached thereto, but no form of clearance shall be used or recognised except that furnished by the Executive Committee of the Order, any Lodge issuing or accepting any other form of clearance shall be fined 2s. 6d., such fines to be levied by the Executive Committee, and paid to the management fund of the Order."

15. "Any Lodge granting a clearance to a member shall pay to the Lodge receiving the same his proportionate share of such amount as the Lodge shall have accumulated or added to its funds during the time he has been a member, the same to be calculated from the last balance sheet previous to his becoming a member, and the last balance sheet previous to his drawing his clearance. Such amount must on no account be paid

to the member drawing his clearance, but to the Lodge which he joins by such clearance. Any Lodge shall be at liberty to accept or refuse a member by clearance, but no new Lodge shall be allowed to receive a member by clearance prior to its having been established 12 months."

16. Penalties are then provided for accepting a member without clearance and for refusing to grant a clearance in the respective cases where a person previously a member of another Lodge applies for admission, and where a member has complied with the conditions precedent prescribed by the rules.

17. "No clearance, however, shall be granted to or accepted from a member whose age exceeds 45 years, except he be going to or coming from a foreign or colonial country, or unless he forward to his Lodge the written authority of the secretary, that the Lodge and District the member is desirous of joining are willing to receive the same. Every member joining a Lodge with a clearance shall produce a medical certificate of good health of himself and wife (if any) before such clearance shall be accepted, and any member joining a Lodge by clearance shall contribute the same amount of contributions to the receiving Lodge as he was paying to the Lodge giving the clearance, or such further sum as may be agreed upon by the parties concerned, and any Lodge accepting a member by clearance shall at once accept all liabilities as to sick and funeral allowance of such member. When a member has drawn his clearance he shall not be allowed to receive another for the space of two years."

18. It appears from these rules that the clearance is not the absolute right of the member. It is surrounded with many conditions, and a Lodge is under no obligation to accept it. If a Lodge is not satisfied that the amount to be paid over to it from the member's original Lodge is sufficient to cover the extra risk incurred through the increased age of the member, the Lodge will refuse to accept the clearance.

19. A member who does not draw his clearance, may, however, without giving up his membership of his Lodge and becoming a member of another, remove to a distance from the place where his Lodge is situated, and pay his contributions and receive benefits through the medium of another Lodge, paying a small fee (usually 1s. per annum) for the services of the secretary of that Lodge. He can also have medical attendance from the surgeon of that Lodge on paying the usual quota of the surgeon's salary. The only disadvantage he is at, is that as he is not considered a member of it he cannot vote or take part in its management, and his distance prevents him from doing so in the management of his own Lodge.

20. The organisation of the affiliated orders therefore lends itself much more than that of the isolated friendly societies to industrial freedom and independence. The working man who is not satisfied with his lot can leave his place of employment and seek for work elsewhere, and he gets material help while on the search, and finds friends who may give him advice. He may also establish himself in a new home without losing any of the advantages for which he had subscribed.

APPENDIX LIV.

PORTIONS of SUMMARY omitted from Mr. BRABROOK'S EVIDENCE and not embodied in FOOT-NOTES:—

22. "Why Registration was refused to Dividing Societies";
 23. "Dividing Societies do not make Provision for Old Age or Permanent Disablement";
 24. "Dividing Societies exist chiefly in towns where population is movable."

22. For many years registry was refused to these societies, upon the ground that the Act did not allow of an annual division of the funds as one of the objects of a society, but on the contrary made very stringent provision as to the conditions precedent to any division of the funds of a registered society, and enforced them by severe penalties. Many such societies did, however, obtain registry by the mere expedient of dropping out of their rules all provision for an annual division, and dividing their money all the same without any legal authority. It was at one time the practice of my learned predecessor, Mr. Tidd Pratt, to register rules for dividing, adding the words "subject to section 13 of the

18 & 19 Vict., c. 63," a practice of which I confess I cannot approve, for if s. 13 had the practical effect of prohibiting division altogether, to insert a rule permitting division, subject to its provisions, was really laying a trap for the societies, who would act upon the portion of the rule which suited their purpose and neglect the other. All these questions, however, are now set at rest by the provision of the Act of 1875, which allows of a rule for division after all existing claims have been met.

23. These societies are numerous and increasing. As many as 44 were registered last year. They proceed on the principle of providing for the present, not for

the future. They do not affect to make any provision for old age or permanent disablement. If a man who was healthy in January falls sick before the 31st December, they allow him sick pay, and on the 31st December they divide among themselves all the money that has not been so spent. They are frequently called "Slate Clubs," a name which implies that their calculations were so simple that they could be kept in a primitive manner on a slate. It is usual with them to reserve out of the dividend a small sum to begin the next year with, in case any sick claims should arise before subscriptions have been paid to meet them. It is argued in their favour that a man who expects to get a considerable portion of his money back at Christmas will be willing to pay a larger contribution than a man who is putting his money in an ordinary insurance. Doubtless a good deal of the money divided at the end of the year is wasted; and doubtless, also,

many members experience disappointment when age or sickness disentitles them to renew their membership, and they find themselves left without provision. Still these societies are popular, and will continue to be so as long as human nature continues to prefer a bird in the hand to two in the bush.

24. Where the deduction for next year is not made compulsory, a member who withdraws loses nothing whatever, and there is therefore nothing to bind the members to the society or to the place where it is established. These societies therefore flourish most in places where the population is large and movable, such as London and Liverpool, though they exist in all parts of the country. Indeed, several dividing "orders" have been established, such as the Grand Independent Order of Loyal Caledonian Corks in the neighbourhood of Birmingham, and some others in Wales.

APPENDIX LV.

PORTIONS of SUMMARY omitted from Mr. BRABROOK'S EVIDENCE and not embodied in FOOT-NOTES:—

45. "Industrial and Provident Societies Act, 1876";
46. "Co-operative Societies, Productive and Distributive";
47. "Strike of Employees against a Society of Employers and Trade Unions formed from the Employees of these Societies";
48. "Remedy discussed at the Trades Union Congress";
49. "Number of Co-operative Societies and Capital";
50. "Development of Distributive Societies into Productive Societies";
- 51, 52. "Investment of Profits and Capital in houses and land";
53. "Distinction between the above Societies and those under the Building Societies Acts."

45. I now proceed to refer to societies under the Industrial and Provident Societies Act of 1876. These are commonly called co-operative societies, and divided into two classes, productive and distributive.

46. The early societies of the kind were productive; and it was to their promotion that my lamented friend Mr. Vansittart Neale devoted his labour and his fortune. They failed, and the distributive societies, on the model of the Equitable Pioneers of Rochdale took their place. Once more, the wheel has turned, and a considerable attempt is being made to found productive societies, headed by the great wholesale co-operative societies of Manchester and Glasgow.

47. In respect of these, it is to be noted that they have not secured industrial peace, but the curious result has been seen of a strike of employees against a society of employers, themselves workmen. The productive society has, in this respect, stood in the same position as the capitalists, and been challenged to fight with the same weapons. Trades Unions have been formed and registered consisting of the employees of co-operative societies.

48. It is not surprising that both the co-operators and the trade unionists should have been led to think that there was something unnatural in this strike between bodies having essentially the same objects, and seeking, each in its own way, the benefit of the working classes; and that the search for a remedy for this state of things should have been matter of earnest discussion at the congresses of both their organisations.

49. The Co-operative Wholesale Societies Annual for 1892, gives a comparison of the Returns for the years 1879 and 1889, from which it appears that the societies in England and Wales making returns had increased from 937 to 1,268, the members from 500,000 to 900,000; the capital from 6,700,000*l.* to 12,500,000*l.*; the sales from 18,000,000*l.* to 33,000,000*l.*; the profits from 1,600,000*l.* to 3,000,000*l.* Carrying the comparison back 20 years instead of 10 years (to the time when I published my book on the Law of Co-operative Societies) the societies have nearly doubled in number, their members have multiplied four-fold, their capital more than six-fold, their sales nearly five-fold, and their profits seven-fold.

50. Societies originally distributive, very often develop into productive business, by becoming manufacturers of the articles in which they deal. Indeed, one of the wholesomest features of the co-operative movement is its development from small beginnings. The Civil Service Supply Association, I believe, began in a few Post Office clerks clubbing together to buy a chest of tea. The sales of the Co-operative Wholesale Society of Manchester in 1865, the first complete year, amounted to 120,754*l.*; in 1890 to 7,429,073*l.* This single society owns land of the value of 140,000*l.*; buildings, 270,000*l.*; steamships, 60,000*l.*; fixtures, 90,000*l.* The Scottish Co-operative Wholesale Society, Limited, began in 1868. Its first year sales were 81,000*l.*; its sales in 1890, 2,500,000*l.* Employees in the distributive departments receive, as a bonus on labour, the same rate per £ as members on their purchases, which in 1890 was 7*d.*; in the productive departments, the net profits are divided equally between purchases and wages earned, making 9*d.* per £.

51. A favourite method of investment by these societies of their profit and surplus capital, is in the purchase for the members of houses and land. The amount so invested is 2,497,855*l.* These investments are particularly popular in Rochdale and Oldham, and must contribute largely to industrial comfort and content in those places.

52. Seventy-nine societies have been established under the Industrial and Provident Societies Act for the purpose of the buying and selling of land only. Sixty-three of these have 8,312 members, and 390,682*l.* invested in land and mortgages; other assets 65,279*l.* As many as 17 of these societies are in Leicestershire, though their transactions are small. The largest society of the kind is the Borough Land and Building, in Burnley, having 1,449 members and 159,455*l.* invested in land and mortgages. Its borrowed capital is 89,279*l.*; its share capital 68,342*l.*

53. The principal distinction between these societies and the societies under the Building Societies Acts is that in the industrial society the interest of each member is limited to 200*l.* In a building society there is no limit to the amount of interest a single member may

hold. On the other hand, an industrial society has power to borrow money to any extent specified in its rules; while a building society is limited to two-thirds of the amount for the time being secured to it by mortgage from its members. This, however, is not a distinction of practical importance, as the industrial

land societies are, with few exceptions, well within the two-thirds limit. The industrial society again may hold land in its own name without limit, while the building society can only hold land for a temporary purpose or as offices.

APPENDIX LVI.

NOTES by MR. BRABROOK OF EVIDENCE ON—
 BUILDING SOCIETIES, §§ 55; 57-76; 80-86;
 LOAN SOCIETIES, §§ 87-95;
 TRADES UNIONS, §§ 96; 99-100; 103;
 RAILWAY SAVINGS BANKS, §§ 104-6.

BUILDING SOCIETIES.

64. Building societies do not belong exclusively to the working classes, but are largely used as means of investment by the trading and middle classes.

55. Their object is not to build but to make advances to members on the security of real or leasehold estate, and this they can do without limit.

56. Many building societies established before 1874, continue to be regulated by the Act of 1836, not having sought incorporation under the later Act.

57. The precise number of such societies cannot be ascertained, as the great majority of the societies (exceeding 5,000 in number) established between 1836 and 1874, were terminating, that is, intended to last only for a given term of years, 14 years or more or less, and have long since ceased to exist.

58. Assuming as a rough estimate, that the proportion of amendments of rules to the total number of societies existing would be the same in incorporated and unincorporated societies, we get about 270 as the number of existing societies established before 1874 and not incorporated under the Act of that year.

59. If to these be added the 521 remaining societies which were established before 1874, and have become incorporated, we get a total of about 800 existing societies as having been originally established under the Act of 1836. There seems to be reason, however, to think that this estimate is too low.

60. The most important of the unincorporated societies is the Birkbeck, which by virtue of a rule authorising it to borrow money without limit, has become in reality a large bank rather than a building society.

61. In emulation of the Birkbeck, several societies under the Act of 1874 have established banks, but they do so under more disadvantageous conditions.

62. The Act of 1874 limits the amount that may be borrowed to two-thirds of the amount secured to the society by mortgage, and directs that notice of this is to be given to every lender by endorsing on his security the section limiting the amount to be borrowed, and also the section limiting the liability of shareholders.

63. There are thus in connection with a building society four classes of persons:—

1. Simple contract creditors.
2. Depositors and creditors for loans, who have notice that their money is to be applied in a particular way, and that they have only the funds of the society to look to for repayment, and who are entitled under s. 40 of the Act to have a copy of the annual balance sheet supplied to them gratuitously.
3. Shareholders who stand to lose what they have actually invested, including any arrears due, but no more.
4. Advanced shareholders who are bound by their mortgage contracts and by the rules of the society.

64. Notwithstanding the express provisions in the Act which render payment on demand impossible should more than a very small fraction of the depositors demand repayment at the same time, it is a common practice to promise payment on demand, and the depositors expect the promise to be fulfilled, although they have before them on their deposit books the sections of the Act which show that it cannot be relied upon.

65. This circumstance has greatly contributed to the recent panic in building societies, which has been rendered the more severe by revelations of fraud in certain societies, causing heavy and, in some cases, ruinous loss to individuals.

66. While carrying on the business of banking is open to the objections that have been raised, it must be remembered that a limited system of borrowing in a building society is very convenient and useful, as it enables a greater number of members to be accommodated with advances, and adds to the profit made by the investing members.

67. A class of building societies has proved attractive to the working class in which the weekly subscriptions are very small—7d. to 1s. per share—and the amount advanced to a member is relatively very large—300l. or 400l. for each group of two or three shares.

68. In these societies no interest as such is paid upon the advances, though by various contrivances, as by the requirement that a member after he has had his advance shall keep up his unadvanced shares, and the plan of selling appropriations, the member does in effect pay more than he receives. Still the interest is never so high as in the ordinary permanent or old-fashioned terminating society.

69. To this class belong the Starr-Bowkett societies, of which more than 1,000 have been established, and numerous other groups of societies which have been formed in imitation of them, mostly by persons who have been agents of the late Mr. Starr, the chief organiser of these societies.

70. Their attraction to the working man is in the smaller subscription required from him, and the hope that he may be lucky in the ballot and get an appropriation, with which he can either buy a house on easy terms and become his own landlord or which he can sell.

71. A main drawback to the success of these societies lies in the disappointment the investing members, who are very numerous, feel when they find only a few of their number get the advances.

72. This has been attempted to be met by various expedients for creating an appearance of profit by the buying and selling of appropriations, which have increased the tendency to speculation which seems to be one of the chief evils of this class of society.

73. It has been freely suggested that the Registrar ought to refuse to register societies of this class, but there is no foundation for the suggestion, as the rules of the societies do not contain anything in itself illegal, apart from the manner of working.

74. The rules, however, do frequently contain provisions in the highest degree objectionable, as where they seek to make the officers virtually irremovable, and to restrain the members from altering the rules.

75. I have observed that the claims of the persons who are professional promoters of these societies appear to be growing; where, a few years ago, the preliminary expenses, which means in general promoter's remuneration, were 30l. or 35l., they are now 70l. or 75l., and even more.

76. The provisions in the rules seeking to give permanence to the appointments of the officers point also to the prevalence of the corrupt and illegal practice by

which the solicitors and other officers buy their appointments of the professional promoter.

77. The practical result of all this is very clearly shown by the interesting return moved for by Mr. Gerald Balfour last session of the building societies which have ceased to exist since 1874.

78. The total number that have ceased to exist is 1,237, which is 34 per cent. of the total number incorporated, and of these as many as 466 have ceased to exist without any legal or formal dissolution—letters having been returned through the Post Office as “not known,” or an irregular intimation having been received that the society had been dissolved or was abortive. The majority of these have had a very brief existence.

79. According to the last returns, the number of members in 2,333 societies was 605,388, and the amount of funds 50,582,365*l.* Of this, however, 14,689,499*l.* represented borrowed capital, leaving 35,892,866*l.* as the amount of the investments of the members, or nearly 60*l.* each.

80. This is sufficient to show that, although building societies are a favourite investment of the working classes, they are not confined to them.

81. The remarks that have been made in disparagement of certain classes of societies ought not to lead one to overlook the vast amount of good building societies have done.

82. Even the Starr-Bowkett societies have induced many men to put away small savings that would otherwise have been wasted, and have conferred upon many men the advantage of a freehold house at a very low cost.

83. From the nature of the business of building societies, much confidence is necessarily placed in the secretary or manager, and he has many opportunities of abusing it.

84. This points to the necessity of a more thorough audit than at present, or rather of the more general enforcement of the requirements of the Act of 1874 as to audit.

85. Abuses have also sprung up in connection with the dissolution of societies, and it is desirable to give the members greater control over the officers whom they entrust with this duty.

86. Members should also have given to them by statute that which is often conceded to them by the rules of societies, but frequently in a very qualified shape, the right to inspect the books, and a given number of members should have the right to apply for an official investigation into the affairs of a society by an inspector.

LOAN SOCIETIES.

87. Loan societies under the Act of 1870 (3 & 4 Vict., cap. 110) are wholly connected with the working classes, and are mostly small affairs.

88. They are limited by the Act of Parliament to lend not more than 15*l.* to any one member, and to receive from him not more than a fixed amount of interest.

89. They are thus very useful to workmen who wish to provide themselves with special tools, or to tide over some small emergency.

90. Like all lending societies, the members are necessarily of two classes, the investors and the borrowers, though in some there is a provision for loss of interest in the event of an investor not borrowing.

91. These societies are somewhat over 300 in number, chiefly in the counties of Middlesex and Surrey, though

there are several in Nottingham and some in the North.

92. They have 35,000 members, many of whom are really small money lenders as Mr. Ludlow has shown in his last report.

93. They granted 59,000 loans and circulated 341,000*l.* in the course of the year, leaving 243,000*l.* in borrowers' hands at the end of the year.

94. The average capital of each member is about 8*l.*, and the net profits, after paying expenses of management, are between 4 and 5 per cent.

95. 3,000 summonses were issued to recover 7,000*l.*, and 391 distress warrants followed, the amount eventually recovered was 5,239*l.*, with 526*l.* costs.

TRADE UNIONS.

96. With regard to trade unions, the Commission is no doubt in possession of the large body of statistics collected by Mr. Burnett, and it will only be necessary briefly to refer to the latest returns received.

97. I put in a schedule of 25 of the largest trade unions with a summary, which has been prepared in the Returns branch of my Office, giving the total number of members as 550,926, and the yearly contributions from members as 853,535*l.*, or 31*s.* per member, which is curiously enough almost exactly the same as the average contributions per member in the affiliated orders.

98. Of these contributions, 21*s.* 1*d.* goes for benefits, 6*s.* 6*d.* is expended, and 4*s.* 3*d.* saved.

99. Notwithstanding the considerable proportion saved, the accumulated funds are small relatively to the annual income, being on the average only 1½ years. The affiliated orders have nearly 5 years income invested.

100. The payments for trade purposes during the year have been 106,000*l.* in 16 of the societies, the payments for other benefits in 22 societies, 474,000*l.*

101. It should be noted in regard to trade unions that they are not subject to any of the restrictions of the Friendly Societies Acts, and may make what rules they like, so long as the rules disclose no illegal purpose (other than a purpose in restraint of trade, which the Trade Unions Act legalises) and contain provisions as to inspection of books by members and other matters specified in the schedule to the Act.

102. During the last two years, 201 trades unions have been registered. The total number registered in the 19 previous years was only 530, an average of 28 per annum.

103. Of the 530, only 265 are now in existence; the proportion of trades unions which cease to exist in a few years being very large.

RAILWAY SAVINGS BANKS.

104. The railway savings banks are constituted under the private Acts of Parliament promoted by the several railways, and apply certain provisions of the Savings Bank Acts to the depositors.

105. According to the last returns of eleven of such railway savings banks, the number of depositors was 22,899 and the amounts deposited 1,788,012*l.*, or an average of 78*l.* per depositor.

106. I do not offer any remarks on Trustee or Post Office Savings Banks, though we settle their disputes, and certify the rules of the trustee banks, as they are more closely related to other departments than to mine.

APPENDIX

SCHEDULE of TWENTY-FIVE of the LARGER

Register No.	Names and Address.	No. of Members.	Fines.	Entrance Fees.	Contributions or Levies paid by Members.		Interest.	Contributions from other Trades Unions.
					Benefit.	Management.		
1	Operative Bricklayers' Society, 48, Southwark Bridge Road, S.E.	17,058	£ 186	£ 1,522	£ 22,304	£ 639	£ 763	—
3	United Society of Boilermakers and Iron and Steel Ship-builders, Newcastle-on-Tyne.	36,996	1,044	2,809	97,922	—	3,762	—
8	Amalgamated Society of Railway Servants, 55, Colebrooke Row, N.	29,820	—	675	24,588	7,079	2,937	—
23	London and Counties Labour League and Kent and Sussex Labourers' Union, Maidstone.	13,000	"not separately kept"		10,701	—	143	—
31	Yorkshire Miners' Association, Barnsley.	52,000	1	2,695	62,653	—	2,025	—
43	Durham Miners' Association, Durham.	55,000	—	415	55,331	—	353	—
62	Amalgamated Society of Carpenters and Joiners, Manchester.	34,779	—	3,725	¹⁰ 81,894	—	1,163	500
54	Amalgamated Society of Tailors, Manchester.	17,573	—	—	24,728	—	270	—
93	Amalgamated Association of Operative Cotton Spinners, Manchester.	19,662	—	—	54,141	—	¹¹ 3,266	—
144	Steam Engine Makers' Society, Manchester.	5,965	32	241	14,649	—	582	—
154	National Agricultural Labourers' Union, Leamington.	15,000	—	—	3,652	—	8	—
272	Progressive Union of Cabinet Makers, 278, Old Street, E.C.	775	—	—	664	—	2	—
316	London Society of Compositors, 3, Racquet Court, E.C.	9,350	71	228	16,680	—	724	—
402	Friendly Society of Ironfounders, &c., 200, New Kent Road, S.E.	15,291	400	1,078	¹² 45,789	794	954	—
424	Amalgamated Society of Engineers, 89, Stamford Street, S.E.	71,221	—	6,023	175,221	—	5,204	—
428	Leicester and Leicestershire Amalgamated Hosiery Union, Leicester.	3,837	—	—	5,997	—	19	—
470	Friendly Society of Operative Stone Masons, 15, Stamford Street, S.E.	14,090	135	1,151	16,934	—	100	—
472	Associated Iron and Steel Workers of Great Britain, Darlington.	8,415	—	50	5,027	—	103	—
483	Dock, &c. Labourers' Union, 33, Mile End Road, E.	30,000 "estimated"	—	—	18,784	—	112	—
487	National Amalgamated Sailors' and Firemen's Union, 19, Buckingham Street, Strand, W.C.	20,000 "approximately"	423	5,036	21,202	¹⁷ 7,770	9	—
505	Associated Shipwrights' Society, Newcastle-on-Tyne.	10,120	80	¹⁸ 2,080	11,876	—	407	—
517	Amalgamated Union of Operative Bakers and Confectioners, 168, Camden Street, N.	4,000	—	68	4,886	—	32	—
529	National Society of Amalgamated Brass Workers, Birmingham.	6,005	24	69	6,598	—	68	—
531	National Union of Gas Workers and General Labourers, 144, Barking Road, E.	35,719	—	—	15,523	—	9	—
532	Tyneside and National Labour Union, Newcastle-on-Tyne.	25,200	—	507	12,201	—	311	—
		550,926	2,395	23,417	806,440	16,282	23,188	500

SUMMARY OF ABOVE.

No. of Trade Unions	-	-	25
Total of Members	-	-	550,926
Contributions, &c. from Members	-	-	£853,585
Average Contribution per Member	-	-	1.549; say £1 11s.

¹ Increase in value of property estimated at 50% not included. ² Includes delegates' expenses. ³ Includes travelling relief.

⁷ Includes legal defence of 25 members.

¹² Includes grants to other trades.

¹⁵ Includes 2,830% remittances.

⁴ Includes cost of general and public meetings.

¹³ Includes funds of American and Australian branches.

¹⁷ Includes "other receipts."

¹⁸ Includes assimilation fees.

LVII.

TRADE UNIONS, WITH SUMMARY.

Miscellaneous Receipts.	Total.	Salaries of Officers.	Other Management Expenses of conducting Business of Trade Union.		Payments to Members.		Contributions to other Trades Unions.	Miscellaneous Expenditure.	Total.	Funds at end of Year 1891.
			General.	Legal.	Benefit.	Lock-out, Strike, and Dispute Pay.				
£ 688	£ 26,052	£ 2,725	£ 2,678	£ 185	£ 11,108	£ 3,644	£ 981	£ 708	£ 22,974	£ 43,995
£ 6,540	112,077	£ 4,871	2,145	—	£ 61,022	1,488	—	7,774	77,295	188,635
—	85,379	1,256	5,823	—	7 15,780	—	—	—	22,809	110,584
140	10,984	596	1,287	68	9,888	256	31	—	11,566	5,347
81	67,455	£ 9,119	1,846	36	4,131	8,018	1,228	405	19,278	117,822
68	56,067	1,979	5,523	—	24,073	16,297	750	£ 427	49,049	55,407
1,432	88,214	4,895	£ 7,285	175	55,504	15,504 "Trade privileges."	—	831	84,194	70,936
59	25,057	3,050	£ 5,067	94	17,285	3,106	188	—	28,740	10,925
—	57,429	2,811	8,575	—	£ 25,105	7,120	—	—	38,611	115,243
205	15,659	£ 1,832	716	7	9,797	—	78	6	11,936	£ 28,377
15	3,675	784	896	—	1,270	—	—	—	2,950	1,146
—	666	150	£ 558	—	—	—	—	—	708	421
1,601	19,304	763	5,102	—	£ 15,897	—	—	—	21,762	26,525
—	49,015	2,090	£ 1,701	—	£ 39,516	—	540	—	43,847	58,022
8,326	189,774	5,861	£ 24,787	—	161,384	—	—	—	192,082	237,251
—	6,016	312	47	—	128	6,856	—	—	7,343	Nil
—	18,320	2,896	1,644	—	10,407	459	—	—	14,906	8,897
—	5,180	1,061	1,432	—	1,048	1,237	—	—	4,778	5,242
448	19,344	5,360	7,798	618	—	4,817	237	—	18,820	6,809
—	34,490	10,910	13,383	4,930	3,253	24,870	—	—	57,296	8,202
156	14,599	£ 1,665	£ 1,890	—	3,680	—	265	—	7,500	23,787
81	2,052	225	322	—	932	—	274	—	1,758	1,366
34	6,786	1,126	620	—	464	£ 3,873	—	—	6,088	4,521
—	15,532	1,588	4,662	—	—	10,919	—	—	17,169	3,834
—	18,019	£ 663	4,860	—	3,240	2,541	—	—	11,804	9,545
14,824	892,047	68,588	105,042	6,053	474,302	106,000	4,567	10,151	774,703	1,182,889

SUMMARY OF ABOVE.

Spent in Salaries and Expenses of Management - £ 326 per member; say 6s. 6d.
 Spent in Benefits - 1 053 " say £1. 1s. 1d.
 Saved on year - 213 " say 4s. 3d.

⁴ Includes levies. ⁵ Includes rent of branch meeting rooms. ⁶ Includes 4,942/ surgeons' salaries.
⁷ Experiments with explosives (roburite and tonite). ⁸ Includes fines. ⁹ From "interest" and other sources.
¹⁰ Includes law and defence of scale expenses for 97 members. ¹¹ Includes 2,830/ remittances.
¹² Includes payments to doctor and delegations. ¹³ Out of work pay to 1,338 members.

APPENDIX LVIII.

APPENDIX TO REPORT OF THE REGISTRAR OF TRADE UNIONS IN ENGLAND.*
(The Trade Union Acts, 1871 and 1876.)

RETURNS to the Registrar, in pursuance of 34 & 35 Vict. cap. 31.

The following Abstract gives the names and addresses of the registered Trade Unions, showing those which have, and those which have not, made returns according to law; and, with regard to the former, the amount of their funds on 31st December 1890, and on 31st December 1891, their income and expenditure for the year 1891, and the number of their members:—

TRADE UNIONS, 1891.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
1	Operative Bricklayers' Society, 46, Southwark Bridge Road, London, S.E., Surrey.	1848	£ 40,867	£ 48,995	£ 26,102	£ 22,974	17,058
2	Warehousemen's Philanthropic Society, 34, Chapel Street, Bradford, Yorkshire.	1850	1,235	1,272	199	162	107
3	United Society of Boiler Makers and Iron and Steel Ship Builders, Lifton House, Eslington Road, Newcastle - on - Tyne, Northumberland.	1834	148,853	188,635	112,077	77,295	36,996
5	Bradford Stuff Maker-up Provident Society, 11, Union Street, Bradford, Yorkshire.	1843	1,758	1,738	1,122	1,142	159
8	Amalgamated Society of Railway Servants of England, Ireland, Scotland, and Wales, 55, Colebrooke Row, London, N., Middlesex.	1871	98,114	110,584	35,279	22,809	29,820
11	Associated Trimming Weavers' Society of Leek, 6, Chorley Street, Leek, Staffordshire.	1871	1,348	1,332	258	274	212
21	Power Loom Carpet Weavers' Mutual Defence and Provident Association, 127, Mill Street, Kidderminster, Worcester-shire.	1866	11,009	11,186	2,113	1,986	1,348
22	Rosendale Amalgamated Woollen Block Printers' Trade Society, Brougham Hall, Waterfoot, Manchester, Lancashire.	1868	1,904	2,034	239	109	146
23	Amalgamated British Seamen's Protection Society, Trafalgar Coffee Tavern, Lewam Street, Whitechapel, E., Middlesex.	1868	—	—	—	—	—
24	Silk Dressers' Trade Society, Trafford Inn, Trafford Street, Rochdale, Lancashire.	1869	1,252	1,293	1,021	980	611
26	Durham County Colliery Enginemen's Mutual Aid Society, 26, Western Hill, Framwellgate, Durham.	1872	3,986	4,430	1,556	1,112	1,678
27	Printers and Transferrers' Amalgamated Trades' Protection Society, Star Inn, Queen Street, Burslem, Staffordshire.	1871	1,470	1,574	443	339	892
28	London and Southern Counties Labour League and Kent and Sussex Labourers' Union, 12a, Lewisham High Road, Deptford, Kent.	1872	5,929	5,347	10,984	11,566	13,000
31	Yorkshire Miners' Association, Huddersfield Road, Barnsley, Yorkshire.	1871	69,645	117,822	67,455	19,278	52,000
33	Manchester, Salford, and surrounding Townships Milk Dealers' Protection Society, 65, Worcester Street, Higher Broughton, Manchester, Lancashire.	1872	248	260	218	206	260
37	Pattern Card Makers' Original Trade, Sick, and Burial Society, 39, Bloom Street, Manchester, Lancashire.	1872	1,298	1,392	749	655	830
38	Amalgamated Labour League, near the Buck Inn, Hempton, Fakenham, Norfolk.	1872	188	138	82	132	148
40	Association of Master Engineers and Iron and Brass Founders in North Staffordshire and surrounding Districts, Leopard Hotel, Burslem, Staffordshire.	1872	—	—	—	—	—
43	Durham Miners' Association, 16, North Road, Durham.	1869	48,389	55,407	56,067	49,049	55,000
47	Barge Builders' Trade Union Bricklayers' Society's Rooms, 46, Southwark Bridge Road, London, S.E., Surrey.	1872	272	715	918	475	408
48	Liverpool Operative Ship Painters' Association, 20, St. Anne Street, Liverpool, Lancashire.	1872	786	946	977	817	1,002
†52	Peterborough District Labourers' Union, Workmen's News Room, Millgate, Peterborough, Northamptonshire.	1872	—	—	—	—	—
54	General Labourers' Amalgamated Union, 31, Great Barlow Street, London, W., Middlesex.	1872	504	565	393	332	600

* The returns received since the Appendix to the Registrar's report was printed have been inserted (December 9th, 1892) herein by the Registrar.—G. D.

† Dissolved, 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
			£	£	£	£	
58	Redditch Fish Hook Makers' Trade Protection Society, Fox and Goose Hotel, Redditch, Worcestershire.	1872	—	—	—	—	—
59	Botesdale Agricultural Labourers' Union, Greyhound Inn, Botesdale, Suffolk.	1872	—	—	—	—	—
61	Mersey Ship Joiners' Association, 50, Ranelagh Street, Liverpool, Lancashire.	1860	54	67	172	159	506
62	Amalgamated Society of Carpenters and Joiners, 95, Brunswick Street, Ardwick Green, Manchester, Lancashire.	1860	66,359	70,936	88,771	84,194	84,779
64	Amalgamated Society of Tailors, 8, Caxton Buildings, Booth Street, Piccadilly, Manchester, Lancashire.	1866	14,608	10,925	25,057	28,740	17,573
*67	Organ Builders' Amalgamated Trade Society, Royal Standard Inn, Frederick Street, Hampstead Road, London, N., Middlesex.	1865	20	12	10	18	10
74	Amalgamated Society of House Decorators and Painters, 88, Harwood Road, Walham Green, S.W., Middlesex.	1878	2,241	2,746	3,345	2,840	3,055
79	National Association of Operative Plasterers, 12, Dartmouth Street, Westminster, S.W., Middlesex.	1873	2,409	3,921	5,048	3,536	5,554
80	London Saddle and Harness Makers' Trade Protection Society, 5, Upper St. Martin's Lane, London, W.C., Middlesex.	1872	2,216	2,319	415	312	648
84	Permanent Amalgamated Farriers' Protection Society, Duke of York Tavern, York Road, King's Cross, London, N., Middlesex.	1872	1,850	1,917	271	204	695
91	London Wood and Tin Packing Case Makers' Trade Society, Barley Mow Inn, Erroll Street, Whitecross Street, London, E.C., Middlesex.	1872	1,014	670	993	1,337	459
93	Amalgamated Association of Operative Cotton Spinners, Self-Actor Minders, and Twiners of Lancashire and adjoining Counties, 53, Store Street, Manchester, Lancashire.	1870	96,425	115,248	57,429	38,611	19,662
97	Borough and District of Brighton Licensed Victuallers' Protection Society, 3 and 4, Market Street, Brighton, Sussex.	1872	631	631	202	202	207
100	United Society of Boot and Shoe Makers of all Branches, of Bristol and District, Cook and Bottle Inn, Castle Green, Bristol, Gloucestershire.	1871	—	—	—	—	—
105	Independent Order of Engineers and Machinists' Trade and Friendly Society, Hope and Anchor Inn, Parliament Street, Nottingham.	1873	—	—	—	—	—
106	West Bromwich, Oldbury, Tipton, Coseley, and Bradley Amalgamated Association of Miners, Miners' Hall, Great Bridge, Tipton, Staffordshire.	1873	2,440	2,634	3,002	2,808	2,603
108	Stone Carvers' Trade Association, Green Man Inn, St. Martin's Lane, London, W.C., Middlesex.	1873	434	444	129	119	132
114	East London Painters' Trade Union, George the Fourth Inn, Ida Street, Poplar, E., Middlesex.	1854	1,099	1,199	479	379	504
118	Card Setting Machine Tenters' Society, Beehive Inn, King Cross Lane, Halifax, Yorkshire.	1873	711	807	245	149	179
119	Association of Operative Cotton Spinners of Preston and its Vicinity, Spinners' Institute, Clark Yard, Church Street, Preston, Lancashire.	1866	790	1,405	1,903	1,388	739
120	London Paper Stainers' Benevolent Society and Trade Union, White Horse Inn, Fann Street, Alderagate Street, London, E.C., Middlesex.	1861	763	666	128	225	136
121	Bristol, West of England, and South Wales Operatives' Trade and Provident Society, 3, Albion Place, Cumberland Road, Bristol, Gloucestershire.	1873	2,398	3,033	5,116	4,481	5,021
†123	Runcorn Shipwrights' Association, Working Men's Club, Church Street, Runcorn, Cheshire.	1871	—	—	—	—	—
124	Caxton Printers' Warehousemen's Association, Falcon Tavern, Gough Square, London, E.C., Middlesex.	1873	301	07	85	79	127
†125	Tailors' Mutual Association, Black Horse Tavern, Leman Street, Whitechapel, E., Middlesex.	1873	502	498	292	296	210
133	Amalgamated Society of Silk Twisters, Black Swan Hotel, Sheep Market, Leek, Staffordshire.	1866	2,201	2,179	193	215	154
136	Huddersfield and Dewsbury Power Loom Tuners' Mutual Improvement Association, Swan with Two Necks Inn, Huddersfield, and Clothiers' Arms, Batley Carr, Yorkshire.	1861	1,044	1,062	260	242	254

* Dissolved, 1892.

† Certificate withdrawn, 1892.

‡ Now a Friendly Society, Register No. 5,521, Middlesex.

Register No.	Name and Address.	Year of Estab-lishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expendi-ture for 1891.	Number of Members.
137	United Vellum and Parchment Makers of Great Britain, Crown and Cushion Inn, Page's Walk, Bermondsey, S.E., Surrey.	1874	91	144	169	116	74
138	Amalgamated Society of Stationary Engine Drivers and Stokers, Farringdon Hotel, Farringdon Road, London, E.C., Middlesex.	1873	355	372	149	132	116
144	Steam Engine Makers' Society, Market Buildings, 17, Thomas Street, Manchester, Lancashire.	1824	24,653	23,377	15,660	11,226	5,955
150	Goldsmiths' and Jewellers' Trade Association, Cross Keys Tavern, Theobald's Road, London, W.C., Middlesex.	1872	—	—	—	—	—
153	Amalgamated Society of Kitchen Range, Hot Water, and other Fitters connected with the above trades, Rose Inn, Mount Street, Nottingham.	1873	391	534	396	353	272
154	National Agricultural Labourers' Union, 4, Priory Terrace, Leamington, Warwickshire.	1872	420	1,145	3,675	2,950	15,000
158	Amalgamated Society of Railway Waggon and Carriage Makers, Wheelwrights, and Carpenters, 79, Ogden Lane, Higher Openshaw, Manchester, Lancashire.	1874	674	774	280	180	198
162	Oldham Association of Power Loom Over-lookers, Bath Hotel, 93, Union Street, Oldham, Lancashire.	1870	214	263	335	186	123
175	Amalgamated Society of Tin and Iron Plate Workers, and Gas Meter Makers, London, White Swan Inn, Temple Street, London, E.C., Middlesex.	1875	1,337	2,003	1,492	1,326	784
180	Perseverance Society of Carpenters and Joiners, Wellington Hall, Almeida Street, London, N., Middlesex.	1860	521	81	361	321	200
182	Durham Coke Men and Labourers' Associa-tion, 46, Western Hill, Durham.	1874	761	982	1,939	1,718	3,046
188	Skelmersdale District Miners' Association, Miners' Committee Rooms, Liverpool Road, Skelmersdale, Lancashire.	1874	1,446	2,380	1,498	564	1,671
187	North Wales Quarrymen's Union, 7, Market Street, Carnarvon.	1874	2,082	2,333	654	403	5,710
190	General Union of Operative Carpenters and Joiners, 39, Elizabeth Street, Liverpool, Lancashire.	1827	1,214	1,543	5,653	5,225	2,564
191	Huddersfield Warehousemen's Provident Society, Friendly and Trade Societies' Club, 9, Northumberland Street, Hudders-field, Yorkshire.	1875	255	289	52	18	68
193	Amalgamated Society of Mill Sawyers and Wood Cutting Machinists, Corn Exchange Hotel, Groat Market, Newcastle-on-Tyne, Northumberland.	1866	1,293	1,376	2,384	1,801	1,505
196	Dewsbury, Batley, and surrounding Districts Heavy Woollen Weavers' Association, Weavers' Office, Lidgate Lane, Batley Carr, Yorkshire.	1875	—	—	—	—	—
199	Excelsior Branch, No. 3, of the National Federation of Engineers' Protection Association of Great Britain and Ireland, Scott's Arms, King's Hill, Wednesbury, Staffordshire.	1875	—	—	—	—	—
204	Birmingham and Midland Counties Grocers' Protection and Benevolent Association, 28, High Street, Edgbaston, Birmingham, Warwickshire.	1874	1,432	1,386	221	267	176
210	Northumberland "Miners' Mutual Confident Association, 17, Picton Place, Newcastle-on-Tyne, Northumberland.	1863	16,112	23,682	11,101	3,531	19,001
211	Amalgamated Society of Drillers and Cutters of the River Wear, &c., Temperance Institute, Bedford Street, Bishopwearmouth, Durham.	1874	1,198	1,309	170	59	202
219	Leeds and District United Tanners' Society, Three Legs Inn, Lowerhead Row, Leeds, Yorkshire.	1876	412	384	201	229	164
221	Liverpool Farriers' Central Friendly Society, George the Third Inn, London Road, Liverpool, Lancashire.	1876	—	—	—	—	—
229	West Cumberland Miners' Association, 56, John Street, Maryport, Cumberland.	1872	1,045	756	1,956	2,245	2,481
230	London Operative Zinc Workers' Society, Tolmers Square Institute, Drummond Street, St. Pancras, London, N.W., Middlesex.	1853	449	446	108	111	73
232	British United Hammermen and Forge Fur-nacemen's Society, Victoria Inn, Newgate Street, Newcastle-on-Tyne, Northumber-land.	1876	359	500	630	489	766

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
*234	Hull Dutch Yeast Importers and Agents' Trade Union, 37, Wellington Street, Hull, Yorkshire.	1876	—	—	—	—	—
236	Huddersfield, Bradford, Barnsley, and District Dyers' Association, Trade and Friendly Societies' Club, Northumberland Street, Huddersfield, Yorkshire.	1876	709	499	307	517	640
240	Blackburn District of the Amalgamated Beavers, Twisters, and Drawers' Association, 1, Clayton Street, Blackburn, Lancashire.	1876	515	574	299	240	340
243	Bradford Pressers' Early Closing and Philanthropic Association, Odd Fellows' Hall, Thornton Road, Bradford, Yorkshire.	1876	1,236	1,294	190	132	148
245	Amalgamated Society of Operative Lace Makers, 16, Pembridge Place, Mount Street, Nottingham.	1876	7,242	9,649	9,845	6,938	3,200
248	Iron Dressers' Trade Society, Millstone Inn, 67, Thomas Street, Oldham Street, Manchester, Lancashire.	1876	2,140	1,912	2,169	2,897	1,010
250	South London Society of Operative Plasterers, St. George's Tavern, Lambeth Road, Southwark, S.E., Surrey.	1876	10	10	33	33	23
251	Northumberland Dock Lodge of the Trimmers and Teemers' Association, Black Bull Inn, Howdon, Northumberland.	1876	190	260	144	74	318
255	Durham Deputy Overmen's Mutual Aid Association, British Workman Hall, Durham.	1877	177	382	356	201	450
†259	Houghton-le-Spring Miners' Lodge, Robinson Street, Houghton-le-Spring, Durham.	1877	—	—	—	—	—
264	Union Society of the Miners of Rhoellanercrugog and its Neighbourhood, Eagle Inn, Rhos, Ruabon, Denbighshire.	1877	191	492	359	58	1,232
266	Glass Bottle Makers' Amalgamated Trade Association of Great Britain and Ireland, North of England District, 61, Trimdon Street, Bishopwearmouth, Durham.	1877	—	—	—	—	—
*269	Birmingham Stone Sawyers and Masons' Labourers' Accident, Trade, and Burial Society, Turk's Head Inn, Steelhouse Lane, Birmingham, Warwickshire.	1877	—	—	—	—	—
270	National Federation of Enginemen's Protective Associations, 26, Western Hill, Framwellgate, Durham.	1877	30	28	51	53	5,206
272	Progressive Union of Cabinet Makers, 278, Old Street, London, E.C., Middlesex.	1877	468	421	666	708	775
274	Woolwich Society of House Painters and Decorators, Duke of York Inn, New Road, Woolwich, Kent.	1877	313	303	51	61	15
277	Bradford, Halifax, and Keighley Steam Sawyers, Saw Sharpeners, Planing and Moulding Machine Workers' Society, Central Coffee Tavern, Westgate, Bradford, Yorkshire.	1861	825	801	209	233	142
278	London Coachmakers' Trade Union, Green Man Inn, 57, Berwick Street, Oxford Street, London, W., Middlesex.	1844	617	735	419	301	170
280	South Yorkshire District Steam Enginemen's Protection Association, 16, Ebenezer Square, Worsbrough Dale, Barnsley, Yorkshire.	1878	2,350	2,603	844	591	473
284	Portsmouth and Gosport Licensed Victuallers' Protection and Benevolent Society, India Arms Inn, Great Southsea Street, Southsea, Hampshire.	1878	536	611	277	202	300
287	Quarrymen's Trade Association, Mechanics' Institute, Windy Nook, Durham.	1878	871	1,006	245	110	250
288	Lodge Invincible, No. 2, Skelmersdale District, Miners' Provident Association, Alexandra Hotel, Skelmersdale, Lancashire.	1878	—	—	—	—	—
289	North Yorkshire and Cleveland Miners' Association, 12, Ruby Street, Saltburn-by-the-Sea, Yorkshire.	1878	2,261	2,926	1,345	780	4,124
290	Friendly Associated Male and Female Card and Blowing Room Operatives' Association of Mossley and Neighbourhood, George Hotel, Brookbottom, Mossley, Lancashire.	1878	835	846	1,701	1,690	1,258
291	London Affiliated Potters' Trade Society, Coach and Horses Inn, Broad Street, Lambeth, S.E., Surrey.	1878	—	—	—	—	—
292	Bradford and District Amalgamated Society of Dyers, &c., 5, Barry Street, Bradford, Yorkshire.	1878	859	1,019	1,274	1,114	1,801
294	Hull United Butchers' Association, Hide Market, Finkle Street, Hull, Yorkshire.	1878	140	62	66	144	121

* Not known.

† Certificate withdrawn, 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
295	London Society of Lithographic Printers, Farringdon Hotel, Farringdon Street, London, E.C., Middlesex.	1878	1,854	1,261	2,484	3,077	800
296	Oldbury Trade Society of Miners, Bird-in-Hand Inn, Rounds Green, Oldbury, Worcestershire.	1878	—	—	—	—	—
298	United Order of General Labourers of London, King's Head Inn, Tenison Street, Belvedere Road, Lambeth, S.E., Surrey.	1878	193	227	125	90	75
300	United Brotherhood of Paper Makers, Monk's Head, Snodland, Kent.	1878	1,428	1,435	428	421	254
301	No. 1 Lodge of the West Yorkshire Colliery Enginemens' Mutual Protection Association, 6, Long Acre, Castleford, Yorkshire.	1879	527	621	205	111	184
302	Amicable Society of Woolstaplers, Hen and Chickens Inn, 34, Mill Street, Kidderminster, Worcestershire.	1879	864	773	142	233	54
*304	Liverpool United Mill Sawyers' Society, 121, St. Anne Street, Liverpool, Lancashire.	1878	—	—	—	—	—
306	Miners' Improvement Benefit Society, Hindley District, 9, Ladies Lane, Hindley, Lancashire.	1879	1,404	1,870	1,149	683	1,588
309	Amalgamated Association of Pressmen, Welsh Harp Inn, Temple Lane, London, E.C., Middlesex.	1834	542	862	755	435	401
310	North of England Sailors and Sea-going Firemen's Friendly Association, Lockhart's Cocoa Rooms, High Street, Sunderland, Durham.	1879	451	414	964	1,001	559
312	Westminster and Pimlico Branch of the London Tailoresses' Trade Union, 2, Chapter Street, Westminster, S.W., Middlesex.	1879	48	26	51	68	84
*314	Liverpool United Dock Labourers and Quay Porters' Trade Benefit Society, St. Alban's Schools, Boundary Street, Liverpool, Lancashire.	1879	—	—	—	—	—
†315	Durham Colliery Mechanics' Association, 24, Western Hill, Durham.	1879	1,395	1,649	2,841	2,087	3,009
316	London Society of Compositors, 3, Raquet Court, Fleet Street, London, E.C., Middlesex.	1785	28,983	26,525	19,304	21,762	9,350
317	National Enginemens' Protection Association, Victoria Café, Church Street, Dewsbury, Yorkshire.	1879	283	304	40	19	46
318	Amalgamated Society of Watermen and Lightermen of the River Thames, 19, St. Mary-at-Hill, London, E.C., Middlesex.	1879	678	508	4,244	4,419	3,509
*319	Chainmakers' Providential Association, Star Inn, Netherton, Dudley, Worcestershire.	1880	—	—	—	—	—
321	Silverdale Hive Lodge of the North Stafford Amalgamated Association of Miners, Temperance Hall, Silverdale, Staffordshire.	1880	148	224	353	277	691
322	Operative Cotton Spinners and Self-Actor Minders' Association, Black Horse Inn, Accrington, Lancashire.	1880	432	628	490	294	294
323	Amalgamated Society of Boot and Shoe Makers, 7, Burton Crescent, London, W.C., Middlesex.	1880	1,898	2,271	3,008	2,625	5,526
327	North Staffordshire Potters' Mould Makers' Society, Sea Lion Inn, Hanley, Staffordshire.	1880	—	—	—	—	—
332	Metropolitan Trade Society of Operative Plasterers, Green Man Inn, St. Martin's Lane, London, W.C., Middlesex.	1880	755	733	146	168	171
†333	Hull Smackowners' Association, 6, New Billingsgate, Hull, Yorkshire.	1880	28	11	157	174	54
334	United Society of Holders-up of Great Britain and Ireland, 102, Mill Street, Liverpool, Lancashire.	1880	—	—	—	—	—
335	General Union of Tin Plate Workers' Trade Society, Crystal Palace Tavern, Great Ancoats Street, Manchester, Lancashire.	1880	1,334	1,432	2,227	2,129	1,158
338	Hull Seamen and Marine Firemen's Amalgamated Association, 1, Railway Street, Hull, Yorkshire.	1881	1,121	1,540	848	429	906
339	Alliance Cabinet Makers' Association, 72, Finsbury Pavement, London, E.C., Middlesex.	1881	1,825	1,838	6,823	6,810	5,880
340	Rochdale Male and Female Card and Blowing Room and Ring Spinners' Association, 42, Drake Street, Rochdale, Lancashire.	1881	—	200	501	301	580
342	Bristol Association of Working Women, 27, Queen Square, Bristol, Gloucestershire.	1881	34	32	23	25	35
346	Liverpool Operative Plasterers' Trade, Accident, and Burial Society, Mr. Princes', 110, Pembroke Place, Liverpool, Lancashire.	1881	118	154	108	72	88

* Not known, 1892.

† Return for year ending 30th June 1892.

‡ This Society was originally established in 1785, re-established in 1848, and registered 5th November, 1879.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
347	United Pointamett and Signalmen's Mutual Aid and Sick Society, 5, Ramwell Street, Bolton, Lancashire.	1881	£ 291	£ 818	£ 277	£ 250	403
348	Associated Society of Locomotive Engineers and Firemen, 44, Park Square, Leeds, Yorkshire.	1881	14,956	20,731	10,709	4,934	6,200
350	Lofthouse Miners' Refuge, Travellers' Rest Inn, Lofthouse Gate, Yorkshire.	1881	—	—	—	—	—
351	Liverpool Shipwrights' Trade and Friendly Association, Camden Rooms, Camden Street, Liverpool, Lancashire.	1881	1,341	1,558	1,908	1,691	1,365
357	Bristol Clothiers' Outters' Trade Association, Haymarket Tavern, Lower Union Street, Bristol, Gloucestershire.	1881	123	151	56	23	96
*359	Amalgamated Protective and Provident Society of Women working in Trades in Oxford, 87, New Inn Hall Street, Oxford.	1881	135	143	44	36	79
†361	Glass Bottle Makers' Amalgamated Trade Association, New Inn, Brierley Hill, Staffordshire.	1881	—	—	—	—	—
†363	Bolton Journeymen Cloggers' Society, Man and Scythe Inn, Churchgate, Bolton, Lancashire.	1882	—	—	—	—	—
365	Gas Workers' Amalgamated Society, Duke of Cornwall Inn, Stewart's Road, Battersea, S.W., Surrey.	1882	—	—	—	—	—
366	Pride of Bamfurlong Miners' Provident Benefit Society, Bamfurlong Hall Hotel, Bamfurlong, Wigan, Lancashire.	1881	126	286	435	325	750
367	Ashton, Haydock, Bolton, &c., Miners' Trade Union, Coffee Tavern, Bradshawgate, Bolton, Lancashire.	1882	512	382	4,239	4,369	18,354
†369	Society of Women employed in Shirt, Collar, and Underlinen Making, 36, Great Queen Street, Lincoln's Inn, London, W.C., Middlesex.	1882	57	49	14	22	26
370	Birkenhead Brickmakers' Society, Crown Hotel, 128, Conway Street, Birkenhead, Cheshire.	1882	—	—	—	—	—
372	Cleveland and District Blastfurnacemen's Association, Oddfellows' Hall, Middlesbrough, Yorkshire.	1882	900	106	1,075	1,869	2,444
373	London Unity of Hammermen, George Inn, George Street, Southwark, S.E., Surrey.	1882	165	165	61	61	83
374	Tramways and Omnibus Companies' Employees' Universal Protection, Legal Aid, and Provident Association, 124, High Street, Shoreditch, E., Middlesex.	1882	—	—	—	—	—
375	Liverpool Operative House Painters' Old Society, 3, Russell Street, Liverpool, Lancashire.	1882	1,194	1,610	1,000	584	1,250
376	Amalgamated Society of Horse Nail Forgers, 69, Alfred Street, Sparkbrook, Birmingham, Warwickshire.	1882	—	—	—	—	—
378	Amalgamated Society of Hawkers, Dealers, and Costermongers, 72a, Park Walk, Chelsea, S.W., Middlesex.	1882	—	—	—	—	—
380	London Central Association of House Decorators and Painters, City of Hereford Inn, Cleveland Street, London, W., Middlesex.	1882	189	202	47	34	86
381	Perseverance Cabinet Makers' Association, Crown Inn, 64, Cleveland Street, London, W., Middlesex.	1882	181	200	80	61	50
385	London Tin Canisters and Tinmen's Trade Society, Bell Tavern, Church Row, Houndsditch, London, E., Middlesex.	1883	215	329	71	57	60
387	Pride of Golborne Lodge, Miners' Trade Union, Royal Oak Inn, Golborne, Lancashire.	1883	31	62	292	261	420
389	Chorley and District Power Loom Overlookers' Association, 5, Fazakerley Street, Chorley, Lancashire.	1873	193	207	111	97	75
393	Amalgamated Electro Plate Operatives' Mutual Aid and Protection Society, 97, Newhall Street, Birmingham, Warwickshire.	1882	1,194	1,369	444	369	328
395	Amalgamated Society of General Toolmakers and Machinists, 92, Ravenhurst Street, Birmingham, Warwickshire.	1872	1,193	1,421	1,490	1,369	1,200
396	West Riding of Yorkshire Power Loom Weavers' Association, 9, Northumberland Street, Huddersfield, Yorkshire.	1883	705	809	1,413	1,309	4,500
398	Manchester and District Association of Warp Dressers, 11, Goolle Street, Clayton, Manchester, Lancashire.	1883	140	193	87	35	110
401	Northumberland Colliery Mechanics' Mutual Protection Association, 129, Elswick Road, Newcastle-on-Tyne, Northumberland.	1875	440	674	449	215	650

* Return for year ending 30th September 1891.

† Not known, 1892.

‡ Return for year ending 4th July 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
402	Friendly Society of Ironfounders of England, Ireland, and Wales, 200, New Kent Road, Southwark, S.E., Surrey.	1872	£ 47,854	£ 58,022	£ 49,015	£ 43,847	15,291
404	London Stereotypers' and Electrotypers' Society, Rose Tavern, Old Bailey, London, E.C., Middlesex.	1869	751	843	219	127	257
405	Tailors and Outfitters' Assistants' Mutual Association, Crown Hotel, 43, Charing, Cross Road, W.C., Middlesex.	1883	285	452	408	101	250
406	Carriage Straighteners' Society, Green Dragon Inn, Nottingham.	1884	431	438	76	69	55
†407	United Operative Plumbers' Association of Great Britain and Ireland, 167, Islington, Liverpool, Lancashire.	1884	4,949	4,691	7,435	7,693	5,549
‡414	Operative Glovers' Society, Union Inn, Carden Street, Worcester.	1884	642	749	149	42	239
415	Amalgamated Tape Sizers' Friendly Protection Society, Town Hall Inn, Ashton-under-Lyne, Lancashire.	1884	220	222	66	64	126
416	Nottinghamshire Miners' Association, 23, Liddington Street, New Basford, Nottinghamshire.	1884	5,412	10,242	6,856	2,026	18,341
417	Signalmen's United Aid and Sick Society, Commercial Hotel, North Bierly, Low Moor, Yorkshire.	1884	62	59	19	22	41
419	Amalgamated Society of Chippers, Drillers, and Ship Fitters of London and District, Greenwich Pensioner Inn, Bow Lane, Poplar, E., Middlesex.	1884	480	698	346	138	550
420	Leicestershire Miners' Association, Hermitage House, Whitwick, Leicestershire.	1884	—	—	—	—	—
*423	United Glovers' Mutual Aid Society, Half Moon Inn, Yeovil, Somersetshire.	1885	403	460	87	30	97
424	Amalgamated Society of Engineers, 89, Stamford Street, London, S.E., Surrey.	1885	239,509	237,251	189,774	192,032	71,221
425	Amalgamated Union of Cabinet Makers, 139, Kensington, Liverpool, Lancashire.	1885	765	1,063	3,171	2,873	1,374
426	Birmingham Operative Brass Cock Finishers' Trade, Sick, and Dividend Society, Engine Tavern, 91, Great Hampton Row, Birmingham, Warwickshire.	1884	383	411	84	56	49
428	Leicester and Leicestershire Amalgamated Hosiery Union, Exchange Buildings, Rutland Street, Leicester.	1885	1,246	—	6,016	7,362	3,897
429	Blackburn Power Loom Weavers' Protection Society, 3, Union Street, Blackburn, Lancashire.	1885	1,635	2,113	1,767	1,289	2,384
430	Overlookers' Provident Society, 3, The Grove Shelf, Halifax, Yorkshire.	1882	2,066	2,247	498	317	855
§431	Borough of Portsmouth and Gosport Cattle Dealers and Master Butchers' Association, 313, Commercial Road, Landport, Hampshire.	1886	182	188	28	72	91
432	National Union of Boot and Shoe Operatives, 17, Silver Street, Leicester.	1874	13,417	17,310	28,992	25,099	43,482
433	Crown Amalgamated Society of Drillers and Hole Cutters of England, Royal Engineers' Hotel, Ormonde Street, Jarrow, Durham.	1886	—	—	—	—	—
435	Amalgamated Society of Electrical Operatives, 81, High Holborn, London, W.C., Middlesex.	1886	—	—	—	—	—
436	Alliance French Polishers' Society, Red Lion Inn, Portland Street, Berwick Street, Oxford Street, London, W., Middlesex.	1878	292	100	731	923	310
437	Amalgamated Society of Silk Pickers, Black Swan Hotel, Sheep Market, Leek, Staffordshire.	1886	560	648	260	172	237
438	United Association of Milk Dealers, Club Room, behind the Albert Hotel, New Bridge Street, Keighley, Yorkshire.	1886	14	27	23	10	25
439	National Union of Life Assurance Agents, 84, Great Ancoats Street, Manchester, Lancashire.	1886	64 (Defy.)	39 (Defy.)	644	619	1,179
441	South Shields United Seamen and Firemen's Society, 48, Coronation Street, South Shields, Durham.	1886	—	—	—	—	—
442	Window Glass Cutters' Trade and Benefit Society, King's Head and Lamb Inn, 49, Upper Thames Street, London, E.C., Middlesex.	1886	50	50	21	21	31
443	London Tailors and Machinists' Society, Man in the Moon Inn, Colchester Street, Whitechapel, E., Middlesex.	1886	—	—	—	—	—

* Return for the year ending 5th April 1892.

† Return for the period 1st April to 31st December 1891.

‡ Return for year ending 31st March 1891.

§ Return for the period 20th February to 31st December 1891.

|| Return for year ending 2nd January 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
444	City of Liverpool Horse Shoers' Friendly Society, Odd Fellows' Hall, St. Anne Street, Liverpool, Lancashire.	1886	£ 126	£ 137	£ 124	£ 113	66
445	Nelson and District Association of Warp Dressers, Nelson Coffee Tavern, Nelson, Lancashire.	1886	500	617	364	247	453
446	National Amalgamated Society of Operative House and Ship Painters and Decorators, 12, Camp Street, Lower Broughton, Manchester, Lancashire.	1886	4,446	6,087	6,369	4,728	4,140
447	Warwickshire Miners' Association, Collycroft, Bedworth, Nuneaton, Warwickshire.	1886	1,430	2,504	2,197	1,123	3,256
448	Portsmouth Dairymen's Protection Association, Golden Fleece Inn, Commercial Road, Landport, Portsmouth, Hampshire.	1886	164	159	22	27	44
450	Hotel Employés Society, 107, Charlotte Street, Fitzroy Square, London, W., Middlesex.	1886	607	711	958	854	1,100
*452	Oldham and District Under Engineers and Stokers' Trade Union, Spread Eagle Inn, Manchester Street, Oldham, Lancashire.	1886	—	—	—	—	—
453	Nottingham Lace Manufacturers' Association, 6, Clinton Street, Nottingham.	1886	165 (Defy.)	27	421	229	78
454	Erimus Lodge of Seamen and Seagoing Firemen of the Port of Middlesborough, Young's Dining Rooms, North Street, Middlesborough, Yorkshire.	1886	—	—	—	—	—
455	Poor Man's Friend Lodge, Miners' Trade Union, Ram's Head Inn, Haydock, Lancashire.	1887	64	121	158	101	203
‡456	Billiard Association of Great Britain and Ireland, India, and the Colonies, 140, Fleet Street, London, E.C., Middlesex.	1887	316	397	200	119	—
§457	Journeyman Hatters' Fair Trade Union of Great Britain and Ireland, 124, Blackfriars Road, London, S.E., Surrey.	1887	2,616	1,510	9,750	10,856	1,405
459	Vellum Account Book Binders' Trade Society, 17, Devonshire Square, Bishopsgate Street, London, E.C., Middlesex.	1823	2,337	1,914	2,229	2,652	843
460	Pelsall District Miners' Association, 128, Butts Road, Wallsall, Staffordshire.	1887	1,414	2,608	2,641	1,447	5,492
461	Rochdale Operative House Painters' Association, 2, Crook Street, John Street, Rochdale, Lancashire.	1887	624	625	191	190	164
462	Amalgamated Society of Lithographic Artists, Designers, and Writers, and Copperplate and Wood Engravers, 6, Pall Mall, Manchester, Lancashire.	1885	862	1,022	575	415	468
464	Oldham Provincial Card and Blowing Room Operatives' Association, 108, Union Street, Oldham, Lancashire.	1887	2,758	5,930	9,920	6,748	10,126
465	Amalgamated Society of Lace Pattern Readers, Correctors, Press and Piano Tuners, 16, Pembridge Place, Mount Street, Nottingham.	1887	100	187	186	99	180
466	Coalville and District Miners' Association, Station Inn, Swannington, Leicestershire.	1887	2,342	3,699	2,202	745	3,235
467	Nottingham and District Off Licences Association, Guildhall Tavern, Nottingham.	1887	132	163	76	45	334
469	East London Unity of Hammermen, Rising Sun Inn, 270, High Street, Poplar, London, E., Middlesex.	1887	189	243	158	104	104
470	Friendly Society of Operative Stonemasons of England, Ireland, and Wales, 15, Stamford Street, London, S.E., Surrey.	1887	5,483	8,897	18,320	14,906	14,090
471	Yeadon, Guiseley, and District Power Loom Weavers' Association, Mission Room, New Scarborough, Yorkshire.	1887	136	229	154	61	500
472	Associated Iron and Steel Workers of Great Britain, 8, Grange Road, Darlington, Durham.	1887	4,840	5,242	5,180	4,778	8,415
473	National Union of Quarrymen, 1, John Street, Enderby, Leicestershire.	1887	66	210	198	49	1,388
474	National Society of Lithographic Artists, Designers, Writers, Draughtsmen, and Copperplate and Wood Engravers, 52, Fleet Street, London, E.C., Middlesex.	1887	386	468	500	433	290
475	Amalgamated Society of Lithographic Printers of Great Britain and Ireland, 73, Upper Brook Street, Chorlton-on-Medlock, Lancashire.	1879	2,612	3,137	3,740	3,215	2,502
476	Hebrew Cabinet Makers' Association, 69, Brick Lane, Spitalfields, E. Middlesex.	1887	49	11	298	331	265
477	Liverpool and Birkenhead French Polishers' Association, 68, Brownlow Hill, Liverpool, Lancashire.	1887	203	231	111	83	64

* Dissolved, 1892. † Return for the year ending 30th September 1891. § Return for the year ending 31st January 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
476	London Society of Wire Workers, Crown Inn, Kirby Street, Hatton Garden, London, E.C., Middlesex.	1887	—	—	—	—	—
479	Rossendale and surrounding District Quarrymen's Association, Rossendale, Lancashire.	1885	662	785	97	24	917
480	Amalgamated Trade Society of Fancy Leather Workers, White Swan Inn, Whitefriars Street, London, E.C., Middlesex.	1887	293	390	138	41	177
482	Newport (Mon.) Shipwrights' Society, Tradesmen's Hall, Hill Street, Newport, Monmouthshire.	1888	267	326	144	85	88
483	Dock, Wharf, Riverside, and General Labourers' Union of Great Britain and Ireland, Assembly Hall, 83, Mile End Road, London, E., Middlesex.	1888	6,285	6,809	19,344	18,820	30,000
484	National Association of Blast Furnacemen, Odd Fellows' Hall, Bridge Street, Middlesborough, Yorkshire.	1888	—	—	641	641	7,000
485	Birmingham Independent Mill Sawyers and Wood-Cutting Machinists' Trade Society, White Swan Inn, Water Street, Birmingham, Warwickshire.	1888	—	—	—	—	—
486	St. Helen's Association of Colliery Enginemen, 8, George Street, St. Helens, Lancashire.	1864	1,088	1,143	208	153	153
487	National Amalgamated Sailors and Firemen's Union of Great Britain and Ireland, 19, Buckingham Street, Strand, London, W.C., Middlesex.	1888	31,008	8,902	34,490	57,206	20,000
488	Northumberland Co-operative Employees Mutual Protection and Aid Association, Co-operative Buildings, Ashington, Northumberland.	1888	26	—	2	28	—
*489	Newcastle and District Society of Drillers and Cutters, Blenheim Hotel, Newcastle-on-Tyne, Northumberland.	1888	175	207	124	92	94
490	United Kingdom Amalgamated Society of Shipwrights, 16, Argyle Street, Anlaby Road, Hull, Yorkshire.	1888	—	—	—	—	—
491	No. 1 Lodge, Miners' Glory, Salop District of the Midland Counties Federation, Brown Lion Inn, Oakengates, Shropshire.	1888	386	390	485	461	850
494	Stafford House Painters and Decorators' Society, Wheatshaf Inn, Stafford.	1888	—	—	—	—	—
495	Cardiff, Penarth, and Barry Coal Trimmers' Protection and Benefit Association, Great Western Coffee Tavern, St. Mary Street, Cardiff, Glamorganshire.	1888	498	649	697	546	1,035
496	London Printing Machine Managers' Trade Society, 134, Salisbury Square, Fleet Street, London, E.C., Middlesex.	1888	4,333	4,764	2,862	2,431	1,450
497	South Wales, Monmouthshire, and Gloucestershire Tin Plate Workers' Union, 8, Station Road, Llanelly, Carmarthenshire.	1888	—	—	—	—	—
498	Monmouthshire and South Wales District Miners' Association, Railway Hotel, Crumlin, Monmouthshire.	1888	83	217	649	515	3,260
499	Amalgamated Slaters of England Provident Society, 38, Clarence Street, Newcastle-on-Tyne, Northumberland.	1885	208	181	819	346	460
500	Carpenters and Joiners' Protection Society, Sir John Franklin Inn, 279, East India Road, Poplar, E., Middlesex.	1888	44	50	33	27	53
501	Cab Drivers' Mutual Aid and Protection Society, 5, Leicester Street, London, W.C., Middlesex.	1888	—	—	—	—	—
502	Hull Journeymen Brass Founders and Finishers' Society, Foresters' Hall, Charlotte Street, Hull, Yorkshire.	1888	1,167	1,263	273	177	188
503	National Labour Federation, 61, Maple Street, Newcastle-on-Tyne, Northumberland.	1886	424	200	1,269	1,493	6,000
504	National Steel Workers' Association, Engineering and Labour League, 14, Dixon Terrace, Darlington, Durham.	1888	539	111	1,194	1,622	1,605
505	Associated Shipwrights' Society, 3, St. Nicholas Buildings, Newcastle-on-Tyne, Northumberland.	1888	16,688	23,787	14,599	7,500	10,120
*507	Steel Workers' Association and United Labour League of Britain, 22, Vaughan Street, Grange Town, Yorkshire.	1888	—	—	—	—	—
508	London Carmen's Trades Union, Tiger Inn, Tower Dock, London, E., Middlesex.	1888	182	188	1,182	1,226	3,700
509	Cigarette Workers and Tobacco Cutters' Union, 90, Commercial Road, London, E., Middlesex.	1888	—	—	—	—	—

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
510	St. Bede Society of Drillers and Hole Cutters, Rose and Crown Inn, Nixon Street, Jarrow, Durham.	1888	£ 168	£ 195	£ 191	£ 159	126
511	Kearsley, Clifton, Pendlebury, and Pendleton Miners' Association and Checkweigh Fund, Good Intent Lodge, Pendlebury, Shepherds' Arms, Pendlebury, Lancashire.	1888	1,739	3,624	5,779	3,694	3,100
513	London District of the Amalgamated Union of Operative Bakers and Confectioners, 36, Oakbury Road, Fulham, S.W., Middlesex.	1882	620	690	2,351	2,281	1,970
514	North and South Shields District Society of Drillers and Hole Cutters, Bee Hive Inn, Thrift Street, South Shields, Durham.	1888	108	118	90	80	89
515	Halifax and District Association of Warp Dressers, King's Head Inn, Cow Green, Halifax, Yorkshire.	1889	100	125	52	27	81
516	Grosvenor Society of House Painters and Decorators, Talbot Inn, Little Chester Street, Belgrave Square, London, S.W., Middlesex.	1889	123	138	37	22	89
517	Amalgamated Union of Operative Bakers and Confectioners of Great Britain and Ireland, 168, Camden Street, London, N., Middlesex.	1889	1,067	1,366	2,052	1,753	4,000
518	London Society of Wood-working Machinists, Wood Turners, Fret Cutters, and Mill Sawyers' Association, Apollo Inn, Tottenham Court Road, London, W., Middlesex.	1889	—	—	—	—	—
519	South Derbyshire Amalgamated Miners' Association, Rose Cottage, Regent Street, Castle Gresley, Derbyshire.	1888	1,001	1,994	1,781	788	2,998
521	London Braziers' Hand-in-Hand Society, Sir Ralph Abercrombie Inn, Charles Street, Hatton Garden, London, E.C., Middlesex.	1827	628	649	58	37	66
522	Prescot Watchmakers' Association, Crown Hotel, Kemble Street, Prescot, Lancashire.	1889	167	216	55	6	104
523	Society of Chelsea Seamstresses, Cross Keys Coffee Tavern, Sydney Street, Chelsea, S.W., Middlesex.	1889	—	—	—	—	—
524	Rose of Tyne Society of Drillers and Cutters, Waggon Inn, Low Walker, Northumberland.	1889	223	325	177	75	125
†525	Hebburn Drillers and Cutters' Association, Albert Hotel, Albert Street, Hebburn, Northumberland.	1889	201	261	150	90	86
*526	National Amalgamated Union of Certificated Officers, 29, West Sunnyside, Sunderland, Durham.	1889	—	—	—	—	—
527	Shipwrights' Provident Union of the Port of London, 20, Gough Street, Stainsby Road, Poplar, E., Middlesex.	1874	7,626	8,102	2,289	1,813	1,398
528	Dalton and District United Workmen's Association, 19a, Chapel Street, Dalton-in-Furness, Lancashire.	1889	817	1,262	937	492	2,142
†529	National Society of Amalgamated Brass Workers, 70, Lionel Street, Birmingham, Warwickshire.	1889	3,816	4,521	6,788	6,083	6,005
530	Burnley Miners' Association, Prosperity Lodge, Burnley, Meadows' Inn, King Street, Burnley, Lancashire.	1889	822	1,928	2,401	1,365	2,146
§531	National Union of Gas Workers and General Labourers of Great Britain and Ireland, 144, Barking Road, Canning Town, E., Essex.	1889	5,471	3,834	15,532	17,169	35,719
532	Tyneside and National Labour Union, 169, Westgate Road, Newcastle-on-Tyne, Northumberland.	1889	7,829	9,544	13,019	11,304	25,200
533	Jewish Mutual Boot Finishers and Lasters' Benefit and Trade Society, Black Horse Inn, Leman Street, Whitechapel, E., Middlesex.	1889	—	—	—	—	—
534	Winsford Salt Makers' Association, Golden Lion Hotel, High Street, Winsford, Cheshire.	1889	3,005	3,203	1,013	815	1,548
†535	Wallsend and District Society of Drillers and Hole Cutters, Queen's Head Inn, Wallsend, Northumberland.	1889	189	249	123	73	100
536	Horse Owners and Drivers' Mutual Guardian Association, 39, Major Street, Manchester, Lancashire.	1889	—	—	—	—	—
†537	United Plate Glass Workers' Society, Hesketh Arms, St. Helens, Lancashire.	1889	94	161	218	146	112
538	Welsh Iron Founders' Trade Union, Welcome Coffee Tavern, High Street, Swansea, Glamorganshire.	1889	101	230	226	97	340

† Not known, 1892.

‡ Dissolved, 1892.

§ Return for year ending 6th February 1892.

¶ Return for year ending 31st March 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
539	Willington Quay and District Lodge of Drillers and Cutters, Alma Hotel, Willington Quay, Northumberland.	1889	£ 90	£ 105	£ 70	£ 55	50
540	Manchester and Salford House Painters' Association, No. 1, New Cross Keys Inn, Cross Street, Swan Street, Manchester, Lancashire.	1889	(?)188	230	101	59	71
541	Bisca Colliery Workmen's Association, Cross Keys Hotel, Cross Keys, Monmouthshire.	1889	276	296	168	143	100
542	United Kingdom Society of Amalgamated Smiths and Strikers, 38, Victoria Street, Openshaw, Manchester, Lancashire.	1889	1,652	2,320	2,677	2,009	1,584
543	Abercarne Colliery Workmen's Association, Cross Keys Hotel, Cross Keys, Monmouthshire.	1889	81	108	87	60	147
544	Ormesby Iron Works Pipe Makers' Association, Cleveland Hotel, North Ormesby, Yorkshire.	1889	98	37	85	141	56
545	Amalgamated Society of India-rubber Workers, 11, Moulton Street, Hulme, Manchester, Lancashire.	1889	4	68	128	64	290
*546	Bedstead Workmen's Association, 17, Stafford Street, Birmingham, Warwickshire.	1889	398	1,647	3,096	1,841	2,452
548	Amalgamated Society of Foremen Lightermen of the River Thames, Queen's Arms, Queen's Street, London, E.C., Middlesex.	1889	259	478	320	101	242
549	Union of Saddlers, Harness Makers, Collar Makers, and Bridle Cutters, Falstaff Hotel, Market Place, Manchester, Lancashire.	1889	283	311	350	322	791
550	Northern Counties Amalgamated Association of Tramway and Hackney Carriage Employees, 7 and 8, Parsonage Buildings, Manchester, Lancashire.	1889	522	984	1,205	748	2,424
551	International Federation of all Trades and Industries, Bell Tavern, York Street, Lambeth, S.E., Surrey.	1889	—	—	—	—	—
552	Union of Ship-masters and Officers of Great Britain and Ireland, 33, Market Place, South Shields, Durham.	1889	—	—	—	—	—
553	National Amalgamated Labourers' Union of Great Britain and Ireland, 32, Arcade Chambers, Castle Arcade, Cardiff, Glamorganshire.	1889	2,562	2,889	4,087	3,760	4,117
554	United Capmakers' Society, 41, Philpot Street, Commercial Road, London, E., Middlesex.	1889	—	—	—	—	—
555	Amalgamated Builders' Labourers' Union of Great Britain and Ireland, Volunteer Inn, St. Peter's Street, Leeds, Yorkshire.	1889	593	1,025	987	505	673
†556	Amalgamated Society of Whitesmiths, Locksmiths, Bellhangers, Domestic Engineers, Art Metal Workers, and General Iron Fitters, Trades Council Hall, Whitechapel, Liverpool, Lancashire.	1889	109	199	291	201	117
558	Non-Freemen of the River Thames Wharf, Dock and Canal Labour Protection Society, Town Hall Coffee Palace, 785, Commercial Road, Limehouse, E., Middlesex.	1889	217	296	527	448	824
559	Birmingham and Midland District of the Amalgamated Union of Operative Bakers and Confectioners of Great Britain and Ireland, 53, Pitt Street, West Bromwich, Staffordshire.	1889	118	136	205	187	192
562	Association of Master Lightermen and Barge Owners, Port of London, 109, Fenchurch Street, London, E.C., Middlesex.	1889	874	949	511	456	97 (Firms.)
‡563	National Amalgamated Coal Porters' Union of Inland and Sea-borne Coal Workers, 44, Regent Square, London, W.C., Middlesex.	1890	1,001	679	2,780	3,102	5,000
564	Printers' Labourers' Union, 1, St. Anne's Chambers, Blackfriars, London, E.C., Middlesex.	1890	412	947	1,051	516	1,300
§565	Northwich and District Amalgamated Society of Salt Workers, Alkali Workers, Mechanics, and General Labourers, Vine Tavern, Bull Ring, Northwich, Cheshire.	1890	1,209	1,985	1,239	463	1,803
566	Amalgamated Society of Enginemen, Crane-men, Boilermen, and Firemen, 4, Commercial Buildings, Wilson Street, Middlesbrough, Yorkshire.	1890	305	210	2,001	2,096	3,495
567	Covent Garden Porters' Union, Lockhart's Cocoa Rooms, Covent Garden, London, W.C., Middlesex.	1890	114	156	210	168	321
568	Sunderland and District Society of Drillers and Cutters, Hat and Feather Hotel, Low Row, Bishopwearmouth, Durham.	1890	97	121	112	68	145

* Return for year ending 30th April 1892.

† Return for the period 5th July 1890 to 31st December 1891.

‡ Return for year ending 31st March 1892.

§ Return for year ending 17th October 1891.

|| Not known, 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
569	London and District United Society of Drillers, Windsor Castle Inn, Victoria Dock Road, Canning Town, E., Essex.	1890	£ 89	£ 71	£ 53	£ 21	64
*570	Mersey Quay and Railway Carters' Union, 85, Cazneau Street, Liverpool, Lancashire.	1890	1,450	2,248	2,180	1,382	2,780
571	Long Eaton and District Association of Operative Lace Makers, 25, Prince Street, Long Eaton, Derbyshire.	1890	12	22	66	56	238
572	Downall Green, Ashton-in-Makerfield, Hinge-makers' Union, Village Club, Downall Green, North Ashton, Wigan, Lancashire.	1890	28	47	38	4	37
573	General Railway Workers' Union, 80, Fleet Street, London, E.C., Middlesex.	1890	2,107	2,158	4,094	4,048	12,000
574	Lodge No. 4, Miners' Defence, Salop District of the Midland Counties Federation, Royal Exchange Inn, Madcle, Shropshire.	1890	55	74	128	109	300
‡575	Amalgamated Leather Trade Union, Temperance Hall, Station Road, Spa Road, Bermondsey, S.E., Surrey.	1890	—	—	—	—	—
576	Millers' National Union, 134, Southwark Park Road, Southwark, S.E., Surrey.	1890	414	548	1,007	878	1,600
†577	Barrow-in-Furness Drillers' Association, King's Arms Inn, Dalton Road, Barrow-in-Furness, Lancashire.	1890	—	—	—	—	—
‡578	Scientific Instrument Makers' Trade Society, Kemble's Head Inn, Long Acre, London, W.C., Middlesex.	1890	865	587	386	114	302
§579	International Tailors' Machinists and Pressers' Union, 20, Booth Street, Spitalfields, E., Middlesex.	1890	—	—	—	—	—
580	United Society of Drillers and Hole Cutters of the Hartlepool District, Voltigeur Hotel, Middleton, Durham.	1890	146	(?) 329	97	14	154
581	Federation of Salt Workers, Alkali Workers, Mechanics, and General Labourers, Odd-fellows' Arms Inn, Wharton, Winsford, Cheshire.	1890	849	621	423	151	1,892
582	Amalgamated Society of Winders, Fillers, and Braid Makers, Black Swan Hotel, Sheep Market, Leek, Staffordshire.	1890	58	68	76	66	120
583	Amalgamated Society of Gas Workers, Brick Makers, and General Labourers, 115, Great Francis Street, Birmingham, Warwickshire.	1890	309	685	1,141	765	3,152
584	Milnrow Miners' Association, Perseverance Lodge, Milnrow, Entwistle Arms Inn, Milnrow, Lancashire.	1890	57	72	152	137	200
585	National Association of Builders' Labourers, 49, Ryland Street, Birmingham, Warwickshire.	1890	308	967	1,511	852	3,321
586	United Builders' Labourers' Union, Alexandra Temperance Hall, Southwark Park Road, Southwark, S.E., Surrey.	1890	168	319	421	270	1,300
587	Glass Painters' Union, Hawarden Castle Inn, Gower Place, Euston Road, London, N.W., Middlesex.	1890	132	212	182	102	131
588	Free Lead Glaziers and Cutters' Union, 174, Tottenham Court Road, London, W., Middlesex.	1890	109	125	100	84	86
589	Aspull District Miners' Association, Royal Hotel, Newsprings, Aspull, Lancashire.	1890	598	896	1,405	1,102	602
¶590	Kent and Essex Brickmakers and Flint Merchants' Protection Association, 47, Belvedere Road, Lambeth, S.E., Surrey.	1890	117	213	243	147	27
591	London Clothiers' Cutters' Trade Union, Castle Tavern, Commercial Road, London, E., Middlesex.	1890	283	477	293	99	550
592	Norfolk and Norwich Amalgamated Labour Union, 2, Surrey Street, Norwich, Norfolk.	1890	—	163	599	436	840
593	Manchester Jewish Machinists, Tailors and Pressers' Trade Union, Chestwood Street, Strangeways, Manchester, Lancashire.	1890	—	—	—	—	—
594	No. 6 Branch of the South Side Labour Protection League, Henry the Eighth Inn, Union Street, Borough, S.E., Surrey.	1890	73	110	186	99	297
595	Bristol Miners' Association, 1, Burchill's Green Road, Kingswood, Bristol, Gloucestershire.	1890	2,222	3,323	4,084	2,983	3,356
596	Lithographic Stone and Zinc Preparers' Society, Hand and Shears Inn, Cloth Fair, Smithfield, E.C., Middlesex.	1890	129	125	126	130	228
597	Islington Society of House Painters and Decorators, 14, Holloway Road, Holloway, N., Middlesex.	1890	21	24	61	58	159
598	Universal Federation of House and Ship Painters and Painters' Labourers' Union, Lilliput Hall, Parker's Row, Dockhead, S.E., Surrey.	1890	11	14	15	12	40

* Return for year ending 31st October 1891. † Dissolved, 1892. ‡ Return for year ending 30th September 1891.
 § Not known, 1892. || Return for the period 30th June to 31st December 1891. ¶ Return for year ending 31st January 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
599	London Slaters' and Tilers' Union and Accident Benefit Society, Three Kings Inn, Clerkenwell Close, London, E.C., Middlesex.	1890	—	—	—	—	—
600	National Amalgamated Tramcar and Omnibus Employees' Association of Great Britain, Washington Hotel, Cardiff, Glamorganshire.	1890	—	—	—	—	—
601	Byker and District Society of Drillers and Hole Cutters, Royal Station Hotel, Dalton Street, Byker, Northumberland.	1890	118	135	198	176	116
*602	Trade Union of Carpenters and Joiners of London and District, Exchange Tavern, High Street, Poplar, E., Middlesex.	1890	—	65	103	33	175
603	London United Wire Rope Makers and Fitters' Association, Union Tavern, Emmett Street, Limehouse, E., Middlesex.	1890	41	55	40	26	100
604	Liverpool and District Dairymen's Association, 51, Banelagh Street, Liverpool, Lancashire.	1890	14	29	38	23	60
605	South Durham and North Yorkshire Salt Makers' Association, Clarence Hotel, Port Clarence, Durham.	1890	94	125	164	158	296
†606	Ship's Clerks' Trade Association, 1, Bedford Terrace, Bedford Street, Poplar, E., Middlesex.	1890	60	72	33	31	32
607	National Amalgamated Society of Railway Waggon and Carriage Builders and Lifters, St. Columbus' Reading Room, Cardiff, Glamorganshire.	1890	147	307	233	123	421
608	South Side Labour Protection League, Old Justice Inn, Bermondsey Wall, Bermondsey, S.E., Surrey.	1890	121	98	905	923	2,250
†609	City of Norwich United Wire-netting Weavers' Union, Arabian Horse Inn, St. Martin-at-Oak, Norwich, Norfolk.	1890	—	—	—	—	—
610	United Clickers and Rough Stuff Cutters' Trade Union, 9, Abbey Street, Bethnal Green Road, E., Middlesex.	1890	294	411	451	334	1,624
611	National Amalgamated Riggers, Boatmen, and Hobblers' Union of Great Britain and Ireland, Wyndham Arcade, Cardiff, Glamorganshire.	1890	—	—	—	—	—
612	Midland Counties Warp Hand Association, Anchor Inn, Market Street, Ilkeston, Derbyshire.	1890	—	—	—	—	—
614	Upper Mersey Watermen and Porters' Association, Union Hall, Regent Street, Runcorn, Cheshire.	1890	130	96	503	537	834
615	Universal Union of Labour, 62, Grainger Street, Newcastle-on-Tyne, Northumberland.	1890	—	—	—	—	—
616	London and Counties Trade Society of House Painters and Decorators, White Swan Inn, Salisbury Court, Fleet Street, London, E.C., Middlesex.	1890	—	—	162	162	700
617	Baxenden and Accrington Miners' Association, Pull Together Lodge, Accrington, Black Horse Hotel, Accrington, Lancashire.	1890	89	161	250	178	308
618	Norwich United Clickers and Rough Stuff Cutters' Mutual Benefit Society and Trade Union, 131, Newmarket Street, Norwich, Norfolk.	1890	87	133	102	56	196
619	Association of Foremen and Clerks of the Docks, Wharves, and Warehouses of London, Wesleyan Schools, Cable Street, St. George's-in-the-East, E., Middlesex.	1890	186	183	184	137	400
620	Amalgamated Type Founders' Trade Society, Ironmongers' Tavern, Lizard Street, St. Luke's, E.C., Middlesex.	1890	134	145	114	103	166
621	East London Ropemakers' Union, 106, Mile End Road, London, E., Middlesex.	1890	59	10	31	80	144
622	West End House Painters' and Decorators' Trade Union, Adam's Arms Inn, Southampton Street, Fitzroy Square, London, W., Middlesex.	1890	9	35	55	29	200
†624	Liverpool Cotton and General Warehouse Porters' Society, 2, Cockspur Street, West Street, Pall Mall, Liverpool, Lancashire.	1890	590	715	616	491	761
625	International Federation of Stewards, Seamen, and Firemen, Virginia Chambers, Sunderland, Durham.	1890	—	—	—	—	—
626	United Drillers' and Cutters' Society, Kingston-upon-Hull, 5, Buckingham Terrace, Buckingham Street, Hull, Yorkshire.	1890	78	135	159	102	130

* Return for year ending 12th August 1892.

† Dissolved, 1892.

‡ Return for the period 12th April 1890 to 2nd April 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
627	Amalgamated Protection Union of Hammermen, Enginemen, Machinememen, Helpers, and General Labourers, 48, East India Dock Road, Limehouse, E., Middlesex.	1890	£ 816	£ 108	£ 949	£ 1,157	2,078
628	Amalgamated Society of Engine Drivers and Firemen (both Land and Marine), 100, Abbott's Road, Poplar, E., Middlesex.	1890	199	308	349	245	350
629	Rochester and District Associated Ship, Barge, Yacht, and Boat Builders, Mast Makers, Smiths, Joiners, Sail Makers, and Sawyers' Trade Union, Coffee Tavern, St. Margaret's Banks, Rochester, Kent.	1890	44	47	99	96	120
680	Permanent Labourers' Mutual Protection Association of the Docks, Wharves, River, and Warehouses of London, Wesleyan School Room, Cable Street, St. George's-in-the-East, E., Middlesex.	1890	9	9	108	107	326
*681	Independent Order of the Knights of Labour, Turf Hotel, North Street, Jarrow, Durham.	1890	24	18	109	115	82
632	Machine Strap Makers' Society, Balloon Inn, Balloon Street, Corporation Street, Manchester, Lancashire.	1890	—	—	—	—	—
633	London Master Carmen and Cartage Contractors' Association, 78, Wool Exchange, Basinghall Street, London, E.C., Middlesex.	1890	124	206	224	142	97
†634	Protection Union of the United Fellowship Porters of the City of London Orange, Grain, Potato, and Malt Porters, Fellowship Porters' Office, Rose Court, Great Tower Street, London, E.C., Middlesex.	1890	—	—	—	—	—
635	Amalgamated Society of Laundresses and General Working Women, Industrial Hall, Clark's Buildings, Broad Street, London, W.C., Middlesex.	1890	11	3	9	17	50
†636	Mercantile Ships' Clerks' Union, All Hallows Parish Room, Athol Street, Poplar, E., Middlesex.	1890	—	—	—	—	—
637	Cleveland Drillers and Hole Cutters' Society, Wellington Hotel, Albert Road, Middlesborough, Yorkshire.	1890	98	120	101	79	91
638	Hull Builders' Labourers' Protective, Accident, and Burial Society, Cobden Hall, Waltham Street, Hull, Yorkshire.	1890	(?) 143	273	275	145	464
639	Eastern Counties Labour Federation, 6, Museum Street, Ipswich, Suffolk.	1890	3	152	478	329	8,409
640	Electrical Trades Union, Clarence Hotel, Alderagate Street, London, E.C., Middlesex.	1890	256	473	760	543	1,128
*641	Amalgamated Protective Union of Engine Drivers, Crane Drivers, Hydraulic and Boiler Attendants, 48, Barking Road, Canning Town, E., Essex.	1890	287	374	467	380	1,042
642	Western Counties Operative Excavators', Quarrymen's, and General Labourers' Friendly Trade Society, School Room, Richmond Lane, Plymouth, Devonshire.	1890	539	541	159	157	133
643	Port of Milton and District Associated Ship, Barge, Yacht, and Boat Builders, Mast Makers, Smiths, Joiners, Sail Makers, and Sawyers' Trade Union, Coffee Tavern, Milton-next-Sittingbourne, Kent.	1890	—	15	15	—	20
644	Block Chain Makers' Association, Manchester Inn, Four Ways, Cradley Heath, Staffordshire.	1890	435	215	584	804	250
645	Barometer, Thermometer, and Tube Blowers' Trade and Benefit Society, Crown Tavern, Clerkenwell Green, London, E.C., Middlesex.	1890	20	61	52	11	54
646	No. 13 Branch of the South Side Labour Protection League, Horns Inn, Crucifix Lane, Bermondsey, S.E., Surrey.	1890	—	—	—	—	—
†647	Leeds Wholesale Clothiers' Operatives' Union, Green Dragon Hotel, Leeds, Yorkshire.	1890	204	318	213	99	225
648	Liverpool Sheet Metal Workers' Society, Temperance Hotel, 21, Hunter Street, Liverpool, Lancashire.	1890	29	63	76	42	49
649	Navvies, Bricklayers' Labourers, and General Labourers' Union, 1, Argyle Street, Easton Road, London, W.C., Middlesex.	1890	117	209	702	610	1,500
‡650	Amalgamated Seamen and Tradesmen's Union of Great Britain and Ireland, 6, West Bute Street, Cardiff, Glamorgan-shire.	1890	—	119	901	782	4,520
651	Havannah Lodge of Miners and Checkweigh Fund, Parr, Church Hotel, Parr, Lancashire.	1890	93	202	535	426	353

* Return for year ending 14th February 1892.

† Dissolved, 1892.

‡ Return for year ending 11th January 1892.

§ Return for the period 26th September 1890 to 31st December 1891.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
652	London Society of Litho Music Printers, Golden Lion Inn, Wardour Street, Soho, W., Middlesex.	1890	28	58	47	22	120
653	United Chain Makers and Chain Strikers' Association of Saltney, Pontypridd, and Staffordshire, Red Lion Hotel, High Street, Saltney, Flintshire.	1890	66	137	374	308	428
654	Printers' and Stationers' Warehousemen, Cutters, and Assistants' Union, 24, Bride Lane, Fleet Street, London, E.C., Middlesex.	1890	82	51	375	406	537
655	Bulwell Lace Makers' Association, 119a, Main Street, Bulwell, Nottinghamshire.	1890	66	189	148	75	60
656	National Unity of Painters and Decorators Trade Union, Greenland Fishery Inn, Redmans Road, Stepney, E., Middlesex.	1890	—	7	28	16	60
657	Stoke Prior Salt Makers, Mechanics and General Labourers' Association, Country Girl Inn, Stoke Prior, Worcestershire.	1890	174	220	157	111	280
658	National Federation of Fishermen of Great Britain and Ireland, 60, Orwell Street, Great Grimsby, Lincolnshire.	1890	222	388	1,478	1,817	2,938
*659	Liverpool Fruit Employees' Union, 16, Queen's Square, Liverpool, Lancashire.	1890	230	118	94	206	99
660	British Steel Mill and Hammermen's Union, Greenfield House, Landore, Swansea, Glamorganshire.	1890	423	189	970	1,204	450
661	Cumberland United Enginemens' Association, 10, High Street, Cleator Moor, Cumberland.	1890	21	35	96	82	125
662	Society of Amalgamated General Wood Turners of London, Monarch Hall, 166, Bethnal Green Road, London, E., Middlesex.	1890	39	51	44	32	60
†663	Cabinet Trades (Employers) Association, 124, High Street, Shoreditch, London, E., Middlesex.	1890	—	—	—	—	—
664	Staffordshire Potteries Operative Crate Makers' Society, Roebuck Inn, Hope Street, Hanley, Staffordshire.	1890	42	89	127	80	98
665	Droitwich Salt Makers', Mechanics' and General Labourers' Association, Old Cock Inn, Friar Street, Droitwich, Worcestershire.	1890	187	152	89	74	120
†667	National Steam Service Union, Victoria Hotel, 136, Savile Street East, Sheffield, Yorkshire.	1890	82	137	78	28	121
‡668	Hammersmith and District Labour Union, Helmscott House, 26, Upper Mall, Hammersmith, Middlesex.	1890	—	32	54	22	96
§669	Redditch and District Trades Union, Golden Cross Hotel, Redditch, Worcestershire.	1890	—	47	143	96	70
670	Manchester Society of Tin Plate Workers, Astley Arms Hotel, Great Ancoats Street, Manchester, Lancashire.	1890	1,124	1,210	1,365	1,279	486
671	United Mechanical Engineers' Society, Gibraltar Tavern, Victoria Dock Road, Canning Town, E., Essex.	1890	242	347	538	428	400
672	No. 10 Branch of the South Side Labour Protection League, Red Lion Inn, Horselydown, S.E., Surrey.	1890	31	44	89	76	118
673	Cowley Brickmasters' Association, 4, South Wharf, Paddington, W., Middlesex.	1890	14	53	86	47	12
674	South East Lancashire Provincial Card and Blowing Room Operatives' Association, 11, Warrington Street, Ashton-under-Lyne, Lancashire.	1890	882	2,244	3,953	2,601	2,905
675	London and Country United Pottery Kilnburners' Union, 108, Westminster Bridge Road, Lambeth, S.E., Surrey.	1890	—	—	—	—	—
676	Coventry Watch Case Engine Turners' Society, Malt Shovel Inn, Spon Lane, Coventry, Warwickshire.	1890	8	11	8	5	13
677	London Society of Dairy Utensil Makers, White Hart Inn, Windmill Street, Tottenham Court Road, London, W., Middlesex.	1890	5	51	61	15	95
678	National Union of Firewood Cutters, Mitre Tavern, Broadwall, Blackfriars Road, London, S.E., Surrey.	1890	—	37 (Defy.)	1,708	1,745	440
679	Grimsby Bricklayers' and Plasterers' Labourers' Protective, Accident and Burial Society, Liberal Club Room, Central Market, Grimsby, Lincolnshire.	1890	—	34	49	15	76

* Return for the year ending 29th March 1892; dissolved, 1892. † Return for the period 7th March to 31st December 1891.
‡ Return for the period 22nd September 1890 to 31st December 1891.
§ Return for the period 5th April 1890 to 31st December 1891.
¶ Dissolved 1892.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
			£	£	£	£	
680	Master Tailors' Association, Crown Hotel, Strangeways, Manchester, Lancashire.	1891	—	—	—	—	—
681	Cast Iron Hollowware Moulders' Friendly and Trade Society, Anchor Hotel, Wednesbury, Staffordshire.	1891	—	76	129	53	52
682	Norden and District Miner's Association, Live and Let Live Lodge, Blue Ball Inn, Norden, Rochdale, Lancashire.	1891	—	—	—	—	—
683	Little Lever, Darcy Lever, Brightmet and Great Lever Miners' Association, and Checkweigh Fund, Hare and Hounds Inn, Little Lever, Lancashire.	1891	—	—	—	—	—
684	Mattress and Palliasso Makers' Society, Two Brewers Inn, Bunhill Row, London, E.C., Middlesex.	1891	68	142	95	21	115
685	London Society of Small Silver Workers, 29, Hugon Road, Fulham, S.W., Middlesex.	1891	—	28	36	13	62
686	Walsall and Bloxwich Bit Forgers and Filers' Protection Society, Horse and Jockey Inn, Bloxwich Road, Walsall, Staffordshire.	1891	—	—	—	—	—
687	Street Masons, Paviers, Stonedressers, and Hammermen's Amalgamated Union, Patriotic Club, Clerkenwell Green, London, E.C., Middlesex.	1891	—	—	—	—	—
688	London Clothworkers' Union, Prince Albert Tavern, Upper St. Martin's Lane, London, W.C., Middlesex.	1891	110	153	109	66	104
689	United Shop Assistants' Union, 8, Featherstone Buildings, High Holborn, London, W.C., Middlesex.	1891	—	—	—	—	—
690	Federation of Trades and Labour Unions connected with the Shipping and other Industries, 57, Gracechurch Street, London, E.C., Middlesex.	1891	—	—	—	—	—
691	Middlesborough and Tees-side Stevedores' Association, 3, Linthorpe Road, New Linthorpe, Middlesborough, Yorkshire.	1891	—	—	—	—	—
692	Co-operative Employés Association, 3, Harmer Street, Milton-next-Gravesend, Kent.	1891	—	—	—	—	—
693	Amalgamated Society of Drillers of Stockton-on-Tees, Albion Inn, Tenant Street, Stockton-on-Tees, Durham.	1891	—	—	—	—	—
694	Brewery and Distillery Servants' Union, 200, Globe Road, Mile End, N.E., Middlesex.	1891	—	—	—	—	—
696	Lancashire County Colliery Enginemen's Mutual Protection Association, Bull's Head Hotel, Market Place, Wigan, Lancashire.	1891	—	—	—	—	—
697	Printers, Joiners, and Wood Type Cutters' United Trades Society, 27B, Old Street, London, E.C., Middlesex.	1891	14	37	46	23	44
698	China and Earthenware Gliders' Union, Primitive Methodist School Room, Frederick Street, Hanley, Staffordshire.	1891	57	101	61	17	94
699	Affiliated Societies of the London and Suburban House Decorators and Painters' Trade Union, City of Hereford Inn, Cleveland Street, Fitzroy Square, London, W.C., Middlesex.	1891	—	—	—	—	—
700	Mid-Rhondda Colliery Workmen's Union, Lodge No. 1, Thistle Hotel, Llwynypia, Glamorganshire.	1891	—	—	—	—	—
701	National United Trades Society of Engineers, 22, Mather Street, Newcastle-on-Tyne, Northumberland.	1891	—	—	—	—	—
702	National Amalgamated Society of Coopers, Post Office Chambers, St. Nicholas Square, Newcastle-on-Tyne, Northumberland.	1891	282	356	417	348	370
703	St. Helens and District Labour Union, Exchange Vaults, Cooper Street, St. Helens, Lancashire.	1891	27	55	100	72	182
704	Amalgamated Wheelwrights and Carriage Makers' Union, 39, Harriett Street, Cathays, Cardiff, Glamorganshire.	1891	—	—	—	—	—
705	Chemical and Copper Workers' Union of Great Britain and Ireland, 32, Cloughton Street, St. Helens, Lancashire.	1891	—	—	—	—	—
706	Journeyman Furriers' London Trade Union, Duke of York Inn, Wenlock Street, New North Road, London, N., Middlesex.	1891	—	—	—	—	—
707	Elliot Colliery Branch of the South Wales and Monmouthshire Miners' Federation, Workman's Hall, New Tredgar, Monmouthshire.	1891	—	—	—	—	—
708	East London Confectioners' Union for Women, 128, Mills End Road, London, E., Middlesex.	1891	—	—	—	—	—

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
709	Cannock Chase Miners, Enginemmen, and Surfacedmen's Association, Church Hill, Hednesford, Staffordshire.	1891	—	—	—	—	—
710	Manchester, Salford, and District Lurrymen and Carters' Union, 173, Robert Hall Street, Salford, Lancashire.	1891	—	—	—	—	—
711	United Carters' Association of England, 33, Clarendon Place, Hyde, Cheshire.	1891	—	—	—	—	—
712	Self-acting Spinners and Twiners' Association of Bippenden and District, Foresters' Hall, Ripponden, Yorkshire.	1891	—	—	—	—	—
713	Foot and Carriage Way Masons and all its Branches Trade Union, Old Guildford Barge Inn, Belvedere Road, Lambeth, S.E., Surrey.	1891	—	—	—	—	—
714	London United Brassfounders' Society, Crown Inn, Blackfriars Road, London, S.E., Surrey.	1891	—	—	—	—	—
715	Cast Iron Holloware Tinnerns' Friendly and Trade Society, Bradford Arms, Commercial Road, Wolverhampton, Staffordshire.	1891	22	34	34	22	34
716	North Wales Enginemmen's Protection Association, Old Swan Inn, Abbot Street, Wrexham, Denbighshire.	1891	—	—	—	—	—
717	National Municipal and Incorporated Vestry Employees' Labour Union, 101, Southampton Street, Camberwell, S.E., Surrey.	1891	96	182	696	610	3,377
718	Amalgamated Tube Trade Society, London and North-Western Hotel, Wednesbury, Staffordshire.	1891	—	—	—	—	—
719	United Alkali and Copper Workers' Protection Society of Great Britain and Ireland, 66, West Street, Widnes, Lancashire.	1891	—	—	—	—	—
720	Humber Steam Tug Men's Union and Protective Association, 1, Railway Street, Hull, Yorkshire.	1891	—	—	—	—	—
721	Ipswich and East Coast Bargemen's Protection Society, Union Jack Inn, Ipswich, Suffolk.	1891	—	—	—	—	—
722	Federation of Fustian Cutters, 23, Stanley Street, Macclesfield, Cheshire.	1891	—	—	—	—	—
723	Marine Cooks, Bakers, and Butchers' Benefit Society of Liverpool and District, 19, South John Street, Liverpool, Lancashire.	1891	—	—	—	—	—
724	North Wales Miners' United Association, White Hart Inn, Pentre Broughton, Wrexham, Denbighshire.	1891	—	—	—	—	—
725	Lancashire Traders' Assurance and Arbitration Association, 49, Victoria Buildings, Manchester, Lancashire.	1891	—	1,785	1,973	188	19
726	Welsh Artisans' United Association, Greenfield House, Landore, Swansea, Glamorgan-shire.	1891	249	601	642	290	935
727	North Stafford Miners' Federation, 38, Price Street, Burslem, Staffordshire.	1891	—	—	—	—	—
728	Clay Tobacco Pipe Makers' Association of England and Wales, Ram Hotel, Oldham Road, Manchester, Lancashire.	1891	—	—	—	—	—
729	Cast Iron Holloware Turners' Association, Golden Cross Inn, Michael Street, West Bromwich, Staffordshire.	1891	48	144	138	42	256
730	United Ladies' Tailors and Mantle Makers' Association, 140, Hanbury Street, Mile End New Town, E., Middlesex.	1891	—	—	—	—	—
731	London Society of General Silver Engravers, 6, Cambridge Terrace, Islington, N., Middlesex.	1891	—	15	30	15	42
732	United Bargemen and Watermen's Protection Society, Gandulph Hotel, High Street, Rochester, Kent.	1891	2	5	623	620	750
733	Ilkeston Conservative Miners' Association, Rutland Hotel, Ilkeston, Derbyshire.	1891	—	—	—	—	—
734	West Cumberland Workmen's Association, 104, Ennerdale Road, Cleator Moor, Cumberland.	1891	—	—	—	—	—
735	East London Operative French Polishers' Society, Paul's Head Inn, Paul Street, London, E.C., Middlesex.	1891	—	—	—	—	—
736	Amalgamated Tug Boat and Ferry Boat Men's Union of Great Britain and Ireland, 10, Cold Harbour, Blackwall, E., Middlesex.	1891	—	—	—	—	—
737	St. Helens Enginemmen and Boilermenns' Provident Society, Cuedly Arms, Church Street, St. Helens, Lancashire.	1891	—	—	—	—	—
738	United Society of Smiths and Hammermen, 46, High Street, Deptford, Kent.	1891	—	—	—	—	—
739	Yeadon, Guiseley, and District Fettle's Union, Spiritualist Meeting Room, Town Side, Yeadon, Yorkshire.	1891	—	—	—	—	—

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
740	United Brickworkers and Brick Wharf Labourers' Union, St. George's Coffee Tavern, Westminster Bridge Road, Lambeth, S.E., Surrey.	1891	—	—	—	—	—
741	Manchester and District Mantle and Waterproof Cutters' Society, 84, Turner Street, Manchester, Lancashire.	1891	9	20	34	28	70
*742	Wigan Miners' Association, Miners' Hall 63, Millgate, Wigan, Lancashire.	1891	5,508	5,901	1,555	1,162	6,592
743	London Society of Printers' Warehousemen, Black Lion Inn, Whitefriars Street, London, E.C., Middlesex.	1891	—	—	—	—	—
744	Amalgamated Carters and Lurrymen's Union, 77, St. George's Road, Bolton, Lancashire.	1891	—	—	—	—	—
745	Onward Society of Drillers and Hole Cutters of Stockton-on-Tees, Queen Inn, Silver Street, Stockton-on-Tees, Durham.	1891	—	—	—	—	—
746	Railway Employees' and General Mutual Legal Aid Society, 55 and 56, Chancery Lane, London, W.C., Middlesex.	1891	—	—	—	—	—
747	Amalgamated Union of Machine and General Labourers, 77, St. George's Road, Bolton, Lancashire.	1891	—	—	—	—	—
748	Mersey River and Canals Waterman's and Porter's Association, 181 Price's Street, Birkenhead, Cheshire.	1891	—	—	—	—	—
749	Mersey Flatmen's Association, 7, Crossley Buildings, South Castle Street, Liverpool, Lancashire.	1891	—	—	—	—	—
750	Amalgamated Society of Metal Planers, Shapers, Slotters, Horizontal Borers, and Milling Machine Workers, 21, Pitt Terrace, Oldham Road, Manchester, Lancashire.	1891	—	—	—	—	—
751	National Plate Glass Bevelers' Trade Union, 65, Middleton Road, Dalston, N.E., Middlesex.	1891	—	—	—	—	—
752	Metropolitan Cab Drivers' Trade Union, Guardsman Coffee Tavern, Buckingham Palace Road, London, S.W., Middlesex.	1891	—	—	—	—	—
753	Birmingham Operative Tin Plate Workers' Society, St. Martin's Hotel, Jamaica Row, Birmingham, Warwickshire.	1891	—	—	—	—	—
754	Amalgamated Omnibus and Tram Workers' Union, 30, Fleet Street, London, E.C., Middlesex.	1891	—	—	—	—	—
755	Amalgamated Association of Iron and Steel Workers and Mechanics of South Wales and Monmouthshire, 7, Church Row, Ebbw Vale, Monmouthshire.	1891	—	—	—	—	—
†756	Sunderland and North East Coast Dock, River, and Wharf Labour Union, 29, Church Street, Sunderland, Durham.	1891	—	—	—	—	—
757	British National Assembly of the Knights of Labour, Holly Bush Street, New Town, Cradley Heath, Staffordshire.	1891	—	—	—	—	—
758	Amalgamated Machine Workers' Association, 92, Eldon Street, Oldham, Lancashire.	1891	—	—	—	—	—
†759	United Kingdom Theatrical and Music Hall Operatives' Trade Union, 1, Catherine Street, Strand, London, W.C., Middlesex.	1891	279	564	845	560	2,000
760	Society of General Smiths, Fitters, Bell-hangers, and Whitesmiths, Black Lion Inn, Church Street, Chelsea, S.W., Middlesex.	1891	—	—	—	—	—
761	Fancy Cane, Wicker, and Bamboo Workers' Union, White Hart Inn, Windmill Street, London, W., Middlesex.	1891	—	—	—	—	—
762	South Shields Steam Tugboat-men's Provident Society, Mill Dam Cocoa Rooms, South Shields, Durham.	1891	—	—	—	—	—
763	Northumberland Deputies' Mutual Aid Association, 10, Double Row, New Delaval, Northumberland.	1891	—	—	—	—	—
764	Asphalte Employees' Protection Society, Star and Garter Inn, New Cross Road, Deptford, S.E., Surrey.	1891	—	—	—	—	—
	Total		1,288,271	1,469,281	1,222,772	1,036,762	970,728

ENGLAND AND WALES.

Number of returns received for 1891	—	355
§ Number of Trade Unions registered previous to 1891, making no Returns for that year	72	188
Number of Trade Unions registered in 1891, making no Returns for that year	66	

Total Number of Trade Unions on the Register, 31st December 1891 - 493

* Return for the period 3rd August to 26th October 1891. † Dissolved, 1892. ‡ Return for year ending 20th February 1892.
§ This number includes 11 whose present addresses are not known, and 59 since dissolved, leaving only two societies actually in default.

APPENDIX TO REPORT OF THE REGISTRAR OF TRADE UNIONS IN SCOTLAND.

FOR THE YEAR 1891.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
3	Associated Blacksmiths of Scotland, 172, Buchanan Street, Glasgow.	1872	£ 6,608	£ 8,215	£ 5,443	£ 3,881	2,370
7	Amalgamated Society of Railway Servants for Scotland, 65, West Regent Street, Glasgow.	1872	—	—	—	—	—
11	Coatdyke Engine Keepers' Society, Coatdyke, near Coatbridge.	1873	338	321	37	54	90
15	Amalgamated Carters' Society, 20, Brunswick Street, Glasgow.	1873	227	294	837	770	652
17	Glasgow and District Milling Trade Friendly and Protective League, Garrick Temperance Hotel, 24, Stockwell Street, Glasgow.	1874	69	82	67	54	90
29	Associated Free Engine Keepers of Fife Labour Protection Sick and Funeral Society, Maygate Street, Dunfermline.	1875	17	24	208	196	205
30	United Engine Keepers' Mutual Protective Association of Scotland, Jubilee Buildings, Dreghorn, Ayr.	1875	554	640	762	676	1,212
32	Edinburgh Typographical Society, 227, High Street, Edinburgh.	1878	707	718	1,253	1,247	757
35	Scottish United Brotherly Society of Calico Printers, 24, Stockwell Street, Glasgow.	1880	1,610	1,435	374	549	252
42	United Operative Plumbers' Association of Scotland, 47, Hopehill Road, Glasgow.	1883	708	832	469	345	383
43	International Union of Cork Cutters, 9, Guildry Court, Glasgow.	1885	340	353	501	488	270
45	United Pattern Makers' Association, 120, Elizabeth Street, Cheetham, Manchester.	1885	9,303	10,342	5,387	4,048	2,314
46	Edinburgh and Leith Cab Drivers' Association, 105, High Street, Edinburgh.	1886	238	305	354	287	300
48	Forth and Clyde Valleys Miners' Association, 65, Bath Street, Glasgow.	1886	1,050	618	834	1,271	1,275
49	Ayrshire Miners' Union, Barrhill Road, Cumnock.	1886	200	259	216	157	700
51	Mid and West Lothian Miners' Association, Broxburn, Linlithgowshire.	1887	149	108	361	402	701
52	British Steel Workers' Amalgamated Association, 65, West Regent Street, Glasgow.	1887	4,578	1,645	4,396	7,329	2,217
53	Associated Iron Moulders of Scotland, 28, St. Enoch Square, Glasgow.	1887	25,492	31,002	21,135	15,625	6,121
54	Scottish Farm Servants, 49, Gordon Street, Huntly.	1887	99	82	339	356	456
55	Associated Stoneware Throwers, 46, Main Street, Bridgeton, Glasgow.	1888	136	302	226	60	72
57	Amalgamated Hammermen's, 57, Hope Street, Glasgow.	1888	276	362	671	585	1,400
58	Associated Society of Millmen, 55, Bath Street, Glasgow.	1889	2,717	1,949	1,320	2,088	1,104
59	Operative Bakers of Scotland, 124, Trongate, Glasgow.	1889	72	371	803	504	2,157
61	Red Leaders' Trade Union, Lorne Hall, Govan.	1889	80	153	109	36	200
62	Central Ironmoulders' Association of Scotland, Odd Fellows Buildings, Grahamston, Falkirk.	1889	1,420	2,555	1,405	270	1,254
63	Port Glasgow and District Drillers' Society, Anderson Street Hall, Port Glasgow.	1890	30	3	58	85	44
64	Associated Scottish Iron Shipbuilders Helpers' Trade Union, 87, Dumbarton Road, Partick.	1889	925	1,943	1,702	684	2,000
65	National Labourers' Union, 8, Watson Street, Glasgow.	1889	353	391	1,029	991	1,941
67	Blantyre Miners' Trade Union, Stonefield, Blantyre.	1890	9	70	130	69	250
69	Glasgow Harbour Labourers' Trade Union, 146, M'Lean Street, Glasgow.	1890	304	475	611	440	730
70	Cambuslang Miners' Trade Labour Protection Association, 1, George Gray Street, Eastfield, Rutherglen.	1890	70	58	27	44	161
72	Sewing Machine Makers' Trade Union, 8, Watson Street, Gallowgate, Glasgow.	1890	333	443	698	588	1,044
74	National Scottish Horsemen's Union, 36, Dale Street, Tradeston, Glasgow, S.S.	1890	15	39	177	153	1,439
75	National Union of Dock Labourers in Great Britain and Ireland, 46, Hanover Street, Liverpool.	1890	1,048	435	7,940	8,553	13,000
76	Aberdeen Shore Labourers' Trade Union Hall, Scott's Court, Regent Quay, Aberdeen.	1890	744	224	200	720	24
77	Scottish Shopkeepers' and Assistants' Trade Union, 49, Jamaica Street, Glasgow.	1890	1,102	1,305	1,331	1,128	1,380
78	Drillers' Union, Burndyke Street Hall, Govan, Glasgow.	1890	511	135	1,019	1,395	766

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
79	Scottish Associated Paviers' Federal Union, Buchanan's Hotel, 114, High Street, Edinburgh.	1890	£ 62	£ 46	£ 69	£ 85	115
80	Scottish Hackney Carriage Drivers' and Stablemen's Union, 72, Waterloo Street, Glasgow.	1890	89	194	304	199	786
81	File Cutters' Union of Glasgow and District, 24, Stockwell Street, Glasgow.	1890	76	129	96	48	46
83	Scottish Union of Engravers to Calico Printers and Paper Stainers, Neilson's Hotel, 88, Ingram Street, Glasgow.	1891	231	362	178	47	291
86	Amalgamated Society of Combmakers, 141, George Street, Aberdeen.	1890	332	418	163	77	270
88	Associated Scottish Iron Shipbuilders and Boilermakers' Holders-up Association, 2, East India Broad, Greenock.	1891	—	124	144	20	551
Total - - - - -			62,717	69,746	63,578	56,549	52,189

SCOTLAND.

Number of Returns received for 1891	-	-	-	-	-	42
Number of Trade Unions making no Returns for 1891	-	-	-	-	-	1
Total number of Trade Unions on the Register, 31st December 1891	-	-	-	-	-	43

APPENDIX TO REPORT OF THE REGISTRAR OF TRADE UNIONS IN IRELAND.

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
10	Flax Dressers' Trade and Benevolent Trade Union, 17, College Street, Belfast.	1878	£ 1,527	£ 2,098	£ 2,114	£ 1,548	1,849
17	United Brothers of St. Joseph, or the Regular Carpenters of the City of Dublin Trade Union, 85, Lower Gloucester Street, Dublin.	1874	—	—	—	—	—
19	Drogheda Operative Painters' Trade Union, Hugh Emerson's, Peter Street, Drogheda.	1874	25	26	7	6	10
30	Belfast Operative House Painters' Trade Union, 81, Great George's Street, Belfast.	1877	579	703	614	490	400
34	Belfast and North of Ireland Power Loom Tenters' Trade and Benevolent Trade Union, Engineers' Hall, College Street, Belfast.	1878	922	1,125	438	230	166
37	Belfast Power Loom Yarn Dressers' Trade Society, 71, York Street, Belfast.	1877	12	60	277	229	100
38	Operative Bakers' Trade Union, Dean Street, Kilkenny.	1879	189	120	82	101	38
39	Belfast Hackle and Gill Makers' Benevolent and Trade Union, 71, York Street, Belfast.	1880	291	344	192	189	79
41	Belfast Operative Plasterers' Protective and Friendly Trade Union, 2 nd , College Street, Belfast.	1880	866	509	336	193	1,801
44	Dublin Operative Bakers' Trade Union, 8, Upper Bridge Street, Dublin.	1882	51	27	4,407	4,481	665
53	Londonderry Operative House and Ship Painters' Trade Union, 2, Church Wall, Londonderry.	1883	186	189	47	44	60
55	O'Connell Amalgamated Coal Labourers, 2, South Princes Street, Dublin.	1883	50	54	58	54	135
56	Dublin Amalgamated Grain Labourers, 10, Upper Abbey Street, Dublin.	1884	27	30	151	148	144
60	Waterford Operative Coopers, 21, Mall, Waterford.	1884	66	67	40	39	40
71	Belfast Coopers, 44, Royal Avenue, Belfast.	1886	100	131	147	116	93
75	Waterford and Limerick Railway Company's Engine Drivers and Firemen, 2, Lower Bedford Row, Limerick.	1885	279	297	77	59	58
76	City of Dublin Shipwright's Benevolent, 6, Sir John Rogerson's Quay, Dublin.	1887	40	76	93	57	103
80	Port of Dublin Grain Weighers and Tally Clerks, 10, Upper Abbey Street, Dublin.	1888	—	—	—	—	—
82	Ancient Guild of Incorporated Brick and Stone Layers, 49, Cuffe Street, Dublin.	1888	—	10	395	385	694
83	Londonderry Carpenters and Joiners, 39, Foyle Street, Londonderry.	1889	—	—	—	—	—

Register No.	Name and Address.	Year of Establishment.	Funds 31st Dec. 1890.	Funds 31st Dec. 1891.	Income for 1891.	Expenditure for 1891.	Number of Members.
84	United Operative Plasterers of Londonderry, 5, Eden Place, Londonderry.	1889	£ 9	£ 6	£ 7	£ 10	13
85	Dublin United Builders' Labourers, now called United Labourers of Ireland, 3, Halston Street, Dublin.	1889	285	100	970	1,155	1,375
86	Arklow Shipwrights, Lower Main Street, Arklow.	1889	24	24	9	9	14
87	Belfast Bricklayers and Plasterers, 2, Curtis Street, Belfast.	1889	30	69	90	51	358
88	Irish Linen Lappers, College Street, Belfast.	1889	199	334	566	431	420
89	Belfast Packing Case Makers, 20, College Street, Belfast.	1890	78	95	79	57	55
90	Waterford Railway Servants, 24, Sally Park, Waterford.	1890	—	—	—	—	—
91	Irish Amalgamated Railway Servants, 44, Clarence Street, Cork.	1890	—	—	—	—	—
92	City of Belfast Labourers, 61, Great George's Street, Belfast.	1890	75	139	116	62	300
*93	Machine and Hand Drillers and Cutters, Russell Hall, Donegal Quay, Belfast.	1890	—	—	—	—	—
94	United Operative Masons and Bricklayers of Londonderry, 49, Bishop Street, Londonderry.	1890	—	7	22	15	40
95	Regular Glass Cutters, Glaziers, and Lead Sash Makers, 24, Bride Street, Dublin.	1890	—	—	—	—	—
99	Metropolitan House Painters, 27, Aungier Street, Dublin.	1890	17	119	440	338	510
100	Dublin and District Tramway Men, 41, York Street, Dublin.	1890	—	—	—	—	—
102	Operative Butchers, 114, Capel Street, Dublin.	1890	—	13	100	87	48
103	Shirt, Collar, and Apron Cutters, 44, Royal Avenue, Belfast.	1890	13	23	28	19	24
104	Belfast French Polishers, 44, Royal Avenue, Belfast.	1889	76	109	73	40	58
105	Belfast Ship Riggers' Protective, 71, York Street, Belfast.	1890	—	23	31	8	42
106	Dublin United Butchers' Assistants, 114, 115, 116, Capel Street, Dublin.	1891	—	—	—	—	—
107	City of Dublin Packing Case Makers, 2, Bachelors' Walk, Dublin.	1890	9	42	48	15	48
108	Flax Roughers, Engineers' Hall, College Street, Belfast.	1891	—	326	536	212	—
109	Bleachers' Trade Union of the United Kingdom, 9, Bridge Street, Lisburn.	1890	10	55	88	43	96
110	Clonmel Operative Bakers, 4, William Street, Clonmel.	1890	14	22	24	16	22
111	Sligo Operative House Painters, 1, John Street, Sligo.	1891	—	4	9	5	18
112	Amalgamated Mill Sawyers and Machinemens, 44, Royal Avenue, Belfast.	1891	69	86	47	30	88
113	Belfast Protective Society, 44, Royal Avenue, Belfast.	1891	—	27	41	14	22
114	Londonderry Shirt, Collar, and Underclothing Cutters, 99, Foyle Street, Londonderry.	1890	27	30	60	57	73
115	United Smiths' Trade Union of Ireland, 14, Granby Row, Dublin.	1891	154	171	91	74	38
116	Belfast Brass Founders, 17, College Street, Belfast.	1891	—	—	—	—	—
117	County of Dublin House Painters, 14, George's Place, Kingstown.	1891	—	—	—	—	—
118	Dublin Saw Millers and Wood Machinists, 2, Bachelors' Walk, Dublin.	1891	—	—	—	—	—
119	United Stationary Engine Drivers, 37, Wellington Quay, Dublin.*	1891	—	—	—	—	—
120	Irish Handloom Damask Weavers, Good Templars' Hall, Lincenhall Street, Lisburn.	1891	—	—	—	—	—
121	St. James' Gate Brewery Labour Union, 13, Emerald Square, Cork Street, Dublin.	1891	—	—	—	—	—
	Total		5,744	7,679	12,947	11,012	9,896

IRELAND.

Number of Returns received for 1891	-	-	-	-	-	39
Number of Trade Unions registered previous to 1891, making no Returns for that year	-	-	-	-	8	} 15
Number of Trade Unions registered in 1891, making no Returns for that year	-	-	-	-	7	
Total number of Trade Unions on the Register, 31st December 1891	-	-	-	-	-	54

* Informal Return for 1891.

APPENDIX LIX.

[Notes attached to Reports.]

FREE REGISTRY FOR WORKMEN, &c.

The expenses of this registry are covered by voluntary contributions, and all who may obtain engagements through its agency are invited to contribute, if possible, 3d. a week during the first few weeks of their engagement; but this contribution is entirely voluntary.

FIRST REPORT OF THE EGHAM FREE
REGISTRY FOR THE UNEMPLOYED.

Supervisors.

Rev. JOHN BEATTIE. F. T. PELHAM, Esq.	NATHANIEL LOUIS COHEN, Esq. Rev. R. E. MOLYNEUX.
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Treasurer.

Rev. JOHN BEATTIE.

Registrar.

Mr. W. H. GARDENER.

This registry was opened in February 1885, to afford easy means of communication between unemployed labourers and artisans residing in the parish of Egham, and employers requiring workmen, with the hope of avoiding or diminishing the waste of time and energy, and the hardships involved in "tramping for work." The need for such a registry was suggested by the case of a respectable local workman, who found work by chance near his home after vainly walking some fifty miles through incorrect hearsay reports of available work.

The Egham Registry is limited to those who have resided six months in the parish. It is hoped that in time similar free registries may be established in adjacent parishes, and that their scope may be extended to include a record of vacancies for boys and apprentices.

If such registries were affiliated to a central office, information could be exchanged as to the entries in the respective registries, and migration of labour would thus be facilitated from over-stocked districts to places where labour was scarcer. The registries could also be used as records of the facilities afforded by some of our colonies, and by various home institutions to assist emigration.

The local office for the registration of births, deaths, and marriages, seems to be the best locale for such free registries of the unemployed; the registrar is likely to be well-known *ex officio*, in his district, and he is free from the prejudices perhaps occasionally felt towards an official connected in any way with the workhouse, or with the assessment or collection of taxes.

The Egham Free Registry is open only to applicants who are personally known or recommended to the registrar as of good character.

Post cards are sent periodically to large employers of labour within the district, specifying the number of men in each trade registered as wanting work, and it is proposed, if sufficient funds are forthcoming, to advertise an abstract of the register, on the first Saturday in every month, in the county newspaper. Employers of labour can materially promote the success of the scheme by kindly notifying to the registrar when they have vacancies. A printed card is furnished to each applicant sent from the registry, in response to any such offer of employment.

The action of the registrar is confined exclusively to facilitating the hiring of the unemployed by those willing to give them work; he does not interfere in any way in the question of wages.

The total working expenses of the registry during the eight months, from 1st February to 30th September, were 7l. 9s. 2d.

The treasurer has the pleasure to acknowledge the following donations towards this outlay:—

	£	s.	d.
Mrs. Arnott	-	-	0 10 0
Mrs. Blenkinsop	-	-	0 10 0
Nathaniel Louis Cohen, Esq.	-	3	3 0
Do. do. (additional)	0	12	6
Rev. H. J. De Salis	-	1	0 0
— Ransford, Esq.	-	1	1 0
George Raphael, Esq.	-	1	0 0
			£7 16 6

It is hoped that sufficient funds may be forthcoming to ensure the continuance of the registry during the approaching winter, and a possible extension of its scope.

REPORT OF THE REGISTRAR FOR THE PERIOD FROM
1st FEBRUARY TO 30th SEPTEMBER 1885.

The number of applications for employment made to the Egham Free Registry from 1st February until 30th September 1885 was 223, and the number of engagements made was 181, comprising:—

Trades.	Number of Applications.	Employment obtained for.
Gardeners	19	10
Carpenters	42	36
General Labourers	52	46
Painters	61	52
Draughtsman	1	1
Stonemasons	10	5
Bricklayers	23	15
Groom	1	1
Plumbers	14	14
	223	181

(Of these some were engaged to work at a distance from Egham, and in such cases, in a few instances, railway passes were provided by the employers.)

1st October 1885. W. H. GARDENER,
High Street, Egham.

SECOND REPORT OF THE EGHAM FREE
REGISTRY FOR THE UNEMPLOYED.

Established February 1885.

Hon. Supervisors.

Rev. JOHN BEATTIE. F. T. PELHAM, Esq.	NATHANIEL LOUIS COHEN, Esq. Rev. R. E. MOLYNEUX.
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Treasurer.

Rev. JOHN BEATTIE.

Registrar.

Mr. W. H. GARDENER.

This registry has continued during the past year to prove a convenient medium for inter-communication between employers and those seeking work. The advantage of some such centre for marketing labour in

country districts is, perhaps, sufficiently proved by the subjoined statistics of the number of men and lads who have sought and obtained work through the medium of the Egham Registry, during the past two years.

A committee was formed in London in February 1886 to promote the establishment of similar registries in other suitable country districts, as suggested in our last report. Under the auspices of this committee 17 registries have now been established on the same plan as at Egham, but it would seem that the suggested plan of affiliating these registries to central offices, with a view to inducing migration of labour from understocked districts, has not yet been found practicable.

Of course the success of each registry must depend largely on varying local conditions, and especially on the energy, industry, and aptitude of the registrar. The success of the Egham Registry has undoubtedly been largely due to the exertions of the local registrar, who is thoroughly conversant with the neighbourhood.

In our last report it was proposed that the scope of the registry should be extended to include a record of vacancies for boys and apprentices. The registrar receives frequent applications from boys for casual and permanent employment, and will be very glad to learn of any available vacancies for them. It will be seen that the number of boys who obtained employment through the registry from October 1885 to October 1886 was 18. Employers might stipulate that boys sent to them should present a satisfactory school certificate, and that they should have passed a specified school standard.

Of course it is not claimed that the registry can evolve any fresh work for the unemployed; but it should enlist all the local demand for labour on behalf of those who are residing in the parish, and thus tend to reduce "tramping" for work to a minimum. It is thought also that the registry occasionally promotes local work by publishing periodically particulars of the labour locally available in various trades. A similar abstract of the register is published monthly in the county newspaper, and sent periodically to local employers of labour; also, whenever the commencement of new work in the neighbourhood comes to the knowledge of the registrar, an abstract of the registry is sent to the foreman of the works in the hope that a reasonable preference will be given to workmen already residing in the neighbourhood, before others are imported from a distance. Further, a list of the number of men registered as wanting work in each trade is habitually affixed to a notice board outside the registry.

The registry is only open to applicants known or personally recommended to the registrar as of good character, and (as a rule) who have resided six months in the parish.

The registrar never takes any cognisance of the wages asked or offered beyond registering any particulars furnished to him. A printed slip is handed to each workman inviting him to contribute 3d. a week to the registry during the first four weeks of any engagement obtained through the register, but this payment is purely voluntary. The sum received in this way during the past year was only 3s.

The greatest number registered at any one time as wanting work was 98, during the severe frost of last February; as soon as the thaw occurred all of these obtained work, and applications were then received for employment of more men than were registered as wanting work.

The registrar is supplied with the handbook of the Central Emigration Society, which gives reliable information as to the facilities afforded by some of our colonies and various home institutions to assist emigration. The registrar will also be supplied with the publications of the new Emigration Information Office now being organised by the Government.

It was suggested in a letter to the "Times" last May that an organisation of affiliated free registries of the unemployed at home should be attached to an organisation of registries of employers' requirements in our colonies, the colonial registries working under honorary local supervision on similar lines to the country registries, established on the model of the Egham Free Registry, but the colonial registries remaining always

in postal communication with the emigrants placed under their auspices. It appears that there exists in many of the colonies a steady demand for skilled agricultural labourers, and it is thought that this demand could be often advantageously supplied through country registries, provided only that the conditions of employment in the colonies are reliable and satisfactory.

The total working expenses of the registry during the 12 months from 30th September 1885 to 30th September 1886, including postage, purchase of notice board, advertisements in county newspaper, &c., amounted to 7l. 18s. 4d.

The treasurer has the pleasure to acknowledge the following donations towards this outlay:—

	£	s.	d.
Mrs. Arnott (the late)	-	-	1 0 0
Mrs. Blenkinsop	-	0	10 0
Nathaniel Louis Cohen, Esq.	-	3	3 0
T. Eyre, Esq.	-	0	10 0
C. H. Pilgrim, Esq. (the late)	-	1	0 0
G. C. Rapheal, Esq.	-	2	0 0
Rev. H. J. De Salis	-	1	0 0
General Spence, C.B.	-	0	10 0
Baron de Worms	-	1	0 0
			£10 13 0

The balance now in hand is 3l. 5s.; the treasurer trusts that subscribers will kindly renew their donations to defray the working expenses of the registry and cost of emigration publications during the coming year.

REPORT OF THE REGISTRAR FOR THE PERIOD FROM 30TH SEPTEMBER 1885 TO 30TH SEPTEMBER 1886.

The number of applications for employment made to the Egham Free Registry from 30th September 1885 to 30th September 1886 was 348 men and 26 boys, and the number engaged through the registry was 307 men and 18 boys. Some of the engagements were for short terms, so that some applicants figure more than once in the list.

Trades.	1st Feb. to 30th Sept. 1886.		1st Oct. 1885 to 30th Sept. 1886.	
	Appl. cations.	Empley- ment obtained for	Appl. cations.	Empley- ment obtained for
Gardeners	19	10	36	34
Carpenters	42	36	67	59
General Labourers	52	46	118	90
Painters	61	53	50	40
Draughtsmen	1	1	—	—
Stonemasons	10	5	6	3
Bricklayers	23	15	42	35
Coachmen and Grooms	1	1	13	13
Plumbers	14	14	5	4
Gasfitters, Whitesmith, &c.	—	—	11	11
Boys	—	—	26	18
	223	181	374	295

* * About 30 engagements in 1886 were obtained at a distance from Egham through advertisements in the county newspaper, and through inquiries induced by the abstract of the registry affixed to the notice board.

There are at present registered as wanting work—6 gardeners, 10 carpenters, 22 general labourers, 1 painter, 2 stonemasons, 4 bricklayers, 1 plumber, 2 grooms, 1 coachman.

W. H. GARDENER,
High Street, Egham.

1st October 1886.

THIRD ANNUAL REPORT OF THE EGHAM
FREE REGISTRY FOR THE UNEMPLOYED.

Established February 1885.

Hon. Supervisors.

Rev. JOHN BEATTIE.		NATHANIEL LOUIS COHEN,
F. T. PELHAM, Esq.		Esq.
		Rev. R. E. MOLYNEUX.
		<i>Registrar.</i>
<i>Treasurer.</i>		Mr. W. H. GARDENER.
Rev. JOHN BEATTIE.		

The working of this registry has been fairly satisfactory during the past year. Its continued success is again mainly due to the well-directed energy and attention given to it by the registrar. The largest number of applications for work were of course received when frosty weather had thrown out of employment men engaged in various building trades, and in spade labour. It is obvious that unless men following these vocations make provision, by benefit unions or otherwise, against annually recurrent periods of forced inactivity, they must suffer acute distress whenever a long continued frost occurs, as in the beginning of this year.

The registrar reports that the facilities of the registry are becoming more generally appreciated by the local working classes, and, as the existence of the registry becomes more widely known, more numerous and regular advices of vacancies are received from employers. The initiatory aim of the registry is steadily kept in view—to provide a free, easy, and reliable medium of inter-communication between employers and workmen of authenticated good character who have resided for six months within the limits of the parish. The rule is strictly observed under which the registrar abstains from any interference in the question of wages, or in the conditions of service asked by workmen or prescribed by employers.

The registrar has occasionally reported to other districts vacancies for which he had no suitable local applicants, and has also occasionally found employment for men who have been brought into the district for special work, but who have been unexpectedly thrown out of work before the expiry of a full six months residence in the neighbourhood. A preference is however always given by the registrar to those who have been domiciled in the parish for not less than six months. It would be very desirable if employers of labour having contracts in the neighbourhood would seek to engage local workmen, before importing men from a distance.

The arrangements described in our last report for bringing to the knowledge of employers the number of men registered in each trade as wanting work have been continued. Postcards containing an abstract of the registry are sent periodically to large employers of labour, and to foremen of all new works in the neighbourhood, that comes to the knowledge of the registrar, and a similar abstract is advertised in the first Saturday in every month, in the county newspaper, and is exhibited on a notice board outside the registry office. A printed card is furnished to each applicant sent from the registry in response to any offer of employment. Employers reporting vacancies can rely that the registrar will attend to their directions in regard to the qualifications and antecedents of applicants. For instance employers having vacancies for lads, as apprentices or otherwise, may stipulate for a certified facility in elementary drawing, or for a specified school standard.

Independently of the contributions kindly given towards the working expenses of the registry, a small special fund was this year placed at the disposal of the registrar, to be lent for the redemption of pawned tools, &c., to needy workmen on their obtaining a berth, or towards the expenses of transporting themselves and their families to assured distant vacancies. It is hoped, in course of time, to place the registry in correspondence with local eleemosynary and benefit societies, as far as regards able-bodied lads and men receiving their assistance, and who are eligible for entry on the registrar's lists. It might then become necessary to introduce a representative element in the management of the registry.

By the kind courtesy of the management of the Government "Emigrants' Information Office," the

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registrar has been regularly supplied with copies of their publications. Some few inquiries have resulted from exhibiting at the registry the placard notices issued periodically by the Government office. It is regrettable that, in the absence of any organised centre of the various existing philanthropic emigration societies, the registrar is only able to refer intending emigrants for further information to the Government Office, at 31, Broadway, Westminster. This office only aims at collecting, tabulating, and diffusing reliable information about the conditions of employment and of life of the working classes in our various colonies, and as to the cost and time of transport. It seems utopian to hope for the federation of the various philanthropic emigration societies into one organisation by any arrangement under which separate colonies, or sections of colonies, should be assigned to separate constituent emigration societies. However, it appears that inquiries are now being made as to the feasibility of the plan mentioned in our last report of placing an organisation of affiliated free country labour registries at home in habitual correspondence with registries of employers' requirements in the colonies.—"The colonial registries, working under honorary local supervision" on similar lines to the country registries, established "on the model of the Egham Free Registry, but the colonial registries remaining always in postal communication with the emigrants placed under their auspices. It appears that there exists in many of the colonies a steady demand for skilled agricultural labourers, and it is thought that this demand could be often advantageously supplied through country registries, provided only that the conditions of employment in the colonies are reliable and satisfactory."—*Report 1885-86.*

It was lately reported that a scheme of labour registries under Government auspices was under consideration in Queensland, but no information is yet to hand whether the proposal was finally adopted. Very lately a copy of our last year's report was forwarded by the registrar to a gentleman in Canada, and he has kindly paid, through the registrar, the whole expense of transport to work on his farm of a whole family selected by our registrar, comprising husband, wife, and five children.

Copies of our present report will be sent to all places in the British Empire where there is alleged to be a steady demand for skilled agricultural labourers, and the registrar will gladly give his best attention to any communications that may be addressed to him, and will pass on to other agencies applications from employers which he may not be able to meet satisfactorily from his own lists.

The total working expenses of the registry during the 12 months, from 30th September 1886 to 30th September 1887, including postage, advertisements in county newspapers, &c., amounting to 9l. 9s. 6d.

The treasurer has the pleasure to acknowledge the following donations towards this outlay:—

	£	s.	d.
Nathaniel L. Cohen, Esq.	-	2	2
Mrs. Drummond	-	0	5
T. Eyre, Esq.	-	0	10
Lady Howard	-	0	10
C. Lucena, Esq.	-	0	10
Sir Louis Mallet	-	2	0
J. G. Piloher, Esq., J.P.	-	0	10
Mrs. Pitcairn	-	1	0
The Rev. H. J. De Salis	-	1	0
General Spence, C.B., J.P.	-	0	10

A printed slip is always handed to each workman inviting him to contribute 3d. a week to the registry, during the first four weeks of any engagement obtained through the registry, but this payment is purely voluntary. The sum received in this way during the past year was 3s. 4d.

The balance now in hand is 4l. 12s. 6d.; the treasurer trusts that subscribers will kindly renew their donations to defray the working expenses of the registry during the coming year.

REPORT OF THE REGISTRAR FOR THE PERIOD, FROM
30TH SEPTEMBER 1886 TO 30TH SEPTEMBER 1887.

The number of applications for employment made to the Egham Free Registry from 30th September 1886 to 30th September 1887 was 332 men and 37 boys, and

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the number engaged through the registry was 269 men and 23 boys. Some of the engagements were for short terms, so that some applicants figure more than once in the list. In the past year the number of separate cases were 208 men and 15 boys.

Trades.	1st Feb. to 30th Sept. 1885.		1st Oct. 1885 to 30th Sept. 1886.		1st Oct. 1886 to 30th Sept. 1887.	
	Applications.	Employment obtained for.	Applications.	Employment obtained for.	Applications.	Employment obtained for.
Gardeners - - -	19	19	36	34	42	32
Carpenters - - -	42	36	67	59	45	40
General Labourers - -	53	46	118	99	126	101
Painters - - -	61	53	50	40	40	29
Draughtsman - - -	1	1	-	-	-	-
Stonemasons - - -	10	5	0	3	4	4
Bricklayers - - -	23	15	42	35	26	23
Coachmen, Grooms, and Stablemen - - -	1	1	13	13	25	20
Plumbers - - -	14	14	5	4	7	7
Gasfitters, Whitesmith, &c. - - -	-	-	11	11	14	14
Boys - - -	-	-	20	18	37	22
	235	181	374	325	359	291

There are at present registered as wanting work :— 6 gardeners, 4 carpenters, 16 general labourers, 1 painter, 5 bricklayers, 1 plumber, 4 grooms, 3 coachmen.

1st October, 1887. W. H. GARDENER,
High Street, Egham.

FOURTH ANNUAL REPORT OF THE EGHAM FREE REGISTRY FOR THE UNEMPLOYED.

Established February 1885.

Hon. Supervisors.

NATHANIEL LOUIS COHEN, Esq. | Rev. R. E. MOLYNEUX.
Rev. JOHN BEATTIE, Treasurer. | F. T. PELHAM, Esq.

Registrar.

Mr. W. H. GARDENER, High Street, Egham.

The working of this registry, which was established in February 1885 to afford an easy and reliable medium of communication between employers and local workmen of authenticated good character, has not presented any new features during the past year.

Several applications have been again received from different districts for information and counsel, to facilitate the establishment of other local registries on the model of the Egham Registry. The registrar, or the hon. supervisors, will gladly furnish copies of the forms used, and of previous reports, describing in detail the arrangements at Egham. It is, however, obvious that the success of a labour registry must depend on varying local circumstances, on the choice of a suitable registrar, and above all on the confidence which may be felt in the registry both by employers and by the working classes.

It is absolutely essential to adhere strictly to the rule that the registrar shall scrupulously abstain from all interference between masters and workmen as to the conditions of wages and of service asked by workmen, or prescribed by employers. If it is intended not merely to report a total of all persons desirous of registering themselves as wanting work, but also to attract offers of employment, it would seem essential to authenticate the antecedents of applicants who may be personally unknown to the registrar. Also for many reasons it will be found desirable, as a general rule, in reporting vacancies, to give a preference to those who have resided for a definite period in the district served by the registry. At Egham, as a rule,

the registry is open only to those who have resided at least six months in the parish.

Probably it will be always impracticable to ensure that a registry shall be made entirely self-supporting by collecting fees from those who obtain employment through its agency. However, it is perhaps as reasonable to give gratuitous facilities for respectable working men to obtain knowledge of all available work in their neighbourhood, as to afford relief from the destitution resulting from the failure of their own hap-hazard search for work.

No general rule can be given as to the working expenses of a free registry. The cost at Egham was—

		£	s.	d.	
1st year	7 9 2	from 1st Feb. to 30th Sept. 1885,			when employment was obtained for 181 adults.
2nd	7 13 4	from 30th Sept. 1885 to 30th Sept. 1886,			when employment was obtained for 307 men and 18 boys.
3rd	9 9 6	from 30th Sept. 1886 to 30th Sept. 1887,			when employment was obtained for 269 men and 22 boys.
4th	9 13 0	from 30th Sept. 1887 to 30th Sept. 1888,			when employment was obtained for 202 men and 18 boys.
Totals	34 10 0				959 men; 58 boys.

The above expenditure comprised postage and printing of forms, books, post-cards, introduction cards, abstract of register cards, advertisements in county newspapers, &c. and a fee of 5*l.* per annum to the registrar for the use of his shop as a registry office, his services being given gratuitously. It is certain that no mere cash remuneration can ensure the selection of a well-qualified registrar; it is above all essential that he should have some aptitude for his work and earnest sympathy with it, and it is desirable that he should be likely to have cognisance of all new work undertaken in his district. The continued success of the Egham Registry is mainly due to the energy and attention and unstinted time kindly given to it by the registrar.

It is very satisfactory to note that not a single complaint has been received during the past year in respect of any man or boy engaged through the registry. **The attention of all employers is earnestly invited to this circumstance.** It is hoped that at least all gentlemen residing in the parish, and employers of labour having contracts in the neighbourhood, will continue to seek to engage local workmen at the registry before importing men from a distance. Employers reporting vacancies may rely that the registrar will carefully attend to their directions in regard to qualifications or antecedents of applicants. *The registrar specially invites advices of vacancies for boys or apprentices, and will gladly communicate with the local schoolmaster in order to select lads of certified school standard or character, or possessing any special aptitude desired.*

The registrar reports that "as more confidence is felt in the class of men and boys seeking employment through the registry, advices of vacancies are now sent to him more freely and regularly." The diminution in the aggregate number of applications for employment in 1887-88, as compared with 1886-87, must be attributed to the milder character of the winter last year, but the percentage for whom employment was found was about the same in 1887-88, as in the previous year. The percentage of the total number of separate applicants for whom employment was found in the year ending 30th September 1888 was 83 per cent. against 76 per cent. in the previous year, indicating that the employment obtained was of a more permanent character.

Unless those engaged in building and spade labour make provision by benefit societies or otherwise against periods of forced inactivity in the winter, it is obvious that the annual recurrence of cold weather must be attended by an annual recurrence of more or less acute distress. It has not yet been found practicable to extend the arrangements of the registry in the way foreshadowed in the last report, by placing it in correspondence with local benefit, thrift, loan, or relief societies, or with any of the organisations established in our colonies to facilitate the marketing of labour.

The small special loan fund placed at the disposal of the registrar by one of the supervisors has been found useful. This fund is lent to needy workmen for the redemption of pawned tools, &c., or for the expenses of transporting themselves and their families, on their obtaining employment at a distance, either through the registry, or by their own efforts. Out of a total of 4*l.* 2*s.* advanced from this fund, 3*l.* 12*s.* has been duly repaid. The treasurer invites further contributions to this fund for the special purpose of assisting the emigration of able-bodied lads or young men accustomed to agricultural work or spade labour.

Labour registries have been established latterly in Queensland, and at Perth in Western Australia. Our reports for 1885-6 and 1886-7, expressed a hope that, in course of time, a system of affiliated free country labour registries (focussed, perhaps, in London or in each county town) might be placed in habitual correspondence with a federated organisation of the philanthropic emigration societies, by an arrangement under which separate colonies, or sections of colonies, should be assigned to separate constituent emigration societies. Under the auspices of such an organisation, a system of registries of employers' requirements, or of available vacancies, might be established generally throughout the colonies, reporting at definite intervals by mail, subject to rectification by telegraph code. It is satisfactory to note that to a certain extent some parts of this scheme seems likely to be carried out, at least as far as regards the suggested colonial arrangements.

By the kind courtesy of the management of the Government Emigrants' Information Office, 31, Broadway, Westminster, the registrar continues regularly to receive copies of all their publications, which now contain very detailed information as to the climate, price of necessaries, general state of the labour market, and length and costs of passage to the various British colonies. The poster issued on 1st October last, stated that there was still a reliable demand in Canada, New South Wales, Victoria, Queensland, Tasmania, and some parts of New Zealand for good farm labourers.

The total working expenses of the registry during the 12 months ending 30th September 1888 amounted to 9*l.* 13*s.* The treasurer has the pleasure to acknowledge the following donations towards this outlay:

	£	s.	d.	£	s.	d.
Nathaniel L. Cohen, Esq. (for special loan fund)	-	-	5	0	0	
Major-General Spence, C.B.	-	0	10	0		
T. Eyre, Esq.	-	0	10	0		
Mrs. Pitcairn	-	1	0	0		
George Raphael, Esq.	-	1	0	0		
Miss Johnson	-	0	10	0		
Mrs. Pennell	-	0	10	0		
Col. Gostling Murray	-	0	10	0		
Charles Luccena, Esq.	-	0	10	0		
J. K. Farlow, Esq.	-	0	5	0		
			5	5	0	

A printed slip is always handed to each applicant, inviting him to contribute 3*d.* a week to the registry during the first four weeks of any engagement obtained through the registry, but this payment is purely voluntary. The sum received in this way during the past year was 6*s.* 10*d.* as compared with 3*s.* 4*d.* in 1886-7.

The balance now in hand (exclusive of the loan fund) is 10*s.* 10*d.* The treasurer trusts that subscribers will kindly renew their donations to defray the working expenses of the registry during the coming year; and he will also be glad to take charge of any contributions to the special loan fund.

REPORT OF THE REGISTRAR FOR THE PERIOD FROM 30TH SEPTEMBER 1887 TO 30TH SEPTEMBER 1888.

The number of applications for employment made to the Egham Free Registry from 30th September 1887 to 30th September 1888 was 265 men and 24 boys, and the number engaged through the registry was 202 men and 18 boys. Some of these engagements were for short terms, so that some applicants figure more than once in the list. In the past year the number of separate applicants for whom employment was obtained

was 171 men and 12 boys, against 208 men and 15 boys in 1886-7.

Trades.	1st Oct. 1886 to 30th Sept. 1886.		1st Oct. 1887 to 30th Sept. 1887.		1st Oct. 1888 to 30th Sept. 1888.	
	Applications.	Employment obtained for.	Applications.	Employment obtained for.	Applications.	Employment obtained for.
Gardeners	36	34	48	38	35	28
Carpenters	67	59	48	40	33	29
General Labourers	118	99	126	101	68	61
Painters	20	40	40	29	65	39
Draughtsman	-	-	-	-	-	-
Stonemasons	6	3	4	4	4	2
Bricklayers	42	35	26	22	19	14
Coachmen, Grooms, and Stablemen.	13	13	25	20	24	20
Plumbers	5	4	7	7	4	3
Gasfitters, Whitesmith, &c.	11	11	14	14	8	6
Boys	26	18	37	22	24	18
	374	325	369	291	284	220

W. H. GARDENER,
1st October 1888. High Street, Egham.

Note of 1st November 1888.

There are at present registered as wanting work:— 4 bricklayers, 5 carpenters, 12 labourers, 1 cowman, 2 coachmen, 1 groom, 6 boys, 3 gardeners, 2 painters.

The registrar also desires to find permanent employment, preferably at a distance from home, for 4 lads who have been trained in industrial schools, and earnestly invites applications from employers who in view of these lads' present excellent character and special training, would be kindly will to overlook the offences for which they were originally committed.

1889.

FIFTH ANNUAL REPORT OF THE EGHAM FREE REGISTRY FOR THE UNEMPLOYED. Established February 1885.

Hon. Supervisors.

NATHANIEL LOUIS COHEN, Esq. | Rev. R. E. MOLYNEUX, Esq.
Rev. J. BEATTIE, Treasurer. | J. L. CLIFFORD-SMITH, Esq.

Registrar.

Mr. W. H. GARDENER, High Street, Egham.

The objects and mode of working of this registry have been so fully explained in previous reports, and especially in the report of 1888, that it seems needless to describe them again in detail.

The Egham Registry was founded in February 1885, primarily to afford an easy and reliable medium of intercommunication between employers and those seeking work and resident in the parish of Egham, in order to diminish as far as possible the waste of time and energy involved in tramping for work, and to make available at a distance from home the local good character and references of those unable to obtain employment in the immediate neighbourhood.

A small special loan fund is placed at the disposal of the registrar to assist needy workpeople in any initial expenses on their obtaining employment, or towards the cost of train fare to employment at a distance obtained through the registry or by their own efforts.

Whilst the registrar scrupulously abstains from any interference with the question of wages or conditions of service asked or proffered, every care is taken to recommend only such applicants as seem to possess the qualifications prescribed for reported vacancies. Although, of course, the reliability of those recommended cannot exactly be guaranteed, the registrar endeavours to verify the antecedents of all applicants not personally known to him. *Not a single complaint has, in fact, been received in regard to any man or boy engaged through the registry during the past two years.* It is possible that as the services of the registrar are given gratuitously, there is some reluctance, both on the part of employers, and of those who obtain work through the registry, to make complaints. However, the registrar has the pleasure to report that he has received, in the course of the past year, satisfactory evidence that the working of the registry is appreciated by those for whose benefit it was established, and also that it has the confidence of employers.

The management would again urge that gentlemen residing within the parish, and employers of labour having contracts in the neighbourhood, should seek to engage local workers of authenticated good character through the registry before deciding to import men or boys from a distance. "Employers reporting vacancies may rely that the registrar will carefully attend to their directions in regard to qualifications or antecedents of applicants. The registrar specially invites advices of vacancies for boys or apprentices, and will gladly communicate with local schoolmasters, in order to select of certified school standard or character, or possessing any special aptitude desired." (Report 1888.) The registrar will be particularly obliged for information enabling him to find berths for boys, even at a distance from home, as the loan fund is available for advances to assist boys as well as men with railway fares to assured berths.

As employment is obtained for those entered on the registry at a distance from the parish, it is not thought right to exclude rigidly those who do not reside within its limits from the benefits of the registry. But in accordance with the fundamental rule made when the registry was established, a preference is given, in recommending applicants, to those who have resided at least six months in the parish.

The hope has been expressed in previous reports that a system of labour registries at home, focused at a central country or metropolitan office, might ultimately be placed in correspondence with a system of similar registries in the British colonies, but beyond the opening of registries in Queensland and in Western Australia, no progress has been made towards the attainment of this perhaps utopian ideal. The registrar continues to receive, by the kind courtesy of the management of the Government Emigration Information Office, 31, Broad-way, Westminster, copies of their publications, giving details as to the climate, price of necessaries, suggestions for outfit, length and cost of passage, and demands for different kinds of labour in the British colonies.

The applications received by the registrar from persons residing in different country districts, and especially from different parts of Surrey (attracted probably by the abstract of the registry of places wanted advertised periodically in the "Surrey Advertiser"), as well as the inquiries received from time to time as to the methods and forms used at the Egham Registry, seem to point to the need of additional labour registries, especially in districts with a scattered population. However, it is obvious that the success of a labour registry must depend on varying local circumstances, on sustained efforts to secure the confidence of employers and workers, and above all, on the selection of a competent, earnest, and impartial registrar, possessing business aptitude, and a kindly interest in the success of his efforts to obtain employment for those entered on his books. The management of the Egham Registry desire to record their continued entire satisfaction with the efforts of their registrar, and their appreciation of his great interest in his work. The table of the working expenses of the Egham Registry since its foundation gives the following results, but as the services of the registrar are given gratuitously (beyond a fee of 5*l.* for the use of his shop as the office of the registry) it is obvious that these figures are no guide as to the cost of a registry where the registrar has to be paid in proportion to the time and trouble he is required to give to the work. The correspondence alone connected with the cases passing through the Egham Registry during the past year has involved the writing of upwards of 300 letters,

Cost of working expenses:—

	£	s.	d.	
1st year	7	9	2	from 1st Feb. to 30th Sept. 1885, when employment was obtained for 181 adults.
2nd ..	7	18	2	from 30th Sept. 1885 to 30th Sept. 1886, when employment was obtained for 307 men and 18 boys.
3rd ..	9	9	6	from 30th Sept. 1886 to 30th Sept. 1887, when employment was obtained for 269 men and 22 boys.
4th ..	9	13	0	from 30th Sept. 1887 to 30th Sept. 1888, when employment was obtained for 202 men and 18 boys.
5th ..	10	11	6	from 30th Sept. 1888 to 30th Sept. 1889, when employment was obtained for 207 men and 14 boys.
Totals	45	11	6	; 1,166 men; 72 boys.

The number of applications for employment received at the registry from 1st October 1888 to 1st October 1889 did not vary materially from the numbers recorded during the previous year. It would seem, both from the statistics of the registrar and from other trade reports, that there has been a special dearth of employment for stonemasons and painters. The weather, which, of course, always more or less affects trades connected with building and spade labour during a portion of every winter, was similar in character in 1887-88 and 1888-89. There would certainly seem to be inadequate facilities for the large numbers of workers in the country, not attached to trades unions nor belonging to benefit societies, to make due provision against recurrent periods of unavoidable inactivity, or even against disablement by illness or old age, or, perhaps, there is generally insufficient appreciation of the need of such provision.

The special loan fund placed at the disposal of the registrar by one of the hon. supervisors amounts now to 8*l.*, but of this sum there has been written off 10*s.* as a bad debt, leaving 7*l.* 10*s.* still partly in hand and partly in course of repayment.

A printed slip is always handed to each applicant obtaining employment through the registry, inviting a contribution of 3*d.* a week during the first four weeks of the engagement towards the working expenses of the registry. The sum received in this way was in 1886-87, 3*s.* 4*d.*; in 1887-88, 6*s.* 10*d.*; in 1888-89, 7*s.* 9*d.*

For convenience in collecting subscriptions, the accounts of the registry are made up this year to 31st December instead of 30th September, but for purposes of comparison, the statistics given in the registrar's report are compiled only for the period from 1st October 1888 to 1st October 1889. The total working expenses of the registry during the 15 months ending 31st December 1889 amounted to 10*l.* 11*s.* 6*d.* This expenditure comprised postage, printing of forms, post cards, introduction cards, advertisements, &c., and an annual fee at the rate of 5*l.* per annum for the use of the registry office.

The treasurer has the pleasure to acknowledge the following donations from 1st October 1888 to 31st December 1889 towards this outlay:—

	£	s.	d.	£	s.	d.
Nathaniel L. Cohen, Esq. (for special Loan Fund).				3	0	0
Mrs. Pennell -		0	10	0		
Major-General Spence, C.B. -		0	10	0		
*Sir Louis Mallett -		2	0	0		
Baron de Worms -		1	0	0		
T. Eyre, Esq. -		0	10	0		
Miss Johnson -		0	10	0		
John G. Pilcher, Esq. -		0	10	0		
Rev. H. J. de Salis -		1	0	0		
Mrs. Pitcairn -		1	0	0		
Geo. Raphael, Esq. -		1	0	0		
Charles Lucena, Esq. -		0	10	0		
Mrs. Drummond -		0	5	0		
John K. Farlow, Esq. -		0	5	0		
Col. Gostling Murray -		0	10	0		
				10	0	0

* This donation came to hand in 1888, too late for acknowledgment in the report of last year.

The balance now in hand (exclusive of the loan fund) is 9*d.* The treasurer trusts that subscribers will kindly renew their donations to defray the working expenses of the registry during the coming year.

REPORT of the REGISTRAR for the PERIOD from 30th SEPTEMBER 1888 to 30th SEPTEMBER 1889.

The number of applications for employment made to the Egham Free Registry from 30th September 1888 to 30th September 1889 was 250 men and 27 boys, and the number engaged through the registry was 207 men and 14 boys, besides 3 married couples. Some of these engagements were for short terms, so that some applicants figure more than once on the list. In the past year the number of separate applicants for whom employment was obtained was 201, against 183 separate applicants engaged in 1887-88.

Trades.	1st Oct. 1888 to 30th Sept. 1887.		1st Oct. 1887 to 30th Sept. 1888.		1st Oct. 1888 to 30th Sept. 1889.	
	Applications.	Employment obtained.	Applications.	Employment obtained.	Applications.	Employment obtained.
Gardeners	42	38	35	28	40	58
Carpenters	48	40	33	29	81	27
General Labourers	126	101	68	61	79	73
Painters	40	29	65	39	42	26
Stonemasons	4	4	4	2	7	2
Bricklayers	36	23	19	14	15	14
Coachmen, Grooms, and Stablemen.	25	20	24	20	27	19
Plumbers	7	7	4	3	6	5
Gasfitters, Whitesmiths, &c.	14	14	8	6	3	3
Boys	37	23	24	18	27	14
Married Couples	—	—	—	—	3	3
	369	301	284	220	280	234

W. H. GARDENER,
High Street, Egham.
December 1889.

Note of December 1889.

There are at present registered as wanting work:— 3 bricklayers, 2 carpenters, 8 labourers, 1 coachman, 3 gardeners, 6 painters, 9 boys.

1890.

SIXTH ANNUAL REPORT OF THE EGHAM FREE REGISTRY FOR THE UNEMPLOYED.

Established February 1885.

Hon. Supervisors.

NATHANIEL LOUIS COHEN, Esq. | Rev. R. E. MOLYNEUX.
Rev. J. BEATTIE, Treasurer. | J. L. CLIFFORD-SMITH, Esq.

Registrar.

Mr. W. H. GARDENER, High Street, Egham.

OBJECT.

To provide a free, easy, and reliable medium of inter-communication between employers and workmen of authenticated good character who have resided for six months within the limits of the parish; thus diminishing as far as possible the waste of time and energy involved in tramping for work.

(The registrar scrupulously abstains from any interference in the question of wages, or in the conditions of service asked by workmen or prescribed by employers.)

MEANS.

I.—Employers of labour having contracts in the neighbourhood are requested to engage local workmen before importing men from a distance, and abstracts of the registry are sent periodically to such employers and their foremen. Similar abstracts are advertised periodically in the country newspapers and exhibited on a notice board outside the registry office.

II.—Endeavours are made to help respectable working men and boys of authenticated good character in their efforts to obtain knowledge of all available work in the neighbourhood, a preference in reporting vacancies being always given to those who have resided for at least six months in the parish.

III.—Applicants obtaining work are invited to contribute 3d. a week to the registry during the first four weeks of any engagement obtained through the registry, but this payment is purely voluntary.

IV.—Employers reporting vacancies for men or boys may rely upon the registrar attending to their directions in regard to the qualifications and antecedents of applicants.

By the courtesy of the management of the Government Emigration Information Office, 31, Broadway, Westminster, the registrar is regularly supplied with copies of their publications giving details as to climate, price of necessaries, suggestions for outfit, length, and cost of passage, and demands for different kinds of labour in the British colonies.

NOTE.—Applications are from time to time made to the registrar for information as to the methods of working this free registry for the unemployed. It is therefore thought advisable to repeat that whilst the registrar is instructed to give all information and counsel, and copies of the forms used at the Egham Registry to facilitate the establishment of other local registries, it is obvious that their success must depend on varying local circumstances, and especially on the confidence that may be felt in the registry both by employers and by the working classes. It is above all indispensable to select a competent, earnest, and impartial registrar, possessing business aptitude and a kindly interest in the success of his efforts to obtain employment for those entered on his books. The registry should also be always available at convenient hours.

It is hoped that ultimately an organisation of local free labour registries for the unemployed, affiliated to country towns, and focussed at a metropolitan office may be placed in correspondence with similar organisations in the colonies and throughout the British Empire. It is hoped also that, in course of time, local registries may be associated with eleemosynary and benefit societies, at least as far as regards able-bodied men and lads who are receiving the assistance of such societies, and who are eligible for entry on the registrar's list.

A small special loan fund is placed at the disposal of the registrar to assist needy workpeople in any initial expenses on their obtaining employment, or towards the costs of train fare to assured distant employment, obtained through the registry or by their own efforts.

REPORT.

In presenting to subscribers the Sixth Annual Report of the Egham Free Labour Registry for the Unemployed, it has been thought well to recapitulate the objects with which the organisation was first established in February 1885, and the methods adopted from the beginning towards the attainment of those objects. It is satisfactory to find that the principle of some such provision for facilitating the marketing of labour—which it is believed was first advocated by the promoters of the Egham Free Labour Registry—has now become more generally accepted.

The organisation of a labour statistics department of the Board of Trade, and the establishment of a Government Emigration Information Office are perhaps the initial steps towards Government or Municipal assistance for the establishment generally at local centres of offices which may serve as places of meeting for trade organisations of employers and workers, and which may also serve as a medium of communication between employers wanting workmen and worker needing employment.

The various projects lately put forward for assisting the unemployed (which as far as regards their economic features appear to be mostly formulated on the lines of previous efforts) all include the organisation of free registries, or, as they are now called, "labour bureaux." The most successful instance of the working of a labour registry on a large scale is believed to be the "bureau" established at Ipswich, shortly after the establishment of the registry at Egham. The success obtained at Ipswich, like the success of the Egham registry, seems to be mainly due to the energy and ability of the registrar. The correspondence connected with the

working of the Egham registry during the past year involved the writing of upwards of 500 letters and postcards.

The initial rule, that the registrar shall not interfere at all in any question of wages or in regard to the conditions of service, continues to be always strictly observed, and all interference with any trade organisation or labour troubles is thus avoided.

The working of the registry during the past year presents no new features. The special loan fund placed at the disposal of the registrar by one of the hon. supervisors—which stood on the 1st January at 7l. 10s.—has been increased to 10l. 10s., but of this sum there has been written off 11s. as a bad debt, leaving a balance of 9l. 19s. partly in hand and partly in course of repayment.

The voluntary contributions received under Rule 3, amounted last year to 12s. 9d., comparing with 7s. 9d. in 1888-89, 6s. 10d. in 1887-88, 3s. 4d. in 1886-87, and nil in 1885-86.

For convenience in collecting subscriptions the accounts of the registry are made up to 31st December, but for purposes of comparison with previous years the statistics given in the registrar's report are compiled for the period from 1st October 1889 to 1st October

1890. The total working expenses of the registry during the past 12 months amounted to 11l. 13s. This expenditure comprised postage, printing of forms, postcards, introduction cards, advertisements, &c., and an annual fee of 5l. for the use of the registry office. The services of the registrar are kindly given without charge.

The cost of working for this year compares as follows with that of previous years:—

Year	£	s.	d.	Notes
1885	7	9	2	when employment was obtained for 181 adults.
1886	7	18	2	when employment was obtained for 307 men and 18 boys.
1887	9	9	6	when employment was obtained for 269 men and 22 boys.
1888	9	13	0	when employment was obtained for 202 men and 18 boys.
1889	10	11	6	when employment was obtained for 207 men and 14 boys.
1890	11	13	0	when employment was obtained for 247 men and 9 boys.

The treasurer has the pleasure to acknowledge the following donations from 31st December 1889 to 31st December 1890:—

DONATIONS, &c.		EXPENDITURE.	
	£ s. d.		£ s. d.
Mrs. Pennell (the late) -	0 10 0	Fee for Registry Office, Postage, &c. -	6 5 0
Major-General Spence, C.B. -	0 10 0	"Surrey Advertiser" -	2 14 0
Sir Louis Mallet (the late) -	2 0 0	Mr. W. F. Larkin, Printing -	2 11 0
George Raphael, Esq. -	1 0 0	Expenses -	0 3 0
J. K. Farlow, Esq. -	0 5 0		
Benjamin Warwick, Esq. -	1 1 0		
Miss Johnson -	0 10 0		
Lord Thring, K.C.B. -	0 10 0		
William Paice, Esq. -	0 5 0		
Rev. H. J. de Salis -	1 0 0		
T. Eyre, Esq. -	0 10 0		
C. Lucena, Esq. -	0 10 0		
Col. Gostling Murray -	0 10 0		
Workmen's contributions -	0 12 9		
Balance due to Treasurer -	1 19 3		
	£11 13 0		£11 13 0

Nathaniel L. Cohen, Esq. (for special loan fund) 3l.

There is a balance due to Treasurer of 1l. 19s. 3d. The treasurer trusts that subscribers will kindly renew their donations to defray the expenses of the registry during the coming year.

REPORT OF THE REGISTRAR FOR THE PERIOD FROM 30th SEPTEMBER 1889 to 30th SEPTEMBER 1890.

The number of applications for employment made to the Egham Free Registry from 30th September 1889 to 30th September 1890, was, 248 men and 16 boys, and the number engaged through the registry was 246 men and 9 boys, besides one married couple. Some of these engagements were for short terms, so that some applicants figure more than once on the list. In the past year the number of separate applicants for whom employment was obtained was 205 against 201 separate applicants engaged in 1888-89.

Trades.	1st Oct. 1887 to 30th Sept. 1888.		1st Oct. 1888 to 30th Sept. 1889.		1st Oct. 1889 to 30th Sept. 1890.	
	Applications.	Employment obtained.	Applications.	Employment obtained.	Applications.	Employment obtained.
Gardeners	35	28	40	58	46	69
Carpenters	33	29	31	27	28	21
General Labourers	68	97	79	73	84	108
Painters	05	30	42	20	30	28
Stonemasons	4	2	7	2	4	1
Bricklayers	19	14	15	14	11	8
Coachmen, Grooms, and Stablemen.	24	20	27	19	32	23
Plumbers	4	3	0	5	1	1
Gasfitters, Whitesmiths, &c.	8	6	3	3	4	1
Boys	24	18	27	14	16	9
Married Couples	—	—	3	3	1	1
Laundress	—	—	—	—	1	1
	284	220	290	224	294	250

W. H. GARDNER, High Street, Egham.

Note of December 1890.

There are at present registered as wanting work:— 9 bricklayers, 6 carpenters, 19 labourers, 4 coachmen, 6 gardeners, 9 painters, 3 boys.

1891.
SEVENTH ANNUAL REPORT OF THE EGHAM
FREE REGISTRY FOR THE UNEMPLOYED.

Established February 1885.

Hon. Supervisors.

NATHANIEL LOUIS COHEN, Esq. | Rev. R. R. MOLYNEUX,
Rev. J. BEATTIE, Treasurer. | J. L. CLIFFORD-SMITH,
Esq.

Registrar.

Mr. W. H. GARDENER, High Street, Egham.

OBJECT.

To provide a free, easy, and reliable medium of inter-communication between employers and workmen of authenticated good character who have resided for six months within the limits of the parish; thus diminishing as far as possible the waste of time and energy involved in tramping for work.

The registrar scrupulously abstains from any interference in the question of wages, or in the conditions of service asked by workmen or prescribed by employers.

MEANS.

I.—Employers of labour having contracts in the neighbourhood are requested to engage local workmen before importing men from a distance, and abstracts of the registry are sent periodically to such employers and their foremen. Similar abstracts are advertised periodically in the country newspapers and exhibited on a notice board outside the registry office.

II.—Endeavours are made to help respectable working men and boys of authenticated good character in their efforts to obtain knowledge of all available work in the neighbourhood, a preference in reporting vacancies being always given to those who have resided for at least six months in the parish.

III.—Applicants obtaining work are invited to contribute 3d. a week to the registry during the first four weeks of any engagement obtained through the registry, but this payment is purely voluntary.

IV.—Employers reporting vacancies for men or boys may rely upon the registrar attending to their directions in regard to the qualifications and antecedents of applicants.

* By the courtesy of the management of the Government Emigration Office, 31, Broadway, Westminster, the registrar is regularly supplied with copies of their publications giving details as to climate, price of necessaries, suggestions for outfit, length, and cost of passage, and demands for different kinds of labour in the British colonies.

NOTE.—Applications are from time to time made to the registrar for information as to the methods of working this free registry for the unemployed. It is therefore thought advisable to repeat that whilst the registrar is instructed to give all information and counsel, and copies of the forms used at the Egham Registry to facilitate the establishment of other local registries—it is obvious that their success must depend on varying local circumstances, and especially on the confidence that may be felt in the registry both by employers and by the working classes. It is, above all, indispensable to select a competent, earnest, and impartial registrar, possessing business aptitude, and a kindly interest in the success of his efforts to obtain employment for those entered on his books. The registry should also be always available at convenient hours.

It is hoped that ultimately an organisation of local free labour registries for the unemployed, affiliated to country towns, and focused at a metropolitan office, may be placed in correspondence with similar organisations in the colonies and throughout the British Empire. It is hoped, also, that in course of time local registries may be associated with eleemosynary and benefit societies, at least as far as regards able-bodied men and lads who are receiving the assistance of such societies, and who are eligible for entry on the registrar's list.

A small special loan fund is placed at the disposal of the registrar to assist needy workpeople in any initial expenses on their obtaining employment, or towards the cost of train fare to assured distant employment, obtained through the registry or by their own efforts.

REPORT.

The hon. supervisors of the Egham Free Labour Registry have special satisfaction in presenting to subscribers the Seventh Annual Report of the working of the registry.

The increasing use made of the Egham Registry both by employers and by working men and lads, and the increasing public favour accorded to the principles that inspired its establishment, encourage the belief

that such registries facilitate generally the marketing of labour, and serve as a focus of communication between local workers and employers at a minimum of expense and personal effort, are practically useful and beneficial.

Some of the incidental advantages of a registry may be briefly recapitulated. It affords an opportunity of authenticating the antecedents of applicants, thus assisting them to obtain distant berths, and widening the market for their labour. Attention can be given to the instructions of employers as to desired qualifications of men or lads for whom they may have vacancies. A registry also enables lads about to enter on their working life, as well as all working men, to seek for employment in anticipation of the date when they will be needing work.

These and other incidental advantages (to which attention has been called in previous reports of the Egham Free Registry) must depend greatly on the aptitude, energy, and zeal of the registrar, and the success of the Egham Registry is no doubt largely due to the ability and devotion of the Egham registrar. But it has come to be generally recognised that to save the waste of time and effort, and to alleviate the hardships involved in hap-hazard tramping for work, a public agency for employment, especially in rural districts, is a valuable public facility. It is believed that the need of such a facility was first suggested by the promoters of the Egham Free Labour Registry. It is satisfactory to note also that the various suggestions of possible developments of such organisations, if established generally throughout Great Britain, or even throughout the British Empire as foreshadowed in some previous reports of our registry, are receiving now more or less general attention. In the past year several applications have been received for copies of the forms and particulars of the methods of working the Egham Registry; these methods have been so fully described in previous reports that it is needless to refer to them again in detail.

The continued success of the registry or "bureau" opened at Ipswich in August 1886, and working on lines similar to the Egham Registry in a populous district, furnishes suggestive and almost conclusive proof of the value of these organisations, even in some urban neighbourhoods, under competent management. Other registries have been established in 1891 in several country districts, and in London. The anticipation in our last report that governmental or municipal assistance would soon be given to promote the general establishment of public agencies for employment, has already been fulfilled by the institution of a registry at Chelsea under the direct management of the local vestry.

The registrar at Egham will always be glad to exchange advices of vacancies for men and lads with the management of other registries, where the antecedents of applicants are recorded for authentication, when thought desirable, by employers. Although a preference is always given in reporting vacancies at Egham to applicants who have resided for at least six months in the parish, it sometimes occurs that the registrar has applications from employers which he cannot satisfy from his own books.

The management of a registry can only aim at recording the mutual wants of employers and workers, and cannot, of course, undertake to directly provide work, but it is hoped that the facility of the Registry induces employers to a certain extent to seek for local workmen before importing labour from a distance. Last winter, when the frost had continued for an exceptionally long period, a kind donation was placed at the disposal of the registrar by one of the hon. supervisors to be used for relief work, and employment was thus given for a short time to about 30 men. It is obvious that unless men engaged in various building trades and in spade labour on short time service make provision by benefit unions or otherwise against annually recurrent periods of forced inactivity, they must suffer acute distress whenever a long continued frost occurs.

The initial rule, that the registrar shall not interfere at all in any question of wages, or in regard to the conditions of service, continues to be always strictly observed, and all interference with any trade organisation or labour troubles is thus avoided.

The special loan fund placed at the disposal of the registrar to assist, in his discretion, poor applicants in the expenses of transit to distant employment and in the redemption of tools, &c., was increased by a donation, in 1891, of 3l. 4s. 10d. to 13s. 3s. 10d. Of this sum, loans for 2l. 4s. 6d. were excused to the

borrowers with the assent of the donor of the fund, and 19s. 4d. had to be written off as bad debts, leaving a balance of 10l. partly in hand and partly in course of repayment. This loan fund is used mostly for short term, and the total of the sums lent during 1891 amounted to 20l. 14s. 6d.

The voluntary contributions received under rule 3 from some of those obtaining work through the registry amounted last year to 14s. 3d., comparing with 12s. 9d. in 1889-90, 7s. 9d. in 1888-89, 6s. 10d. in 1887-88, 3s. 4d. in 1886-87, and nil in 1885-86.

For convenience in collecting subscriptions the accounts of the registry are made up to 31st December, but for purposes of comparison with previous years the statistics given in the registrar's report are compiled for the period from 1st October 1890 to 1st October 1891. The total working expenses of the registry during the past 12 months amounted to 10l. 4s. This expenditure comprised postage, printing of forms, post cards, introduction cards, advertisements, &c., and an annual fee for the use of the registry office. The services of the registrar are kindly given without charge. The hon. supervisors desire to record their appreciation of the energy, ability, and devotion shown by the registrar in connexion with the working of the registry which involves a very large amount of correspondence.

The cost of working for this year compares as follows with that of previous years:—

Year	£	s.	d.	Description
1885	7	9	2	when employment was obtained for 181 adults out of 223 applications.
1886	7	18	2	when employment was obtained for 307 men and 18 boys out of 325 applications.
1887	9	9	6	when employment was obtained for 269 men and 22 boys out of 369 applications.
1888	9	13	0	when employment was obtained for 202 men and 18 boys out of 289 applications.
1889	10	11	6	when employment was obtained for 207 men and 14 boys out of 277 applications.
1890	11	13	0	when employment was obtained for 247 men and 9 boys out of 264 applications.
1891	10	4	0	when employment was obtained for 235 men and 11 boys out of 291 applications.

The treasurer has the pleasure to acknowledge the following donations from 31st December 1890 to 31st December 1891:—

DONATIONS, &c.			EXPENDITURE.		
	£	s. d.		£	s. d.
Rev. R. E. Molyneux	-	0 5 0	Fee for registry office, postage, &c.	-	5 3 0
Gen. Sir Alexander Taylor, G.C.B.	-	1 0 0	Advertisements	-	2 11 0
G. C. Raphael, Esq.	-	2 0 0	Printing	-	2 10 0
Lt.-Gen. Sir William Jervois, G.C.M.G.	-	1 0 0			10 4 0
Baron Schröder	-	1 0 0	Balance due to treasurer, 1st January 1891	-	1 19 3
Mrs. Middleton	-	0 10 0			
Miss Johnson	-	0 10 0			
B. Warwick, Esq.	-	1 1 0			
H. Potter, Esq.	-	2 2 0			
Miss Blakett	-	0 10 0			
T. Eyre, Esq.	-	0 10 0			
Col. Gostling Murray	-	0 10 0			
Workmen's contributions	-	0 14 3			
Balance due to treasurer, 1st January 1892	-	0 11 0			
	£12	3 3		£12	3 3

Nathaniel L. Cohen, Esq. (for special loan fund) - - - 3l. 4s. 10d.

There is a balance due to the treasurer of 11s. The treasurer trusts that subscribers will kindly renew their donations to defray the expenses of the registry during the coming year.

REPORT OF THE REGISTRAR FOR THE PERIOD FROM 30TH SEPTEMBER 1890 TO 30TH SEPTEMBER 1891.

The number of applications for employment made to the Egham Free Registry from 30th September 1890 to 30th September 1891 was 272 adults and 18 boys, and the number engaged through the registry was 233 adults and 11 boys, besides 1 married couple. Some of these engagements were for short terms, so that some applicants figure more than once on the list. In the past year the number of *separate* applicants for whom employment was obtained was 214, against 205 separate applicants engaged in 1889-90, and 201 in 1888-89.

Trades.	1st October 1887 to 30th September 1888.		1st October 1888 to 30th September 1889.		1st October 1889 to 30th September 1890.		1st October 1890 to 30th September 1891.	
	Applica- tions.	Employ- ment obtained.	Applica- tions.	Employ- ment obtained.	Applica- tions.	Employ- ment obtained.	Applica- tions.	Employ- ment obtained.
Gardeners and garden labourers.	35	28	40	58	46	50	49	40
Carpenters	33	29	31	27	28	21	56	52
General labourers	68	61	79	73	84	103	60	49
Painters	65	39	42	26	36	28	31	26
Stonemasons	4	2	7	2	4	1	3	2
Bricklayers	19	14	15	14	11	8	42	37
Coachmen, grooms, and stablemen.	24	20	27	19	32	23	27	18
Plumbers	4	3	6	5	1	1	1	1
Gasfitters, whitesmiths, &c.	8	6	3	3	4	1	—	—
Boys	24	18	27	14	16	9	18	11
Married couples	—	—	3	3	1	1	1	1
Laundress	—	—	—	—	1	—	—	—
Charwomen	—	—	—	—	—	—	6	5
Cooks	—	—	—	—	—	—	3	2
	284	220	280	224	264	256	289	244

December 1891.

W. H. GARDNER,
High Street, Egham.

Note on 31st December 1891.

There are at present registered as wanting work:—8 bricklayers, 10 carpenters, 16 labourers, 2 coachmen, 1 gardener, 10 painters, 6 boys, 1 stonemason, 1 charwoman.

1892.

EIGHTH ANNUAL REPORT OF THE EGHAM
FREE REGISTRY FOR THE UNEMPLOYED.

Established February 1885.

Hon. Supervisors :

NATHANIEL LOUIS COHEN, Esq.,	Rev. B. E. MOLYNEUX.
Rev. J. BEATTIE, Treasurer.	J. L. CLIFFORD-SMITH, Esq.

Registrar :

Mr. W. H. GARDENER, High Street, Egham.

OBJECT.

To provide a free, easy, and reliable medium of inter-communication between employers and workmen of authenticated good character who have resided for six months within the limits of the parish, thus diminishing, as far as possible, the waste of time and energy involved in tramping for work.

(The registrar scrupulously abstains from any interference in the question of wages or in the conditions of service asked by workmen or prescribed by employers.)

MEANS.

I.—Employers of labour having contracts in the neighbourhood are requested to engage local workmen before importing men from a distance, and abstracts of the registry are sent periodically to such employers and their foremen. Similar abstracts are advertised periodically in the country newspapers and exhibited on a notice board outside the registry office.

II.—Endeavours are made to help respectable working men and boys of authenticated good character in their efforts to obtain knowledge of all available work in the neighbourhood, a preference in reporting vacancies being always given to those who have resided for at least six months in the parish.

III.—Applicants obtaining work are invited to contribute 3d. a week to the registry during the first four weeks of any engagement obtained through the registry, but this payment is purely voluntary.

IV.—Employers reporting vacancies for men or boys may rely upon the registrar attending to their directions in regard to the qualifications and antecedents of applicants.

* By the courtesy of the management of the Government Emigration Information Office, 31, Broadway, Westminster, the Registrar, is regularly supplied with copies of their publications giving details as to climate, price of necessaries, suggestions for outfit, length, and cost of passage, and demands for different kinds of labour in the British colonies.

NOTE.—Applications are from time to time made to the registrar for information as to the methods of working this free registry for the unemployed. It is therefore thought advisable to repeat that whilst the registrar is instructed to give all information and counsel, and copies of the forms used at the Egham Registry to facilitate the establishment of other local registries, it is obvious that their success must depend on varying local circumstances, and especially on the confidence that may be felt in the registry both by employers and by the working classes. It is, above all, indispensable to select a competent earnest, and impartial registrar, possessing business aptitude and a kindly interest in the success of his efforts to obtain employment for those entered on his books. The registry should also be always available at convenient hours.

It is hoped that ultimately an organisation of local free labour registries in country districts for the unemployed, affiliated to county towns, and focussed at a metropolitan office, may be placed in correspondence with similar organisations in the colonies and throughout the British Empire. It is hoped, also, that in course of time local registries may be associated with eleemosynary and benefit societies, at least as far as regards able-bodied men and lads who are receiving the assistance of such societies, and who are eligible for entry on the registrar's list.

A small special loan fund is placed at the disposal of the registrar to assist needy workpeople in any initial expenses on their obtaining employment, or towards the cost of train fare to assured distant employment, obtained through the registry or by their own efforts.

REPORT.

In presenting to the subscribers the Eighth Annual Report of the Egham Free Registry for the Unemployed, it may be remarked that the facilities sought to be provided by the establishment of this registry are sufficiently indicated in the above recital, which is

1 78448.

reproduced from previous reports published year by year since the first establishment of the Egham Registry, in February 1885. The general outline of the project involved the establishment in country districts of a system of registries or public agencies for employment to be focussed at a central office, and placed in correspondence with similar organisations in the colonies.

It is believed that it may be claimed for the founders of the Egham Registry that they were the first to recognise the need of greater facilities for the marketing of labour in country districts. In the annual reports, and in an article in the "National Review," of March 1887, and in letters to the Press in 1885, 1886, 1887, by one of the honorary supervisors, suggestions were made somewhat on these lines for the provision in country districts of facilities by which, *inter alia*, available work could be brought quickly and cheaply to the knowledge of competent and willing workers. An article in the "Daily News," of the 28th October 1891, alludes to the pioneer position of Egham in this matter, and describes also a registry at Ipswich, referred to in our Sixth Annual Report for 1890. The Ipswich Registry, opened on the 26th August 1886, 18 months after the establishment of the Egham Registry, appears to have been started on similar lines and with similar aspirations to the Egham Registry, but, owing to special circumstances, its work seems to have been more arduous and difficult, especially as it served a more populous district. The difficulties seem, however, to have been well met by the indefatigable zeal and devotion of the honorary manager, the Rev. Wickham Tozer.

There can, of course, be no monopoly of suggestion or advocacy in regard to such a wide question as the marketing of various classes of labour. The management of the Egham Registry have only to express their satisfaction that adequate attention is at length being given to the subject. There seems now a prospect that some of the facilities sketched in the successive reports of the Egham Registry, as desirable for country districts, may be practically established.

Mr. W. H. Gardener, the Registrar at Egham, gave full evidence before the Labour Commission, on the 28th October last, as to the working of the Egham Registry, and as to the lines on which the system should be developed in country districts. He was assisted in the preparation of his evidence by one of the hon. supervisors. The general tenor of his evidence was in advocacy of the principles and suggestions previously put forward in the Egham reports, and especially that such public agencies for employment should be established in country districts under the control of representative bodies, and that they should be in correspondence through a central office for the exchange of information respecting any surplus vacancies for which no suitable local applicant might be available.

It may be well to emphasise again the definite and obvious value of registries or employment agencies in country districts, as distinguished from their use in urban or populous neighbourhoods. In the country, employers are scattered, and the waste of a hap-hazard tramp for work is much more serious than in towns, and involves often a break-up of the workers' homes. In towns there is already an organised system of communication between employers and workers in skilled trades in connection with the trades unions. No doubt reliable and detailed evidence will appear in the report of the Labour Commission, either from the managers of the trades unions, or from those who have obtained employment under their auspices as to how this system practically works. The allegation that selected public-houses are necessarily an important factor in the system does not seem to have been yet authenticated as far as appears from the evidence before the Commission published in the newspapers. A considerable number of urban registries were established in 1891 and 1892. It may be expected that the results of their working will be collated and presented in the report of the Labour Commission, which will probably furnish an authoritative opinion on the whole subject.

But the mere establishment in populous districts of agencies to record the names and addresses of those who present themselves as unemployed without any corollary facilities can hardly be of much practical value, even for statistical purposes. It may be pointed out here again that registries alone cannot involve any fresh work for the unemployed, and that the influence of the facility of the registry in this direction is almost limited to making available for those entered on the

register, all local work and all work at a distance reported to the registrar for which there may be no suitable local applicant in the district where such work is obtainable. A registry, whether in town or country, should be incidentally very useful as a focus for communicating with the working classes, for notification of Government thrift facilities, and of the conditions of service in Government and Municipal employment (including military and naval recruiting). But a registry or public agency for employment must necessarily prove futile unless it commands the confidence and support alike of workers and employers.

Copies of the publications of the Emigrants' Information office, including a periodical placard giving an epitome of information important for intending emigrants have been regularly supplied to the Egham Registry and the placard exhibited on the notice board of the registry. But it has not been found practicable to arrange any special facilities for emigrants in the way foreshadowed in previous reports. The result of the working of the Egham Registry can hardly be taken as comprising the maximum advantage that can be obtained from such an agency even in that district. The working expenses of the registry have always been very small, chiefly owing to the fact that the management is honorary, and the fee for the use of the office nominal. It is right to recognise the special aptitude and public spirited devotion with which the work of the registry is conducted by the registrar, Mr. W. H. Gardener. Besides the heavy normal correspondence connected with the working of the registry, many applications were received last year for information, and for samples of the forms used at Egham from places where it was proposed to establish similar registries. It is believed that if the exclusive services of an officer were given to the special duty of the work of the registry, it would be practicable to undertake many departments of activity likely to be useful to local workpeople. The registry might then be extended to include applications for employment and from employers for women. Last year, the hon. registrar kindly undertook to receive applications from charwomen.

It may be well to repeat the important initial rule which has been strictly observed in the working of the registry since its first establishment in February 1885—that the registrar shall scrupulously abstain from interference in any question of wages or conditions of service, or labour troubles.

A special loan fund, placed at the disposal of the registrar by one of the hon. supervisors, to assist, in his discretion, poor applicants in the expenses of transmission to distant employment, in the redemption of tools, &c., has been increased by a donation of three guineas to 13*l.* 3*s.* 0*d.* This loan fund is used mostly for short terms, and the total lent during the past year amounted to 29*l.* Of this sum 24*l.* 15*s.* 0*d.* has been repaid, 3*l.* has been written off as bad debts or excused to the borrower with the assent of the donor of the

fund, leaving a balance of 10*l.* 3*s.* 0*d.*, partly in hand, and partly in course of repayment.

The voluntary contributions received under Rule 3 from some of those obtaining work from the registry amounted last year to 9*s.* 10*d.*, comparing with 14*s.* 3*d.*, 12*s.* 9*d.*, 7*s.* 9*d.*, 6*s.* 10*d.*, 3*s.* 4*d.*, and *nil* in the previous years since the first establishment of the registry.

In order to make a uniform date for statistics of work and statistics of cost, both statements are made up this year to 31st December 1892, the former covering a period of 15 months from 1st October 1891, and the latter of 12 months from 1st January 1892. Allowing for this circumstance there appears to have been some little diminution in the number of separate cases, but the proportion of applications for which employment was found through the registry is still satisfactory. The total working expenses of the registry during the past 12 months amounted to 12*l.* 18*s.* 10*d.* This expenditure comprised postage, printing of forms, post-cards, introduction cards, advertisements, &c., and 5*l.* for the use of the registry office.

The cost of working for this year compares as follows with that of previous years:—

	£	s.	d.	
1885	7	9	2	when employment was obtained for 181 adults out of 223 applications.
1886	7	18	2	when employment was obtained for 307 men and 18 boys out of 325 applications.
1887	9	9	6	when employment was obtained for 269 men and 22 boys out of 363 applications.
1888	9	18	0	when employment was obtained for 202 men and 18 boys out of 289 applications.
1889	10	11	6	when employment was obtained for 207 men and 14 boys out of 277 applications.
1890	11	18	0	when employment was obtained for 247 men and 9 boys out of 264 applications.
1891	10	4	0	when employment was obtained for 235 men and 11 boys out of 291 applications.
1892	12	18	10	when employment was obtained for 268 adults and 21 boys out of 382 applications.

The treasurer has the pleasure to acknowledge the following donations received from the 31st December 1891 to the 31st December 1892:—

DONATIONS, &c.		EXPENDITURE.	
	£ s. d.		£ s. d.
Nathaniel L. Cohen, Esq.	2 2 0	Balance due to treasurer 1st January 1892	0 11 0
The Baron Schröder	2 0 0	Fee for registry office	5 0 0
Sir Alex. Taylor, G.C.B.	1 0 0	Mr. Larkin, printing, books	5 7 0
G. C. Raphael, Esq.	2 0 0	Advertisements	1 16 0
Howard Potter, Esq.	1 1 0	Sundries	0 4 10
Col. Gostling Murray (the late)	0 10 0		12 18 10
Col. Gostling Murray (the late) donation for deficit	0 10 0	Balance in hand	1 5 0
C. Lucena, Esq.	0 10 0		
Mrs. Drummond	0 5 0		
Miss Johnson	0 10 0		
Benjamin Warwick, Esq. (the late)	1 1 0		
Mrs. Middleton	0 10 0		
T. Smith, Esq.	0 5 0		
Rev. H. J. De Salis	1 0 0		
Workmen's Contributions	0 9 10		
	£14 3 10		£14 3 10

Nathaniel L. Cohen, Esq. (for Special Loan Fund) . . . £3 3*s.* 0*d.*

The treasurer trusts that subscribers will kindly renew their donations to defray the expenses of the registry during the coming year.

REPORT OF THE REGISTRAR FOR THE PERIOD FROM 30TH SEPTEMBER 1891 TO 31ST DECEMBER 1892.

The number of applications for employment made to the Egham Free Registry from 30th September 1891 to 31st December 1892 was 350 adults and 32 boys, and the number engaged through the registry was 268 adults and 21 boys. Some of these engagements were for short terms, so that the applicants figure more than once on the list. In the past 15 months the number of *separate* applicants for whom employment was obtained was 228 against 214 in 1890-91, 205 in 1889-90, and 201 in 1888-89.

Trades.	1st October 1888 to 30th September 1889.		1st October 1889 to 30th September 1890.		1st October 1890 to 30th September 1891.		1st October 1891 to 31st December 1892.	
	Applica- tions.	Em- ploy- ment obtained.	Applica- tions.	Em- ploy- ment obtained.	Applica- tions.	Em- ploy- ment obtained.	Applica- tions.	Em- ploy- ment obtained.
Gardeners	40	38	50	46	42	40	42	34
Carpenters	31	27	28	21	56	52	62	49
General labourers	79	73	103	84	60	49	116	98
Painters	42	26	36	28	31	26	45	30
Stonemasons	7	2	4	1	2	2	2	1
Cowmen	—	—	—	—	—	—	4	3
Bricklayers	15	14	11	8	42	37	35	24
Coachmen, grooms, and stable- men.	27	19	32	23	27	18	21	18
Plumbers	6	5	1	1	1	1	5	3
Gasfitters and whitesmiths	3	—	4	1	—	—	4	2
Caretakers	—	—	—	—	—	—	3	3
Boys	27	14	16	9	18	11	32	21
Charwomen	—	—	—	—	6	5	11	8
Married couples	3	3	1	1	1	1	—	—
Laundresses	—	—	1	1	—	—	—	—
Cooks	—	—	—	—	3	2	—	—
	280	224	287	224	289	244	382	289

W. H. GARDENER,
High Street, Egham.

January 1893.

Notes.—There are at present registered as wanting work:—2 bricklayers, 1 carpenter, 8 labourers, 1 cowman, 2 coachmen, 4 boys, 2 gardeners, 2 painters, 2 charwomen, 2 caretakers.

APPENDIX LX.

CHELSEA LABOUR BUREAU.

FREE REGISTRATION AND LABOUR AGENCY.

TOWN HALL, KING'S ROAD, CHELSEA.

SIR OR MADAM,

I beg to call your attention to the facilities given by this Office to employers and householders generally. The Bureau has been established by the Vestry for Chelsea for the public registration of labour of every kind, and to offer every convenience for bringing together employers and those seeking work.

No fee of any kind is charged to any person.

Registers are kept of persons seeking employment in almost every calling or occupation, and employers, if not at first suited, may continue their selection until they obtain the assistance they require.

Attention is particularly directed to the large number of workers of good character and fitness seeking

employment, temporary or permanent, as charwomen, handymen, window cleaners, &c.

I append a list of the classes of applicants now on the registers, and shall be pleased to render you every assistance to obtain the worker you may need.

I am, Sir, or Madam,

Your obedient Servant,

T. SMITH,

Superintendent.

The Bureau is open as under:—

For Males:

From 9 a.m. to 12 noon.

For Females:

From 2 p.m. to 5 p.m.

GENERAL DIVISIONS OF LABOUR ON REGISTERS.

- (1.) Artisans and mechanics.
- (2.) Labourers and handymen for jobbing, &c.
- (3.) Clerks, legal, commercial and technical.
- (4.) Servants, male and female.
- (5.) Grooms, coachmen, drivers of carts, vans, &c.
- (6.) Boys for shops, offices, workshops, &c.

SUB-DIVISIONS OF ABOVE NOW ON REGISTERS.

- A. Carpenters and joiners, and carpenters' labourers.
- B. Bricklayers, artistic, sanitary, &c., bricklayers' labourers.
- C. Plasterers, plain and ornamental, and plasterers' labourers.
- D. Smiths for forge fitting, shoeing, hammermen.
- E. Painters, glaziers, paperhangers, painters' labourers.
- F. General labourers, groundmen, roadmen, &c.
- G. Grooms, horsekeepers, stablemen and lads.

- H. Coachmen, van, cart and waggon drivers.
- I. Porters for shops, warehouses, offices, chambers, hotels.
- J. Warehousemen for dry or soft goods.
- K. Caretakers for private or public places.
- L. Menservants, butlers, footmen, pages, &c.
- M. Women servants, cooks, housemaids, kitchen-maids, &c.
- N. Waiters, waitresses for bar, party, or shops, &c.
- O. Shorthand writers, legal and commercial clerks, timekeepers, &c.
- P. Professional teachers, English, French, German, &c.
- Q. Shop assistants, grocers, butchers, bakers, drapers, &c.
- R. Charwomen, job cooks, housekeepers and boys for employment.

This is only a small sample of the numerous Divisions of Labour on the Registers.

APPENDIX LXI.

CHELSEA LABOUR BUREAU.

TOWN HALL, KING'S ROAD, CHELSEA, S.W.

FORM 1.]

No. _____

Date _____ 169 _.

Full Name.	
Full Address.	
Description of Employment required.	
Where last employed.	
How long unemployed.	
Any remarks applicant may desire to make.	

APPENDIX LXII.

CHELSEA LABOUR BUREAU,
TOWN HALL, KING'S ROAD, CHELSEA, S.W.

FORM 2.
No.

Date _____ 189__.

(Here state Name and Address of Employer,
and where employed.)

SIR, I AM pleased to inform you that I have obtained employment at _____

and desire to have my name erased from the list of applicants for employment.

(Here write Name.)

(Signed) _____

NOTE.—This form must, when filled up, be delivered at the Bureau as soon as possible after obtaining employment.

KEEP THIS CLEAN.

T. SMYTH,
Superintendent.

APPENDIX LXIII.

CHELSEA LABOUR BUREAU,
TOWN HALL, KING'S ROAD, CHELSEA, S.W.

RULES TO BE OBSERVED BY ALL APPLICANTS.

1. The Bureau will be open for male applicants daily from 9 a.m. to 12 noon, and for females from 2 p.m. to 5 p.m. daily (*Saturdays excepted*). The Bureau will be closed on Good Friday, Christmas Day, the Bank Holidays, and on any occasion the Committee may see fit to notify.

2. Persons resident out of the parish of Chelsea cannot be registered for employment.

3. Every applicant for registration for employment shall fill up correctly a printed form, to be obtained on personal application to the Superintendent.

4. Every applicant to take his or her proper place in rotation, and any applicant not behaving in a decent and decorous manner may be excluded at the discretion of the Superintendent.

5. Every applicant as soon as possible after obtaining employment shall fill in and deliver, or have delivered, the printed form provided for that purpose.

6. The name of any applicant will be removed from the unemployed list after *seven days* (Sundays and Bank Holidays not counting), unless the applicant on the seventh day gives notice that he or she is still out of employment, such notice to be repeated on every succeeding seventh day that the applicant remains out of employment.

7. The Superintendent will apportion employment impartially, according to rotation, but employers may select from the applicants anyone whom they may consider suitable for their employment.

By order,
T. SMYTH,
Superintendent.

APPENDIX LXIV.

Labour Bureau,
Town Hall, Chelsea, S.W.

_____ 189__.

On the _____ day of _____ I sent you _____
in compliance with your wish. Will you kindly fill up the form at the foot, and return it to me at your earliest convenience.

Mr. _____

I am,
Your obedient Servant,
T. SMYTH,
Superintendent.

REPLY.

I am* _____ suited [and the person you sent is still in my service].

Signature _____

Date _____

* Insert "not" if such be the case, and strike out the words in brackets.

APPENDIX LXV.

NAME.	ADDRESS.	Class No.	Date.	Description of Employment required.	Where last employed.	How long unemployed.	APPLICANT'S REMARKS.

APPENDIX LXVI.

CHELSEA LABOUR BUREAU.

REPORT ON THE WORK OF THE BUREAU FOR THE YEAR 1891-92.

To the Finance Committee of the Chelsea Vestry.

GENTLEMEN,

A year having expired since the appointment of the superintendent, we submit the following report of the work of the Chelsea Labour Bureau.

Establishment.

Immediately after his appointment, in September 1891, the Superintendent prepared a scheme for working the Bureau. The necessary forms and rules for guidance of applicants were drafted, approved by your sub-committee, and printed. The public work of the Institution commenced on the 5th October 1891.

Work. Table of Results.

Between that date and the 31st August last 3,611 persons applied to be registered, and situations or employment were obtained for 1,522 persons. (See table of results in Appendix.)

Expenditure, September to August 1891-92.

The expenditure on account of the Bureau has been, to the end of August, 162l. 15s. 7d.,* less than 1s. per applicant, or a little over 2s. per person for those obtaining work. This expenditure for the first year includes several items which are not likely to recur, and it is estimated that the cost per head will be reduced in future years.

* A further expenditure of 17l. 17s. has been incurred up to October 16th.

In addition to the table of results we append copies of the more important of the office forms, viz. :—

Office Forms.

- Form 1. Application for registration.
- „ 2. Applicant's report on obtaining employment.
- „ 3. Employer's report on being suited.
- „ 4. Circular to employers and others.

Notices have also been issued to libraries, reading-rooms, coffee taverns, &c., calling attention to the work of the Bureau. Nearly 8,000 of the circulars (Form 4) have been distributed in the west of London; and the whole of the work in connection with the bureau, interviewing applicants and employers, making inquiries, personally or by letter, and tabulating and classifying applications, has been performed by the Superintendent, assisted only by a lad as office boy.

Other Vestries and proposed Bureaus.

Applications for information as to the work of the bureau have been received from various sources. Members of several London vestries (Battersea, Fulham, Kensington, and Peckham) have inquired into the methods adopted, with a view to proposing similar agencies elsewhere, and your sub-committee are informed that a definite proposal to this effect has been laid before the Battersea vestry. Doctors Danford Thomas and Gordon Hogg, the coroners, after interviewing our Superintendent, have proposed the formation of a committee to urge upon the London Vestries the desirability of forming Labour Agencies in every district of the Metropolis.

The Associated Chambers of Commerce and the Royal Commission on Labour.

Mr. Scammell, of the Exeter Chamber of Commerce, after correspondence with the Superintendent, at a meeting of the Associated Chambers of Commerce, held at the Hôtel Métropole, proposed a resolution urging upon the Government and the Royal Commission on Labour the necessity for the establishments in provincial towns. This was followed by a communication from the Secretary of the Royal Commission, requiring the attendance of the superintendent to give evidence at the next sitting.

Private Imitators.

Inquiries have also been received from private gentlemen who were desirous of imitating the work of the Bureau. Among these were Mr. Downton, of Peckham Public Hall, Camberwell Vestry, and Asylums Board, Mr. Lumley, of North-East Bethnal Green, and Mr. N. Cohen, who is actually engaged in the management of a Labour Bureau at Egham, Surrey.

In addition to many notices in the press, a long descriptive report of the Bureau appeared in the "St. James's Gazette" in October last.

Thanks of the Sub-Committee.

The thanks of your sub-committee are due to Mr. George White for a present of office furniture; to Mr. Jeffery; the Chelsea Liberal Association; and to the Chelsea Vestry for gifts of boards, which have greatly helped the employment of boardmen.

In conclusion, your sub-committee wish to report that they are unanimously of opinion that Mr. Thomas Smyth, the Bureau Superintendent, has performed his novel and frequently difficult duties with great tact, industry, and zeal.

JOHN H. BRASS,
CHAIRMAN.

APPENDIX.

CHELSEA LABOUR BUREAU.

Table of Results.

Number registered from 5th October 1891 to 31st August 1892, and the number of employments obtained.

	Registered.	Employed.
MALES.		
Artisans - - - - -	388	126
Boys - - - - -	489	178
Carmen, Coachmen, &c. - - - - -	182	24
Clerks - - - - -	76	12
Handymen - - - - -	68	49
Labourers - - - - -	362	127
Porters - - - - -	337	19
Shop Assistants - - - - -	16	19*
Waiters - - - - -	13	7
Watchmen - - - - -	56	6
Total - - - - -	1,987	567
FEMALES.		
†Charwomen - - - - -	737	129
Caretakers - - - - -	5	18*
Domestics - - - - -	647	609
Dressmakers and Needlewomen - - - - -	90	96*
Ironers and Laundrywomen - - - - -	41	64*
Shop Assistants - - - - -	31	16
Females, various - - - - -	78	23
Total - - - - -	1,624	955
Grand Total - - - - -	3,611	1,522

* Applications originally made for some other class of employment.
† Many of the applications under this head might also be classified under others, as temporary needlewomen, cooks, nurses, &c.
Many were, unfortunately, made by those whose age and physical infirmities rendered the application almost hopeless.

[Here followed Forms 1, 2, 3, and 4, i.e., Appendices LXI., LXII., LXIV., and LX. respectively.—G. D.]

APPENDIX LXVII.

CHELSEA LABOUR BUREAU,

TOWN HALL, KING'S ROAD, CHELSEA, S.W.

obtaining the labour they may require free of all office fees.

The Bureau will be open as under:—

For Males:
Daily from 9 a.m. to 12 noon.

For Females:
Daily from 2 p.m. to 5 p.m.
(Saturdays excepted.)

T. SMYTH,
Superintendent.

FREE REGISTRATION!

Any person residing in Chelsea and requiring employment may, by applying at the Labour Bureau have his or her name registered for employment free of charge.

All residents out of employment should come and register, and so establish one great public centre to which employers could apply with the probability of

APPENDIX LXVIII.

STATE AND MUNICIPAL CONTROL OF INDUSTRY.

In dealing with the subject of the "State and municipal control of industry," the Appendix to this statement, which has been tabulated by the Commission staff from official statistics just obtained, serves to show the number of persons employed under the State or by local authorities, what hours are worked, and what wages received, and, where it has been possible, comparison has been made between the conditions of those employed under public control, and those under private firms. I here deal briefly with the various forms in which the demand is made for extending the sphere of the State or municipal bodies as employers of labour.

The control of industry by the State or municipalities is advocated, because it is believed that such collective control would best secure the interests of all sections of the community.

It is held that modern commercialism with its intense competition does not admit of proper individual development, and amongst the most ardent advocates of collective control of industry are to be found those strong individualists who desire nothing so much as the opportunity for all to fully develop their manhood and womanhood. They point to the fact that under present conditions a considerable proportion of the population are in enforced

idleness, and are, therefore, consuming without producing, and to the fact that many others are engaged producing and distributing articles, some of which are useless, and others positively mischievous in their effects, and which would never find a sale were it not for the modern development of a system of palming off goods by accomplished salesmen, who successfully persuade people to purchase articles that are not wanted: and the energy of the producers and distributors of such articles, it is contended, is entirely wasted, they too being consumers, but not producers of anything of value.

It is further held that modern-day competition is productive of many of the worst evils that now burden society; to it is mainly chargeable the very grave evils that arise from failures in business with the attendant results of mental derangement in many cases, and crime in others; and in either case whether men are in lunatic asylums, hospitals, or jails, their value to the State is nil.

It is also held that the progress of science, metallurgical, mechanical, and chemical, is impeded by the sectionalized methods of conducting trade that obtain to-day, and that, therefore, the standard of life is very much lower than it would be with more perfect industrial organisation, such as might be obtained under collective control. The baneful tendency of modern commercialism demands of the conductors of trade and commerce, not that they shall endeavour to excel, but that they shall by some means or other obtain the trade of competing firms, and thus honesty is sacrificed for rascality in thousands of instances, quality gives place to "shoddy," and the collective good is lost sight of in the intensity of the sectional struggle for existence.

It is also held that even of the wealth now produced an unfair share of it gets into the possession of those who render very small value to the State, so that upon the grounds of inefficient production, and of inequitable distribution, it is demanded that public control should supersede the private control of industry.

It must not be thought that this is merely the demand of small sections of poverty-stricken men, or the wasters of various grades of the community; it may or may not include these, but certainly it is the fact that an increasing number of recognised scholars, competent business men, and thoughtful workmen are endorsing the proposals in favour of State or municipal regulation of industry.

The belief obtains that with competent organisers there might be such a regulation of the production and distribution of commodities as should admit of all getting the requisites of life at all times of the year, and that the mischief arising from fluctuations could be spread over the whole of the people, so that none should be entirely crushed by adversity. Historically considered, it is contended that economic evolution points to the collective control of industry, as is indicated by the fact that for many years past in numerous trades the old individual relationship between employer and workman has ceased, the business manager taking the place of the friendly employer whilst the Limited Liability Companies are becoming in increasing instances enormous concerns employing thousands of workmen with a strong tendency for these to again combine into syndicates of prodigious proportions, so that whilst we still have sectional control, with its advantages and evils, the tendency of the times is strongly in favour of reducing these sections, and those who take careful note of these events are of opinion that the present tendency will gather force until we reach at least municipal, probably national, control, and the demand now made is that Government should facilitate the change that the evolutionary industrial forces are thrusting upon us. This demand for municipal or national control of all industries is opposed as yet by a considerable portion of the thoughtful community, and among those who are firm adherents to the principles of collectivism there are many who, as yet, only call for a modicum of municipal or State regulation. On the other hand there are many opponents of collectivism who are distinctly and enthusiastically in favour of the State control of the land and railways, and of the municipal control of tramways and docks, and the water and lighting supply.

The great question of the land is receiving adequate attention without my referring to it at this stage, neither is it necessary to dwell upon the railway management in this country, except to say that a growing demand is arising in favour of the nationalisation of railways, and that some contend that travelling should be supported out of public taxation and not by payment per distance as at present.

The specific work that I have to deal with is that of the control of the docks, wharves, warehouses, &c. in the Port of London. So numerous and serious have been the disputes that have arisen between the various groups of employers and workmen in the port, that public attention has been

directed to the subject of these disputes for some time past. Suggested joint committees, boards of arbitration or conciliation, or friendly understanding between employers and workmen direct, all have been tried, but with only poor results. The case is not disposed of by employers attributing to the workmen a careless or mischievous disposition, nor yet by workmen replying that the cause of the troubles is due to the avarice of the employers. Upon investigation it will be seen that the methods by which the business of the port is conducted are of so varied and peculiar a nature that it is practically impossible to proceed many weeks together without serious difficulties arising through dissatisfaction on one side or the other, and it will be seen that the present methods of conducting the trade of the port are conducive neither to the well-being of the employers, the workers, or the general public.

London having been the capital and chief centre of the English people for so many centuries, it has naturally followed that a large proportion of the imports should find their way up the Thames, because there are situated the chief agencies of consumption and distribution. It is not difficult to understand that the dock accommodation of a century ago, which amply met the requirements then, should soon prove unequal to the increasing trade, and that from time to time great and important changes have been made to increase the accommodation as trade and commerce grew. Accompanying these changes there has always been much tenacity shown to retain ancient methods and customs.

It will be understood that if the work of a large port is to be done efficiently, such accommodation is needed as will admit of the import cargoes being brought direct by the ship to the warehouse, from which it can be delivered to the merchants with the greatest expedition, in order that no unnecessary time or expense be spent upon the cargo, and this means that it is desirable that there should be no second or third handling of goods if one handling will suffice, and the same applies to export or outgoing cargo. And as practically all goods have to be warehoused, it is necessary that the requisite warehouse accommodation should be in immediate proximity to the discharging berths, otherwise it will necessitate the handling of goods several times over to get them from the docks to the warehouse, which, of course, will increase the cost considerably. In consequence of cargoes coming from various parts of the world at different seasons of the year, it is desirable that all imports should be brought as far as possible into one compact dock system, as otherwise for a considerable portion of the year machinery and men will be idle, and less than the best economy effected; and keeping in view the necessity for rapidity of despatch, if good all-round results are to be obtained, it is also a necessary condition of success that the best machinery available shall be used for loading and discharging. And in the case of a large port like London, where a considerable amount of the cargo brought in is for transhipment purposes, it is also necessary that the discharging and loading berths shall be near each other, as otherwise several handlings of goods must take place, and time occupied in transmission from dock to dock, which would not be necessary if the export and import docks were immediately adjacent. Thus, for a proper system of docks, it is requisite that the docks and warehouses shall be concentrated in the smallest space, and that the best machinery be employed.

STRAGGLING CONDITION of the DOCKS, WHARVES, and WAREHOUSES of LONDON.

If examination now be made of the dock accommodation in the port of London it will be found that we have a peculiar and straggling array of docks and wharves, and warehouses and granaries, scattered along a distance of over 25 miles by the river from Tilbury to Blackfriars. Indeed, this does not properly represent the mileage covered. Many of the Atlantic boats now discharge cattle and cheese at Thames Haven, 10 miles below Tilbury, and much cargo is taken by lighters to numerous wharves as high up the river as Hammersmith, eight miles above Blackfriars. On either side of the river, along the whole of this distance, there are 10 groups of docks, about 250 wharves, and 44 granaries. If we exclude the Tilbury Docks and the numerous small wharves above Blackfriars we then have 10 miles where the bulk of the work of the port is carried on, from Blackfriars to North Woolwich, embracing the Albert Docks.

The first group of docks travelling eastwards are the London and St. Katherine's, situated a little below the Tower of London on the Middlesex or North side of the river. One mile and a quarter further east on the same side is the Regent's Canal Dock, under separate management

Half a mile further east, still on the north side, the West and South-West India group of Docks is reached. Three quarters of a mile further east by the river, and still on the north or Middlesex side, the Millwall Docks are reached, which docks are controlled by a separate management. Following on the winding course of the river for another three miles the East India Docks are reached, although they are only about half-a-mile distant from the eastern end of the West India Dock (Import). Another three quarters of a mile eastward by the river the entrance to the Victoria Dock is reached. Beyond this again is the Royal Albert, all on the north side of the river. Then a skip of 15 miles is made by the river before the Tilbury Docks are reached, which are also on the north side, in Essex.

Between London Bridge and the West India Docks some of the principal coasting wharves are situated, each under separate management. In some instances piers are built into the river alongside of which the vessels run for discharging, but many vessels are discharged while moored in the stream, the cargo being put into lighters* or barges, and taken thence to wharves or docks.

The six coasting wharves that conduct the Scotch trade are situated at or near Wapping. The green fruit vessels from the Continent run chiefly to several wharves adjacent to Billingsgate Fish Market, immediately below London Bridge.

The only group of docks on the south or Surrey side of the river is the Surrey Commercial group, which cover a very large area because of the extensive timber-ponds required, this group of docks being devoted almost exclusively to timber and grain, and under a separate management.

Many of the principal wharves are on the south side of the river, some of them doing a very large trade, especially in teas, and getting their supplies mainly from the docks by lighters; that is, the vessels discharge in the docks, and about 50 per cent. of the cargo is landed on quay for sorting, and put into craft (that is lighters or barges), or put into craft direct from the ship, its destination being one or other of the wharves or dock warehouses. Another 25 per cent. of the cargo is landed and re-delivered to railways or vans, only a portion of which goes direct to customers, much of it going to wharves and warehouses, leaving only 25 per cent. to be warehoused by the docks.

These numerous operations are very expensive, cause very serious delays, and consequently handicap the port against all other ports whose accommodation is adequate to present requirements. It is mainly due to the fact that imported and exported goods are in many instances handled several times over by loading into barges, then taken a few miles along the river and again discharged, or loaded from the docks into vans to be taken to some more convenient dock or warehouse, that the cost of work in the port of London runs up so high, and that rapidity of despatch is seriously hampered.

Thus if a ship enters the Royal Albert Dock and discharges there, 50 per cent. of the cargo will be discharged overside, that is, put out of the ship into barges, or it will be placed on the quay and sorted, and then put into barges, and conveyed to various wharves or docks. When the goods have been placed on the dock quay it costs about 9d. per ton to re-deliver these goods into barges. It costs on the average an additional 1s. 4d. per ton for lighterage, i.e., for conveyance by barge from the dock to the wharves, and it again costs 9d. per ton for landing, i.e., to discharge the goods from the barge on to the wharf. This is rendered necessary at present because the docks are not capable of receiving, working, and warehousing the cargo brought into the port; and so inconveniently situated are the docks and warehouses of the London and India Docks Joint Committee, for instance, that an enormous expenditure is incurred by cartage and lighterage from the docks to the warehouses under the same company. Thus produce is brought to the Albert Dock, but there are no warehouses at this dock, only transit sheds, so the produce is then taken by the company's vans or sent by rail or barge from the Dock to the Up-town Warehouses at an additional cost in some instances of 5s. or 6s. per ton, all of which adds to the cost of the work of the port, and tends to increase considerably the labour difficulties that arise.

To illustrate the inadequacy of the present dock accommodation of the port through want of compactness and through their peculiar construction, it will be necessary to make use of figures dealing with the tonnage entered, and noting what becomes of it. The following figures apply to the trade of 1889, those for 1890 not being obtainable.

Entered at the port of London in the year 1889:—

Number of Vessels.	Tonnage.
Sailing vessels (8,010) - - - -	1,192,656
Sailing vessels carry 50 per cent. more than registered tonnage - - - -	596,328
	1,788,984
Steamers (7,720) - - - -	6,357,465
	8,146,449

This does not include the coasting trade, which brings the total tonnage inwards to about 13,000,000 tons per annum, and the tonnage outwards to 8,000,000 tons.

*Of this 8,146,449 tons, 2,488,102 are continental, and go to the wharves as distinct from the docks - - - -	8,146,449
Deducting this amount from the total - - - -	2,488,102
We have left as tonnage from Foreign Countries and British Possessions, but exclusive of coasting trade - - - -	5,658,347
Of which the Joint Committee have worked or delivered, as per dock account - - - -	3,273,267
Leaving for other docks and wharves - - - -	2,385,080

£

Of the 3,273,000 entering the Joint Committee's Docks, about 840,000 is warehoused by them, but to get this amount to their warehouses from the docks by lighterage or other means, the committee actually paid - - - -

81,341

An expense that would not be incurred if the warehouse accommodation was all that is required.

Of the remaining 2,433,000 about 1,600,000 is conveyed by lighters to other docks or wharves, and the approximate cost of this, which ought not to be necessary, will be as follows:—

First unnecessary operation that of putting from dock quay into lighter at 9d. per ton - - - -	60,000
Second average cost of lighterage, 1s. 4d. - - - -	106,666
Third unnecessary operation, discharging from lighter to wharf or dock at 9d. per ton - - - -	60,000

The remaining 833,000 would be delivered to railways and customers' vans, but I am not able to fix the amount handled a second time by cartage to railways through not having direct connection, and therefore leave it out, but so far we have an estimated total expenditure that ought to be wholly unnecessary on the imported cargo received by the docks under the Joint Committee of - - - - Total 308,007

On export cargo, which is nearly as large in tonnage, the same difficulties present themselves, though not to the same extent and the expenditure is estimated at - - - - 100,000

Making a total, on import and export cargo in the docks under the Joint Committee, of - - - - Total 408,007

We have now to deal with the Continental trade the greater part of which is discharged in mid-stream. The total inward cargo from the Continent is 2,488,102 tons.

At least one-half of this is taken by lighters to wharves and docks, incurring a cost for lighterage at an average of 1s. 4d. per ton - 82,930

And a landing cost for discharging from lighter to dock or wharf of at least 9d. per ton - 46,650

Or an unnecessary expenditure on import cargo from the continent of - - - - 129,58

* The only difference between a barge and a lighter is that the barge has a flat bottom and the lighter is oval-shaped, having a keel.

* A few Continental boats run to Tilbury, but their tonnage does not materially affect the generalisation here given.

	£
The continental outward cargo is equal to the inward, i.e., 2,488,102 tons, and as nearly the whole of this is taken from docks or wharves by lighters to the vessel, an unnecessary expenditure on lighterage is incurred upon, say 2,000,000 tons, at 1s. 4d. per ton	133,000
And the same tonnage to be lifted out of lighters into ship at a cost of 9d. per ton	75,000
Thus showing an unnecessary expenditure on continental outward cargo of	208,000
Or continental inward and outward, 337,580l.	
This added to the estimated excessive expenditure under Joint Committee of 408,007l.	
*Gives a total of	<u>745,587</u>

This estimate is certainly considerably under the actual excess of expenditure, but it will serve to indicate the causes that contribute to high rates in the port of London, and which in turn contribute to the numerous labour difficulties that take place there.

As previously stated, if the work of the port is to be done efficiently, we require not only compact and ample dock and warehouse accommodation conveniently situated to the centre of distribution, but the best machinery should also be used if economy with efficiency is to be secured. It has been shown that in London we have not compact docks and warehouses; on the contrary, they are distributed over a very large and unworkable area, and instead of having uniform control over the port, we have at least 300 different sets of employers to deal with, each with their sectional interests and peculiar methods.

Now, if we look for first-class machinery we find that whilst much of that in use is good, there is much of it quite obsolete, and in many instances an entire lack of any machinery whatever.

Thus, if one stands on London Bridge and looks eastward when the fruit-boats are being discharged, it will be seen that the packages are taken from the ship into the adjacent warehouses, and the method adopted is positively staggering. Exactly the same method is made use of now as must have obtained a century ago; a more primitive method could not be used, and it would be impossible to find less evidence of mechanical engineering in the interior of Africa or China than obtains in the City of London in connection with the discharge of fruit. There will be seen hundreds of men running to and from the ship to the warehouse carrying on their shoulders the boxes of fruit one at a time. Much of this is taken up narrow winding stairs to the various warehouse floors a long row of men following each other along alleys, streets, and staircases as though hydraulic lifts and mechanical appliances were unknown in England. With proper warehouse accommodation and mechanical appliances instead of scores of men pottering about with packages on their heads, the hydraulic elevator should be at work lifting a dozen packages at once, and landing them on the warehouse floor ready for delivery, thus facilitating despatch and economising expenditure. Going lower down the river we find corn porters at work discharging grain in far too primitive a style to admit of rapid and economical despatch. One cannot traverse the docks and wharves of the port without being struck with the fact that an entire change of method is requisite if satisfactory results are to be obtained.

It may seem strange that I of all persons should emphasize the necessity for improved accommodation and mechanical appliances in connection with the docks and warehouses of the port, representing as I do the interests of the men rather than that of the employers. If more machinery and better accommodation is applied, it will mean a diminution in the number of men employed; that certainly would be the case, and such experience as I have had causes me to think that it would be best for all that there should be less men finding employment there, and that those men should be permanently employed.

The evils arising from intermittent employment such as that obtained by a large proportion of those engaged in the docks and wharves in London have been laid before the Commission by the men themselves, and verification of those statements is easily obtainable by any one willing to devote a few days to personal investigation.

From time to time one or other group of employers announce their intention to increase their permanent staff,

* This total affects only that cargo that goes to the Docks under the Joint Committee and to the wharves, leaving that which goes to Millwall, Surrey Commercial, and Regent's Canal Docks.

but I say as one who claims to know something of the nature of the employment in the port of London, that with the numerous sectional interests involved in the work of the port, and the scattered condition of the dock and warehouse accommodation, it is impossible to have more than 50 per cent. of the labourers employed under a permanency; the remaining 50 per cent. are required more or less casually, and every wharfinger and Dock Company stand in need of such available extra labour in accordance with the fluctuations of the trade at the particular departments under their control: if it was not available they could not carry on the business. This is due in part to certain trades being virtually monopolised to a limited number of wharves or docks, so far apart from each other that it is impossible to dove-tail the interests of one section with those of the other sections, and in part to the sectional interests of the employers. Consequently unless there is a great change made in the direction of concentration of the dock and warehouse accommodation for the port, and an approach to uniformity of interests, it is impossible to make the labour in the port steady and effective; but, given uniformity of interests, and concentration of accommodation, the dock and river work of the port of London could be done by a well-paid permanent staff, and done at much less cost and with better despatch than it is done at present. It would, however, mean making it impossible for several thousand men who now get a very poor existence at the docks and wharves to get any existence at all, and therefore a suggestion, coming from me, as to greater efficiency must also be accompanied by proposals to meet the requirements of those who would be debarred from employment, and this I hope to do, but the particular information wanted now is, how to apply practical business principles to the port of London so as to conduct the trade with the requisite degree of efficiency. This I now propose to show, and it is none of my business to deal with vested interests or to discuss compensation, &c. My task is to show that we can cater for the trade of the port in such a way as to secure the best interests of the consumers and steady employment for the workers.

THE PROPOSAL.

By directing attention to the map of the Thames, and looking first at St. Katherine's Dock, near the Tower, and running eastwards, passing the London Docks on to the West and South-West India, then to the East India, next to the Victoria, then to the Royal Albert, and last to the Tilbury, it will be seen at a glance that we have the very opposite of concentration at present. Now, looking at that part of the river marked Limehouse Reach at the west end of the West India Dock, it will be seen that there is a horse-shoe bend in the river which runs around, coming up again near the eastern end of West India Dock, forming a loop $3\frac{1}{2}$ miles in length, the two nearest points being only a mile apart. In consequence of these numerous bends in the river numerous mud banks are formed, because the tidal stream in passing from one reach to another, instead of bending round the intervening point, sets directly towards the shore immediately fronting it, and deposits a great deal of mud, and then sets off for the next bend, distributing its mud at each turn. If the river course were diverted by cutting a channel from Cuckolds Point near the entrance to the West India Dock in a straight line across to the opposite point, a distance of one mile, a saving of $2\frac{1}{2}$ miles in the length of the river would be made, freedom from the mud banks would be secured, and the tide having a straight and shorter course would scour the waterway and keep the channel clear: then the $3\frac{1}{2}$ miles of river known now as Limehouse Reach, Greenwich Reach, and Blackwall Reach, could be "dockised," supplying a quay space of $3\frac{1}{2}$ miles on the inside of the bend, and 4 miles on the outer side or on that small space $7\frac{1}{2}$ miles of quay space. Then, taking the proposed new channel, and using both sides, an additional two miles of quay space would be obtained, thus affording on that very small area at Poplar no less than $9\frac{1}{2}$ miles of quay space. The quays would, of course, have to be made, but this could be done without the purchasing of land, as all requisite space could be supplied by building up the foreshore of this portion of the river it is proposed to "dockise," the western end of which is in Limehouse, and the eastern in Blackwall, that is, exactly at the spot where the County Council have decided to construct the Blackwall Tunnel, which would give easy and ample access north and south of the Thames.

If it was thought desirable to dispense entirely with the existing docks, that could be easily provided for by building abutment jetties into the "dockised" portion on either side, and by this means all the shipping of London

could be provided for. But the present scheme, which I now submit, and which is shown in detail on the accompanying sketch, drawn to scale, does not provide abutment jetties, as the requisite concentration of dock and warehouse accommodation is secured if the foreshore is reclaimed on either side of the Horse-shoe Bend as proposed; and the ships placed broadside to quay, as at the Albert Dock, retaining the Millwall Dock, which it will be seen is embraced by the bend, and therefore immediately at hand, also retaining the West India Export Dock and South Dock, which are also embraced by the bend, and would lie inside the proposed new channel. Surrey Commercial being especially adapted for timber, and having its entrances running out of the proposed "dockised" portion, could also be retained with advantage, whilst London and St. Katharine's, being the highest Up-Town docks, would serve well for green fruit instead of having it discharged, as at present, at Fresh and Nicholson's Wharves.

By these means concentration would be secured, and East India, Victoria, Royal Albert, and Tilbury Docks could all be dispensed with. On the sketch the warehouses are shown, and these would require to be six floors high, and hydraulic cranes would be required at every convenient point; the reclaimed foreshore would provide not only room for warehouses, but also room on either side for a dock railway.

This natural bend in the river lends itself splendidly for the purposes required; by making use of it as proposed the river is shortened by 2½ miles. By thus shortening and straightening the course of the river it would become its own cleaner, and by concentrating the docks and warehouses as proposed the value of the Blackwall Tunnel would be fully realised.

The advantage to workmen of concentrated docks and warehouses would soon be felt. The wool trade could run to its particular berth near the warehouse for its special reception, rendering it unnecessary to incur the expense of cartage inland, such as takes place at present. The tea ships could go direct to the cranes attached to the tea warehouses and the tea lifted direct from the ship into the warehouse at one operation; grain vessels would go

to their respective destination in a similar way, but they would be discharged very differently from the method that now obtains. Thus having grain and timber, tea and wool, and general cargo all concentrated, the men could be employed permanently, and could be conveniently changed from one class of work to another when necessary.

On the south side of Blackwall Point there is practically an unlimited area upon which workmen's dwellings could be erected, and with the proposed dock railway any portion of the docks could be reached in ten minutes.

Fortunately this space is conveniently situated already to main lines on north and south sides, the London, Brighton, and South Coast running from London Bridge gives the requisite southern accommodation, and the Great Eastern from Fenchurch and Liverpool Street, and thence to all main Northern lines, opens up the main routes on the north of the Thames.

The cost of carrying out this proposal is estimated at about four and a half millions, including reclaiming the necessary foreshore for warehouse, shed, and quay accommodation. But the financial part of the question I leave to others, my object having been to trace to their origin the main causes of labour difficulties in the port of London, and to make a practical proposal for the removal of those difficulties. Fortunately the very means by which the men's interests can be best secured will serve also as the best means by which the interests of the public at large will be secured. It is well known that some of the most degrading sights known to civilisation are to be witnessed by the clamour of labourers for work at the docks and wharves. If the proposal now made in a very crude form should be elaborated and acted upon, I believe it would prove a great advantage to Londoners generally, and to the waterside labourers in particular, by steadying work at the docks through the opportunity afforded of dovetailing trade with trade, and thus completely wiping out the casual system of dock and wharf labour which has had such baneful effects upon the labourers and their families, and has done no one any real good.

November 9th, 1891.

TOM MANN.

APPENDIX LXIX.

Telegraphic Address:—

"Entwined, London."

Royal Commission on Labour,
44, Parliament Street,
London, S.W.,

September, 1891.

SIR,

The Royal Commission on Labour having decided to inquire into the Policy of State Regulation of Hours of Labour and the effect of State or Municipal Employment of Labour, I am directed to ask you if you would favour the Commission with any information in your power on the subject, and especially on the following points:—

1. What number of persons, if any, including the clerical staff, are employed by your Department, Corporation, Board, or Trust?
2. What is the class of work in which they are engaged?
3. What are the rates of pay of different classes of work, including the clerical staff?
4. What is the number of working-hours per week?
5. What are the Disputes, if any, that have occurred between your Department, Corporation, Board, or Trust, and the persons in its employ?
6. What are the comparative efficiency and profitableness of work done under public and private management?

I beg to enclose, for your further guidance, copies of the papers issued by the Commission,* and I have to add that it would greatly facilitate the work of the Commission if the answers to the above questions are returned as early as possible.

I am, Sir,

Your obedient Servant,
GEOFFREY DRAGE.

To the Superintendents of Dockyards, Arsenals, and State Factories,
Town Clerks,
Secretaries of County Councils and Local Boards.

* These papers were (1) "Report of the Committee on Procedure"; (2) "A.—Questions addressed to Trade Unions"; (3) "B.—Questions addressed to Employers"; (4) "C.—Questions addressed to Employers' Associations."
They are here reproduced. See matter which follows.—G. D.

REPORT OF THE COMMITTEE ON PROCEDURE.

The Committee appointed by the Royal Commission on Labour, to prepare and lay before the Commission a definite scheme of procedure for the transaction of the future business of the Commission, submit the following recommendations:—

1. That for the purpose of taking evidence and collecting information, the Royal Commission be divided into three Committees.
2. That each of these Committees should institute an inquiry into the facts concerning the condition of certain groups of trades, leaving questions of principle to be treated by the Commission as a Whole.
3. That for this purpose the following division of trades should be adopted, the division being provisional and not exhaustive.
 - Group (a.) The mining, iron, engineering, hardware, shipbuilding, and cognate trades.
 - Group (b.) Transport and agriculture: the term transport including shipping, canals, docks, railways, and tramways.
 - Group (c.) Textile, clothing, chemical, building, and miscellaneous trades.
4. It is a doubtful question whether the Committees should be restricted to the taking of evidence or whether they should also make reports to the Commission, and we suggest that it would be advisable to postpone any decision until further progress has been made.
5. That the following syllabus be submitted as a convenient summary of the subjects to be inquired into by the Committees:—

TRADE DIFFERENCES BETWEEN EMPLOYERS AND EMPLOYED.

1. Their Causes.
2. Their Development, Organisation, and Conduct.
3. Their Cost.
4. Their Prevention or Settlement.

1.—*Their Causes.*

- A.—Wages :—
1. How fixed.
 2. How calculated :—
 - a. By piece work.
 - b. By day work.
 - c. By task work.
 3. How paid :—
 - a. Direct, by employer, or by sub-contractor.
 - b. Weekly, fortnightly, or at other periods.
 - c. Increased by bonus, or reduced by stoppages.
 - d. Truck or payment in kind.
 - e. House, land, or other allowances.
 4. Fluctuations of wages :—
 - a. How brought about.
 - b. How adjusted.
 5. Differences of wages in different establishments and localities.
 6. Existence and effect of :—
 - a. Pensions.
 - b. Deferred pay.
 - c. Sick insurance.
 - d. Accident insurance.
 7. Notice required for the termination of wage contracts.
- B.—Hours of labour and continuity of employment :—
1. Normal hours of work.
 2. Overtime, and how remunerated.
 3. Night shifts, and how remunerated.
 4. Short time, season work, or other irregularity of employment.
 5. Sunday and holiday labour, how arranged and paid for.
 6. Duration of days' work, and weeks' work, and how regulated.
- C.—Sub-division, distribution, and classification of work, as between different trades, individuals, men, women, or children, whether half timers or not, factories, workshops, or homes.
- D.—Apprenticeships.
- E.—Introduction of machinery.
- F.—Supply and quality of the machinery and materials of production or transport.
- G.—Safety of employment, provisioning of ships, lighting, sanitation, and inspection of workplaces.
- H.—Discharge for belonging to a trade union.
- I.—Refusal to work with non-unionists.
- J.—Discharge of representative delegates and use of black list.
- K.—Employment of foreigners.
- L.—Obnoxious officials.
- M.—Sympathetic strikes.
- N.—Other causes of dispute.

2.—*Their Development, Organisation, and Conduct.*

- A.—Trade associations or combinations of employers or of employed, whether permanent in character or temporary, occasional, or for special dispute purposes, their trade rules, benefits, and policy.
- B.—Strikes and lock-outs. Picketing, black listing, and other methods of influencing persons concerned or not directly concerned in the dispute.
- C.—Importation of new or foreign labour, whether under contract or otherwise.

3.—*Their Cost.*

- A.—Economic result of strikes and lock-outs to workers, to employers, and to the community at large.

4.—*Their Prevention or Settlement.*

- A.—Conciliation by joint committees or otherwise.
- B.—Mediation.
- C.—Arbitration, voluntary or compulsory.
- D.—Sliding scales.
- E.—Profit sharing.
- F.—Industrial partnerships.
- G.—Co-operation.

6. We have instructed the secretaries to prepare a schedule of questions founded upon the syllabus, and we suggest that it should be sent to the different unions of employers and of employed, and other representative bodies or persons.

7. It appears to us that the other subjects into which it will be necessary for the Commission to inquire should be treated either by the Commission as a Whole, or by Special Committees appointed *ad hoc*.

Those subjects include—

- a. The law relating to combinations of employers and of employed.
- b. The policy of State regulation of the hours of labour.
- c. The effect of State or municipal employment of labour.
8. We have made these recommendations for the conduct of the inquiry into the conditions of labour at home, but we have not considered the best means of obtaining information bearing on the subject in Foreign Countries and the Colonies, nor whether there will be a necessity for the appointment of Assistant Commissioners for this or any other purpose.

A.—QUESTIONS ADDRESSED TO TRADE UNIONS.

- I.—INTRODUCTORY.
- II.—WAGES, HOURS, AND CONDITIONS OF LABOUR.
- III.—STRIKES AND LOCK-OUTS.
- IV.—GENERAL QUESTIONS.

I.—INTRODUCTORY.

1. What particular trade or branch of industry does your society represent?
2. State as accurately as possible the district or districts to which your answers to these questions apply?
3. What number of workpeople are there engaged in your trade or branch of industry in your district particularised as follows :—
 - a. Members of your trade union. Male—female.
 - b. Not members of any trade union. Male—female.
 - c. Apprentices or other learners or young persons.
 - d. Unskilled labourers.

II.—WAGES, HOURS, AND CONDITIONS OF LABOUR.

What representations or information do you desire to offer for the consideration of the Commission under any of the following heads :—

1. *Wages*—
 - a. Their amount and fluctuations.
 - b. Mode of payment.
 - (1.) By the hour, day, or week.
 - (2.) By the piece.
 - (3.) By the task.
 - c. Payment through sub-contractor.
 - d. Deductions by fines or other forms of stoppage.
 - e. Truck or payment in kind.
 - f. Allowances in form of :—
 1. Bonus.
 2. Deferred pay, such as sick, accident, pension, or other insurance system.
 3. Free house, land, food, clothing, or other allowance, or advantage.
 - g. Length of notice for ending engagement.
2. *Hours of Labour*—
 - a. Ordinary or standard hours of labour.
 - b. Overtime and its remuneration.
 - c. Night-shifts and their remuneration.
 - d. Sunday work and its remuneration.
 - e. Weekly half-holiday or other holiday with or without payment.
3. *Conditions of Labour*—
 - a. Irregularity of employment through seasonal or other causes.
 - b. Safety of employment, and the lighting, sanitation, and inspection of workplaces.
 - c. Compensation for accidents.
 - d. Sub-division of labour as between different trades.
 - e. Distribution of labour as between factories, workshops, and homes.
 - f. Distribution of labour as between men, women, and children.
 - g. Apprenticeship.
 - h. Employment of foreigners.
 - i. Introduction of labour-saving machinery.
 - j. Supply and quality of materials, machinery, or other plant.
 - k. Dismissal of representative delegates, refusal of unionists to work with non-unionists, use of black list, mutual relations of employers and trade unions generally.
 - l. Other causes of dispute.

III.—STRIKES AND LOCK-OUTS.

1. Can you state how many strikes and lock-outs there have been in your trade in your district in each of the ten years 1881-90, and in the current year up to date?
2. Have such disputes been, during that period, more frequent than formerly, or less so?
3. Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—
 - a. Date of commencement and termination.
 - b. The chief immediate causes of each dispute.
 - c. Number of (1) unionists, (2) non-unionists, in your trade or branch of industry who have been directly engaged in each dispute.
 - d. Number of persons employed in factories or works where the dispute occurs, and who have been thrown out of work thereby, but who have not been directly engaged in the dispute.
 - e. Attitude of union towards dispute.
 - f. Mode of settlement.
 - g. Advance or reduction of wages or other result of each dispute.
 - h. Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads c. and d. above.

IV.—GENERAL QUESTIONS.

1. Does any system exist in your trade in your district providing for conciliation, arbitration, sliding scales, or other means of preventing or arranging trade disputes?
2. Has any system of co-operative production, industrial partnership, or profit sharing been attempted in your trade in your district, and, if so, with what results?
3. Are the Government, or local authorities, employers of labour in your trade and district, and, if so, with what results as to remuneration and other conditions of employment?
4. Will you describe the nature and extent of your union's action in finding work for unemployed members?
5. Has your union taken or considered any action in the direction of itself undertaking work?
6. Can you supply any information as to other agencies in your district for finding or providing work for the unemployed?
7. Will you send copies of any resolutions that may have been passed by your society during the last two years recommending alterations in the laws affecting labour?
8. Have you any suggestions to make as to the statistical and other information relating to your trade which is, or in your opinion should be, collected and published by Government?
9. Can you suggest any means of avoiding or arranging strikes, and promoting cordial relations between capital and labour?
10. Have you any other statement or suggestion to make for the information of the Commission?

B.—QUESTIONS ADDRESSED TO EMPLOYERS.

- I.—INTRODUCTORY.
- II.—WAGES, HOURS, AND CONDITIONS OF LABOUR.
- III.—STRIKES AND LOCK-OUTS.
- IV.—GENERAL QUESTIONS.

I.—INTRODUCTORY.

1. Will you state the business or businesses in which your firm is engaged, and where its works are situated?
2. What number of workpeople are there engaged in your firm particularised as follows:—
 - a. Male.
 - b. Female.
 - c. Apprentices or other learners or young persons.
 - d. Unskilled labourers.
3. Is your firm connected with any organisation of employers dealing with labour questions?

II.—WAGES, HOURS, AND CONDITIONS OF LABOUR.
(Same as in Schedule A.)

III.—STRIKES AND LOCK-OUTS.

1. Can you state how many strikes and lock-outs there have been in connection with your works in each of the ten years 1881-90, and in the current year up to date?
2. Have such disputes been, during that period, more frequent than formerly, or less so?

2. Have such disputes been, during that period, more frequent than formerly, or less so?

3. Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—

- a. Date of commencement and termination.
- b. The chief immediate causes of each such dispute.
- c. Number of workers in your employment directly engaged in each dispute.
- d. Number of persons in your employment who have been thrown out of work thereby, but who have not been directly engaged in the dispute.
- e. Attitude of associated employers towards the dispute.
- f. Mode of settlement.
- g. Advance or reduction of wages or other result of each dispute.
- h. Estimated loss to firm, direct or indirect, occasioned by dispute.

IV.—GENERAL QUESTIONS.

1. Does any system exist in your trade in your district providing for conciliation, arbitration, sliding scales, or other means of preventing or arranging trade disputes?
2. Has any system of co-operative production, industrial partnership, or profit sharing been attempted by your firm, and, if so, with what results?
3. Are the Government, or local authorities, employers of labour in your trade and district, and, if so, with what results as to remuneration and other conditions of employment?
4. Can you supply information as to any agency in your district for finding or providing work for the unemployed?
5. Have you any suggestions to make as to the statistical and other information relating to your trade which is, or in your opinion should be, collected and published by Government?
6. Can you suggest any means of avoiding or arranging strikes and promoting cordial relations between capital and labour?
7. Have you any other statement or suggestion to make for the information of the Commission?

C.—QUESTIONS ADDRESSED TO EMPLOYERS ASSOCIATIONS.

- I.—INTRODUCTORY.
- II.—WAGES, HOURS, AND CONDITIONS OF LABOUR.
- III.—STRIKES AND LOCK-OUTS.
- IV.—GENERAL QUESTIONS.

I.—INTRODUCTORY.

1. What particular branch or branches of industry does your association represent?
2. To what districts does your association extend?
3. Can you state the number of employers or establishments connected with your association?
4. Can you state the aggregate number of workpeople employed by such employers or establishments?
5. Are you prepared to state what are the constitution, general objects, subscriptions, and benefits of your association?
6. If your association deals directly or indirectly with matters of difference arising between associated employers and their workpeople will you describe the manner in which it so acts?
7. Does your association take action with a view to fixing rates of wages, regulating the hours of labour, or generally prescribing conditions of service for the observance of members of your association?

II.—WAGES, HOURS, AND CONDITIONS OF LABOUR.
(Same as in Schedule A.)

III.—STRIKES AND LOCK-OUTS.

1. Can you state how many strikes and lock-outs there have been in connection with your association in each of the ten years 1881-90, and in the current year up to date?
2. Have such disputes been, during that period, more frequent than formerly, or less so?

3. Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—

- a. Date of commencement and termination.
- b. The chief immediate causes of each dispute.
- c. Number of workpeople employed by members of your association who have been directly engaged in each dispute.
- d. Number of persons employed in factories or works where the dispute occurs, and who have been thrown out of work thereby, but who have not been directly engaged in the dispute.
- e. Attitude of your association towards the dispute.
- f. Mode of settlement.
- g. Advance or reduction of wages or other result of each dispute.
- h. Actual disbursements by association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute.

IV.—GENERAL QUESTIONS.

1. Does any system exist in connexion with your association providing for conciliation, arbitration, sliding scales, or other means of preventing or arranging trade disputes?

2. Has any system of co-operative production, industrial partnership, or profit sharing been attempted in your trade, and, if so, with what results?

3. Are the Government, or local authorities, employers of labour in your trade, and, if so, with what results as to remuneration and other conditions of employment?

4. Will you send copies of any resolutions that may have been passed by your association during the last two years recommending alterations in the laws affecting labour?

5. Have you any suggestions to make as to the statistical and other information relating to your trade which is, or in your opinion should be, collected and published by Government?

6. Can you suggest any means of avoiding or arranging strikes and promoting cordial relations between capital and labour?

7. Have you any other statement or suggestion to make for the information of the Commission?

[With a copy of one of the above forms (A., B., or C.) the following letter was addressed to the employer or employed.
—G. D.]

Royal Commission on Labour,
44, Parliament Street,
London, S.W.,

1891.

To _____

IN addition to taking evidence on the questions submitted to them, the Royal Commissioners desire to obtain, in a documentary form, from employers and employed, in various branches of industry, information on certain facts bearing on the conditions of labour existing in them, with especial reference to the causes, progress, and results of trade disputes which have occurred in recent years.

With this object they have drawn up the enclosed schedules of inquiries, which will be widely circulated among the classes concerned.

The questions contained in each schedule have been prepared so as to correspond as closely as possible, the only exception being that Trade Unions have not been requested to furnish information as to their constitution, general objects, &c., such information being already in the possession of the Board of Trade.

It is not expected that the whole of the questions will be answered by those to whom they are addressed, but it is hoped that they are sufficiently comprehensive to enable the principal causes of recent trade disputes, and the circumstances connected with their progress or settlement to be brought under the attention of the Commission.

I have to invite your union, association, or firm, as the case may be, to reply to the questions contained in Schedules A., B., or C.

I am,
Your obedient Servant,
HARTINGTON.

[The information received in reply to the Commission's Inquiry into the Questions of "State Regulation of the Hours of Labour" and "State and Municipal Employment of Labour," has been tabulated and summarised. The Summary of the Returns on State and Municipal Employment of Labour is printed as an Appendix to the Summary of the Evidence given before the Commission as a Whole.—G. D.]

APPENDIX LXX.

EXTRACT FROM RIDLEY'S WINE AND SPIRIT TRADE CIRCULAR, NOVEMBER 12, 1892.

THE PORT OF LONDON.

In our last issue we endeavoured to arouse the attention of business men to the vital importance of legislation with regard to the present chaotic and effete government of the Port of London, and we are glad to find that our efforts are bearing fruit. The abuse is now rapidly becoming thoroughly recognised by all classes of the London community, and all demand a prompt and drastic reform. Since we last wrote, two steps have been taken in this matter which are worthy of record. In the first place, at the quarterly General Meeting of the London Chamber of Commerce, held on 26th ultimo, Sir John Lubbock, M.P., presiding, Mr. Alfred Lamb brought the question forward, and succeeded without difficulty in passing the following resolution:—"That it was advisable that the Council should consider whether a committee should be appointed to inquire into the best manner of dealing with the problem of the Port of London, and to report to the Council." Mr. Lamb pointed out that it was peculiarly a matter that the Chamber ought to take in hand, and we believe that this view was unanimously held by all present at the meeting. The second instance in which this burning scandal was publicly raised was at the meeting convened at the Cannon Street Hotel for the purpose of forming a new Metropolitan Association to be called the "London Reform Union."

It will at once be understood that the two meetings in question were comprised of very different audiences. In the first case, the business section of the Metropolis was chiefly represented, and in the latter the claims of the Labour Party were paramount. Both, however, were unanimous that legislation was absolutely necessary to restore the Port to the position and usefulness it ought to hold.

At the Cannon Street meeting Mr. Sydney Buxton, M.P., in proposing a resolution that an Association should be formed "to reform (*inter alia*) the existing administration of the river, docks, and wharves," well remarked that "the present way in which riverside industries were carried on made London too expensive a Port, and drove away trade," and his words were received in a manner by those whom he addressed that left no doubt that they fully realised their truth. By all it was felt that the time was ripe for reform, and that no unnecessary delay could be countenanced.

So far as the Dock Companies—who are the principal offenders—are concerned, the day of reckoning is at hand, and a period to their mal-administration may now fairly be hoped for. The tension of their present position must be extreme, and were it not that we are so absolutely impressed with a sense of their shortcomings, we might even be inclined to feel for them in their distress. The iron grip of their ill-managed monopoly has become too tight for all with whom they have business dealings, and the merchant and the labourer alike cry out for their speedy suppression. In face of the outcry against them, it is difficult to conceive how any Government can refuse to consider their conduct of the business of the Port, and the more consideration and inquiry that is brought to bear upon their administration the more glaring will their weakness and deficiencies appear. Thus, it may well be hoped that, at no distant time, this pressing topic will engross the attention of Parliament. One thing is certain, namely, that the moment the present feeble and worse than useless régime is brought before the notice of the House of Commons, their extinction will be placed beyond doubt, and some body more competent to deal with the vast interests of the Metropolis will surely be appointed.

The point for us all to bear in mind now is not to allow the present movement for reform to subside. It will only be by continuous agitation that the wants and necessities of London in this matter will receive attention, and we urge most strenuously that all should combine in compelling Parliament to take cognisance of the scandalous state of things that at present exists.

We are delighted to see that the daily press, following the excellent example set by the *Times*, are doing their best to ventilate the important necessity for remedial reform, and we trust that individual members of the commercial community will do their utmost to assist in the crusade, the importance of which to them and their interests can hardly be overstated.

APPENDIX LXXI.

MEMORANDUM re THE STATE REGULATION OF THE HOURS OF LABOUR.

To deal effectively with the State Regulation of the hours of labour it will be necessary, in order to cover the general question, that attention be given to the various phases of the subject, such as—

- (1.) The present working hours in various countries.
- (2.) What demands are being made for a reduction of the present working hours in these countries?
- (3.) What gives rise to this demand?
- (4.) By what means it is proposed to obtain the reduction?
- (5.) The probable effects of reduced working hours.

(1.) The normal working hours vary considerably in the United Kingdom, from 6½ hours per shift, for the hewers in the soft coal collieries of Northumberland, to 13 hours per shift on tramways, railways, and many other sections of labour. Large numbers yet work 12 hour shifts, of seven shifts a week, such as the chemical workers of Lancashire and the steel workers of Yorkshire. Those employed under the Factory Acts are restricted to 56½ hours per week, unless permission be obtained from the factory inspector, which is done in many instances, especially in the Midlands. But it does not follow that the mills stop running in the textile trade, as is generally supposed, when the women and children leave in accordance with the factory and workshop regulation; in some districts of Yorkshire it is the regular practice for the men to work till eight at night, or 2½ hours longer than the women.

In most trades where men preponderate, the normal working hours have been fixed for a period of 20 years at 54 a week, although this number is often exceeded by the men working overtime, generally at an increased rate of pay.

Some 10 per cent. of the male workers are subject to casual intermittent employment, or are out of work altogether, that is, about 800,000 in a normal state of trade such as we now experience, about one-half of whom average two days' work a week, and the remaining half, or 400,000, are entirely idle. In a time of bad trade the number of very casually employed or wholly unemployed amounts to 25 per cent. of the total, as is shown by trade union and other statistics.

Taking the countries that are closely engaged in industrial competition, the hours of labour are as follows, in all cases exclusive of meal times: Great Britain, 10½ daily, 63 weekly; America, 11½ daily, 69 weekly; France, Belgium, and Germany, 12 daily, 72 weekly. For years past there has been carried on a vigorous agitation in favour of reduced working hours, and at each of the congresses held the delegates from the countries mentioned have voted in favour of an eight hour working day, and in this they have been joined by the delegates of Switzerland, Italy, Spain, Norway, and Denmark, whilst the Australians have worked under the eight hours system for 35 years, though it does not apply to all trades.

(2.) Labour organisations are rapidly increasing in all the countries named, and in nearly all of these, especially those of the continent, the eight hour day is in the fore front of their programme. But although the continental workers appear to be unanimous in their demand, there is probably much more systematic and organised effort being put forth in this country to obtain the eight hour day than is the case with any continental country, whilst between this country and America there is, practically, a race as to which shall get the eight hour day first. The Americans have made great headway during the past year and a half, and although the average working hours in America, as previously given, show them to be working one hour per day longer than obtains in this country, it is also true that they have a larger proportion of their total number of workers now working under the eight hours system than we have, and their most powerful federation of workers,

known as the American Federation of Labour, is definitely pledged to this as the foremost item in its programme. This federation is composed of many trade unions, and the federation executive fixed upon the carpenters and joiners of America to make the first demand in May 1890. This society at once acquiesced, and, as the result of vigorous effort, the secretary of that society reports, "That the trade movement for shorter hours among the carpenters this season (1890) has been successful in 137 cities, and it has benefitted 46,197 workmen in that trade."

The "Knights of Labour" are also a power in many American and Canadian cities, and they too are strongly in favour of an eight hour day.

In this country there cannot be any doubt but that the majority of workers are favourable to reduced working hours; nearly every trade have had the subject under their serious consideration, and have decided in favour of obtaining the same; the principal exception to this is that of the Lancashire cotton operatives, the majority of whom at present are opposed to a reduction of working hours in their trade, because they believe the intensity of foreign competition will not admit of a reduction of working hours in this country unless their competitors also reduce theirs, and, because they fear they could not increase their output per hour, and that reduced hours would carry with it reduced wages, which they are not prepared to accept. It will not surprise anyone to learn that the weavers are not prepared to accept less wages when it is realised that adult male weavers average only 23s. a week in Lancashire, and in the Bradford district of Yorkshire 15s. represents a man's weekly wage in the textile trade. The Yorkshire operatives are favourable to the reduction of hours, and there appears to be an increasing number supporting the same in Lancashire.

(3.) There are three main causes that give rise to the demand for reduced working hours, each of which is complete in itself, though many persons are influenced by all three of the reasons.

First. The primary cause given by short hour advocates in this and other countries is in order to absorb the unemployed. The fact that in this country during a normal state of trade 5 per cent. of the workmen are unemployed, or 400,000, as previously stated, not including those who get casual employment, with a strong tendency to considerably increase as the result of extending the use of mechanical appliances, is so serious a position that no workman can think of it without being seriously alarmed, and, therefore, reduced working hours are demanded by those in work in order that those who are out may have a share, and that they and their families may have the requisites of existence. Or, in other words, the demand is made in order that the work of the country shall be better apportioned among the total number of workers.

Although this argument appears to presuppose that there would be a less output per man in order to find employment for those out of work, this does not follow, as the increased purchasing power obtained by those who found employment would serve as a market for a greater production, and it is contended by short hour advocates that the purchasing power of many thousands whose wages are very low now in consequence of the competition of the unemployed, would also be materially increased, again furnishing a market for an increased output. This is a point of the greatest importance both to capitalists and workers, and is far too often lost sight of. Better conditions for the workers means an increase in their economic capacity to consume; this increasing capacity to consume means an ever-increasing market. The workers themselves are quite prepared to furnish the commodities for that market, together with a fair margin for the capitalist for supervision and organising purposes, so that to encourage a

larger consumption is decidedly the best, both for capitalist and worker.

Second. Reduced hours of labour are also demanded by some advocates mainly because they have a conviction that at present they are not getting a due share of the wealth created by their labour. Such advocates may, or may not, agree with what has previously been said concerning the unemployed. This view that the workman does not get his due share is held by many, who also believe that, as a rule, increased efficiency attends reduction of working hours, but they favour such a reduction of working hours and increase of wages as shall result in more of the total value produced being retained by the workers who produce it. Statistics are quoted which show that, of the total wealth produced less than half of it goes to those mental and manual workers who produce it, although they number four-fifths of the population. It is pointed out that, although the condition of the workers to-day is better than that which obtained a generation ago, the power to produce wealth, *i.e.*, the commodities themselves which constitute wealth, increases faster than the position of the worker improves.

The reduction of working hours in order to obtain a fairer share of the total produce is supported also by those who think that reduced hours will increase the cost of production, and by those who believe that greater efficiency will more than counter-balance the decrease of time. The former place their hopes upon reducing hours till much of the surplus value is absorbed, relying upon the worker to maintain at least his present purchasing power of wages, and letting the increased cost fall upon the capitalist, and the latter support this method, because they believe that to take away the competition for employment (which reduced hours would certainly do at the outset), is the best means of enabling the workers to effectually demand higher wages, which it is held should be sufficiently high as to take a considerably larger proportion of the total than is taken at present by the workers. In the previous case, where the demand for reduced hours was shown to come from those who wished to see the unemployed absorbed, it was out of sympathy for, and a desire to do justice to, the unemployed; in this latter case it is desired to absorb the unemployed as a tactical business arrangement, in order to make it possible to obtain higher wages. Both views may consistently be held by the same persons, or either view may be supported whilst consistently differing from the other.

The Third main reason that weighs with the workers, resulting in a demand for shorter working hours, is due to a love of culture which is now extending to the meanest labourer, causing him to insist upon living a fuller and more complete life than has previously been possible, and it is this desire for a higher and better life that gives the stimulus to most of our modern-day discontent, and because this desire is so general and real it serves at once as a national safeguard against ignorance and indolence on the one side, and against economic excesses on the other.

To what extent this cause operates in other countries I am unable to speak with accuracy, but I claim to have a knowledge of the workmen of Great Britain, skilled and unskilled, sufficient to warrant me in saying that if neither of the two reasons previously given operated, *i.e.*, the necessity for absorbing the unemployed, and the belief now entertained by workmen that they do not get a proper share of the product of labour, if neither of these causes operated, the demand for reduced working hours would still be amply sustained as the direct outcome of the rapidly growing demand on the part of the workers for fuller opportunities for moral, mental, and physical development of which the present hours of toil do not admit, and those who make this demand for increased opportunities for mental development are those who are strongly persuaded that increased mental development carries with it increased efficiency of production and distribution.

The effect of the better education of late years has been to impart a desire for culture and refinement, and, as might have been expected, it has carried with it a determined revolt against those conditions that prevent proper expansion intellectually and materially. We have truly a "revolt of labour" in this country, but it is not the revolt of despair, it is not a wild desire to demonstrate strength, nor a reckless willingness to be a nuisance. It is the direct outcome of careful thought given to the great industrial problem by men who have the best interests of the country at heart. It is the necessary accompaniment of progress. These same educative forces that impel the populace onward to a higher standard of excellence, also serve to make them more effective producers of commodities, and the knowledge possessed by the workers

that their power to produce is continually increasing, supplies them also with the conviction that they are entitled to a greater share of that produce. How much greater that share should be is a difficult matter to decide, nor is there unanimity amongst the workers upon this subject. It begins with those who make a vague demand for something more, and goes on till we reach those who contend that it is morally and economically wrong for any section of the community to live upon rent or interest. There is a strong current of opinion now running in favour of fixing a maximum rate of interest upon capital, when workmen find, as they do, that whilst they have a difficulty in keeping wages high enough to supply their families with the plainest of food, and also find a number of limited liability companies paying interest as high as 25 per cent., and in some instances as high as 40 per cent. per annum, no wonder that they consider that equity does not control the commercialism of this country, and when companies paying such high rates of interest plead that the intensity of foreign competition will not admit of any advance of wages or reduction of working hours, it is not surprising that workers should treat such statements contemptuously, and in some cases, perhaps, decline to admit the capitalists' plea of "cannot afford it," where that plea is well founded.

PROPOSED METHODS.

(4.) When we come to examine into the methods whereby it is proposed to reduce working hours, there is also considerable diversity of opinion. There are those who favour a simultaneous international movement in all trades, not for all countries, but for those in a similar stage of economic development, and these advocates favour an international maximum work-day of eight hours. But many exceptions are made to this international demand; thus, the advocates of international action admit and defend the advisability of taking immediate action in this country in those departments of trade not affected by international competition.

VOLUNTARY EFFORT.

(a.) Among the trade unionists of this country there is a considerable number who favour obtaining the eight hour limit, but are determinedly opposed to legislation, preferring to obtain the same through the agency of the unions direct, by negotiations with the employers, and if that fails, either to wait longer or cease work to force it.

This section is, undoubtedly, becoming smaller year by year, judging by the votes recorded by various societies and by trades congresses.

AN ACT FOR ALL TRADES.

(b.) Another section demands an eight hour Act of Parliament, to apply to all trades and industries throughout the country. It is strongly opposed to anything in the shape of permissive legislation, and contends that it would be a source of weakness if certain trades obtained a reduction of hours before other trades. This, section, too, is apparently smaller than formerly, not because less interest is taken in the subject, but because an increasing number is desirous of having a present partial benefit rather than postponing the advantage of getting a complete reduction later.

SIMULTANEOUS INTERNATIONAL ACTION.

(c.) A large section in various countries is not paying very specific attention to the actual application of the reduced hours, but, like Mr. George Gunton, of America, contents itself with advocating a general international demand for an eight hours day in all countries in a similar stage of economic development. Mr. Gunton proposes that America, England, France, and Germany should agree to reduce working hours by half-an-hour a day every six months until a maximum of eight hours is reached.

INTERNATIONAL TRADE OPTION.

(d.) Others think it unwise to wait for international action, save in those trades where international competition is keenly felt, and so they favour international trade option, some with, others without legislation.

TRADE OPTION BY LEGISLATION.

(e.) The Fabian Society has drafted a Bill in favour of trade option, in which it is proposed that the Secretary of State shall have power to apply the Act, when requested by a majority of those engaged in any trade. This leaves it to the persons engaged in the trade to decide when is the proper time, &c., and then, when the majority is agreed, to have their desires carried out by legislation. There can be no doubt but that this method finds increasing favour with workmen, allowing, as it does freedom of action in

making the demand, and then utilising the power of the State to carry it into effect. This section is favourable to the immediate application of the 48-hour weekly limit to all public employes, the argument being that the governing bodies, whether local or national, should set an example to private employers.

TRADE EXEMPTION.

(f.) The method that found greatest favour at the recent Trades Union Congress held at Newcastle, was a method of trade exemption, the wording of the successful amendment being as follows:—"That legislation regulating the hours of labour to eight per day shall be in force in all trades and occupations, save where a majority of the organised members of any trade or occupation protest by a ballot voting against the same." This differs from trade option to the extent that whereas, by "trade option," no legislation would take place till a majority in any given trade demanded it, with "trade exemption," legislation would cover all those trades where a majority of the organised workers did not protest against it.

LOCAL OPTION.

(g.) Another proposal is known as "Local Option." This method requires that an Act be passed, and that local authorities be authorised to apply the same to the persons engaged in any trade in the locality governed by the local authority whenever a majority of the adult workers (male and female, trade unionist and non-unionist alike) makes application for the same to be applied, fixing the maximum working hours at eight per shift, or a maximum of 48 hours in one week; the local authority, on receipt of such application, to notify the employers concerned that after a specified notice the Act will be enforced.

The question of overtime, it is urged by supporters of the last-mentioned method, should be dealt with vigorously, and made a punishable offence both for employer and worker, except in cases of emergency, when exemption should be made by a local council composed of employers and workers.

DANGEROUS AND UNHEALTHY TRADES.

(h.) Looking at all sections of the community, and not at the workers only, there is now a real desire on the part of many to interfere by law in regulating the working hours of those engaged in dangerous and unhealthy trades. It is contended that it is contrary to the general well-being that those engaged in dangerous and unhealthy employment should be compelled to continue under these bad conditions. Such as chemical workers, iron and steel workers, railway men, and miners it is felt ought to have special treatment, and that at once: therefore it is held that each case should be dealt with on its merits, and some of the worst conditions be at once relieved by legislative action.

Personally, I am a strong advocate of a maximum working week of 48 hours for all employes, and I am favourable to this being done by the quickest and most effective means available.

I am decidedly favourable to voluntary associated effort on trade union lines, and I also support the view that trade unionists are completely justified in using parliamentary means to supplement their voluntary efforts.

The legislative institutions of the country, municipal and national, exist not only for the protection of existing rights, but for the promotion of the well being of the citizens collectively; and, as a workman, I fail entirely to see that any principle is violated by using the machinery of Parliament to regulate the conditions of adult male labour.

The effects of reduced hours upon the trade and commerce of the country will be the same whether the reduction is brought about by legislative or any other means, providing the same is demanded by the workers. If no demand were made by the workers, it would tend to show that they had not sufficiently developed as to feel the need of increased leisure, and it is conceivable that increased leisure would not be used to advantage by persons who were too apathetic or ignorant to make the demand. Few would be rash enough to say that the bulk of the workers of the United Kingdom are indifferent to better conditions at the present day, and a very slight knowledge of workmen would enable one to understand that the general belief is that the way to better conditions is in the direction of more leisure and less enforced idleness.

It appears to me very unwise to use such terms as an "Appeal to the State," I claim as full a right to use my vote as a citizen upon an industrial question of this nature, as I do to use my vote in the branch of the trade

union to which I belong, and I treat the matter purely as one of expediency as to whether or not we should use Parliament to attain the desired end. Thus, if I believed it could be brought about by associated effort—as distinct from legislative enactment—in two years, and by legislative enactment in one year, I should favour legislative enactment, and if the converse of this was likely to be the case, I should favour that. I believe that now a large majority of the workers of the country are favourable to a 48-hour working week, but the difficulties in the way of making their desires known and felt are very great. Even yet a very large proportion of workmen have no voting power, and, consequently, at election times the richer minority exercise an undue influence. To organise effective trade unions is not an impossible—but it is a difficult task, and if this difficult task were successfully overcome, the effective decision of a Trade Union Parliament for the nation would simply do as regards the hours question, what it is quite possible to do now with our present Parliament.

Even if it were possible by some means to get a majority vote of the nation in favour of reduced working hours, this would in my opinion, be less satisfactory than a majority vote of the persons engaged in each trade. There are, undoubtedly, some trades in this country that would not be in the least injured by the application of the 48-hour week, whilst with others it might not be so safe unless international action were taken. The persons engaged in these trades are the best judges, and upon them, in my opinion, ought to rest the responsibility of intelligently setting forth the demand for reduced hours. And it should also rest with them to decide which was the best means to obtain the same, and deciding in favour of legislative enactment—as most certainly very many of the trades would,—then Parliament ought to respect that request and give effect to the same. So that I am in favour of the trade option method, but I would not make it a condition that the majority of the whole of those engaged in the country in any given trade must demand it before it be applied to any portion. Thus, if the majority of the tramway and omnibus men of London and district asked for an eight-hour day by legislative enactment, I would deal with London independently of what hours prevailed in the same calling in other towns. If the shop assistants of Lancashire requested assistance in the same way, whilst the bulk of shop assistants in Scotland or the South of England were indifferent to the subject, then Lancashire ought to receive the advantage of such legislative assistance, and no one in the country would be any the worse. In manufacturing trades, the unit of area over which the provisions of such an Act should be applied, should be decided by the trade organisation that represented the workers in that trade, who would know, or could easily get to know, whether the demand should be made in one or several districts simultaneously. In the event of there being no trade organisation, then the workers would have to devise a method whereby to give expression to their desires. This method is now known as the "local option method," and it is this plan that lends itself most readily to be of service to the nation, because it admits of those in the respective trades deciding:—When it is desirable, where it is desirable, and, by what means it is desirable to obtain reduced working hours in those trades.

(5.) The effect of reduced working hours would not be the same in all trades. In all probability reduced working hours on tramlines or railways would mean an increased wage bill which could not well be met by increased efficiency of service, but with productive trades it has resulted in nearly every instance that reduction of working hours brings with it increased efficiency; the instances that could be given are very numerous and are probably too well known to render any allusion to them necessary, and it is very significant that the nations that do most work are the nations that work shortest hours, because short working hours means more time for mental and physical recreation, which make a man a more complete man and a more effective producer, but the prime factor that affects profits is the demand for commodities, and workers who are in a state to demand less working hours prove thereby that their economic capacity to consume is increasing.

The greatest mistake that can be made by employers is to treat workers as producers only, forgetting that they are consumers also, and that upon their capacity to consume rests the real markets. Upon good markets rest the employers' profits, and, therefore, it is directly to the interests of the employers that the workers should develop their capacity to consume wisely and largely. In England, the worker consumes much more than does the worker of the Continent, but the Englishmen's labour is the cheapest. In Russia they know little of machinery, and

they work long hours, but their production is far below that of the French or German, whilst the production of these again is below that of the English.

The effect of short hours upon wages would be to cause wages to rise, so that in a short time more wages would be obtained for the short hours than was formerly obtained for the longer hours. This advance of wages would not necessarily reduce profits; the factor of increased efficiency enters, which not only increases the output per man, but in conjunction with other factors increases the capacity and opportunity to consume, and so extends the market.

Wages have increased during the past 25 years in most trades, but the power to produce has increased at a greater rate. That wealth has increased much faster than population is shown by the following figures of increase of population and increase of wealth :—

Population of United Kingdom in—		
1840.	1860.	1880.
26,540,000	28,730,000	34,650,000
Wealth of the United Kingdom.		
1840. Estimated by Porter -	4,000,000,000l.	
1860. „ Levi -	6,000,000,000l.	
1877. „ Giffen -	8,840,000,000l.	
1886. „ Mulhall	8,720,000,000l.	

GROWTH OF BRITISH WEALTH.

United Kingdom.

	£	
1812	-	127 per inhabitant.
1840	-	150
1860	-	191
1882	-	249

Mulhall's Dictionary of Statistics.

The chief cause of low wages is due to the competition for work. By reducing the normal working hours employment is given to a larger number of persons, and the intensity of the competition is reduced, admitting of the workers making effectual demands for higher rates of pay; but, as already shown, the best paid workers are the cheapest workers. It is not thought that there is anything sacred about "eight hours": indeed, as previously mentioned, some miners are now working less than eight, and the opinion is becoming pretty general that miners and chemical workers would do a full share if they worked six-hour shifts, and it will pay the country well when they get it, providing the demand is made as the result of the more perfect development of the men engaged in the trades mentioned.

It would be unwise to force reduced hours, but it is equally unwise to resist a legitimate demand for reduced hours, indicating as it does a mental and moral development on the part of those who make the demand, and having the qualities to demand it, whether through the agency of trades-unionism or through Parliament. It is not only good for the workers themselves, but good for the whole community. With increased leisure character develops, the thinking faculties are sharpened, the qualities that make good and useful citizens increase, and thereby the general well-being is secured.

November 9th, 1891.

TOM MANN.

APPENDIX LXXII.

THE EIGHT HOUR DAY :

How to get it by Trade and Local Option.

By TOM MANN,

President of the Dock, Wharf, Riverside, and General Labourers' Union.

THE WORKERS' DEMAND.

The result of much discussion during the past few years, as to the effects likely to follow upon the reduction of the hours of labour, has made it clear that to reduce the working hours in this country to a maximum of 48 a week, would materially increase wages, by providing work for many who are now in enforced idleness, thus reducing competition for employment. This would make it possible for those workers who are underpaid to obtain advances, because the abundant supply of labour would be lessened, and thus new demands would be made for commodities, resulting in a large increase in production, cheapening of commodities, and increased aggregate profits.

The demand we, as workmen, now make is for

LEISURE, NOT IDLENESS.

Leisure to think, to learn, to acquire knowledge, to enjoy, to develop, in short, *leisure to live*.

THE DEMAND JUSTIFIED BY ECONOMICS.

Economic ignorance has in times past caused us to believe that our duty lay in the direction of producing much and consuming little; this is a fatal error. Those who consume least are the most ignorant, the most useless, the most animal-like of all. A large consuming capacity on the part of every section of workers is fully justified by sound economics. The agricultural labourer, with 10s. a week, must vegetate like the plants—his low purchasing power does not admit of healthy, hearty social intercourse. At times he yearns for concerts, for theatres, for light-hearted joviality; would be delighted to be well-dressed, and have his wife and children well-dressed; would like even a fortnight's holiday to see some other part of the country than the few fields and farmyard he is familiar with: but, ah! he has no money, and he might as well wish himself lord of the manor as wish to ever gratify these simple and legitimate tastes.

It is quite true, that if he had money enough and spent it on clothes, and furniture, and books, and concerts,

and holiday-making, he would be helping others to get equally good conditions; but the farm labourer of England, poor wretch, is hemmed in, chained to a ten times accursed poverty, and he can neither help himself to good things, nor his fellow workers. We will say nothing of what he may do for the landlord at present.

AN EXAMPLE TO OTHER TRADES.

Much the same is true of the men working in and about the coal mines. Fixed to the miner's village, with an occasional run to the nearest town, the pitman's family gets familiarised to the scenery of the pit bank, engine-house, pulleys and frame, the throbbing of the winding engine, and at night, to the burning of the waste-heap. The miner, like the agricultural labourer, is chained. But the miner is, at last, about to burst the chain asunder; he has learned the value of sectional organisation, and now has actually federated most of these sectional unions into two large federations for the country, with a prospect of, ere long, all men in and about the pits being under one banner. 430,000 men already on their feet, and now demanding an eight hour day. Will they get it? Certainly. But how? There's the rub; and my object in writing this pamphlet is to contribute some little to the discussion of

HOW TO GET THE EIGHT HOUR DAY,

rather than to point out its advantages; and being among those who have tried to think the question out, I am satisfied that the way to Freedom lies through the eight hour door, feeling assured that a daily or weekly limit of working hours is possible of application to all employees.

At the Trades Union Congress held at Liverpool last year, a resolution was carried in favour of obtaining an eight hour day by "Parliamentary enactment," the lost amendment declaring, in decided terms, in favour of the eight hour day, but to relegate the question to Parliament "would indefinitely delay this much-needed reform." Subsequent events have shown that there is a great waste of energy going on by the "legalists" combating the

"voluntary" advocates, and *vice versa*, in a manner that makes sport for the Philistines rather than enhancing the cause both sections have at heart, and we are now entitled to ask: Is there not

A MIDDLE COURSE

that can be adopted, which will command at once the endorsement and support of both sections?

Briefly stated, the argument of

THE VOLUNTARY MEN,

or those who favour the obtaining of a reduction of working hours by trade union effort only, not supplemented by legislative enactment, is as follows:—Parliament is hostile to labour's interests, is composed of men who do not understand, and have no desire to understand, labour's requirements, and cannot, therefore, effectually legislate for labour; besides, those sections of workers who have obtained reductions of working hours to the limit now asked for, and even below it, have obtained the reduction entirely by voluntary trade effort, which has developed in them a sturdiness of character superior to that of their fellows who clamour for legislative assistance.

THE LEGALISTS

point with scorn to the fact that only a very small section of miners have successfully reduced working hours; that many others have tried to do so by means of their unions, but have in the majority of cases failed; that some two millions only are enrolled in trade unions, out of an adult working population of nine millions; that a trade unionist is still a citizen and has the fullest right to make use of the legislative institution in labour's interests; that to refuse to make use of Parliament, is carrying out a policy calculated to drift into anarchism, and that it is foolish to attempt to make these great changes by negotiations between employers and workers, resulting in strikes and lock-outs, when the same end can be achieved more quickly by law.

Such, in effect, are the arguments most commonly used on either side, but of course there are many others of a similar character. These sections are continually combating each other, and thus bitterness and strife are engendered which it were more dignified to avoid. Fortunately, there are those who recognise expediency as the deciding point in this matter, and who, whilst they uphold all that is sturdy, manly, and true, in the arguments of the voluntary men, are fully alive to the desirability, fitness, and economic soundness of voluntary effort being supplemented and clenched by legislative enactment.

That a middle course is required, the following returns of the voting of the members of the Amalgamated Engineers just to hand—April 1891—will indicate.

The financial reserves of this one union amount, roundly, to a quarter of a million; their numerical strength is 69,064 members, 62,500 of whom are in the United Kingdom; among these, the votes have just been taken, with the following results:—

	For.	Against.
For an eight hour day - - -	8,149	1,290
For a 48 hour week - - -	8,007	1,118
By legal enactment - - -	8,875	4,901
By trade union effort - - -	6,546	1,251

It will be seen that the total number whose votes are recorded for and against an eight hour day or 48 hour week, is 18,564 out of 62,500 in the United Kingdom, or less than one-third of the actual members; that is due to the fact that only one-third of the members, on the average, are present on any one night, but there is no reason to suppose that the proportions would be materially altered if every vote were recorded. Of those recorded 16,256 are favourable either to the eight hour day or 48 hour week, and only 2,408 against these proposals, or a majority in favour of nearly seven to one. But when we come to the method of how to obtain it, opinions are much more divided, there being two to one in favour of trade union effort as against legal enactment.

Does not this show clearly that, so far as the engineers are typical of the other trades, neither by legal enactment nor by trade union effort are we likely to secure the reduced hours, and therefore a middle course is absolutely necessary?

Five years ago the discussion of this question had scarcely assumed a definite shape. The position taken up

by its advocates then, was to declare generally in favour of an Eight Hours Bill for all trades, and this served the purpose of arresting attention, and enabling the eight hour men to demonstrate the fact that eight hours' work as a maximum was possible and desirable.

We have now reached the stage when vague generalities must be replaced by definite particulars, calculated to command the respect and attention of those who are fully conversant with our complex industrial system.

The working hours of most mechanics in this country are nominally fixed at nine a day, though two-thirds of the workers work an average of 11 hours a day, and the remaining third 13 hours. But this statement needs qualifying by a reminder of the startling and saddening fact that one-thirteenth of the working population is always in enforced idleness, which means that we have now of our adult working population some

700,000 OUT OF WORK,

600,000 of whom are men, three-fifths having families depending upon them. A sufficient cause, indeed, to hasten on the immediate application, wherever possible, of a reduction of normal working hours.

To tabulate

THE VARIOUS METHODS

now before the country for reducing working hours, they are as follows:—

- 1st. Those who demand an Eight Hour Bill to apply to all trades and industries throughout the country, but are willing that a start should be made in all Government establishments, followed up by eight hours for railway men and miners.
- 2nd. Those who demand that it shall be left entirely for the workers to obtain it through their trade unions and labour organisations without any legislative assistance whatsoever.
- 3rd. Those who contend that the demand for an eight hour day, or 48 hours a week, shall be first made by the majority of any trade, who shall have the right to make known to the Secretary of State their desire for working hours being fixed by law, and the Secretary of State to be empowered to give effect to their wishes.

This is legislative enactment by trade option.

- 4th. Those who contend that the least objectionable, most practicable, and therefore, most expeditious method of obtaining reduced hours is, that Parliament shall pass an Act empowering local authorities to administer the same as follows: That when three-fifths of the adult workers in any trade in the district over which the local authority has jurisdiction, request that their working hours be fixed at a maximum of eight hours per shift, or 48 hours in one week, the local authority, being satisfied that the demand is rightly made, shall notify the employers in that district that in three months from the date of the application having been made, the law will be enforced, under a monetary penalty for every person employed contrary to the provisions of the Act.

This is local trade option, the initiative in every case being taken by the workers engaged in the trade or calling, no action being taken by the authorities until requested so to do by three-fifths of the adult workers engaged in the trade.

It is the

LOCAL TRADE OPTION

method that commends itself to me, for the following reasons:—

- (a.) It is free from the objections lodged against No. 1—the Bill of universal application—which would force the eight hour limit upon those who had not asked for it, and would not make allowance for those trades where the difficulties of applying the limit are very great, and where, in the opinion of the majority of workers and employers at present engaged in these trades, the limit, if applied suddenly, would prove disastrous. That there are such trades is well known; and, although the Universal Bill men may wish to treat them with impunity, that does not settle the matter, nor can it be said to be statesmanship of a very valuable kind, that would ruthlessly and needlessly ride rough-shod over the desires of an important minority of citizens.
- (b.) It is free from the objection lodged against No. 2—the narrow trade union method—as it fully recognises the wisdom and desirability of supplementing trade union effort by legislation. It upholds every solid contention that is advanced by the old trade union or voluntary effort section,

by insisting that the demand shall be made by the workers themselves in each trade or calling, and that they must show their desire for the limiting of working hours by a three-fifths majority, which throws the educational and organising work on to the shoulders of the trade unionists, who, by the local trade option method, will not be asking the State to do for them that which they might do for themselves; but will simply be working by what they conceive to be the better of several methods open to them.

- (c.) It is free from an objection very rightly lodged against No. 3—trade option (without local) method—which is, that if the workers in any trade—say engineering—in London are thoroughly educated up to the eight hour demand, and manifest much interest and keen anxiety to get the same as the result of years of agitation and organisation in their ranks, and if a similar number of men in other parts of the country, say Glasgow, where organisation is less complete, and the desire for shorter hours is less marked, that the London men who have organised and educated themselves, must wait years for the beneficial change, because in other districts there is little or no interest in the subject. This cannot be looked upon with satisfaction, nor is it in accordance with common sense. Trade option coupled with local option carries with it no such disadvantage, but on the other hand, it is in complete accord with that independent spirit exhibited by the more enlightened and sturdy of British workmen, who are alive to the necessity of a Governmental controlling hand, but who also insist upon the fullest possible recognition of local autonomy consistent with harmonious working throughout the country.

This voluntary effort method, supplemented by legislation, should command the support of the vast majority of those who have been advocating the reduction of working hours, either as trade unionists or "legalists," as practically all the voluntary men believe in the State machine, even to the extent of sending their own workmates to manage it—as in the case of the Northumberland and Durham miners; whilst the "legalists," or at least those who have become conspicuous, are members of one or other of the trade organisations.

A PECULIAR FEATURE

in the mental make-up of not a few of the determined "legalists" of to-day is the fact that only three or four years ago they were opponents both of an eight hour working day and of trades unionism. Something more far-reaching than an eight hour day was wanted, and even should the workers, in their ignorance, condescend to accept an eight hour day, it would block the solution of the "social problem." The eight hour men persisted, with the result that its former opponents on advanced lines have proved their capacity to learn by becoming advocates of the same themselves, and a revival took place eventually in the ranks of the trade unions; but the advanced men had already to their satisfaction sealed the doom of unionism. There might be a "flutter," said these critics, but as to trade unions ever being worth a serious thought as a means for solving industrial questions, was not admitted. However, the unions grew, old and new alike, and the one million and a quarter of members of two years ago have increased to the two millions of to-day, and, behold! among them are to be found the cynics of 18 months ago, and these gentlemen are not only members, but it is to be feared, in some instances, are mischievous members, by encouraging a policy that teaches, in effect, that the unions are valuable only in proportion as they are made vote-controlling institutions.

VALUE OF A TRADE UNION.

Now, there can be no objection to a trade organisation encouraging its members to take a lively interest in municipal and parliamentary questions that affect the cause of labour; on the contrary, it should be an important item in the programme of every union; but the union itself, as an institution, is of the highest value to the State. Those who imagine that unions are simply wage-regulating machines, and serviceable only as such, make a serious mistake. To hundreds of thousands of workmen in Great Britain they are far and away the most valuable of all institutions for gathering knowledge, for imparting information, for discussion of detail matters in connection with labour that require constant attention, and upon which the very existence of our industrial well-being depends, and it is in this capacity that the unions are

eminently capable of rendering valuable assistance, yes, positive guidance to their own members, and outsiders, as to the changes that may with advantage be made in our complex industrial system. It is, therefore, pre-eminently a question for them to decide as to how far we may with advantage make changes in curtailing working hours. Of course, care must be taken that the opinions of officials are not taken as the opinions of the members, but we may safely leave members to deal with their officials, as although for a time a re-actionary policy may be endorsed by officialdom, contrary to the desire of rank and file, the officials that would be unwise enough to resist progress will be superseded by others more sympathetic with the times.

THE PROPOSED PLAN CLEARLY DEFINED.

To again state that which is proposed as the local trade option method. It is,

- (a.) That an Act be passed fixing the maximum working hours at eight a day, or eight and a-half for five days, and five and a-half for the sixth (or made up in such other method as may be agreed upon), but not to exceed 48 hours a week, overtime to be a punishable offence, both for employer and worker, except in cases of special emergency, such as "breakdowns, &c.," or in the case of agricultural labourers, when special provision would be made for harvest-time.
- (b.) That the administration of this Act shall be left with the County Council, Town Council, Local Board, or such other local authority as shall be clearly specified by the Act.
- (c.) That it shall be left with the adult workers of either sex, engaged in any trade or calling, to obtain the clearly expressed opinion of those engaged in the trade as to whether or not they wish for the Act to be applied to them, and that in the event of three-fifths being in favour of the same, their request be sent to the local authority responsible for the administration of the Act, which, being satisfied that the request is genuine, shall immediately notify the employers in the district that the provisions of the Act will be put in force at a date of three months from the time application was made to them by the workers.

ADVANTAGES OF THE SCHEME.

The special advantages this method secures are:—

- (a.) It affords better opportunity than any of the other methods to each section to make as much or as little use of law as they think desirable.
- (b.) It admits of the thorough carrying out of the principle of local autonomy, and leaves those who know most about each trade to be the judges as to when and how the working hours shall be fixed.
- (c.) It affords the advantages of legislation to those who appreciate the same, and admits of the industrial change taking place gradually, beginning immediately with those trades where the stated majority is favourable, and thus deprives the opponents of the shorter working day of one of their principal arguments, as to the dislocation brought about by a sudden jump all round.

OBJECTIONS TO THE SCHEME.

In opposition to the trade option method with local application, it is contended that we shall intensify the differences that already exist between different localities rather than remove them by such a scheme, and engineers have asked, "How can we have Leeds and Bradford dealt with under this proposal where the class of trade is the same, when, to reduce working hours at Leeds and not at Bradford, or *vice versa*, would certainly create discord of a serious nature?"

This same argument could be used with equal force by every trade that is termed national, and the reply is, that the trade unions in which, at least, important sections of the men are enrolled—and which will, undoubtedly, take the initiative in these matters—would advise the members as to when and where the application should be made, and as regards the engineers, there would be little difficulty in classifying their trade, and the districts in which it is carried on.

Thus, the Eastern Counties are mainly devoted to the production of agricultural engines and machinery, whilst the Tyne, Wear, Tees, Hartlepool, and Clyde are specially devoted to marine engineering and shipbuilding; Lancashire and Yorkshire are largely at work on cotton and woollen machinery; again, Crewe, Swindon, Doncaster,

and other railway centres are engaged on locomotives; Birmingham, Manchester, and Sheffield employ many thousands on tools and war implements: each class of trade is practically complete within itself, and the unit of area as regards the union's efforts should be the entire district, or districts, in which a particular class of trade is carried on.

Thus, with the makers of machinery for farming, it would be necessary to deal with the towns of Lincoln, Ipswich, Grantham, Colchester, Gainsboro', and other places where this trade exists. The union could supervise operations, and make a simultaneous demand in each of these centres.

For the shipbuilding centres the same could be adopted, and thus uniformity of action secured wherever the same class of trade prevailed. So that instead of being more difficult of application, the local option clause would give the necessary elasticity, admitting of adjustments being made far easier than by any other method yet proposed.

It is quite evident that

TRADE CANNOT BE LOCALISED,

and on behalf of the Scotch jute mills it has been contended that we cannot pit town against town; but it has been shown in the example given, by classifying the engineering trade, that we could effectively meet the requirements of that trade. So with the jute mills of Forfarshire, viz., Dundee, Forfar, Arbroath, Kirriemuir, Brechin, and Montrose, simultaneous action could be taken. Already many of these workers are organised, and their unions are gaining in strength every week, and by means of their union the difficulties alluded to could be overcome.

At the congress last year no men were more opposed to legal enactment than the cotton-spinners and weavers of Lancashire and Yorkshire, one of their contentions being that the competition of India is so keen that they ought to be allowed to decide for themselves when and how they shall obtain reduced hours. The argument is a sound one. Why should they not? Let those trades who are ready for the change set the pace, and the cotton and woollen workers will soon follow on, and all the quicker by having freedom to adopt their own time and method.

The boot and shoe trade could be similarly arranged for by means of the unions. One class of work is carried on at Bristol, another at Northampton, and a mixed trade in London; but the unions are quite capable of classifying the trades and the districts.

The tailoring could be covered in the same way, and so on with every trade throughout the country.

TAKE THE MINERS' CASE.

In Durham and Northumberland the coal hewers and stonemen—about 60 per cent. of those engaged in and about the mines—work seven hours from bank to bank, but the remainder of the workmen and boys work 11 hours, that is the pit begins at six in the morning, and works right on till five at night, and a large proportion of the 40 per cent. of men who commence and finish at these hours, have no break for meals the whole day. Thus it is not true that short hours cover the whole of those at work in the Northumberland and Durham coal-fields. But the decision of the men alluded to, so far as it has been given expression to at trades congresses, is decidedly against legislative action. I have mixed with these miners a good deal, and am of opinion that the 40 per cent. who work at least 10½ hours a day would be very glad indeed to have their hours reduced by legislation or otherwise, and this belief exists with the members of the Miners Federation of Great Britain, whose working hours vary from 8 to 11 a day. This federation is distinctly favourable to legislative action, but so far it has been unable to obtain it. An Act is asked for forbidding more than eight hours' work from bank to bank, and this is opposed by the workmen M.P.'s of Durham and Northumberland, as well as by the mine owners and other capitalists. Would it not be well for the members to favour the local option method, and thus secure at once the co-operation of Durham and Northumberland, who would undoubtedly vote with the Federation men to get legislation for themselves, providing it did not cover the Northumberland and Durham men, who do not want it? How was the last 10 per cent. advance obtained by this great Federation? By the Bristol Miners' Association as part of the Federation, and representing 14 collieries in Gloucester and Somerset, deciding in favour of 5 per cent. down, and the other 5 in three months. That forced the pace, and right from Monmouthshire to Yorkshire the advance was conceded in a week; the employers being forced to give it because one locality led the way. If we had local option in the matter of fixing hours legislatively, it is very probable that

similar results would follow, and if Durham and Northumberland really prefer to have nothing to do with legislation in this matter of working hours, let them have their way. Should those who now have the shorter working day be unable to retain it without legislative enactment, they may be relied upon to change their opinions rather than their hours of work, and it is a pity to find men like Mr. Pickard on the one side, and Mr. Burt on the other, continually endeavouring to convert each other, when by different tactics both might have their way, and thus have energy to devote to other purposes. Nothing can please the enemies of labour better than to find labour leaders opposed to each other, and it behoves us all to adopt that course best calculated to leave the fullest freedom for all to enjoy their own opinion, when this can be done consistently with labour's interests receiving due attention.

THE DOCK AND RIVERSIDE WORKERS.

In connection with the various ports of Great Britain and Ireland, we have some 200,000 men employed, about 70,000 of whom are engaged in the Port of London. There is probably no other class of men in the country whose occupation is so precarious. A small proportion have, of course, regular employment at regular wages, but, as a class, the stevedores, coal porters, riggers, dockers and lightermen, are subject to more disappointments than any other body of workers in the country. Many thousands who have followed up dock work all their lives never know what they will be able to earn during the week. A man will set out for work on a Monday morning, and after spending four or five hours holding himself ready for work, learns there is none that day; this is oftentimes repeated the whole week through, and in slack times it runs on for months, when there is not a stroke to be obtained; and yet while this is going on, in the same port, hundreds of men will be working overtime, commonly making 80 or more hours a week, and the men who have been hanging on, when they get a start, are frequently called upon to work most excessive hours for a short time, and being hard up they always try to do it. We want a maximum fixing, beyond which no man shall be allowed to work, both in his own interests and that of his fellows. It is a shameful thing that in London there should be, as there always is, men at the docks and wharves working 60 to 80 hours a week, and others not working at all. It would be difficult to fix a daily limit at such work, but it would not be difficult to fix a weekly limit, and if we had an Act of Parliament which could be applied by the local authorities, we could very soon do much towards steadying the employment of thousands of men whose lives are now half wasted by the lack of system that prevails in this matter of working hours.

Confining our attention to London, it might be added that, in addition to the regulation of hours by fixing a weekly maximum, it is in the highest degree necessary that the trade of this, the first port in the world, should not be left to the tender mercies of competing dock companies and wharf proprietors, with conflicting interests, operating disastrously to the labourers by the want of anything approaching uniformity. But it is high time the London County Council seriously considered the practicability of taking entire control of the docks and wharves, and conducting the trade of the same in the interests of the community, and employing workers, as far as possible, on a uniform plan, respecting their *employés* as citizens of no mean city, regulating the number of men to meet the exigencies of season trades, with as little hardship to the labourer as possible, instead of the present plan of dispensing immediately with the services of every man possible one month, and going bull-rush at it the next.

THE PORT OF LONDON FOR THE PEOPLE OF LONDON must be pressed on by every workman who realises how much might be done to steady the labourer's occupation, if the port were controlled by one competent authority instead of by 150 authorities, as at present.

To again refer to the Trades Congress of last year, held at Liverpool, it was regretted by many that such unanimity should prevail as regards the desirability of an eight hour day, or 48 hours a week, and that such strong differences of opinion should exist respecting the method to be adopted to bring this about.

This year's Congress is to be held in Newcastle-upon-Tyne, a city where the workers are well organised, and in the heart of the district where the "voluntary effort" men and "legislative enactment advocates" alike are very earnest and decided in defending their respective views.

Are we again to witness similar division to that of last year? It will be a shame and a disgrace to us all if this is allowed. In order to test the feeling of a number of trade unionists, the following was submitted to and accepted by

them, as a resolution containing the idea I have tried to convey, and I simply give it here so that members of trade societies may raise the question in their branches, and thus bring the subject before their members:

"That this Congress is of opinion that the most expeditious and practical method of securing an eight hour working day, or 48 hour week, is by trade union initiative supplemented by legislative enactment, locally applied, whenever and wherever three-fifths of the adult workers in any trade or calling desire the same, and we hereby instruct the Parliamentary Committee to frame and introduce a Bill on trade option lines (for local administration) at their earliest opportunity, and we call upon all trade unionists and friends of labour to press the same forward by every means in their power."

This might secure unanimity of action, which would very soon result in our securing the passing of the Bill. It is argued by some that it would be as difficult to get such a Bill passed as to get a universal Eight Hours Bill for immediate application. This I do not believe, for two reasons: first, because the local option method admits of a gradual change to suit the requirements of the localities, which would thereby remove much opposition now shown to a universal Bill; and second, because by forcing it on none, we should get the support instead of the opposition of those who object to legislation in their own trade, but who respect the wishes of those engaged in other trades differently circumstanced.

But I advocate this method for one other important reason, and that is, that local autonomy in these matters is right in principle, and beneficial in practice, whereas to encourage the notion that Parliament is an all-wise institution, and capable of dealing with the details of our complex industrial system is wrong in principle, and bad in practice; but we need not necessarily run to the other extreme, and refuse to make use of Parliament for those purposes that it can serve as no other institution can, by its power to ratify, enforce, and, where necessary, to unify the expressed desire of the majority.

THE LAND QUESTION.

According to the official statistics, we import food stuffs into this country to the value of 140,000,000*l.* a year, and it appears to be generally thought that the land of this country is incapable of supplying us with these food stuffs. We have heard so much about farmers being unable to cultivate at a profit, that many have become impressed with the notion that it is really all over with this country from a food-producing stand-point.

And yet, upon investigation, one finds that one-fourth of the land of the United Kingdom is lying idle, producing nothing, while on those portions properly cultivated as large a crop can be obtained as from any land in the world.

The system of large farms in this country has proved a failure. Rent is a first charge upon the land, and the farmer, whatever goes wrong, must find the landlord's rent, or the crops would be the landlord's. In bad years this pressure of landlordism upon the farmers has been so severe that, in order to have the cash for the rent, they have been compelled to retrench somewhere, and, although to discharge the men was certain to ruin the farmer ultimately, they have, year by year, discharged the farm labourers, until the land is now absolutely labour starved; four men only are employed where at least six are required if good results are to be obtained. Three quarters of wheat per acre only are produced on land which, with proper cultivation, will yield six to seven quarters. The labourers being thus discharged, have been compelled to leave the villages and make for the towns, and in this way at least

200,000 FARM LABOURERS

have been driven from the villages by this process of retrenchment on the part of the farmers to meet the 60,000,000*l.* a year demanded from them by the landlords.

Many have thought that it is because machinery has been introduced on the land that these farm labourers have made to the towns; that is a minor cause. Machinery is not largely used on land in this country. The difficulty has been brought about by the private ownership of land, and the owners pressing the cultivators for rent; driving them into a corner, from which they have been, in many cases, unable to extricate themselves.

In consequence, it is now difficult to let large farms, and a return will certainly be made to the small farm system again. But more important still is the fact that

the labourer is now claiming the right to cultivate land on his own account. He sees that if he can get an acre or acre-and-a-half he can easily cultivate this in his broken time, and that it will be worth 4*s.* 6*d.* or 5*s.* a week to him each acre he cultivates. But his difficulty is to get it. To be of service it must be within a mile of his cottage, as otherwise he cannot reach it to put in his odd time. It must also be obtainable at a fair rent—by fair here is meant fair when compared with that the farmers pay for land of a similar quality. Instances can be given where the farmers pay 30*s.* per acre, and for exactly the same quality the labourer is charged 80*s.* per acre.

THE ALLOTMENTS ACT

of 1887 is an incomplete and unworkable affair, nevertheless it is the recognition of a vital principle, viz., that under it the labourers have the right to make application to the rural sanitary authority for any piece of land that may suit their purpose for allotments, and the Act empowers the rural sanitary authority to purchase this land and let the same to the labourers. We have here the municipalisation of the land actually in process. Unfortunately, landowners often refuse to let, and litigation ensues, and the cost of the land is run excessively high by the legal costs, and by an additional 10 per cent. above value, which the Act empowers the owner to charge, so that so far very few allotments have been obtained under the Act, but it has caused many farmers and owners to come to terms by a mutual arrangement with the labourers, and many hundreds of allotments are now being cultivated by labourers in their odd and broken time.

And here comes the value of the eight hours to these farm-labourers. There is no reason why the proposed 48 hours a week should not apply to them. They work now about 11 hours a day (Saturday included); but if they organise as they are now doing, they will, with the aid of their fellow trade unionists in the towns, be able to obtain the Saturday half-holiday and a weekly maximum of 48 hours. The daily limit could not rigidly be applied, and the necessary elasticity would have to be arranged for to provide for harvesting, but this is only some five or six weeks in the year.

When, by means of trade unionism, they are able to make a firm stand, and demand, through the proper channels, the establishing of parish councils—which will simply be an extension of the Local Government Act—and obtain the reduced working hours, then they will be able, by means of their parish council, to obtain what land is necessary, conveniently situated, on fair terms, for allotments, and they will be able to supply the towns with the necessary food stuffs, including fruit, eggs, and dairy produce; they will be able to live in comparative comfort themselves, as they will no longer be wholly dependent upon farmer or squire.

A few years' successful cultivation of an allotment will enable a man to go in for a small holding of from ten to thirty acres upon which he will be well able to keep his family, and of course give up working for the farmer, and thus again will England become a food-producing country of the first order, and the countrymen supplying the food requirements of the towns will, in turn, make large demands for clothing and furniture, &c. for themselves. There are in the United Kingdom at least 15,000,000 acres of uncultivated land, all capable of profitable cultivation, according to the evidence given before the Royal Commission on Agriculture; this must be brought under cultivation, and the land now labour starved, be properly worked, and by these means employment will be found in abundance for a peasantry four times as numerous as that we now have, and the people of the British Isles will be able to obtain butter without fetching it from Denmark. Whilst I lay especial stress upon the reduction of working hours as set forth in this pamphlet, I would guard readers against supposing that reduced working hours alone will rid our towns of poverty, and, therefore, we must go deeper still. The land question, as it affects both town and country, intimately affects our everyday life, and must receive adequate attention. Till this is done the labour problem can never be solved, and our brightest hopes now are raised by the fact that at last townsmen and countrymen are beginning to see that their interests are identical that they must work together for a common object, that villagers can help townsmen and *vice versa*, and that if we refuse to be pitted against each other, as we have been in the past, that then there are grounds for believing the day of our deliverance from poverty is at hand, and that peace and plenty will yet be ours.

In conclusion, I would urge upon all, but especially upon trade unionists, to be sensibly jealous of wasting their

energy—the work of life is difficult enough without our combating each other. Let us not forget that ours is the cause of BROTHERHOOD, and that our actions must fit with our

phrases. We are striving to realise the ideal that Thomas Carlyle yearned for, that John Ruskin has preached and worked for, and which the poet Burns bids us pray for:—

“Then let us pray that come it may,
As come it will for a' that,
That sense and worth o'er a' the earth,
May bear the gree and a' that.

For a' that and a' that,
It's coming yet for a' that,
That man to man, the world o'er,
Shall brothers be for a' that.”

APPENDIX LXXIII.

MEMORANDUM ON MR. SIDNEY WEBB'S WRITINGS.*

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A.—SOCIALISM AND “SEMI-SOCIALISTIC” SCHEMES.

1. GENERAL PRINCIPLES.

(Consult: Essay on the Historic Basis of Socialism in the Fabian Essays, 1889; “The London Programme,” 1892.)

Mr. Webb claims for the “Socialists” that they are “only advocating the conscious adoption of a principle of social organisation, which the world has already found to be the inevitable outcome of democracy and the industrial revolution,” and of socialism, he

says, that it is at this time a wave which is surging throughout all Europe, and changing in England the face of current politics. Two great historic parties are held by him to be “drifting vaguely before a nameless “undercurrent which they fail utterly to recognise or “understand.”

In the present socialist movement “two streams are united.”—On the one hand there is the impetus given by all the aspirants after social regeneration, classed generally by the author as the “mere Utopians”; on the other hand there is the main stream of the “irresistible progress of democracy.” This progress of democracy is something more than political; it is an economic and social as much as a political progress.

Socialism as a “conscious” development of the democratic ideal.

* The original memorandum was approved by Mr. Webb as a correct statement of his views, but he wished certain additions to be made, and that has now been done.—G. D.

The social problem is mainly economic.

Reformers' canons.

Approximate definition of Socialism.

Socialists and radicals must alike recognise that the root of the problem now before them is economic, and all reformers, whether socialists or individualists, must realise that any changes they propose must be :—

- (1.) *Democratic*, i.e., acceptable to a majority of the people.
- (2.) *Gradual*, i.e., causing no dislocation, however rapid the progress.
- (3.) *Moral*, i.e., in harmony with the moral ideals of the mass of the people.
- (4.) *Constitutional* and peaceful.

While Mr. Webb would describe socialism as the economic side of the democratic ideal, he would explain this as meaning the control by the people themselves, through their own political organisation, of the main instruments of wealth production; the gradual substitution of organised co-operation for the anarchy of competitive and class struggles; with a resultant recovery of the excessive share which the present private possessors of the instruments of industry take from the produce.

[The socialist is distinguished from the individualist by a complete difference as to the main principles of social organisation. The community, instead of the individual, has become in this century, with its industrial evolution, the starting point of social investigation.

"On the economic side socialism implies collective administration of rent and interest, leaving to the individual only the wages of his labour of hand or brain.

"On the political side it involves the collective control over and ultimate administration of all the main instruments of wealth production.

"On the ethical side it expresses the real recognition of fraternity, the universal obligation of personal service, and the subordination of individual ends to the common good."—*"Socialism in England,"* pp. 9, 10.]

In his essay on the historic basis of socialism, Mr. Webb gives a short restatement of the economic changes of the past century, known as the Industrial Revolution, and gives his view of the origin of the individualist and *laissez faire* theory of society.

Fifty years ago, he says, it would have been assumed that absolute freedom, in the sense of individual or "manly" independence, plus a criminal code, would spontaneously result in an arrangement of social relations which would involve the minimum of human misery possible amid the "niggardliness of nature."

"To-day every student is aware that no such optimistic assumption is warranted by the facts of life."

"The political economist now knows that with free competition and private property in land and capital, no individual can possibly obtain the full result of his own labour . . . The free struggle for existence among ourselves menaces our survival as a healthy and permanent social organism."

[Mr. Webb compares the rate of development of socialistic institutions in various European countries, and affirms that in spite of some differences in phases, it is yet, in France, Germany, and England, carried out gradually, persistently, and by legislative enactments. In England the progress is being accomplished in four leading directions :—

1. Constantly increasing the restrictions upon the private ownership of land and capital.
2. Gradual supersession of private industrial ventures by public administration.
3. Progressive absorption of taxation of unearned incomes (rent and interest) and "rent of ability."
4. Supplementing of private charity by public organisation, with the aim of raising the condition of the residuum.

A "significant new development of labour disputes" is pointed to by Mr. Webb. The victory, he urges, is now beginning to come to "the weak, through general public sympathy with their demands."

In a note on p. 80 of his "Socialism in England," Mr. Webb refers to Mr. Herbert Spencer's peculiar position in basing the whole of his ideal individualism upon the indispensable foundation of complete land nationalisation. Mr. Spencer at the same time deprecates the confiscation of the property of innocent owners, and regards it impossible for any State Government to manage land. Mr. Webb urges that "his objections do not appear to apply to the generally proposed method of land nationalisation, viz., the gradual increase of local and national taxation of "rent," p. 80.]

In these and like statements from the essay above cited (*Fabian Essays in Socialism*, pp. 30-31.) may be seen Mr. Webb's general view of the justification for socialistic and semi-socialistic legislation. He does not here undertake detailed treatment of the practical as well as purely theoretical objections "formerly" brought forward by political economists against extension of such legislation. (These are dealt with as regards factory legislation in "The Eight Hours' Day.") For the change of position among economists, Mr. Webb cites Chapter VI. of "Socialism in England," the conversion of J. S. Mill to Socialism (*Autobiography*, pp. 231-2), and the works of Professors Ingram, Marshall, and H. Sidgwick.

Burden of proof thrown upon him by the detailed arguments of the economists, not yet taken up by Mr. Webb in his writings.

2. HOW FAR EXEMPLIFIED BY EXISTING LEGISLATION.

Mr. Webb claims that: (a) the steady increase of Government regulation of private enterprise, (b) the growth of municipal administration, (c) the rapid shifting of the burden of taxation directly to rent and interest, mark the statesman's unconscious passage from the old individualism to the coming collectivist organisation of society. Reference is made to the whole series of Factory Acts, beginning with the Morals and Health Act of 1802 to the Local Improvement Acts, Adulteration Acts, and to the gradual formation of the present sanitary code, "which now forms a thick volume of restrictions on the free use of land and "capital." "Step by step the political power and "political organisation of the country have been used "for industrial ends," until one after another of many functions which at one time were left to private enterprise have been absorbed by the community. As examples are cited, both local and imperial undertakings; carriage of letters; regulation of currency; repairing of roads and bridges; "the almost complete socialism of the industry of education"; provision for poor relief and of public hospitals; support of museums, parks, galleries, libraries; publication of researches in geology, meteorology, and various statistics.

Socialistic tendency of existing legislation.

Factory Acts, Local Improvement Acts, Adulteration Acts, The Sanitary Codes.

Extension of Government functions.

Besides "direct supersession of private enterprise "the State now registers, inspects, and controls nearly "all the industrial functions which it has not yet "absorbed." The registration, it is claimed, is no mere form, while inspection is often detailed and rigidly enforced so that the individual capitalist shall take no advantage of his position. Eventually the capitalist will be superseded by the community; "in "the meantime he is compelled to cede for public "purposes an ever-increasing share of his rent and "interest."

Governmental regulation of private enterprise.

While there has been this impressive progress of the State in the direction of collective control of the resources of the community, Mr. Webb contends that it is "the municipalities which have done most to socialise "our industrial life."

The municipalities and industrial life.

He refers to the Local Government Board Report, 1887-8, and House of Commons Return, 1887-8, No. 347, for particulars as to progressive municipalisation of public services. "It is in the provision of gas, water, "and tramways that local authorities organise labour "on a large scale . . . Tramways and ferries are "undergoing the same development . . . Glasgow "builds and maintains public 'common lodging- "houses"; Liverpool provides science lectures; Leeds "creates extensive cattle markets; and Bradford "supplies water below cost price. The minor services "now performed by public bodies are innumerable."

3. PROPOSED LEGISLATION.

(Of "The London Programme.")

With the exception of the proposal for State enactment of an eight hours day (which may conveniently be taken under a separate head, B.), Mr. Webb's proposals, so far set forth in his writings, are most detailed in regard to extension of municipal activity. And, since the metropolis of the empire falls, in his view, "ludicrously below the standard of a third rate "municipality," he is chiefly concerned to show the direction in which collective organisation should proceed in London.

Extension of municipal activity.

especially in London.

* Mr. Webb says, "this branch of industry has been virtually nationalised without loss of stimulus or failure of enthusiasm," i.e., in the schoolmaster, who is the salaried officer of the public.—*"Socialism in England,"* p. 106.

Failure of the individualist system of society. Alleged change of position among the economists.

So serious does Mr. Webb hold the present state of London to be that he urges, "for the sake of the rest of the empire," that the sullen discontent now spreading amongst its toiling millions shall be no longer neglected, and that its "masses must be organised for a campaign against the speculators, vestry jobbers, house farmers, water sharks, market monopolists, ground landlords, and other social parasites now feeding upon their helplessness." (London Programme, p. 6.)

Mr. Webb's proposals, taken in his own order, are:—

(I.) *For completion of the scheme of Local Government reform* either by establishment of district councils or, more practically and immediately, by granting a free hand to the county council, as at present constituted, in all matters of internal organisation and routine. At present the council is a municipal authority without any of the powers and duties which are the concern of provincial municipalities. Completion of the scheme of local government necessarily involves "abolition of vestrydom."

Mr. Webb's scheme for arrangement of area and number of district councils would give about 30 councils with constituencies varying from 60,000 to 400,000 in population. (Of Chapters II. and III., pp. 9-30.)

(II.) *Municipal control of the water supply.*—The contention is, that under existing conditions the supply is doubtful in quality, insufficient and precarious in quantity, and exorbitantly costly. The difficulty involved in the fact that neighbouring districts are interested in London's water supply is not insuperable.

The task of administering the supply should be entrusted not to a special "water trust," but "to a statutory committee of the County Council," on which provision could be made for the proportional representation of Middlesex, Kent, and Surrey by the councillors for the parts of London situated within those counties.

The existing companies must be dealt with by "two simultaneous bills"; on the one hand London may offer to purchase their plant and mains at a fair valuation as these now exist, on the other assert a right to seek a new supply of this prime necessity of urban life.

The London water companies have never possessed any statutory monopoly. (Chapter IV., pp. 31-44.)

(III.) *Municipalisation of the gas supply of London as in Manchester, Birmingham, and elsewhere.*—The need for this is based by Mr. Webb on the present costliness to London of being supplied by private shareholders with a monopoly of our gas supply.

The companies may be bought out on similar terms to those proposed for the water companies.

"No public authority having once municipalised its gasworks has ever retraced its steps or reversed its action." Financial gain may confidently be expected. (Chapter V., pp. 45-53.)

(IV.) *Creation of a central market authority "which can scarcely be other than the County Council."*—At present there is no adequate regulation of the markets which London possesses, and these are inadequate, arbitrarily placed, and hampered by "sectional jealousies and private interests." (Chapter VI., pp. 54-60.)

(V.) *Formation of a special dock board for the docks and wharves of London on the lines of the Mersey Docks and Harbour Board.*—London, Mr. Webb says, by allowing the whole of its riverside accommodation to pass uncontrolled into private hands, gave up "every safeguard of its commercial interests" . . . one small board practically settles dock rates, "and two small committees dock wages, for the whole of London's dock accommodation."

The London Dock Board would have to represent adequately, not only the special commercial interests involved, and in particular the Docker's Union, but also the people of London as a whole.

It might replace the present shiftless "casual" labour by a permanent staff of workers, well-disciplined, and of a high character. (Chapter VII., pp. 62-72.)

(VI.) *Imitation by London in the matter of tramway service of the pattern afforded by Huddersfield.*—At present the tramway service "is still in its infancy," and accordingly as completely unregulated by law "as Lancashire was before the Factory Acts."

Mr. Webb thinks it probable that the London service will "pass directly into the stage of municipalisation" without lingering in that of mere public regulation." (Chapter VIII., pp. 73-85.)

(VII.) *Establishment of a hospitals committee* appointed by the London County Council, or of a separately elected hospitals board; this committee or board to be charged with the supervision, inspection, and audit of all metropolitan medical charities, asylums, and public hospitals.

"Systematic co-operation of existing institutions" could be substituted for the present absurd competitive rivalry." Care of the poorer sick would pass from the circle of the Poor Law over to this board.

(VIII.) *Unification of London's poor law administration* through an efficient central authority or Poor Law Council.—This council, Mr. Webb holds, could spring from nothing but exclusively popular election. "It might at once take over the administration of all poor law institutions, where unity of management would promptly effect great improvements and economies," but would be subject to supervision and control of the Local Government Board. It would require subordinate local committees in the form of district almoners. (Chapter X., pp. 90-100.)

[Mr. Webb says, in "Socialism in England," "the whole system of Poor Law relief will obviously be remodelled on democratic lines. Plans suggested by the Rev. Herbert Mills and others, based on the industrial colonies of Holland and Germany, are likely to be tried, as it is now universally admitted that only by collectivist measures can the evils be dealt with." Socialism in England, p. 107.]

(IX.) *Extension of municipal activity in the direction of re-housing the poorer labouring classes.*—Glasgow has built and maintained seven "common lodging-houses" which have done much to raise the standard of comfort among their inmates. Where Glasgow has seven, London would need 30 of such houses.

What is needed is "not lodgings let at charity rents, but an enormous addition to the supply of well-built dwellings." Artisans' dwellings should be constructed in the suburbs and placed in communication with the centre by means of municipalised free tramways.

Mr. Webb calculates that for 400,000 new rooms needed, the cost for land and buildings might amount to 30,000,000. He holds that even a deficit, which might occur, of half a million a year would be a small price to pay for getting London's poor out of the slums, and that it would be saved a thousand times in other ways.

The deficit could be easily met by a landlords' property tax of 3d. in the pound, which would be less than one-fifth of the unearned increment annually added to London's estate. (Chapter XIII., pp. 122-36.)

(X.) *Solution of the difficulties of urban tenants in general by municipalisation of urban lands.*—"Give the County Council or other public authority power at any future time to take over the land at its present value with compensation for any improvements made by the owner. This would enable the community to secure for itself the whole of the future unearned increment, and place it at the same time in a position adequately to tax what it has already let slip. This is the easiest beginning of land municipalisation." (Chapter XII., pp. 112-121.)

Other proposals in Mr. Webb's "London Programme" are concerned with popular control of the police force and improvement of electoral machinery (chapters XIV. and XV.) Inquiry into the financial position of the great city companies is urgently demanded as a preliminary to a Bill which should vest their vast properties in temporary trustees "whilst the County Council and School Board prepare schemes for the devotion to public purposes" of a "public estate worth twenty millions sterling." (Chapter XI.)

Redistribution and other reforms of taxation must go hand in hand with all these proposals for progressive municipalisation of the community. Mr. Webb relies far more upon the economies and increased efficiency which he confidently expects will be effected by the changes he hopes for, than upon net increase of taxation to meet the costs of those same changes. He allows that "something more than a better incidence of existing expenses is required" to carry out his reforms; additional funds are imperatively needed, he says, to cope with the accumulated neglect of past years and to grapple adequately with the problems of growing cities; but he holds that it is quite clear that no additional funds can be raised by means of "rates upon occupiers," nor would any proposals for indirect taxation "be acceptable to the public or sanctioned

(VII.) Establishment of a hospitals committee or board for the metropolis.

(VIII.) A Poor Law Council for London.

The industrial colonies of Holland and Germany.

(IX.) Municipal re-housing of the working classes.

(X.) Municipalisation of urban land as a preliminary to "Land Municipalisation."

Re-tribution to public uses of the "public estate" of the city companies urged.

Economies and increased efficiency confidently expected from "municipalisation" of industrial undertakings. But some extra revenue will nevertheless be required.

I.) The first condition of reform lies in completion of local government reform.

District councils for London.

II.) Municipalisation of urban water supply.

A statutory committee of the County Council.

Existing companies have no statutory monopoly.

III.) Municipalisation of gas supply.

IV.) Creation of a central market authority.

V.) Formation of a special dock board for the port of London.

Which should represent the people of London as well as the labour and capital directly concerned.

VI.) Municipalisation of the tramway service of the metropolis.

" by Parliament; no further transfer of present national taxes to local purposes can be expected." The municipal revenue will have to come—

- through profits on the collective industrial undertakings of the community;
- through certain Government grants;
- through the present rates;
- through taxation of owners of property of such a kind as to secure for the community the annual increment which arises through growth, from natural causes, of towns;
- through a local death duty to be established by the precedent afforded in the "estate duty created by Mr. Goschen in 1889." (Chapters XVI., XVII., XVIII., XIX.)

Sources of municipal revenue.

Mr. Webb apparently holds his "Municipal Socialism" as a first and semi-conscious step to a real national socialism. Cf. "Socialism in England," chap. VII.

"Our progressive 'municipalisation of rent' by 'increase of local rates is clearly only an unconscious 'form of gradual land nationalisation.' The extension of municipal activity must be logically followed in his view by—

Municipal and Socialism.

(a.) A complete revision of taxation, with a view to ultimate and gradual extinction of the class of recipients of rent and interest.

Revision of taxation.

(b.) Educational reform, which shall cover provision of free secondary, as well as primary, education, and secure to every citizen a complete technical and professional education.

Educational reform.

(c.) Re-organisation of Poor Law administration. This to include old age pensions, separation of public infirmaries from the workhouse system, technical instruction of able-bodied paupers, provision of relief works for the unemployed.

Re-organisation of Poor Law administration.

(d.) Extension of the Factory Acts. Regulation of a maximum working day must be accompanied by general recognition of a minimum wage, and by increased efficiency of inspection. Inspectors, women as well as men, to be drawn mainly from the workers.

Extension of the Factory Acts.

Mr. Webb puts forward the clauses contained in Mr. Sydney Buxton's bill, providing for a *double registration by landlord and employer of all places in which manufacturing work is carried on*, as embodying important practical proposals of his own. These clauses are printed as an appendix in Miss Beatrice Potter's pamphlet, "How best to do away with the Sweating System," and are as follows:—

4. APPENDIX.

I. CLAUSES IN MR. SYDNEY BUXTON'S BILL (No. 61 of 1891).

Landlord's responsibility for Sanitation.

The person responsible as owner, under the Acts relating to the public health, for the sanitary condition of any premises used as a factory or workshop, shall be also responsible, concurrently with the occupier, for compliance with such of the requirements of the Factory and Workshops Acts as relate to the sanitary condition of the said premises; and it shall be within the discretion of the factory inspector to proceed against either owner or occupier for the purpose of enforcing the said requirements.

When it shall appear to a Secretary of State upon the report of any factory inspector, that any factory, workshop, or domestic workshop, is in such a condition as seriously to impair the health of the persons employed therein, and that the owner or occupier thereof, within the space of one month after notice thereof has been given to him, has failed to remedy the defects, the Secretary of State shall have power, by order issued in the manner prescribed by section 65 of the principal Act, and also served upon the said owner or occupier, to require the premises to be forthwith closed, and to remain closed until they have been brought into conformity with the principal Act and the Acts amending the same.

Any person letting for hire premises for the purpose of being used as a domestic workshop, or having reasonable grounds for believing that they are so used or intended to be so used, shall serve notice in writing upon an inspector, specifying the name, if any, and exact address of such premises, the name and address of the occupier thereof, and the name and address of

the person responsible as owner of the said premises in accordance with the Public Health Acts, and the inspector shall, on receipt of such notice, forthwith inspect the said premises and register the same free of charge.

In the event of contravention of this section, the person aforesaid shall be liable to a fine not exceeding five pounds.

The provisions of this section shall only apply to such districts as may be from time to time specified by a Secretary of State by order issued in pursuance of section 65 of the principal Act.

The person responsible as owner under the Public Health Acts shall be required to ensure that any premises let for hire by him for the purpose of being used as a factory, workshop, or domestic workshop, or which he might reasonably suppose to be hired for the purpose of being so used, are in a proper sanitary condition for the purpose; and he shall be deemed, any agreement to the contrary notwithstanding, to warrant the premises as so fit.

In the event of a contravention of this section, the owner of the said premises shall be liable to a fine not exceeding five pounds.

Responsibility of the Employer.

It shall be the duty of the occupier of any premises (whether a factory, workshop, or otherwise) who, in connection therewith, or for the purposes of the occupation carried on there, gives out any material or other article to be manufactured or worked upon by manual labour as defined by section 93 of the principal Act, at any other place than in the said premises in his occupation, to keep a register of the name and address of such person to whom such material or other article is given out, and the date of such delivery, and such register shall be open to inspection by any such person, or the secretary of any trade society, and any inspector, and by any officer of the sanitary authority, who shall have power to copy any part thereof.

In the event of a contravention of this section in regard to the registering, the occupier of the premises from which such work is given out shall be liable to a fine not exceeding five pounds.

In the event of work being given out to any person who is not on the register, the occupier of the premises from which the said work is given out shall be liable to a fine of not less than ten shillings or more than three pounds.

The occupier of any premises who habitually gives out material or other articles to be manufactured or worked upon by manual labour, as defined by section 93 of the principal Act, at any other place than the said premises, shall be held responsible for the observance of the sanitary provisions of the principal Act, and of any Acts amending the same, with regard to the domestic or other workshops in which such labour is performed, and shall, concurrently with the occupier thereof, be liable to any penalties incurred for any failure to keep the said domestic or other workshops in conformity with the Act.

In construing this section any person to whom the material or other article belongs, which is found upon any premises not kept in conformity with the Act, shall, concurrently with the occupier thereof, be deemed to be liable in the same manner as if he were the occupier thereof.

If an inspector finds any premises in which any manual work, within the meaning of this Act, is being done, to be in an insanitary condition, he shall, if he deems it necessary, thereupon give notice thereof to all persons whose materials or other articles he finds on the said premises, and to any other person known to be in the habit of giving out such materials or other articles to the occupier of the said premises, and if, after a period of three weeks, the premises have not been put into proper sanitary condition, no such person shall continue to give out work to the said occupier under penalty of a fine not exceeding five pounds.

If an inspector discovers on any premises, or portion of the premises, in which any manual work, within the meaning of this Act, is being done, any person residing therein to be suffering from a contagious disease, he shall, if he deems it necessary, give notice thereof to all persons whose materials or other articles he finds on the said premises, or to any other person known to be in the habit of giving out such materials or other articles to the occupier of the said premises, that no such person shall give out any further materials or other articles aforesaid to the occupier of the said

premises until the persons residing therein are free from contagion.

Any person giving out materials or other articles as aforesaid to the occupier of a domestic or other workshop, in contravention of this section, shall be liable to a fine not exceeding twenty pounds.

II. THE DIVISION OF CENTRAL AND LOCAL FUNCTIONS.

The problem as to the proper line of division between the functions of the central government and those of local authorities is one, Mr. Webb acknowledges, to the solution of which socialists have as yet contributed nothing.

"All that can be said, is that in England, socialists and individualists alike will more probably desire to make the regulation and taxation of private industry matters of centralisation, whilst actual public administration will probably be municipal, e.g., Factory Acts and the Land Tax will be national, but gasworks and tramways local." ["Socialism in England." Ch. VII.]

III. KIRKUP'S "INQUIRY INTO SOCIALISM."

Mr. Webb refers to *T. Kirkup's* "Inquiry into Socialism" for an account of the "supersession of the individual by the community," which seems to him to have gradually taken place during the past century. In presenting a view of the "Prospects of Socialism," ch. VI., this work deals with some of the most weighty preliminary objections to a socialistic state. It is considered convenient to summarise the objections, with the replies offered to them, at this point:—

First objection.

1. THE SOCIALISTIC IDEAL IS IMPRACTICABLE BECAUSE INCONSISTENT WITH THE KNOWN AND TRIED PRINCIPLES OF HUMAN NATURE.

Replies.

Replies.

(a.) Human nature is not the fixed quantity that many believe it to be. Compare the enterprising New Englander with the native of Bengal or the member of a Russian commune. It is the capacity of variation and adaptation which has given to the Anglo-Saxon race the dominion of the world.

(b.) While the constant action of self-interest as a determined factor in life must be reckoned with, it is yet to be subordinated to higher principles of moral and social order. The intensely individualised forms of self-interest are but a passing phase in the history of mankind, and will give place to a more social state of feeling. It is an extremely narrow view to regard the struggle of individual interests as the exclusive or even the chief instrument of progress. When all have learned to co-operate for the general good, the best-endowed will seek their chief good in honourable social distinction, or rather, in the consciousness of having served worthily, and not in materialistic rewards.

(c.) To the objection that our industry cannot be carried on without a large accumulated capital, and that under socialism no sufficient motive could be found, the reply is that societies and municipalities already possess large accumulated capitals "which no one proposes to squander."

(d.) Against corruption, incapacity, and mismanagement there is the safeguard of publicity and watchful criticism.

(e.) The reply to the dangers urged, of relaxation of parental responsibility under a socialistic state, the author refuses to admit that socialism is worse placed than the present system. "The uncertainty and haphazard of the present are assuredly not conducive to habits of forethought and reasonable self-control." Under a co-operative system of industry each man would have to do his share of social service, and would be mainly responsible for the bringing up of his children.

Organised in local groups the average workman would have a sure grasp of his economic and industrial position, and be able, as in mediæval guilds, to live under tolerably clear and fixed conditions. In the residuum of hopelessly improvident parents some form of compulsion would have to be applied.

Under the present system each head of a family bears responsibility for his own children. Consideration of the existing mortality among children, and the sufferings of too many of the survivors, raises the question whether in any case the matter could be made much worse than it is.

2. SOCIALISM IS IMPOSSIBLE BECAUSE NO CENTRAL AUTHORITY COULD CONTROL INTERESTS SO NUMEROUS, ENORMOUS, AND COMPLICATED AS ARE INVOLVED IN THE INDUSTRIAL LIFE OF MODERN SOCIETY.

Second objection.

Replies.

(a.) The same technical causes which have produced our vast and complicated social mechanism also tend to simplicity or efficiency. "An army of a million men is moved by a telegraph message."

Replies.

(b.) The position of England is unique in the range of its political and economic affairs. The objection does not apply to other countries in anything like the same degree. The difficulties of administration must be largely met by an immense development of local life and energy. Organisation of local life must not be dictated by a central body. Social progress has to aim rather at a re-arrangement than an extension of central control. "War conquest and foreign administration" must yield in importance to the direction of the industrial life on which social welfare really depends.

(c.) The "comparative inefficiency of our present civil service and higher officials" must not be taken as a gauge of the future. Improvement in education, moral as well as intellectual, may serve to produce a body of public servants such as the world has not yet seen.

(d.) When we have the best talent of the country managing the industrial business of the country in the service of society we shall have unity and common method constantly at work added to the "same amount of brains and business capacity as before."

3. SOCIALISM, EVEN IF PRACTICABLE, TENDS TO INTERFERE WITH INDIVIDUAL LIBERTY AND SO CANNOT PROMOTE THE SOCIAL IDEAL OF A FREE AND HAPPY DEVELOPMENT.

Third objection.

Replies.

(a.) Nothing can be more certain than that under the present system the freedom of the mass of men is merely nominal. The contest is indeed not waged on equal terms. For men without land or capital the contest must be disadvantageous. "Does the London man of business meet the owner of his premises on an equal footing? . . . Did the Irish peasant and the landlord negotiate on equal terms?"

Replies.

(b.) The contest, as it is, is not for the prizes of life. Under the competitive system, the daily bread, the health and character of millions is exposed to hazard.

(c.) Individualism means the struggle of all, and the success of a few. For the immense majority it means the loss of real manhood or womanhood, and "of much that constitutes the glory and beauty of human personality." For those who succeed in the often ignoble contest for wealth what real good ensues? The accumulation of enormous fortunes for private ends is an enormity and monstrosity.

The individualism which at present prevails is the individualism of the "male head of the house." "Though the cruder forms of such a theory" have mostly disappeared it still largely "prevails." There is room for a "rich and varied development of natural capacity in both sexes, such as we cannot at present conceive." (Cf. especially p. 139-165 of the "Inquiry into Socialism.")

B.—EIGHT HOURS' DAY.

(Cf. "The Eight Hours' Day, 1891.")

1. THE DEMAND FOR THE EIGHT HOURS' DAY AND ITS MEANING.

(Cf. Chapters I. to III. and Introduction.)

The demand has arisen: (a) through the growing conviction among working classes that the present hours are injurious to health; (b) from the views that shorter hours mean higher wages and wider distribution of employment, but, strongest motive of all, (c) from the strongly felt desire for additional opportunities for recreation and the enjoyment of life; for escape into a fuller life of citizenship from the "almost total absorption by work of the present life of the masses."

New found desires of the labouring classes.

The figure eight has come to the front "largely from historical and sentimental consideration," it is taken

The figure "eight."

up "as symbolising the popular demand for a shorter working day."

Mr. Webb assumes that the majority of his readers will be ready to admit beforehand that the long hours so generally worked in many trades inflict serious evil both on the social health of the community and on the physical health of the individual.

The remedy proposed by him is an Act of Parliament to enforce an eight hours' day. In his book he justifies his demand.

A legal remedy.

2. THE PROBABLE ECONOMIC, SOCIAL, AND SANITARY RESULTS.

Effect of reductions of hours in the textile industries,

(a.) *Economic result of previous reductions in the hours of labour.*—The "marvellous record" of the cotton trade in England "does prove that an enormous diminution of the hours of labour may be compatible with no increase in the cost of production, with a positive rise in wages, and a great advance in trade . . . It can no longer be inferred that a shortening of hours will necessarily reduce the week's wages even if it temporarily reduces the day's production and the workers are at "piece-work." Similar results have been experienced in the textile industries of other countries.

and in the skilled handicrafts.

Artizans in the skilled handicrafts in England have gradually had their hours reduced from 75 to 54 per week while their wages have on the whole uniformly risen. In New York State a diminution of hours has been attended by a positive increase in wages.

Reductions to eight hours.

Reductions of hours to eight in coal mines of the United Kingdom has not been accompanied by any disadvantage in wages.

Examples from Victoria, New York city, and Germany are quoted as showing that neither increase of staff nor decrease of production, and consequently of wages, are the inevitable result of reduction of the hours of labour to eight. (Cf. Chapter IV. and Appendix of "The Eight Hours' Day.")

Production.

In the face of the experience of the Factory Acts and of corroborative testimony from all parts of the world, Mr. Webb holds that it is no longer possible on purely theoretic grounds to infer that the product must be necessarily diminished by a further shortening of the working day. We are not to assume without proof that existing hours of labour are exactly those which result in the greatest possible quantity of commodities.

A general reduction.

Mr. Webb estimates the probable effects of a general reduction of the hours of labour under the heads: (1.) Total product, (2.) Wages and supply and demand, (3.) Prices, (4.) International trade, (5.) Profits, (6.) Rate of interest. His conclusion is that so far as economic results can be discerned:—

- (1.) A general shortening of the hours of labour may slightly decrease the average productivity per worker, but will, by absorbing a part of the unemployed, probably increase the total production of the community.
- (2.) Wages are more likely to be raised than lowered, though it is possible that they may remain stationary or even temporarily droop in a few industries. Supply and demand, therefore, will, in the aggregate, not be diminished.
- (3.) No effect will be produced upon prices generally, but some variations up and down may take place in the prices of some particular commodities. Some industries may be diminished whilst others are increased; some few products may no longer be worth producing, once the labour employed is properly treated.
- (4.) The total export trade will almost certainly not be affected though it may be somewhat varied in its composition.
- (5.) The aggregate payment in wages will almost certainly be larger and that for interest on capital smaller than before.

The main permanent results are likely to be a rise in "real time wages" and a fall in the normal rate of loan interest.

Almost any gradual change, however important, can be endured without injury to the community. "Time is of the essence of the matter."

Reductions in particular industries.

Assuming, however, that shortening of hours will occur in one industry before another, the results relating to (1) wages, (2) profits, (3) prices, (4) export trade, need fresh consideration, every wage-earner is interested in any "Eight Hours Bill." Mr. Webb considers that in addition to the increased leisure, which would be gained by the operatives in an industry where the eight hours' day obtained, there would be a tendency for wages to rise in the surrounding industries of longer hours.

Mr. Webb examines the cases of (a) the textile trades, (b) the coal miners, (c) railway workers, (d) tramway workers, (e) shop assistants, (f) Government servants.

The textile trades.

In the case of (a) the textile trades the question of foreign competition complicates the problem, and Mr. Webb holds that this is a case which is essentially one for "trade option." No such difficulties beset the case of (b) the miners. "It is possible that a shortening of the working day, with a rise of wages, might result in the closing of a few pits on the margin of "cultivation," which would tend to an "advantageous concentration" of management of the coal mines of the country in one interest.

Coal mines

In the other cases Mr. Webb holds that the eight hours' day is economically possible. The case of (e) shop assistants from the special nature of competition among shopkeepers resolves itself practically into a question of early closing. Mr. Webb quotes the view of Professor Sidgwick on Sunday closing as especially applying here: that "the coercion either of the law or of the social sanction, wielded by a deliberate and vigorous combination, is *prima facie* indispensable except in a perfectly ideal community of economic men."

Railway and tram workers. Shop assistants.

As regards Government servants, Mr. Webb affirms that reduction of hours would in nearly all cases involve an increased wages bill; as this would "certainly" be met by taxes raised through rent and interest on larger incomes, or on accumulations of "unearned increment" and monopoly gains. It would carry with it "a better distribution of the products of industry." "The public decision that eight hours would henceforth be considered as a fair day's work would leave an incalculable effect on the action of private employers, and would probably do much to bring about a general voluntary shortening of hours."

Government servants.

(b.) *Sanitary and social results.*—Rarely in English industries are the conditions of labour even moderately healthy. And when all has been done that can be done in the direction of sanitary improvements, the great bulk of the manual work of the country must carry with it incidents of unhealthiness.

Insanitary conditions of labour cannot be wholly removed.

Diminution of the period during which the body is exposed to these noxious incidents remains as the further remedy. Illustrations are taken from the plumbing, painting, white lead, and other industries.

Limitation of hours follows the sanitary improvement

Excessively early rising is the normal accompaniment of the present long labouring day. Even in skilled trades with a nominal nine hours' day work begins at six a.m.

For ten months out of twelve in the English climate early rising is a severe strain upon the constitution.

If the physical effects of long hours are bad the mental effects are far worse.

Mental, family, and social effects of long hours.

Family and social life are impossible ideals for men who are mere working machines or animals.

Extension of the suffrage to these overworked classes forms one of the most unanswerable arguments for increased leisure for exercise of the duties and rights of citizenship.

Duties and rights of enfranchised citizens.

The advantages of a raised "standard of comfort" with its natural effect upon wages is properly an economic consideration, but Mr. Webb finds it convenient to include this consideration in the less technical Chapter V.

Effects of raised standard of comfort.

"The steady demand of the well-employed, well-paid masses will lead to economies in production, thence to the cheapening of products, and thence to increased consumption."

3. THE QUESTION OF OVERTIME.

Mr. Webb makes inquiry (Chapter VI.) into the facts concerning overtime in various classes of industries, and considers the reasons assigned in the Factory and Workshops Act, 1878, for permitting overtime.

Overtime.

The conclusions he arrives at are:—

- (i.) That in *mechanical* industries overtime must be allowed in the case of unforeseen emergencies.
- (ii.) That in *agriculture* and kindred industries overtime must be allowed to prevent spoiling of materials.
- (iii.) That in *season trades* overtime must be allowed to meet pressure of working.

Overtime must be allowed in three cases

In all such cases some limit should be imposed by Parliament. Further, three suggestions are made.

Legal limitations.

(I.) A spell of overtime during one part of the year should be compensated by a definite holiday in the slack season. The necessary records would be

no more complicated than those already demanded by the Factory Acts.

(II.) Casual overtime from whatever cause arising should be paid for at an increased rate. The employer most immediately profits by overtime work, and should be willing to pay for it.

(III.) There should be an absolute limitation, as in the Factory Act, of the amount of overtime that may be worked in any one year. (Chapter VI.)

4. METHODS OF OBTAINING AN EIGHT HOURS' DAY CONSIDERED.

Employers' interest would too rarely lead to the eight hours' limit.

(a) *Voluntary action by employers.*—Mr. Webb quotes a letter from a large firm of engineers (printed in Appendix to his book) to show that it is possible for employers to find that their interest lies in reduction of hours of labour.

Unfortunately there are few employers who will commit themselves on their own initiative to such changes in their trade. And in most trades evidence goes to prove that any individual employer would lose by a single-handed introduction of an eight hours' day.

Trades union coercion is costly to all concerned and uncertain in its results.

(b.) *By means of Trades Union Coercion.*—It is important to remember that the strength of Trade Unions compared with the whole body of wage-earners is not large.

It would be misleading to credit Trade Unions, as has been done with establishment of a nine hours' day, without also recording the fact that the same Unions have been unable to put down the practice of overtime.

Even if Trade Unions were powerful enough to secure a serious and effective reduction in the hours of labour it must be remembered how costly to employed, employers, and community are the methods of war to which the Unions must resort. Moreover, a victory, if gained, is necessarily of a temporary character; the first breath of bad trade may lose for the workers all they have gained.

The most serious advocates of eight hours are mainly in favour of legal enactment, exceptions may be accounted for.

(c.) *By legislation.*—"Nearly all the really zealous advocates of an eight hours' day are in favour of obtaining it by law." Mr. Webb urges certain considerations in explanation of the fact that many leaders among Trades Unionists are opposed to parliamentary action. He says the opposition has been largely due to distrust of Parliament as a capitalist institution. Opposition of mill operatives is entirely based on the fear of foreign competition.

Economic arguments against legislative enactment Mr. Webb has tried to deal with in earlier sections of the work summarised. In this Chapter VII. he is concerned to reply to those "who honestly believe, on philosophic grounds, that determination of the hours of labour is not a matter within the province of Parliament."

Philosophic arguments may be met by equally philosophic arguments.

Mr. Webb urges that it may reasonably be contended that prevention of excessive hours of labour, for whatever cause, is one of the essential duties of Government in an advanced industrial community. It is a primary duty of Government to *prescribe the plane on which it will allow the struggle for existence* to be fought out. The whole history of government is a long series of limitations of the conditions of the struggle, with a view to raising the quality of existence. No individual competitor can lay down the rules of the combat nor safely choose the higher plane, so long as his opponent is at liberty to fight on the lower.

Government properly dictates the conditions of the struggle for existence.

If the argument relied on by the philosophic objector turns upon a justification of individual liberty, Mr. Webb urges that there is a real distinction of the case of the manual worker from that of professional and head-workers. At present, he says, the former has practically no individual control over his working hours. The end sought is to give him a real control over a certain portion of his active life. That obtained, he may employ his leisure in any way, even for work.

The argument from individual liberty may be turned against itself.

Advocates of State interference rest their cause on no abstract principle, but on the ground of practical expediency.

The arguments to be relied on are those of practical expediency.

They ask the State "to coerce the employer not because it may be good for any zealous workman to have his hours of labour limited to eight, but,

"because as long as he is free to work longer, his neighbours are compelled to do the same."

The power of the Government should be used to make good the loss of individual liberty which has been caused by economic development.

5. PRACTICAL PROPOSALS.

Briefly the suggestions are:—

(1.) That the eight hours' day should be introduced as soon as possible into all *Government work and contracts*, not because the employes of the central and local departments are, on the average, worse than the employes of private firms, but because it is the duty of the State to set an example in its treatment of its servants.

Government work and Government contracts.

(2.) The worst cases of overwork should be at once dealt with. The worst sufferers are almost precisely those who are employed in *local monopolies*, and who are thus shielded from danger of foreign competition, namely, the persons employed on omnibuses, tramways, railways, and in shops, public-houses, bakeries, and gasworks. The actual limitation need not necessarily involve a uniform eight hours' day, but should be a period adapted to the existing circumstances of the case.

Local monopolies.

(3.) To the other industries of the country the principle of *trade option* should be applied. By this means the danger of imposing restrictions which, in the opinion of those most concerned, would be unsuited or dangerous to the industry would be avoided.

Trade option.

Mr. Webb considers in succession various *partial proposals* for reform in the direction of the eight hours' day.

Partial proposals reviewed.

(a.) The fixing of a *normal day* has been attempted in the Bill of the Queensland Premier (1890). Similar laws have been passed in various States of the American Union. Mr. Webb holds that the development of the movement in America was certainly quickened by the effect on public opinion of the passing of these Statutes.

(b.) A good example of an *existing statute limiting the hours of public servants* is furnished by the State of California. The best draft of a law to effect the same purpose in the United Kingdom has been furnished by the Fabian Society.

The economic and juristic difficulties of legal enactment as against private employers do not apply in the case of public bodies. For the expense falls upon ratepayers, and they have the ultimate power of making or rejecting laws.

(c.) A clause in the Fabian Society's Bill imposes a special stipulation as to limitation of hours of the same kind as that imposed by the Victorian Legislature when granting *special statutory powers* to companies. In the United Kingdom such stipulations have hitherto had relation to the interests of ratepayers or consumers. Mr. Webb holds that there is no reason why such stipulations should not be made in the interests of the working classes.

(d.) The proposal of the Fabian Society for an Eight Hours' Bill for miners aims at precision. Mr. Webb considers that special contingencies and emergencies might be provided for in the manner of the Austrian law of 1884. He would not exclude by this proposal resort to arbitration or a board of conciliation.

(e.) An Eight Hours' Bill for railway workers; and (f.) an Eight Hours' Bill for workers on tramways and other local monopolies might be formed on various models considered by Mr. Webb.

A peremptory order by the Board of Trade to any railway company in whose service the hours were excessive would, he thinks, form a useful preliminary to compulsory action. The Fabian Bill deals with these industries.

In connection with (g), compulsory early closing of shops, Mr. Webb quotes Sir John Lubbock's Bill and the Draft Bill promoted by the Shop Assistants' Union.

Generally Mr. Webb contends that "As a first step to the reform of the Factory Acts the legal distinction between textile and non-textile industries must be abolished." The only distinction must turn upon overtime.

Necessity for overtime to form the only distinction between textile and non-textile industries. One law for men and women.

"The law should be made to apply explicitly to men as well as to women"; in many occupations great injustice may be done "to woman by a one-sex law." (Chapters IX. and X.)

GEOFFREY DRAGE,
Secretary.

APPENDIX LXXIV.

EVIDENCE from FIRMS who have adopted the EIGHT HOURS' DAY, being pp. 254-264 of "THE EIGHT HOURS' DAY" by SIDNEY WEBB and HAROLD COX.

From BURROUGHS, WELLCOME, & Co., Importers, Exporters, and Manufacturing Chemists, Snow Hill Buildings, London, E.C.

16th December 1890.

Replying to your inquiries of the 11th inst., regarding our experience with the Eight Hours System, we beg to say that our impressions are:—

1st. We believe the amount of work produced in a week is very nearly, if not quite, as great as when we were working nine hours a day.

2nd. We think that the cost of production is not materially increased.

3rd. At first there was a considerable amount of overtime work, which was perhaps largely due to the fact (a) that we were very short of stock, owing to our fire at Wandsworth, (b) that we had engaged a good many new and inexperienced workpeople at Dartford. Now, however, we have been able to avoid overtime work almost entirely.

4th. *Wages.*—We are glad to have been able both to reduce the hours of work and to increase the amount of wages at the same time. Of course, in the first instance, this was money out of pocket and a loss to us, but it is our opinion that in the long run the loss will be made good to us on account of the hearty and friendly interest which all our *employés* manifest in our business.

5th. *Piece wages.*—None of our *employés* are paid in this manner. We rely upon their honour to do the best they can for our business during the eight hours of work per day.

6th. The relations between employer and employed are, we believe, most friendly and cordial. On account of the general interest manifested by our *employés* in our business, we decided some years ago to reward them with a present or bonus, consisting of a fixed percentage of the profits. After four years' experience with this system, we are perfectly satisfied with it, and wish to increase the percentage as soon as our profits will permit. We doubt if it would be possible for more friendly and cordial relations to exist between employer and employed than in our business, and we desire to do everything we can to perpetuate it.

We believe that increased intelligence and efficiency follow upon limiting the hours of labour to eight, because opportunities are thus afforded for intellectual and physical development and recreation. We believe that the proper employment of such opportunities tends to elevate the general tone of life, to improve the health, and to cultivate a taste for good society, and precludes that excessive fatigue which demands unnatural stimulant and vicious pleasures. It is therefore our opinion that the general adoption of the Eight Hours System would powerfully tend (1) to increase the amount of work produced in a given time, by reason of the improved physical and mental conditions; (2) to decrease the cost of production for the same reason, and also, on account of the improved mental elasticity, lead to inventions in labour-saving machinery; (3) to improve relations between employers and employed, brought about by the disposition evinced by the former to give the *employé* opportunities for recreation and social advancement.

From BRUNNER, MOND, & Co., LIMITED, Manufacturers of Alkali and Soda.

Northwich, 23rd December 1890.

In reply to your letter of December 14th, we cannot give you the details asked for with regard to the effect of the Eight Hours System, but we can assure you that we are in every way satisfied with the change which we have made. You may perhaps be aware that our process of manufacture is of necessity continuous, and that the works never stop, and our adoption of the Eight Hours System means that the work is carried on in eight hours' shifts. All artisans and labourers employed by us work the usual hours in this district. The effect on the health and physique

of the men of this change has been most beneficial, and we expect still further improvement when the men have got really used to having time to spare between sleep and work.

MEMORANDUM of a CONVERSATION with Mr. T. W. SMITH, of the Firm of CASLON & Co., Type-founders, Chiswell Street, E.C.

December 15th, 1890.

The circumstances which gave rise to the Eight Hours System in our business are in many ways exceptional. To begin with, all our men are paid "stab" or regular time wages, and I personally consider this system far more satisfactory than piece wages. It puts a man upon his honour to do a fair amount of work for a fair day's wage. At any rate it answers with us. But possibly if our men had been on piece wages they would have been less anxious for a reduction of hours.

The change to the Eight Hours System came about in this way:—The improvements effected in type-founding machinery during the last 20 years have made it possible for our men to turn out the same quantity of work as formerly with much less exertion. We knew this and they knew it. A few months ago there was some stir among the men in sympathy with the general movement which has been going on among the working classes. We thereupon had a friendly talk with the men in a general meeting, and told them that if they would undertake to send us down the same quantity of work as before, we were perfectly willing to reduce the hours, and still pay them the same wages. This arrangement was agreed to, and has worked perfectly since.

Our day is from 8 a.m. to 6 p.m., with an hour for dinner; and from 8 a.m. to 1 p.m. on Saturdays. So that the week is 50 and not 48 hours. But we credit each man with his odd two hours, and allow him to add them up and take an equivalent holiday on full pay.

I may mention that the most friendly relations have always existed between the firm and its *employés*. We have men with us now who have been here for 50 years, and some of our people can trace back their connection with the firm, passing from father to son, almost to our origin in 1716.

From S. H. JOHNSON & Co., the Engineering Works, Carpenters' Road, Stratford, E., London.

December 12th, 1890.

In reply to your favour of yesterday, we beg to say that there can be no universal rule as to the applicability or practicability of what is now being agitated as the Eight Hours System, and we desire it to be clearly understood that we are in no way advocates of external pressure being brought to bear so as to affect the relationship of employers and *employés*, and we would strenuously resist any attempt of the kind in our own case. The great majority of employers are fair-dealing men, and there is every reason to believe that a like proportion of the *employés* are the same, provided they are not interfered with by professional agitators. If masters and men cannot settle their differences between themselves, it is little likely that an outsider knowing nothing about the matter should be competent to give an opinion. The most self-seeking men are the agitators, who take their pay in money; or posing as a philanthropist, or both, they are generally partisans, and without experience to qualify them to make opinions of any weight or value. We are glad to say that our *employés* have thrown off that Old Man of the Sea, the Trade Society, and time has proved that both sides have profited in consequence. If our men were society men it would not be possible for us to make the concessions we have done hitherto, nor to have given them the Eight Hours' Day.

What we have done is to make the week 48 hours instead of 54, and we give the nine hours' pay for the eight hours' day provided full time is punctually worked, otherwise we pay for eight hours only per day. It would appear from this that for time work we pay 12½ per cent. more than formerly, and this is to the *employés'* advantage. But we are recouped in this, we believe, in several ways.

1st. We do away with the breakfast-hour, as the men come to work with their breakfast done at eight o'clock.

2nd. Our men are more punctual.

3rd. There is only one break in the day, viz., for dinner. Every break means practically a quarter of an hour lost time, getting ready for going and getting ready for work on returning.

4th. Our men are fitter for work after breakfast than they were formerly when they came to work at six o'clock without breakfast, and consequently do more in a given time. Formerly before breakfast very little work, comparatively, was done. In winter especially the men were cold, the light (artificial) bad to work in, and unpunctuality led to this.

5th. The men are saved the walk home and back again, which means a further saving of time to them of a quarter of an hour or 20 minutes per day—an important saving to them. They have more energy for their work in consequence, and use it.

6th. The men have more time for improvement and recreation; in fact, they are not only better men but better animals.

The sum of all these considerations justifies the change, and we consider more than balances the account. Our men, we need scarcely say, appreciate the difference to themselves fully, and reciprocate in their efforts to show us that we shall lose nothing by it.

If we had been in the toils of the society this would not have been possible. Now we have confidence in our men and they in us.

We are glad to give our experience in this matter, as it may help other employers to see it in the same light as we do at present.

FROM GREEN, McALLAN, AND FIELDEN, LIMITED,
Printers and Engravers, St. Andrew Street,
London, E.C.

December 18th, 1890.

In reply to your queries as to the effect of the Eight Hour Day in our firm, I have to confess, with very deep regret, that so far it has been a failure financially. Less work is produced, cost is increased, more overtime in proportion has to be worked, and lastly, and most important, rent presses more heavily. I have given it a most patient trial for seven months—a term long enough to enable one to form a fair opinion in the matter—and am now most reluctantly compelled to face the question of reverting to the usual week of 54 hours. My experience has convinced me that no firm in our trade of any size, employing only regular time hands, can compete successfully, on a 48-hour week basis, with houses working full time. No one deploras this more than myself, but unfortunately the fact remains.

I have one of the best staffs in London—experienced, quick, and willing, and filled with a desire to render me assistance in every possible way—and yet I have not been successful. It might have been otherwise had the Trade Unions supported us by giving some at least of their work our way; but with the honourable exceptions of Miss Black, the L.S.C., the Printers' Labourers' Union, and Mr. Tom Mann, we have received no help from them, showing how selfish is the cry from the workmen of an Eight Hour Day when they refuse a chance to help some of their brethren to get it, and by giving their work to the lowest estimator, do their best to perpetuate a system which every right-minded man ought to deplore.

P.S.—Am going to introduce profit-sharing as a substitute.

FROM GREEN, McALLAN, AND FIELDEN, LIMITED.

December 19th, 1890.

You have correctly put my position. In our trade the profits are so small, and subject to so much leakage, that one, and only one, person ought to bear the brunt,

and that person is the customer. My experience has shown me that it is not easy to induce him to take the same view, and that as a rule he will buy in the cheapest market. I may say that several customers left me when I started the 48-hour week, concluding—and quite rightly—that prices would go up. Three of them told me so plainly.

I am most strongly of opinion that legal enactment is the only way by which a better state of affairs can be brought about. I know that in taking this view I differ from many of our leading trade unionists, who talk of having got the 54 hours by their own efforts (but at what cost and friction?). These gentlemen, however, talk very glibly. If we take the compositors of London, I would venture to say that they work on an average nearer 60 hours a week—a condition of things which they are powerless to prevent. Many of them are rather glad of it; and to a man who has a wife and family, 6s. or 10s. per week extra means more comfort, although the head of the family may be untimely killed by the drain on his constitution. Many of them are too ignorant to see that if a legal day were enacted they would still have the same necessities, and that they would ultimately get as much for the shorter day as they now get for the longer one.

FROM H. W. MASSINGHAM, then Editor of the "STAR,"
Stonecutter Street, London, E.C.

December 12th, 1890.

The Eight Hours System has been carried out in our office with ease and with little friction, owing largely to the excellent organisation of our printing staff, and the great ability of our foreman and his careful attention to the interests of the men. With regard to the specific points you raise—

1. The effect upon the amount of work produced per man per week is small, owing to the fact that our 28 piece workmen were in the habit of working 48 hours a week before the new arrangement came into effect, the foreman giving each man a weekly half-holiday in turn. Our four time workmen worked about 49 hours a week before the eight hours regulation, so that we had practically only about four hours a week to make up in order to bring the office within the eight hours rule. This was done by occasionally putting the piece workman on time and paying him as a time hand, the necessary piece work being accomplished by a little additional speed. No difficulty has arisen in accomplishing this, and there has been no necessity for employing extra labour.

2. From the foregoing it follows that there has been practically no increase in the cost of production. I may add that since its establishment the eight hours rule has been maintained with but one trifling exception, the production of the double number. Even on this occasion the time work only came to about an hour over the 48 hours per week.

3. Overtime is not allowed on the "Star."

4. Wages of the ordinary time workers vary from 2l. 16s. a week to 2l. 18s.

5. The wages of our piece workers vary from about 2l. 18s. to 3l. and over.

6. The relations between employer and *employés* on the "Star" have always been excellent, and have been in a measure improved by the introduction of the Eight Hours System. It is the custom of the firm to allow a yearly holiday of one week to each *employé* with full wages.

The foregoing remarks apply purely to the case-room. In other departments the Eight Hours System has been organised without much difficulty. I need not add that the system does not apply to the editor.

Huddersfield Corporation Tramways.

Town Hall, Huddersfield,
18th December 1890.

In reply to your letter of the 11th inst., I am authorised by the Chairman of the Tramways Committee of my Council to forward you the enclosed memorandum, prepared by Mr. Pogson, the Tramways Manager, as to the hours of employment of drivers and conductors engaged upon the tramways.

It is necessary for me to add that the arrangement adopted in 1888 was not intended by the Corporation or their tramway servants as an adoption of an Eight Hour's Day System.

If in the future the public convenience demands a further extension of the services, the eight hours arrangement will not necessarily be adhered to, but the men will divide the extra work.

Yours truly,
H. BARBER,
Town Clerk.

MEMORANDUM by MANAGER, 17th December 1890.

Previous to May 1st, 1888, the trams were run 14 hours per day, and the drivers and conductors were allowed one hour for dinner and one hour for tea (a working day of 12 hours).

On the above date the service of cars was increased to 16 hours per day, and instead of increasing the working hours of the men, or of having an extended and complicated system of relief, the Tramways Committee determined to try the experiment of a double set of men, working eight hours each, for a period of six months.

The results of the experiment were very satisfactory, both to the management and also to the men.

The wages paid to the men under the long hours were—drivers 32s., and conductors 23s. per week of six days.

Under the present arrangement drivers are paid 26s., and conductors 21s. per week of six days.

Huddersfield Corporation Tramways Committee—Financial Report for six months ended 30th September 1890 and 1889. During both of these periods the

drivers and conductors were employed on the Eight Hours System:—

Expenditure, Six Months ended 30th September 1890.	Revenue Account.	Expenditure, Corresponding Period last Year.
£ s. d.		£ s. d.
2,117 8 2	Locomotive Power	2,073 5 3
638 18 1	Traffic	608 16 1
976 11 7	Maintenance of Ways and Works	689 12 6
1,324 18 2	Repairs to Engines and Cars	1,136 0 1
261 6 10	Management	250 5 4
250 0 0	Rents, Rates, and Taxes	172 13 3
216 16 4	Miscellaneous	125 8 5
5,765 19 2	Total	5,165 6 10
3,750 13 10	Gross Profit	3,773 14 3
8,536 13 0	Receipts	7,483 1 1
1,778 11 8	Interest and Sinking Fund, 4½ per cent. on Loans.	1,568 11 2
880 0 0	Depreciation, 2 per cent. on Capital	783 0 0
2,658 11 8		2,311 17 2
2,750 13 10	Gross Profit	2,773 14 3
92 2 2	Balance Profit	460 17 1

Capital Account, 88,039l. Depreciation Account, 3,285l. Loan Account, 84,000l.

APPENDIX LXXV.

"LABOUR DISPUTES AND THE CHAMBER OF COMMERCE"; BY S. B. BOULTON.

REPRINTED from the "NINETEENTH CENTURY" of June 1890, by kind permission of the Editor,
JAMES KNOWLES, Esq.

I venture to prophesy that the above title will at once provoke the remark from many readers of this Review that "it is much better for employers and employed to settle their differences between themselves without outside interference." After 40 years' experience as an employer of labour, both in this and in other countries, I emphatically approve that sentiment. Nevertheless, outside interference of every possible kind in labour disputes is now the almost universal rule, and its evils will not be diminished by a mere "do nothing" policy. I submit that it is only by organised efforts that a better system can be made to prevail. As Chairman of the Labour Conciliation Committee of the London Chamber of Commerce, I am about to offer some explanation of a proposed organisation, by which it is hoped that employers and employed in the various trades carried on in the metropolis may be brought together, on equal terms, and on neutral ground, for the purpose of avoiding or settling labour disputes so far as it may be possible, upon the basis, and in the spirit, of an ordinary commercial bargain.

A few words as to the constitution and objects of the London Chamber of Commerce itself may not be inappropriate. It is composed of a number of trade sections, who meet independently to discuss and promote the interest of their particular trades; and of a council, or governing body, who discuss questions upon which it may be deemed desirable that the united action of the chamber should be exercised, whether on behalf of particular trade interests, or for the support and furtherance of measures important to the whole commercial community. The council is composed, partly of members elected at the annual meetings of the chamber, partly of the chairmen of various trade sections, and a few distinguished persons who have seats on the council *ex officio*. It is not difficult to trace a resemblance, but with a difference, between the labours of such a body and the functions formerly exercised by the great craftsmen's and mercantile guilds of London and other cities. But "the old order changeth." The ancient trade guilds, with their splendid traditions have suffered atrophy of the organs which performed

the functions for whose exercise such guilds were created. The fact that not only in London, but in all the large cities of the kingdom, chambers of commerce have sprung into vigorous and useful existence, is a sufficient proof that the interests of commerce and manufactures necessitate co-operation and organisation on the part of traders.

"Mind your own business! and do not interfere unnecessarily with that of other people," is the keynote of commercial prosperity, and, I may almost add, of commercial rectitude, and it is wholesome to apply this adage to labour questions especially. Had the Chamber of Commerce any *business* to interfere in such a question as labour conciliation? Up to last autumn it had given no special attention to this subject. Recent experience has, however, brought into fresh prominence the well-known fact, that, of all the varied negotiations which affect the interests of commerce, there are none of more vital importance than the bargains between Capital and Labour, which must of necessity be from time to time renewed and modified. And the extent to which the direct business interests of the 3,000 firms and members of the London Chamber of Commerce were interfered with by the strike of the dock labourers, and by the many strikes and lock-outs which followed, was brought home in a very vivid manner to the attention of the council.

It is absolutely beyond the scope and intention of this paper to express any opinion upon the merits of the original dispute between the dock directors and their labourers. The strikes spread from the docks to the wharves, and to numerous other industries. It was a marked feature of this period of civil war, that many employers, who had no disputes with their workmen, or who had conceded all their demands, were as severely punished as those who held out. Banners were borne in the daily processions of the strikers, with inscriptions to the effect that the bearers had no dispute with their employers, but that they had struck "on principle." The position of the ordinary merchant was as serious as that of the direct employer of labour. He

could not fulfil his commercial engagements, as he was unable to procure delivery of goods either from dock, wharf, granary, or ship. Orders were countermanded or placed abroad, ships ordered to other, and in some instances to foreign ports. The paralysis not only of trade in general, but even of supplies of food from abroad, could hardly have been much greater, for the time being, if a hostile fleet had held triumphant possession of the mouth of the Thames. The Council of the Chamber was overwhelmed with applications, remonstrances, and suggestions, and was urged to take some action in view of a calamity so far-spreading in its consequences. At an early period of the difficulty it sent a communication in identical terms to the dock directors and to the dockers' union, suggesting the adoption of some form of arbitration. From both sides this suggestion met with a polite refusal, and with this exception the Chamber has never interfered, or suggested interference, in any labour dispute until after receiving a direct and formal application from one or both of the parties immediately concerned.

After the settlement of the dock dispute by the intervention of his Eminence Cardinal Manning and the Mansion House Committee, the Council of the London Chamber of Commerce appointed a committee to examine the whole question of labour conciliation and arbitration, with instructions to report as to the advisability of devising some scheme for the better settlement of labour disputes in the metropolis. Of this committee I was elected chairman, and it fell to my lot to draft a scheme for the consideration of my colleagues and of the council. It was with the deepest sense of anxiety and of grave responsibility that the committee commenced its labours, which have proved to be of an arduous nature. With some special means of information, we could realise the magnitude of the injury, some of it of a permanent character, which the commerce of London had sustained. Loss of trade in the City means also destitution in the East End, where *trade spells existence*. For nowhere on this planet is there crowded together so enormous a number of human beings absolutely dependent upon trade as in London. Their number increases constantly; and if the trade which supports labour fails to increase as constantly, misery and starvation ensue.

As a remedy for the evils resulting from strikes and lock-outs, the *intervention of the Legislature* is frequently recommended. The London Chamber of Commerce has been complimented by Ministers of the Crown, including the Premier, for its assistance in advising upon, and promoting useful measures of commercial legislation. Should it endeavour to promote legislation on the subject of labour disputes? From this point of view the retrospect is peculiarly discouraging. From the fourteenth up to the end of the last century there have been reiterated attempts in this country to fix wages by parliamentary or official regulations, all of which have proved mischievous and ineffectual. The first "Statute of Labourers" was passed in 1349, in the reign of Edward the Third, fixing wages at the rates prevailing 20 years previously. But even during the feudal period, and amongst the sparse population of that time, it would appear that the mailed hand of the greatest of the Plantagenets was not heavy enough to enforce such provisions. We find two other statutes during his reign, and one in that of his successor, repeating similar enactments, with more stringent penalties, and affording evidence that previous Acts had not been obeyed. In 1389 an Act was passed which, instead of fixing rates of wages, enjoined justices of the peace to settle and proclaim them. By the 6th Henry VI., the 2nd and 3rd Henry VII., and the 6th Henry VIII., wages were alternately fixed by statute, or by the decisions of the justices, the continual changes showing that neither system was satisfactory. The "Statute of Labourers" of 5th Queen Elizabeth abolished all preceding labour Acts, fixed the hours of labour with great minuteness, and empowered the justices in session to make rates of wages. The 1st James I. confirms the Act of Queen Elizabeth, and extends its operation to all labourers, weavers, spinsters (*sic*), and workmen whatsoever. *Giving or receiving more or less than the fixed rate is declared to be an offence*. Opinions are divided as to the causes leading to the failure of these enactments; some authorities ascribing the mischief which ensued to the attempts at enforcing them, others to the negligence of the justices in carrying out their provisions. The truth would probably exist between the two contentions. It would have been impossible to carry out the enactments effectually, but they would afford occasion for an

enormous amount of petty and corrupt tyranny. The evil effects of this mass of legislation bristling as it did with cruel penalties, are almost incalculable. In 1796 occurs the last serious effort recorded in our statutes to fix officially that which *can never be enforced officially, except amongst a nation of slaves*. Justices were ordered to fix a *natural rate of wages*, regard being had to the price of necessaries, and to the size of the labourer's family, and in cases where the labourer was not receiving wages equal to the computation of a *natural rate*, the difference was to be made up out of the poor rates. The disastrous consequences of this absurd Act exemplify almost every kind of blunder which can be perpetrated by a neglect of the proved teachings of political economy. The employer was encouraged to screw down the rate of wages, and to throw part of his duties on the ratepayers, whilst the labourer was pauperised and his independence destroyed. The healthy instinct of migration from centres of congested population to districts where labour was in brisker demand was discouraged. This Act was swept away in 1834, but I am old enough to remember conversations with "rude forefathers of the hamlet," who are now in their graves in certain country villages, and although the conversations took place in my youth, and some 12 or 14 years after the old system was done away with, they have fixed upon my mind a lifelong impression of the demoralisation and nameless evils which such legislation produces.

If the labour legislation of the present century has been infinitely more successful than that of the preceding 500 years, it is due to the fact that it has been mainly occupied in obliterating and destroying official interference with the bargains between adult workmen and their employers, and the doing away with restrictions to legitimate rights of combination. A recent utterance of Mr. Bradlaugh expresses an enlightened conclusion, when he says, "*that Parliament should only interfere in industrial pursuits of adults where necessary to protect life or limb, including in this sanitary legislation.*" Attempts have been made, and are still proposed, to fix the rate of wages by "courts of arbitration, with compulsory powers." The "Act to establish equitable councils of conciliation" of 1867, and the "Arbitration (Masters and Workmen) Act," of 1872 have been inoperative to enforce any awards as to future rates of wages; and the reason is obvious. If a workman engages himself for a week, or for a month, at a fixed rate, he is bound to that agreement by ordinary law. What more could be done by an arbitration court with compulsory powers? Some workmen may be engaged by the month, and more by the week, but most are engaged by the day or even by the hour. Would it be possible to fix, for any period in advance, the wages at which a man should be compelled to work, without at the same time engaging his services for the whole of that period? Or would it be possible to compel him to work at any particular trade, or at any particular place, unless he voluntarily engaged to do so? What is true of one man is true of any combination of workmen. By the Trades Union Acts of 1871 and 1876 the law of conspiracy is altered in favour of labour combinations, and anything in that connection which one workman might legally do, any number are empowered to do, "even in restraint of trade." It appeared therefore to our committee, that no legislation which would be likely to be enforced in this country could prevent strikes or lock-outs, and that any attempt to procure compulsory powers for courts of arbitration or conciliation would be extremely undesirable. Our attention was, however, called to the *Conseil des Prud'hommes* in Paris, as a successful instance of such powers being exercised. But the *Conseils des Prud'hommes* never attempt to fix the future rates of wages, they only adjudicate upon disputes arising out of existing contracts.

A study of the attempts which have been made at conciliation on the *voluntary principle* proves much more encouraging. In 1860, a Labour Conciliation Board for the hosiery trade, due to the initiative of Mr. Mundella, was established at Nottingham. A similar board for the lace trade was established in the same town, and the movement spread to Leicester and Derby. In 1869 the system was introduced at Darlington, with marked success, into a much larger industry, that of manufactured iron; the iron trade in South Staffordshire, South Wales, and in Scotland, and the Cleveland Ironstone Mines followed the example. In the Staffordshire potteries, in the chemical trades of Northumberland and Durham, and in various collieries, different systems of arbitration were adopted.

The history of this movement down to the year 1876, accompanied by most practical and pregnant commentaries and suggestions, will be found in a book written by Mr. Henry Crompton, called "Industrial Conciliation"*; and to this source I owe much of my information as to these earlier attempts at voluntary boards. From 1876 to the present time the progress of the principle has been steady and continuous, although chequered by some disappointments and failures. In a letter written to me by Mr. James Laing, of Sunderland, in February last, are the following words: "I have pleasure to send herewith a copy of the rules of the board of conciliation for the Wear ship-building trade, which have worked very well. We have not had a strike since the board was established, although there have been very many changes in the rates of wages, both as regards reductions and advances."

Mr. Laing is the chairman of this board, which has now been in existence for about six years. Nor is this the only testimony to the loyalty of the workmen in keeping to their engagements. There is abundant and encouraging evidence that in the great majority of cases the men have adhered to the awards or decisions of the boards, even under circumstances of trial and difficulty. The "joint committees" of the North of England Coal Trade Association, composed half of owners, half of workmen, have now been in existence for more than ten years, and have proved to be exceedingly useful, although disputes have not in all cases been avoided. In Belgium, a successful attempt at the establishment of councils of conciliation has been made at the extensive collieries of Mariemont and Bascoup, by M. Julien Weiler, engineer and manager of those mines. M. Weiler has been so obliging as to send me three most interesting pamphlets,† which contain descriptions of his experiences and aspirations. He has also translated into French the work of Mr. Crompton.

After mature consideration of the foregoing, and many other sources of information, my committee came to the unanimous conclusion that the establishment in London of some organisation for conciliation on the voluntary principle was desirable. A collation of the rules of the most successful conciliation boards of the North, and elsewhere, showed that no two of them were identical in their organisation. Careful note having been taken of the leading principles which commended themselves as worthy of imitation, it became evident that, with its vast population, its exceptionally numerous industries (estimated at between 600 and 700) and the great interdependence of various crafts upon each other, London would require a special organisation suited to its unique conditions. And it was at once felt that it would be both imprudent and futile to launch any scheme attempting to deal with so complex a problem, without availing ourselves, by the most careful and painstaking inquiry, of the opinions of those whose future co-operation would be indispensable. A long series of personal interviews and considerable correspondence commenced with the principal leaders of the working men, with authorities on labour movements, and with all the trade unions of London, with various trade sections of the Chamber itself, with the other Chambers of Commerce of the kingdom, and with the heads of great industries carried on in the metropolis. We also obtained the opinions of the principal working men's clubs through their federative councils, as well as by procuring discussions at their debating clubs, and by addressing them at public meetings. It was with sincere gratification that we found a strong consensus of opinion in favour of our principal propositions, on the part of nearly all the experts with whom we came in personal contact. Finally, our scheme, drafted for the approval of the Council, was accepted unanimously by that body, and approved at a general meeting of the Chamber. At the annual meeting of the Associated Chambers of Commerce of the United Kingdom, I had the honour of explaining the scheme, and, after a discussion upon the relative merits of compulsory arbitration and voluntary conciliation, the voluntary principle, upon the motion

of the Aberdeen and the London Chambers, was unanimously adopted by the association.

An abstract of the scheme itself is added in an appendix to the present paper. The following is a brief explanation of its principal features.

Each trade in London is invited to form a separate conciliation committee, in connection with the London Chamber of Commerce, whose rooms and secretariat will be at its disposal. It is believed that this arrangement for a neutral ground where meetings can be held is of great practical importance. This committee, consisting entirely of experts in the particular trade, will be composed of equal numbers of employers and employed, who will be elected by their respective orders, with full liberty of choice as to methods of election. The rules of procedure will be left to each committee to determine for itself, subject only to a few guiding regulations which stipulate for perfect equality of representation and of voting power. It is to such a body that any dispute in its own particular trade will be submitted, provided that both parties voluntarily agree so to do. And as most disputes of any great importance affect the whole of a trade, there will be thus provided a means of amicably discussing any grievance, or proposed change of conditions, before the acute crisis is reached of a strike or lock-out.

This is the main feature of the scheme, and it is hoped that these trade conciliation committees will be of important service in peaceably arranging most of the questions which are brought before them, without any outside interference whatsoever. And having in view the important results which have already been achieved by similar agencies in the North and elsewhere, I submit that the hope is neither impracticable nor over-sanguine.

There may, however, be cases where the trade conciliation committee may fail to arrange a dispute, and for this and for other objects further machinery is provided. A central body will also be formed, to be called *The London Conciliation Board*. It will be composed of 12 representatives of labour, elected by the working men's organisations, and of 12 representatives of capital, to be appointed by the Council of the London Chamber of Commerce. Each trade conciliation committee, so soon as it is formed, will also send representatives to this board, and a few members are to be added, who will sit, *ex officio*, by virtue of their occupation, of certain offices of importance. The London Conciliation Board, like the separate trades committees, will contain representatives of capital and labour, in exactly equal numbers, and with equal voting powers, and it is hoped that all the principal trades of London may, in course of time, be represented thereon. To this board will be referred any case which a trade conciliation committee may have been unable to settle; the procedure will be by way of discussion, advice, and conciliation generally. I have pointed out the great interdependence of the trades of London. It is not an unwholesome provision that a trade having a quarrel which has proved too obstinate for its own committee to settle, should have its disputes discussed by men of other trades. Some of them, although no parties to the original dispute, may be deeply affected by an outbreak of hostilities; a stoppage of work in one trade frequently paralyses several others. Finally, if the board should be unable to reconcile the dispute, it will recommend and offer facilities for arbitration in the last resort; and should this be refused, the disputants would still retain all their rights to become belligerents.

Such, in brief outline, is the scheme proposed by the London Chamber of Commerce. It will be seen that submission to conciliation or arbitration will in all cases be voluntary. The conditions are elastic enough to offer facilities for one trade after another to affiliate itself to the organisation at any moment, and to make those special regulations for itself which may best suit its particular case. The sympathy of the public is an enormous factor in the issues of a labour contest; it is sometimes extended to one side, sometimes to the other. Is it not desirable that the public sentiment should be enlisted decidedly on the side of peace? Has not the whole community a right to ask, and a duty to perform in asking, of each belligerent in such contests, the important question, "Have you exhausted all efforts for arriving at an amicable settlement before you proceed to hostilities?"

Two principal impediments obstruct the progress of all plans for labour conciliation. The first is the distrust entertained by the workmen, which, however, I have most encouraging evidence to believe is rapidly

* For the perusal of this book, which is now out of print, I am indebted to the kindness of Mr. C. J. Drummond, the able Secretary of the London Society of Compositors. It is much to be desired that a new edition should be published with information brought down to the present date.

† (1) Arbitrage et Conciliation entre Patrons et Ouvriers; (2) La Grève de Mariemont; et les Conseils de Conciliation et d'Arbitrage; (3) Rapport sur les Travaux de l'Année 1890, des Conseils de Conciliation et d'Arbitrage des Mines de Bascoup.

diminishing. The second, is the great reluctance which some employers still feel at recognising the trades union leaders as representatives of the men. In many trades in London this feeling has long ceased to exist, and employers have made arrangements with the union from time to time, as a matter of course, with great advantage to both sides. But there are many employers who still retain the old feeling respecting the unions. The objection is historic, and impeded the first attempts at peaceful solutions of the labour problem. Mr. Mundella, in alluding to this difficulty, says, "The very men that the manufacturers dreaded were the men that were sent to represent the workmen at the Board of Conciliation. We found them the most straightforward men we could have to deal with," &c.* As a modern instance,† amongst many others, M.^r Julien Weiler, who has been already alluded to as introducing the English methods of conciliation into Belgium, laments the absence of trades unions in his district, and strongly advocates their establishment and multiplication. Coming from a large employer of labour in a country where the influences prompting and accompanying strikes are more violent and unscrupulous than in England, this opinion of a practical man who thoroughly understands the subject is pertinent and suggestive. It is unwise to indulge prejudices as to institutions which are now fully acknowledged by law. It is neither generous nor just to ignore the moral right of workmen to combine for the furtherance of their interests, within fair and legitimate limits.

In these combinations the workmen are further advanced than the employers. But it has been clearly pointed out, by the leaders of the workmen themselves, that the continued growth of trades unions must inevitably lead to corresponding associations on the part of employers. Are we, then, to have a series of rival camps, in which, during ever-shortening periods of peace, each party will regard the other with ever-growing distrust and suspicion, whilst forging weapons for constantly impending war? If this be the outlook, alas for the future of England! It is no longer a question of her "commercial supremacy"; it is a question of her power to feed her children, who depend on trade, and largely on foreign trade under competitive conditions, for their daily bread. I cannot but think that a momentous crisis in industrial relations has been arrived at. If the associations on both sides are not careful to arrange for co-operation and mutual good understanding, the results will be disastrous. If better counsels prevail, these organisations can be made productive of the highest usefulness, and each trade which possesses a trades union and an employers' association will be in the best possible position for forming a Trade Conciliation Committee. It is in this way that the Durham Coalowners' Association and the Miners' Association combine to form their "Miners' Joint Committee."

The Conciliation Committee of the London Chamber of Commerce was formed, not for the purpose of administering conciliation, but of constructing a scheme, and organising its practical development. Some misunderstanding has arisen on this head. It will be sufficient for my purpose to record the fact, that the permanent committees and board are at present in course of formation, but are not yet in existence.† So soon as the new bodies are formed, my committee will be dissolved. During the progress of our constructive labours, however, we have had so many applications for assistance in labour disputes, that the Council of the Chamber advised and authorised us to render such help as we could afford when directly applied to, but in no case to proffer our assistance unasked—a rule which we have strictly adhered to. In some cases one side has applied, whilst the other has declined. In two instances both parties agreed to meet, but the employers objected to meet particular officers of the men's union. It is hardly necessary to say that in such cases the negotiations were fruitless. But in cases where each side has agreed to meet the delegates chosen by the other, I am glad to say that we have had no failure in effecting satisfactory arrangements, and that bargains entered into have been loyally kept.

The process in such cases has always been that so graphically described in the North as "the long jaw." The delegates on both sides, thoroughly acquainted with the subject, have discussed and threshed out each item in turn, sometimes conferring with each other *sotto voce*. When an agreement was finally arrived at,

it was decided by acclamation; a vote was never taken. I am bound to say that the chairman has never had the slightest difficulty in maintaining the order and amenities of the proceedings, and his suggestions have always been cheerfully responded to. Notes have been taken by a shorthand writer, and an agreement, carefully worded, with all requisite business details, has been drawn up in the presence of the parties, and revised and signed by them. A most essential and important part of the duties appertaining to labour conciliation consists in very painstaking attention to this last point. I think that we may claim our experience in the practical work of settling labour disputes, as a confirmation in every respect of the theory which underlies the plan proposed by the Chamber. Some important lessons have been learned, some tests have been applied to our system, and we have had the satisfaction of restoring a large number of workmen to their occupations, and of enabling their employers to resume their suspended operations.

In conclusion, I would add that we have already received the support of a considerable number of employers of labour, and of 25 trades unions. After allowing for all shortcomings, I hope that I may have convinced my readers that those who proposed the scheme herein described are not visionary enthusiasts—

Bound to abolish original sin
By a Bill that will bring the Millennium in—

but practical men, who have made an earnest endeavour to contribute, however humbly, towards the solution of a problem important beyond most others to the vital interests of society.

FORMATION AND LABOUR OF THE LONDON CONCILIATION BOARD.

Since the foregoing article was published the scheme described therein has become a practical reality. A series of meetings of working men was held at the rooms of the London Chamber of Commerce from April to December 1890, to which representatives of all the Trade Unions of London were invited. A large number of delegates took part in the proceedings, and it was finally agreed that the trades of London should be divided into 12 groups, each of which should send one Labour Representative to the London Conciliation Board. All the arrangements, both as to the mode of representation and the elections themselves, were decided upon and carried out by the working men delegates.

Finally, the Council of the London Chamber of Commerce met on the 28th of October, 1890, and elected 12 representatives of the employers. To these were added a representative elected by the London County Council, in the person of the Right Hon. Sir John Lubbock, Bart., M.P., and a representative chosen by the Labour Members of the Board—Mr. Charles Fenwick, M.P.

The Joint Board met for the first time on the 12th of December, 1890, and revised and adopted a series of rules and bye-laws for its guidance, electing also its Chairman, Vice-Chairman, and an Executive Committee. It was arranged that the voting power of both orders should on all occasions be exactly equal, and it is found that the rules have worked smoothly and satisfactorily.

Partly by the agency of the Provisional Committee, and subsequently by the direct action of the Board itself, a number of cases of labour disputes have been dealt with. In all cases where a decision has been arrived at, either by conciliation or by arbitration, the agreement or award has been most loyally abided by.

S. B. BOUZON,
Chairman of the London
Conciliation Board.

July, 1891.

APPENDIX.

London Chamber of Commerce (Incorporated),
Botolph House, Eastcheap, E.C.,
April 10th, 1890.

TO THE CHAIRMAN OF THE MEETING OF THE LONDON TRADES COUNCIL.

DEAR SIR,—As I hear that the Labour Conciliation Scheme of the London Chamber of Commerce will

* Henry Crompton, "Industrial Conciliation," p. 43.

† The "Conciliation Board" has since been completely organised (vide next column).

probably be discussed by your Council this evening, may I ask that the following brief explanation may be read at your meeting?

Our Chamber has already been asked to assist in settling several labour disputes, and its efforts have not been without some success, especially in the case of Oliver's Wharf, and in that between the bargemen of the Medway and the cement manufacturers, but the scheme will not be in proper working order until the representative working men have joined the organisation.

OF WHAT DOES THE SCHEME CONSIST?

1. Its most important feature is, that every trade in London is invited to form a Conciliation Committee of its own particular trade, half of employers, half of employed—to whom any labour dispute in that particular trade may be submitted if the disputants so desire. It is believed that in most instances such disputes may be arranged by amicable discussion between men practically acquainted with the trades, without outside interference.

2. But if the Trade Committee cannot settle the dispute, the disputants will have the advantage of referring it to the Conciliation Board, a body composed half of working-men representatives, half of representatives of capital, and upon which, it is hoped, will sit members of the principal trades of London. This Board will endeavour to arrange disputes referred to them, by discussion, conciliation, and advice. If unsuccessful in arriving at a settlement by these means, it will then recommend and assist in promoting arbitration, but a resort to arbitration will in no case be compulsory.

3. Both on the Trade Committees, and also upon the Board, the representatives of labour will be elected or appointed by the working men of London, in the manner which they, through their various organisations, may themselves decide upon.

4. The rooms of the London Chamber of Commerce will afford neutral ground for the meetings of the committees and of the board, to which employers and employed will have equal right of access.

5. No scheme of such importance as the one now proposed can be expected to be perfect in the first instance, but any imperfections which it may now contain, can be remedied by the light of experience, and by friendly co-operation.

A few last remarks as to Chambers of Commerce. They have long existed in this country, and their main object is to maintain, to increase, and to promote the prosperity of the trade of Great Britain. That object is of vital importance to every working man; the greater the trade, the greater the demand for labour. Up to the present time, however, whilst those trading in most of the principal commodities dealt with by the commerce of this country have taken an interest in Chambers of Commerce, men who supply the labour indispensable to commercial prosperity have taken no part in connection with such bodies. Workmen are now asked to represent labour, and to assist in the endeavour to remove some of its difficulties, in friendly co-operation with the Chamber of Commerce of this great trading city. They can, at least, lose nothing by trying the experiment.

It is proposed by the London Chamber of Commerce in good faith, and in sincere hope that it will tend to remove difficulties and to promote amity and goodwill between those who cannot prosper without the aid of each other.

Yours faithfully,
S. B. BOULTON,
*Chairman of the Conciliation Committee
of the London Chamber of Commerce.*

*Adopted at a Special Meeting of the Council, and Council
of Reference, of the London Chamber of Commerce,
on Thursday, the 6th February 1890.*

ADJUSTMENT OF LABOUR DISPUTES.

REPORT OF THE LABOUR CONCILIATION COMMITTEE TO THE COUNCIL OF THE LONDON CHAMBER OF COMMERCE.

YOUR Committee has endeavoured to devise some practical methods for carrying out the scheme contained in the interim Report provisionally adopted by the Council on the 12th December.

The Committee offer the following suggestions:—

I. That a permanent body be constituted, to be called "The London Conciliation Board," which shall

be affiliated to the London Chamber of Commerce, and that its composition shall be as follows, viz.:—

(a.) Twelve members representing capital or employers, to be elected by the Council of the Chamber.

(b.) Twelve members representing labour, to be elected by the employed.

(c.) To these shall be added representatives from the separate Trade Conciliation Committees as herein-after referred to.

(d.) The body thus constituted shall add to their number six other members, who, from their position, authority, or experience, may be useful in promoting the objects of the London Conciliation Board, three to be appointed by the labour representatives on the Board, and three by the representatives of capital.

(e.) Four members, viz., the Lord Mayor of London, or some member of the Corporation to be nominated by him, the Chairman of the London County Council, or some member of the Council to be nominated by him, two representatives of London Labour Organisations, to be selected by the labour representatives on the Board.

The elections shall take place every three years, and the first election shall take place on the

II. The duties of the London Conciliation Board shall be as follows:—

(a.) To promote amicable methods of settling labour disputes and the prevention of strikes and lock-outs generally, and also especially in the following methods:—

1. They shall, in the first instance, invite both parties to the dispute to a friendly conference with each other: offering the rooms of the Chamber of Commerce as a convenient place of meeting. Members of the Board can be present at this conference, or otherwise, at the pleasure of the disputants.

2. In the event of the disputants not being able to arrive at the settlement between themselves, they shall be invited to lay their respective cases before the Board, with a view to receiving their advice, mediation, or assistance. Or should the disputants prefer it, the Board would assist them in selecting arbitrators, to whom the questions at issue might be submitted for decision.

3. The utmost efforts of the Board shall, in the meantime, and in all cases, be exerted to prevent, if possible, the occurrence or continuance of a strike or lock-out until after all attempts at conciliation shall have been exhausted.

The London Conciliation Board shall not constitute itself a body of arbitrators, except at the express desire of both parties to a dispute, to be signified in writing, but shall in preference, should other methods of conciliation fail, offer to assist the disputants in the selection of arbitrators, chosen either from its own body or otherwise. Any dispute coming before the Board shall, in the first instance, be referred to a Conciliation Committee of the particular trade to which the disputants belong, should such a committee have been formed and affiliated to the Chamber.

(b.) To collect information as to the wages paid and other conditions of labour prevailing in other places where trades or industries similar to those of London are carried on, and especially as regards localities, either in the United Kingdom or abroad, where there is competition with the trade of London. Such information shall be specially placed at the disposal of any disputants who may seek the assistance of the London Conciliation Board.

III. The Separate Trade Conciliation Committees shall be composed of equal numbers of employers and of employed.

Each trade shall elect its own representatives, employers and employed voting separately for the election of their respective representatives. The number of members and the general rules of procedure shall be determined by each particular trade, subject to the approval of the London Conciliation Board.

The Trade Conciliation Committees shall be affiliated to the London Chamber of Commerce, and shall be represented upon the London Conciliation Board. Any Trade Conciliation Committee constituted as above, representing a body or trade in the metropolitan districts of more than 1,000 individuals, shall send two representatives to sit on the London Conciliation Board, one being an employer, and the other an operative workman, each to be separately elected by employers and employed respectively. In the case of Trade

Conciliation Committees representing bodies or trades in the metropolitan districts smaller in number than 1,000 individuals, two or more such committees may unite together to elect joint representatives to the London Conciliation Board.

It shall be the duty of the Trade Conciliation Committees to discuss matters of contention in their respective trades; to endeavour amicably to arrange the same, and in general to promote the interests of their trade by discussion and mutual agreement. In the event of their not being able to arrange any particular dispute, they will refer the same to the London Conciliation Board, and in the meantime use their most strenuous endeavours to prevent any strike or lock-out until after the London Conciliation Board shall have exhausted all reasonable means of settlement.

They may from time to time consider and report to the London Conciliation Board upon any matter affecting the interests of their particular trade upon which it

may be thought desirable to employ the action or influence of the London Chamber of Commerce as a body.

IV. The London Chamber of Commerce places its rooms at the disposition of the London Conciliation Board, and of the Trade Conciliation Committees for holding their meetings. Any alterations in the rules and regulations of these bodies which may be from time to time proposed, shall be submitted for approval to the Council of the Chamber.

V. The above regulations shall be subject to bye-laws, to be specially framed for the purpose, and which shall be open to amendment as required from time to time, on agreement between the Council of the Chamber of Commerce and the London Conciliation Board.

[These suggested rules and regulations were ultimately adopted, with slight modifications, by the Board itself when formally constituted.]

APPENDIX LXXVI.

LONDON CONCILIATION BOARD.

FIRST ANNUAL REPORT.

For the Year ending December 31st, 1891.

The London Conciliation Board, having now completed the first 12 months of its existence, begs to submit to its constituents and the public the following report of its proceedings.

The formation of the board was the result of prolonged efforts and negotiations, undertaken by an organising committee appointed by the council of the London Chamber of Commerce. The board did not assume its final shape until December 1890, although the committee was appointed in 1889. One main feature of the constitution of the board is perfect equality of representation and voting power of employers and employed.

So soon as the organising committee had gained approval for the main features of its scheme, by prolonged negotiations with large employers of labour, and with a number of workmen's organisations, it was deemed expedient that it should test the proposed procedure by endeavouring to undertake the adjustment of such disputes as might be brought before the committee, pending the complete construction of the board. The functions of the organising committee ceased with the first meeting of the elected board on the 12th December 1890.

The following brief *resumé* of the principal cases dealt with comprises disputes settled both by the committee and by the fully constituted board, as in some instances the negotiations have been continuous, and it would be difficult to separate the work of the two bodies.

One of the first steps taken by the committee on the provisional adoption of their scheme was to arrange a meeting between representatives of the Wharfingers, and the Dock, Wharf, Riverside, and General Labourers' Union, with reference more especially to the dispute at Hay's Wharf. This meeting took place on the 8th February 1890, but although there was a lengthy interchange of views, no specific agreement was arrived at.

In their next effort, however, the committee were completely successful, as they were able to effect the settlement of the differences between the proprietors of Oliver's Wharf and the Dock, Wharf, Riverside, and General Labourers' Union. On the 23rd February 1890, an agreement was duly executed, under the auspices of the committee by which the dispute was terminated, and the proprietors of the wharf agreed to take back a number of men into their employment.

The committee were then asked to bring together representatives of the Tailors, Pressers, and Machinists' Union, and representatives of the Master Tailors' Association, to discuss differences, and, if possible, avert an impending strike. Both parties attended at the Chamber of Commerce on the 25th of February 1890, but at the last moment, owing to the employers objecting to one of the working men delegates the negotiations fell through.

At the request of the Medway cement manufacturers the committee were called upon to intervene in the dispute between them and the United Bargemen and Watermen's Protection Society (Medway), with the satisfactory result that after two prolonged sittings on the 18th and 20th of March 1890, all the points in dispute were amicably settled. The settlement arranged included a long list of rates for the navigation of barges between various points on the Medway and the Thames, and it had the immediate effect of preventing a large number of men from being thrown out of employment. After working satisfactorily for a period of eighteen months certain points were, in the first instance, raised by the Medway bargemen, and negotiations proceeded through the board with their employers, the cement manufacturers, which resulted in a meeting being held, over which a member of the board presided, with the result that a new and revised list of freights was drawn up and agreed to by the employers and the men, and this revised list is now in actual operation. This arrangement was carried out as recently as October 1891, and illustrates the practical value of the board's rule, under which parties to a dispute are invited to meet together in the first instance to adjust their differences between themselves; thus avoiding, in many instances, the necessity for a formal arbitration.

Another case submitted was a dispute between Messrs. John Brinsmead & Sons, pianoforte manufacturers, and their French polishers, who were represented by the executive officers of the Amalgamated Union of French Polishers. The parties in this case preferred a direct arbitration, and accordingly in November 1890, they signed an agreement of reference under which they bound themselves to abide by the award of the organising committee, the main point at issue being whether payment of wages should be by the day or by the piece. The award was duly made and has since been respected by both parties, who are expressly required under its provisions to submit any further questions that may arise thereunder to the settlement of the London Conciliation Board.

At the commencement of 1891, the Amalgamated Society of Watermen and Lightermen of the River Thames had a dispute with Messrs. Francis and Company, Limited, cement manufacturers, of Cliffe and Vauxhall Bridge. Both parties agreed to submit certain questions in difference between them to arbitration. The case was heard at the London Chamber of Commerce in February last by six arbitrators appointed by the board, three being representatives of employers and three labour representatives. The award was made and communicated to the parties before they left the building. This case is an interesting one as being the first case submitted to regular arbitration under the completed scheme, the arbitrators consisting of an equal number of employers and workmen.

In August 1891, the board adopted the course of offering its services to the parties concerned in the

strike at the Thames Ironworks, but eventually the dispute came to an end without the further intervention of the board.

In regard to the carpenters and joiners' strike, the board's proffered services were—at a late period of the dispute—accepted by the workmen, but not by the employers. The ultimate decision to accept the arbitration of the President of the Royal Institute of British Architects nevertheless is satisfactory to the board as bringing about the settlement towards which its efforts had been continuously directed.

The board also offered its services in connection with the strike at the Carron and Hermitage wharves. In this case the offer of the board was courteously acknowledged by both sides, but the dispute came to an end without any further intervention on the part of the board being required.

As an instance of the progress of the conciliation movement contemporaneously with the formation and operations of the London Board, it may be mentioned that the London Society of Compositors made a demand for higher wages, which would have resulted in a serious strike but for the willingness of employers and employed to meet together to discuss the whole matter. Several conferences took place at Stationers' Hall, and as a result an arrangement was arrived at.

For several months during 1891, negotiations had been proceeding between a number of firms in the bookbinding trade and the representatives of the Amalgamated Bookbinding Trade Unions. These resulted in the adoption of an agreement by both parties on the 30th October 1891, but differences are still pending between the Amalgamated Bookbinding Trade Unions and the Printing and Allied Trades Association, with respect to which the board has offered its services to both parties.

Another movement with which the London Conciliation Board has been in entire sympathy (although it has not actually participated in it), was the formation of a board of conciliation and arbitration for the boot and shoe trades, in connection with which serious difficulties were recently experienced. The ultimate decision of the trade to abide by the awards of a conciliation board is, in itself, a testimony of the practical utility of the movement.

Progress has also been made with respect to that part of the scheme of the board which consists in the formation of separate conciliation committees for various trades affiliated to the central board, steps have been taken in this direction, on the part of the employers, for the textile, furnishing, musical instrument, engineering, and printing and allied trades, and on the part of the workmen's trade unions for bargemen and lightermen, carmen, coal porters, and millers.

From its commencement the board has used its influence in endeavouring to bring about a meeting between disputants when requested to do so by one of the parties concerned, but at the July meeting of the board a new departure was taken. It was then decided that instead of acting only on the request of one or both of the parties as heretofore, the board would, in future, take the initiative in offering its assistance or mediation to both parties concerned at an early stage of the dispute.

These are the most important instances of the board's action, but its efforts have been almost unceasing, as applications are continually being made and arrangements arrived at with a view to preventing strikes and lock-outs. Everything points to the future development of the conciliation movement. No less than 60 trade unions are now, more or less, connected with the board, having accepted its principles by sending delegates to its various meetings, by means of which they are brought into contact with employers of labour, and a mutual good feeling between both orders has been promoted and encouraged.

During the last 12 months six regular meetings of the London Conciliation Board have been held, besides an important aggregate meeting of trades unions in July. Six meetings of the executive committee have taken place. A number of conferences between employers and employed, and between disputants and members of the board have also been held, at which matters in difference were adjusted or discussed; four meetings of separate trade conciliation committees have taken place; and two meetings were convened to fill up a vacancy on the board. The total number of formal meetings stands at 22, in addition to numerous interviews, and a vast mass of correspondence has been exchanged. In some cases the board

has been instrumental in restoring employes to work which they had temporarily lost in consequence of trade disputes.

The board when finally constituted consisted of the following members, representative of employers and employed:—

Chairman. S. B. BOULTON.
Vice-Chairman. W. S. DE MATTOS.

EMPLOYERS.

Elected by the London County Council.

The Right Hon. Sir JOHN } Chairman of the London
LUBBOCK, Bart., M.P. } County Council.

Elected by the Council of the London Chamber of Commerce.

W. CURLING ANDERSON - (Hilton, Anderson, and Co.)
STANLEY G. BIRD.
Colonel G. B. BIRT - (Millwall Dock Co.)
S. B. BOULTON (Chair- (Burt, Boulton, and Hay-
man). wood.)
W. C. KNIGHT CLOWES - (William Clowes and Sons
Limited.)
J. GRIFFIN - (Surrey Commercial Dock
Co.)
DAVID HOWARD - (Howards (sic) and Sons.)
WALTER LEAF - (Leaf and Co., Limited.)
G. S. LUCRAFT - (G. S. Lucraft and Son.)
Sir ALBERT K. ROLLIT, (Bailey and Leatham.)
LL.D., M.P.
AUGUSTUS C. SCOVELL - (John Henry and George
Scovell.)
J. HERBERT TRITTON - (Barclay, Bevan, Tritton,
and Co.)

EMPLOYED.

Elected by the Labour Representatives of the Board.

CHARLES FENWICK, M.P.

Elected by Delegate Meetings of Trade Unions.

C. V. ADAMS - Cabinet and Furnishing
Trades Group.
*JOSEPH BATCHELOR - Gas, Coal, and Chemical
Trades Group.
J. G. DANIEL - Shipping Trades Group.
J. DEANS - Metal Trades Group.
GEORGE DEW - Building Trades Group.
†EDWARD FOSTER - Clerks, Shop Assistants,
and Warehousemen's
Group.
D. D. LEAHY - Printing and Paper Trades
Group.
E. W. MARSH - Carmen, Coach, Tram, and
'Bus Employees Group.
W. S. DE MATTOS (Vice- Chairman).
Railway Workers Group.
A. W. PAMPHILON - Clothing Trades Group.
W. J. SALMON - Provision Trades Group.
J. T. MORRISON - Leather Trades Group.

The board has, at all times, done its best to further the progress of the conciliation movement throughout the country, and at the last annual meeting (March 1891) of the Association of Chambers of Commerce of the United Kingdom, it is satisfactory that the following resolution, proposed on behalf of the London Chamber of Commerce, was unanimously adopted:—

"That this Association views with gratification the efforts made by the Aberdeen, Bristol, Dublin, Dundee, Exeter, Glasgow, Grimsby, Hull, Leeds, London, Manchester, Morley, Plymouth, Walsall, and Wolverhampton Chambers of Commerce to establish

* Resigned. Seat now occupied by John Duffy (sic).
† Resigned. Seat now occupied by S. D. Shalford.

boards of conciliation for labour disputes in their localities, and trusts that each of the other chambers will, either singly or in co-operation with neighbouring chambers, endeavour to carry out such organisation, in order that a conciliation body may be in existence to deal with labour difficulties as soon as they arise."

It is also satisfactory to record that since the publication of the scheme of the London Conciliation Board, a number of similar boards have been, or are being, established by various chambers of commerce in the provinces on much the same lines as its scheme. The chambers which have taken action in the matter, include:—Liverpool, Wolverhampton, Aberdeen, Bristol, Dublin, Greenock, Grimsby, Bradford, Edinburgh, Leeds, Rochdale, Hull, Derby, Gloucester, Cardiff, Dundee, Nottingham, Glasgow, Manchester, Worcester, Walsall, Exeter, Plymouth, Morley.

The London Conciliation Board sincerely believes and hopes that its work, besides the tangible results which are referred to above, has had a useful and educational effect, inasmuch as employers and employed have been encouraged to meet together for the discussion of questions connected with their mutual interests. As a result of the experience gained during the prosecution of its labours, the board is of opinion that a voluntary resort to the good offices of its own and similar organisations may prove in the future to be of great and growing utility in promoting the amicable adjustment of the conditions of labour without the wasteful and calamitous occurrence of strikes and lock-outs. It also ventures to suggest for the thoughtful consideration of all parties concerned, whether some recognition on the part of the Government might not usefully be bestowed upon conciliation boards, formed by the joint efforts of influential bodies of employers and workmen (and whose rules may commend themselves to approval) such as the boards now springing into existence in connexion with chambers of commerce throughout the kingdom.

By order of the London Conciliation Board,
S. B. BOULTON, Chairman.

Botolph House, Eastcheap, E.C.;
December 31st, 1891.

THE SECOND LONDON CONCILIATION BOARD, 1892.

REPRESENTATIVES OF EMPLOYERS AND EMPLOYED.

Chairman - S. B. BOULTON.
Vice-Chairman - W. S. DE MATTOS.

EMPLOYERS.

Elected by the London County Council.

The Right Hon. Sir JOHN LUBBOCK, Bart., M.P.

Elected by the Council of the London Chamber of Commerce.

W. CURLING ANDERSON	-	Hilton, Anderson, and Co.
STANLEY G. BIRD	-	
Colonel G. R. BIRT	-	Millwall Dock Co.
S. B. BOULTON	-	Burt, Boulton, and Haywood.
J. GRIFFIN	-	Surrey Commercial Dock Co.
DAVID HOWARD	-	Howards and Son.
WALTER LEAF	-	Leaf and Co., Limited.
G. S. LUCRAFT	-	G. S. Lucraft and Son.
Sir ALBERT K. ROLLIT, LL.D., M.P.	-	Bailey and Leatham.
AUGUSTUS C. SCOVELL	-	John Henry and George Scovell.
J. HERBERT TRITTON	-	Barclay, Bevan, Tritton, and Co.

(One vacancy.)

EMPLOYED.

Elected by the Labour Representatives of the Board.

CHARLES FENWICK, M.P.

Elected by Delegate Meetings of Trade Unions.

C. V. ADAMS	-	Cabinet and Furnishing Trades Group.
JOHN DUFFEY	-	Gas, Coal, and Chemical Trades Group.
R. FAIRBAIRN	-	Shipping Trades Group.
J. DEANS	-	Metal Trades Group.
HENRY R. TAYLER	-	Buildings Trades Group.
L. W. LILLINGSTON	-	Clerks, Shop Assistants, and Warehousemen.
D. D. LEAHY	-	Printing and Paper Trades Group.
E. BALLARD	-	Carmen, Coach, Tram, and Bus Employees.
W. S. DE MATTOS	-	Railway Workers Group.
A. W. PAMPHILON	-	Clothing Trades Group.
E. F. SHERRIDAN	-	Provision Trades Group.
J. T. MORRISON	-	Leather Trades Group.

APPENDIX LXXVII.

BOARDS OF CONCILIATION AND ARBITRATION FOR LABOUR DISPUTES.

REVISED EXTRACT FROM THE REPORT OF THE PROCEEDINGS OF THE SECOND CONGRESS OF CHAMBERS OF COMMERCE OF THE EMPIRE, HELD IN MERCHANT TAYLORS' HALL, LONDON.

Third Day's Meeting, June 30, 1892.

The Right Hon. LORD BRASSEY, K.C.B., in the Chair.

The CHAIRMAN: The next question upon the programme is "Boards of Conciliation and Arbitration for Labour Disputes." I call upon Mr. Boulton, Chairman of the London Conciliation Board, to move the resolution which stands in the paper against the name of the London Chamber of Commerce.

Mr. S. B. BOULTON (London) in moving—

"That the frequent recurrence of labour disputes has caused and is causing great damage to the commercial and manufacturing interests of the Empire. That it is extremely desirable, in the best interests both of employers and employed, that the re-adjustment of the rates and conditions of labour, which from time to time is inevitable, should be brought about without the wasteful and calamitous results proceeding from strikes and lock-outs. And that this congress strongly recommends the formation of properly constituted boards of labour conciliation and arbitration in all important centres of industry and commerce throughout the Empire,"

said: "Mr. Chairman and Gentlemen,—The resolution to which my name is appended may, perhaps, be of less thrilling interest than the question which we have so long discussed; but I am sure no apology is necessary on the part of the London Chamber of Commerce for introducing a question so important to the industrial and commercial enterprise of the Empire as that of the relations between labour and capital. The gentlemen from the colonies will go back across the seas, and many of them—statesmen of the present, and statesmen of the future—will address large bodies of men, probably of working men. They will be able to say that so far as regards the question of the commercial unity of the Empire this congress has been very much alive to the importance of it. It has been unanimous in desiring that the commercial unity should be more closely knit, and if we have not quite arrived at some distinct and definite plan by which it is to be done, they will all carry home in their bosom the determination that they will never cease until they have found out the way of doing so. I hope they will also carry with them what is a message of peace to the

labour population of the colonies. You can say that this great and important congress has not neglected that question of relations between labour and capital, and I hope that they will be able to pass this resolution which stands in my name, and carry it back across the ocean as a message of peace and goodwill to the working populations all over the Empire. (Hear, hear.) But, indeed, it is very foolish, nowadays, for any people who deal with social questions to leave outside the question of sentiment. Sentiment is a very great factor in the management of human affairs. But we must also remember that if sentiment is this great factor, we must not allow our sentiment to run away with our common sense, and that, therefore, in dealing with labour questions we must be practical, otherwise our sentiments may do mischief both on one side of the question and on the other. It is, therefore, on a practical question that I address you this morning, to point out what we in London have been endeavouring to do to solve some portion of this great problem of the relations between labour and capital. There are gentlemen from the provinces of the United Kingdom, who have also been labouring in the same direction, who will doubtless give you their opinions on the same subject. It is no new question, this question of labour conciliation in England. Ever since 1860 attempts have been made in this direction, and, in fact, I think it was in 1860 that Mr. Mundella established the first labour conciliation board. (Hear, hear.) From that time to the present there have been in different parts of this United Kingdom conciliation boards of different kinds established, especially in the mining districts, and they have done very great good from time to time. They fail sometimes, as all good things fail, but they have done a very great deal of good. Latterly chambers of commerce have taken up the question. I think chambers of commerce are very well adapted as organisations for this purpose. The great difficulty is in a great centre of industry to find out who are the people who are to meet together in order to settle these matters. There is this fact existing in the chambers of commerce—that they can lay their hand on practical men acquainted with the different trades, and they can say, 'Meet together and try to form some arrangement by which the working men also will meet you and settle these questions.' Now, gentlemen, the intervention of the London Chamber of Commerce dates only from 1889. We had then, as you all know, a very disastrous strike in London, the strike of the dockers, which led to strikes in many other trades. The position was a very serious one. May I just be allowed to read one sentence from a pamphlet here which describes it:—'The strike spread from the docks to the wharves and numerous other industries. It was a marked feature of this period of civil war that many employers who had no disputes with their workmen, or had conceded all their demands, were as severely punished as those who held out. Banners were borne in the daily processions of the strikers with inscriptions to the effect that the bearers had no dispute with their employers, but that they struck 'on principle.' The position of the ordinary merchant was as serious as that of the direct employer of labour. He could not fulfil his commercial engagements, as he was unable to procure delivery of goods either from dock, wharf, granary, or ship. Orders were countermanded or placed abroad, ships ordered to other, and in some instances to foreign, ports. The paralysis not only of trade in general, but even of supplies of food from abroad, could hardly have been much greater, for the time being, if a hostile fleet had held triumphant possession of the mouth of the Thames.* We all know the great calamities which overtook commerce and manufactures at that time. They were inflicted all over the kingdom, and they were reflected, as we also know, in Australia. Now the council of the London Chamber of Commerce could hardly neglect to inquire if some means could not be found in order, if possible, to avert those misfortunes in future, and the chamber appointed a committee, which entered into a very arduous investigation which lasted nearly 18 months. They consulted with the principal employers of labour in the metropolis. They studied the question as to what had been done in previous years in other parts of the kingdom, they sought interviews with all the principal leaders of the working men and the trades unions, and the result was a report which was adopted by the council. That report being adopted by the

council, an organisation was formed which is at present the London Conciliation Board. Briefly I will describe what it is. The chamber selects 12 representatives of capital. They are chosen as much as possible from practical men, who understand the different questions appertaining to labour in the metropolis—wharfingers, gentlemen in the building trade, dock managers, chemical manufacturers, proprietors of ships and barges—in fact, all those trades which employ the greatest amount of labour. That was comparatively easy, because the council of the chamber, representing 3,500 firms of London merchants and manufacturers, had the material and wherewithal to select, but the difficulty was not where to get the 12 men on the part of capital, but where to get 12 representative men on the part of labour. It was found on consulting the labouring population and trades unions that nothing would satisfy them except a representative delegation. We, therefore, thought it would be better for them to select also the method by which the delegates should be elected. Meetings of trades unions were called together, and a great number of them responded to our call. They met several times; they selected their own method of election, which was to divide the trade of London into 12 great groups, and then choose a representative from each, so that we had in that way 12 elected members of some of the largest bodies of working men in the metropolis on the one side, and we had the 12 representatives of capital on the other side. That is our conciliation board. We have also one or two other members. Sir John Lubbock sits on our board as the representative of the London County Council, and to balance that—because the numbers and the voting must always be exactly equal—we have chosen a labour Member of Parliament. In all our meetings, all our committees, and all our arbitrations, we have a system of exact equality; capital and labour are exactly equal in the voting. We have now been in operation something like 18 months, and during that time our experience has been such as to justify our recommending something similar to the gentlemen who have come to this congress. Our favourite method is by conciliation, and by that we mean getting the parties in the dispute together and getting them to settle the dispute themselves by conference. We find in nine cases out of ten that that is the best method. We get them to meet in equal number; if they wish it, we appoint a chairman from our board, and sometimes two or three members of our board, who sit as assessors. They discuss the matter between themselves and reduce it to what it should be, a bargain—because the relations between capital and labour should be reduced to a question of a bargain. Labour is a commodity which has to meet the market like everything else, a most precious commodity, but still it is a commodity which must follow the laws of supply and demand. If, however, this method of conciliation is not fruitful of results, we then recommend arbitration, but arbitration also, as a rule, by a committee composed of equal numbers of employers and employed. We have found that work extremely well. In one instance we sat three employers and three workmen. We had before us the disputants in the case. They each stated their case, and we decided upon it there and then, and gave them our decision, which has been carried out ever since most loyally by both sides. That is one of our cases of arbitration, which has been extremely successful. Of course, there is nothing to prevent arbitrators—single persons—being appointed, but, as a rule, we find that both parties like to have an arbitration of equal numbers of representatives of employers and employed. These are cases which are sometimes heard of in the papers, but I must say that perhaps the most useful work that we do is that work which is never heard of by the general public at all. (Hear, hear.) It is a silent process of conciliation which takes place when some persons either a workman, a union, or a body of employers have some little difficulty, which they fear will lead to a strike. They come to us and say, 'Can you send to the other side and talk to them'—sometimes it is one individual, sometimes a firm, sometimes a union. We send to the other side. We have only to send to the union leaders, and they come to us readily, and they will listen to what we have to say in reason. By that means many things are settled which are never heard of in the papers at all, but which prevent strikes from taking place. (Hear, hear.) There is another thing. The effect of our meeting from time to time has an educational result. In saying this I do not intend anything offensive to the workmen, there is no doubt they have something to learn in meeting with us; they have to

* Article in the "Nineteenth Century," June 1890, "Labour Disputes and the London Chamber of Commerce."

learn that there are bodies of employers who are perfectly reasonable, and who are willing, although their interests would not always seem to be the same, to point out why differences occur, and who are willing to agree upon a reasonable basis. I think the effect of talking these matters over with working men, upon the principles which educated men generally follow, has a very great educational effect upon the working men. And I am bound to say that it has an educational effect upon the other side also. We also have much to learn. (Hear, hear.) We have much to learn from the working men, and I myself, although I may say I am almost a veteran employer, having employed a large body of men for over 45 years, both in England and foreign countries, and having also had great experience under a great captain of labour, the father of our worthy chairman at present, Mr. Thomas Brassey (cheers), with all my experience I have learned a great deal during the last two years from contact with working men. I have learned to distinguish between professional agitators and the real working men who are leaders of unions. From the professional agitator we can never expect much help in a cause like this, whether that professional agitator has been educated in a board school, or whether he has been educated in a college. The men who want to climb to power and prosperity on the shoulders of the working men, by flattering their worst prejudices, are the greatest enemies to commerce and manufacture, and to the prosperity of the Empire itself. We find that many of the working men—and here I repeat the experience of Mr. Mundella which he told us 30 years ago—whom we thought to be turbulent, the very men whom we thought to be unreasonable, only appeared so to us, because we never met them, and refused to meet them; we find that when we get them round a table and discuss these matters from a business-like point of view that they are disposed to be as reasonable as we are, and that while they discuss these matters from the point of view of the workmen—which they do most ably and temperately—at the same time they are willing to submit to reason. And I am bound to say, sitting as I have at many of these meetings, as chairman of the London Conciliation Board, that I have no fault whatever to find with the demeanour of any of these men, who have been sent up by the trade unions of London to represent their different interests on our board. (Hear, hear.) I would say one more word as to the impediments which stand in the way of what I think is a good work. One of the impediments I have of course already mentioned, namely, opposition on the part of professional agitators; they do not want conciliation, and they will tell you so. But there is another impediment, and I would earnestly urge upon all men in my own position—those who are engaged in commerce and manufactures—not to be afraid of the trades unions. It is no use being afraid of them or showing distrust of them. They are a very great factor in England, they are acknowledged by the law of the land, they have as much right to their organisation as we have to ours, and the more frankly and freely you meet them the better it will be for both sides. I know that some of our best attempts at conciliation, when we have had the materials in hand to prevent strikes, have failed because the employers on their side have said, 'We do not mind meeting working men, but we will not recognise the unions.' That is a mistake. (Hear, hear.) Recognise the unions, recognise them freely and fully, meet them on equal terms, then, if they are unreasonable, you can say so, you will have the right to say so, but do not refuse to meet them, do not refuse to meet their leaders, do not refuse to recognise them from every point of view. So far as the position which we have taken up in the Chamber of Commerce is concerned, I think it is justified by the successes we have met hitherto. Of course, progress is very gradual—Rome was not built in a day. I myself believe this cause of labour conciliation will be triumphant. I do not suppose I shall live to see the full results of it, but I hope my grandchildren may. But besides what we have done in London, a great many of our chambers of commerce in the United Kingdom are taking similar steps. There is a list of about 12 or 13 who have been corresponding with us on the subject, who have started to form boards of conciliation, which I hope will be as successful as ours have been. At the associated Chambers of Commerce meetings resolutions have been passed from time to time, and passed unanimously, to the effect that such an organisation as this is of great utility to the trade and commerce of the country. I hope, gentlemen, that you will endorse that sentiment,

and that, coming as you do, from all parts of this great Empire, you will be able to arrive at a unanimous vote that this movement which we have inaugurated, and which we are endeavouring to spread, is not only in the interests of trade and commerce in the United Kingdom, but in the United Empire to which we all wish prosperity and happiness." (Cheers.)

The resolution having been seconded by Mr. T. F. Firth of the Heckmondwike Chamber of Commerce,

The CHAIRMAN said: "I am sure that the gentlemen present will accord a hearty welcome to Mr. Dibbs, who is prepared to offer you some observations which will give you exceedingly valuable information on this subject."

MR. DIBBS (Premier, New South Wales): "The advice which is submitted to you in this resolution to accept, I have great pleasure in informing this meeting, has taken practical shape already in the colony of New South Wales. For many years we, in common with the rest of the Empire, have suffered from the disastrous effects of strikes, and many of our public men have directed their attention for a long time past to an endeavour to meet the difficulty in the only way in which it ever will be met, by an appeal to reason without an appeal to force. Many years ago, in Sydney, I was a victim in a large company, of which I was chairman, of the largest strike that ever took place in New South Wales. I watched and painfully felt the effect of that strike, and I watched the effects of strikes in other branches of industry within the colony, and I appealed to the trade unions and the trade and labour council on the subject. I was pleased to hear the remarks of the mover of the resolution when he said 'trust the unions.' The unions are generally composed of the most intelligent men to be obtained from the working classes, and these men are prepared to argue and reason out the whole of these questions, with an amount of ability which would surprise many employers who listen to them. Trust the unions with frankness, and you will find that your confidence will not be misplaced. Ten years ago I ventured to put before the trade and labour council of Sydney, a pamphlet that I had written on the question of the desirability of establishing boards of conciliation and arbitration. That address was discussed by the trade and labour council representing the whole of the trades and industries of the colony; it was discussed for a period of six weeks, and at the end of that time the proposal was, unfortunately, thrown out by a single vote—I believe the casting vote of the chairman. It was thrown out upon this idea: that as I had had frequent contests with the artisans, the labouring men of Sydney considered that I had some sinister object in view in recommending the remedy to them: I am glad to say, that while since the last election we have been honoured in the Legislative Assembly in New South Wales with 86 labour members, the views I held ten years before have become an accomplished fact, and we have a measure on the statute book at present, which creates the material for boards of conciliation and arbitration, and that Bill was carried with the aid of the labour representatives in the House. Now, when we find labour prepared to admit the principle which has been put forward in this resolution, I think this congress will cheerfully accord a perfectly unanimous vote, with a view of endeavouring to give effect to that which alone can settle difficulties of this kind. Those who have been victims of strikes, and those who have given long and patient study to the subject, have realised the fact that whatever difficulty an employer has with his men, though a strike in the present brute form takes place, ultimately there must be some concession, there must be arbitration, and there must be a settlement: The whole principle involved in conciliation and arbitration is to let the light of reason step in in the first instance, instead of resorting to brute force. The resort to brute force brings ruin to the industry which is interested in the strike, and when all that has taken place, the necessities of the people bring them face to face, and some sort of settlement is arrived at. I am satisfied that if the unions are trusted, if confidence is placed in the men, the silent work which boards of conciliation do will produce the largest amount of good, bringing together the disputants face to face round a table; when it is found that nine-tenths of the difficulties evaporate even without discussion. When men find that their masters are prepared to receive them frankly and openly, an enormous amount of good is done. In the coal industry, where the master and men are under terms that all matters in dispute between them shall be settled by

arbitration, we have found in 20 cases out of 21, that arbitration has put an end to what otherwise would be a disastrous strike. In a young country like New South Wales, we cannot afford the luxury of a strike any more than you can in a country like England. I have ventured to make these observations, although to a large extent I am like a fly in amber, and have no right to be here; I have no right to speak before this audience except by the consent of the meeting, which has been cheerfully accorded me. Of course, I cannot vote, and I like taxation and voting power to go together. At the same time I thought it would be desirable for me to mention that in New South Wales we have had this important question before us, and that in the early part of this year we placed upon the statute book of the colony a Bill to effect the desirable object contemplated in this resolution. I thank the meeting for its kind reception of my remarks." (Cheers.)

Mr. F. F. REND (Leith): "I should be glad if the mover of the resolution would kindly indicate to us, in a single sentence, the means by which the acceptance of awards and the observance of the conditions and decisions given are secured on the part of the men. Many of our difficulties in Scotland arise from the men breaking away from the bargains made. I am not speaking of the larger unions, but in the newer unions that have been formed, such as the Seamen's and the Dock Labourers' Unions. These men pay no attention to any bargains that are made. That is our experience. I am in perfect sympathy with the resolution, but I should like to know how that difficulty is to be overcome."

Mr. Boulton: "In reply to the gentleman who has asked the question, I would say that our method is this: As soon as we have arrived at a decision we call in the secretary of the board to draw up a formal document, of which three copies are made, and we make the parties sign it there and then. We generally, if we can, insert a clause to the effect that no alteration shall be made in the agreement by either party, without giving three months' notice. When the agreement is signed, we impress upon the parties that it will be extremely dishonourable on either side to break it, and I am glad to say, that hitherto our experience has been that although a good many agreements of that kind have been signed, we have not had a single instance in which they have been broken. Of course, we have not the sanction of the law, and I hold that it would be impossible to get any legal enactment by which to force a man to say, 'You shall work at so much a day,' or by which you can force a manufacturer to open his factory and pay his workmen so much a day. But if you get an agreement signed, and if you get it perfectly known that if either party goes from it, it will be published immediately, I think you may rely upon it that in nine cases out of ten, the agreement will be carried out. The agreement should be made as formal as possible, and it should be understood, as a matter of honour, that they are not to break away from it, and that if they do they will be considered in the wrong, and that public sympathy will go against them."

Mr. B. PLUMMER (Newcastle Chamber of Commerce): "I should not have spoken on this subject had it not been that I have had a very long experience in these matters. It is exactly twenty years ago this year since I became secretary to the employers' association in the shipbuilding and engineering trades of Newcastle, and that experience has taught me, as I think it has taught the men and the employers, the same lesson that Mr. Boulton has said they have learned in London, and that Mr. Dibbs has said they have learned in New South Wales, and that is, the desirability of meeting the unions frankly, and endeavouring to deal with them. I know that some of the employers who are parties in the association that I do not represent here, but which I am engaged for, have come to that opinion although a few years ago they held exactly the reverse. I have also found that the men have come to the same opinion. We never refuse to meet them, we always meet them and discuss the matter with perfect frankness. We have no board of conciliation, so to speak, but we have committees on both sides, and they discuss the matter in dispute, and then bring it before the main bodies. I may also say, that we find that the older and stronger unions are, with perhaps one or two exceptions, the most easy to deal with. (Hear, hear.) There is one point that I should like to mention with respect to the unions, and it is a point that I know, having watched it myself, has been brought out very strongly before the Labour Commission within the

last few weeks, that is the power that the executive council of the union has over its members and its branches. We find the greatest difficulty in dealing with the local committees of large associations, who are allowed to have the greatest amount of liberty by the executive councils, but the smallest amount of difficulty is experienced when the executive councils of associations hold districts committees, and take part in the negotiations themselves or by one or two of their members in settling these disputes. I am extremely sorry to say that our experience in the north of England has not been so fortunate with respect to arbitrations, and men adhering to decisions as it has been in London. Two years ago we had a very long arbitration upon a question arising not upon wages, as between employers and employed, but upon a question of demarcation, especially in the shipyards between joiners and shipwrights. The introduction of iron as a material for ship-building has, to a very great extent, altered the position of the joiner and the old shipwright, who worked in wood, and they have come into collision, and more frequently than they used to do, and have quarrelled between themselves as to who should do certain portions of the work. A very exhaustive inquiry was made by a very able representative of labour,—Mr. Burt, M.P. for the Morpeth Division. He published his award, and no sooner was it published than one party to it said, 'We are not going to work under it'; and after a temporary arrangement with the employers, extending over a few weeks, they were obliged to give notice that they would insist upon the award being carried out on a certain day, and on that day the joiners went out on strike for thirteen weeks against the award. The employers were no parties to the dispute and to the stoppage, in which they had practically little or no work. It was finally settled by the other trades coming in, saying as they did, that their work was going to be jeopardised, because the work in the shipyard was so much delayed that neither the blacksmiths nor the ironworkers were getting their full work. They took the matter in hand, and compelled the two parties to settle the dispute. Last year we unfortunately had a similar dispute on the question of demarcation between the fitters and the plumbers in the ships. There, again, modern constructed ships have brought about a very complicated system, particularly in the case of warships, and that has led to a considerable difference between these two classes of men in the fixing of lead pipes and iron pipes. They agreed to submit the matter to a committee consisting of the representatives of the two bodies of men themselves. They issued a list which they agreed to, but that list had not been three weeks in force when they said they did not understand what it meant, and they went out on strike. The employers then, after a very great deal of trouble, got a committee together consisting of five employers, five plumbers, and five fitters, and they drew up a demarcation of the work; but they had not been in existence above three weeks or a month before the fitters struck against it. There, again, the employers were put in the position of having a strike of ten or fifteen weeks' duration. The whole of the engine-works of the Tyne and the Wear were at a complete stand upon a question with which they practically had little to do. These are two cases, which I exceedingly regret to have to mention, in which the working men, with the sanction of their councils, have broken away from the awards that they had honourably entered into, and submissions which they had signed. Of course, you cannot do anything to compel workmen to work at certain wages. In a dispute in the chemical trade in Newcastle, in which you, my Lord, acted some years ago in settling it, I happened by accident again to be the secretary of the board of conciliation, and I know that the award worked remarkably well for some time; but there, again, we found a difficulty in compelling the men to adhere to the decision of the board, and we were advised by one of the ablest men in the north of England, that the only way of dealing with the question was to make it one of the rules of the work, one of the conditions under which the men were engaged, that the decisions of the board of conciliation should be adhered to. I have great pleasure in supporting the resolution."

Mr. W. FIELDING (Premier, Nova Scotia): "When I was invited by Sir John Lubbock to accept a visitor's seat in this congress, he was good enough to express a wish that I might take some part in its deliberations.

I have not hitherto availed myself of his courtesy, and perhaps the congress has reason to be pleased that I have not. I confess that I was strongly tempted during the discussion of these trade questions, and the frequent allusions to the Dominion of Canada, and the provinces constituting it, to avail myself of Sir John Lubbock's courtesy, but I am sure that had I done so I should have had the misfortune to differ from Sir Charles Tupper, and perhaps the majority of the Canadian representatives; so that it is perhaps as well that I did not take that step. It is more agreeable to my tastes, and I am sure it will be more agreeable to the congress, if in the few minutes that I occupy your attention I speak upon the subject before you—the subject of boards of conciliation—a subject upon which we can hardly have any difference of opinion. But my special purpose in rising and occupying your attention for three or four minutes was to add my testimony to that which has been so ably given by Mr. Boulton, who moved the resolution, and to that which has been given by my brother colonist from New South Wales, as to what you can do with the labourers of the country if you will only treat them fairly. I am in a position to say that in my own province of Nova Scotia we have during the past few years made great progress in that direction, and that, in part by legislation, and perhaps in a larger degree by a fair understanding with the working men, we have almost put an end to those labour difficulties of which we had a share, and which in other parts of the world have created so much trouble. I have said that it has been done in part by legislation. It may be of interest to many here to know that we in Nova Scotia have, as respects one particular class of labourers, a compulsory arbitration system, a system which was adopted with the fullest concurrence of the working classes, and I think it is not too much to say, with the concurrence of the capitalist classes also. I refer to a special Act in relation to labourers in coal mines. The mines in Nova Scotia are not strictly the property of the companies. They are owned by the Government, and leased to the companies who operate them. The leases are long, and are granted on liberal terms. The tenure is quite satisfactory, and works pretty well; but inasmuch as the Government owns the coal mines, and has the royalties of every coal farm—a large part of the provincial revenue—we thought we had just grounds for dealing with the coal trade in an exceptional manner. We therefore passed an Act several years ago for compulsory arbitration in the case of difficulties between labour and capital in that branch of industry. I mention this that you may understand why we apply it to the coal trade only. It is because the coal trade in a certain sense is a trade of the State; the coal is owned by the State for the province, and we thought we had good reasons for making special provision respecting it. It happens that there has been no case in which the terms of the Act have been called into operation; but that proves nothing. On the contrary, as has been well said, it is the silent work that we do in this way that is the most effective. It is sometimes said that the courts of appeal have not much to do; but the knowledge that there is a Court of Appeal has a very valuable effect in preventing cases from reaching it. So I am sure that the existence of this compulsory arbitration is a means of doing a great deal of good. But although there have been no cases in which the Act has been called into effect, there have been cases in which the same spirit has been exhibited in a less formal way. In one of our coal-mining industries we had a serious strike several years ago. It was a very grave matter, and although there was no official action by law, the Government interfered in a quiet and friendly way, and the managers and the working men were content to consent to that friendly arbitration. The result was that the strike was ended, and matters went on smoothly. A little later a difficulty occurred with respect to one of these smaller questions that sometimes cause more trouble than larger ones. Some men were dislodged, and a lodge of the Working Men's Association took up their cause, and the result was that there was a strike; but so impressed were they with the idea that there should be some sort of official arbitration, that both parties agreed to refer the matter to the Premier of the province; and one of the last duties that I performed before I left, was to go to Spring Hill to the board of arbitrators and settle the whole matter. I know that the decision was not altogether acceptable to the working men, but it was a matter of honour with them. They had agreed, and they were bound to

accept it, and they did accept it readily. If they had resorted to official arbitration under the law the decision might have been enforced by penalty, because we have provided that the company may retain fourteen days' wages from the workmen if they failed to accept the judgment of the arbitrators, and fourteen days' pay is a considerable item for working men in any part of the world. I do not wish to trespass further upon your time. I simply wish to mention we have found in our own experience that it is possible, partly by official action, and partly by friendly action, to deal with this matter; and in my province of Nova Scotia we have in that way put an end to these difficulties. Even since I left there have been some difficulties of the kind in Halifax, and they submitted the matter to two or three leading statesmen, whose decision the parties have accepted. I am persuaded that if the men are not kept at arms' length, that if while discouraging the professional agitator, and giving him the cold shoulder, employers will meet the men in honest friendship and kindness.—I am persuaded from the experience that they have had in our little province of Nova Scotia that there need be no fear of labour difficulties in future years."

Mr. NEVILLE LUBBOCK: "I should like to ask one question. What is the remedy in case of an employer not obeying the arbitrator's decision?"

Mr. FIELDING: "There is a penalty on both sides. Of course capitalists have a large interest at stake, and are generally anxious to carry out the agreement."

The CHAIRMAN (Lord Brassey): "In putting the resolution, perhaps, you will allow me to say a word or two in its support. It contains a self-evident proposition, one which I am sure must commend itself to every man interested in the trade, commerce, and industry of this country. It is evidently desirable that matters in dispute between employers and employed should be settled by friendly means rather than by the rough and costly and grievous method of open warfare by strikes or otherwise. In meeting these difficulties by means other than those of strikes and warfare there are two methods that have been put in practice. One is arbitration by an individual invited to adjudicate from outside, and the other is by a board of arbitration or a board of conciliation. I have had some personal experience of the working of the method of adjudication by an individual who is invited to come in from the outside as an umpire between the employed and the employer. I have had experience in connection with the chemical trade in Newcastle. On that occasion I had the great advantage of being assisted by arbitrators, Sir Lowthian Bell on one side, and Mr. Burnett on the other; and I need not say that with such able representatives of capital and labour as those two individuals the task of the umpire was made comparatively easy. I had to deal with a dispute on an extensive scale in the potteries, and in that case it was possible, though without technical experience, to form some opinion of the merits of the case by looking at such broad tests as the figures of our export trade and making comparisons year by year. The last dispute in which I was invited to act as arbitrator, and in which I consented reluctantly to act, I was prompted to take up the task because I was most intensely anxious that the terrible strike in our docks in London should be brought to a close. In that case I had to deal with a more complicated matter, namely, the dispute between the master lightermen and those in their employ. In that case there was no assistance given by experienced advisers such as Sir Lowthian Bell and Mr. Burnett. There were no Board of Trade tables to look to, and, indeed, from the nature of the work it was as impossible to fix a standard or scale of price for the payment as it would be to fix a scale of price for the payment of a crew of a ship engaged in doing battle with storm and tempest at sea. My experience has led me to the conviction—and the strong conviction—that adjudication by means of a board of conciliation is greatly to be preferred to any attempt at settling disputes by the intervention of some umpire, who has no technical and no personal experience of the matters which are submitted for his consideration. No doubt there are advantages in submitting matters in dispute to unprejudiced and unbiassed minds; but it is quite clear when you deal with matters of a very technical nature that there are great disadvantages in appealing to one who after all when he pronounces judgment cannot be thoroughly and perfectly informed of all the bearings of the decision which he is invited to give. The successful working of boards of conciliation presumes that the

workmen shall be organised, and that the men who represent labour at the board of conciliation shall come there in a representative capacity. It would be impossible in these days to refuse to recognise the existence of trades unions. On the contrary, now that labour and industry have been developed upon the great scale of modern times, we ought to welcome these organisations as being practically the only means by which complete information upon the conditions of trade and industry can be conveyed to the mass of workmen by men whom they trust as being interested in their own point of view, and who have sufficient leisure to be able to study these matters, and to become acquainted with all that ought to be known in order to give advice to the workmen as to the justice of their demands. When you have a trades union organisation and duly accredited representatives you can then work a board of conciliation. I am quite sure that what has been said by previous speakers must commend itself to all that it is desirable to have some machinery by which labour and capital can be brought into closer contact, by which the explanations that the workmen ought to receive on behalf of the masters can be conveniently given, and where discussions can take place, and where by discussion you can avoid those conflicts which are so disastrous, and which we all so much regret. I do not feel that it is my duty to interrupt the proceedings by speaking at any length on this matter. The considerations are obvious, and I have no doubt that when I put the resolution to you it will be unanimously accepted.

The motion was unanimously adopted.

THE OFFICIAL LIST OF ACCEPTANCES showed that the Congress was supported by the Bodies of which the descriptions appear in the appended List.

- Aberdeen Incorporated Chamber of Commerce.
 Adelaide (S. Aust.) Incorporated Chamber of Commerce.
 Adelaide Incorporated Chamber of Manufactures.
 Aden Chamber of Commerce.
 Auckland (N.Z.) Chamber of Commerce.
 Barbados (*sic*) (B.W.I.) Committee of Commerce.
 Barnsley and District Chamber of Commerce.
 Barrow-in-Furness Chamber of Commerce.
 Batley Chamber of Commerce.
 Belfast Incorporated Chamber of Commerce.
 Belleville (Ont.) Board of Trade.
 Bengal (Calcutta) Chamber of Commerce.
 Birmingham Chamber of Commerce.
 Birstall and District Chamber of Commerce.
 Blackburn and District Incorporated Chamber of Commerce.
 Bombay Chamber of Commerce.
 Bradford Chamber of Commerce.
 Brantford (Ont.) Board of Trade.
 Brisbane (Queensland) Chamber of Commerce.
 Brisbane, National Agricultural and Industrial Association of Queensland.
 Bristol Incorporated Chamber of Commerce and Shipping.
 British Columbia (Victoria) Board of Trade.
 Brockville (Ont.) Board of Trade.
 Canterbury (Christchurch, N.Z.), Incorporated Chamber of Commerce.
 Cape Town Incorporated Chamber of Commerce.
 Cardiff Incorporated Chamber of Commerce.
 Chatham (Ont.) Board of Trade.
 Cleckheaton Chamber of Commerce.
 Constantinople (British) Chamber of Commerce.
 Cooktown (Queensland) Chamber of Commerce.
 Cork Incorporated Chamber of Commerce and Shipping.
 Croydon Chamber of Commerce.
 Derby Chamber of Commerce.
 Dewsbury Chamber of Commerce.
 Dublin Chamber of Commerce.
 Dudley Chamber of Commerce.
 Dundee Incorporated Chamber of Commerce.
 Dunedin (N.Z.) Chamber of Commerce.
 Durban (Natal) Incorporated Chamber of Commerce.
 Edinburgh Chamber of Commerce and Manufactures.
 Exeter and District Chamber of Commerce.
 Falmouth (Port of) Chamber of Commerce.
 Geelong (Victoria) Chamber of Commerce and Manufactures.
 Gibraltar Chamber of Commerce.
 Georgetown (Demerara) Chamber of Commerce.
 Glasgow Incorporated Chamber of Commerce and Manufactures.
 Gloucester Incorporated Chamber of Commerce.
 Grahamstown and Port Alfred Chamber of Commerce.
 Halifax (N.S.) Board of Trade.
 Halifax Chamber of Commerce.
 Hamilton (Ont.) Board of Trade.
 Hartlepool Chamber of Commerce.
 Heckmondwike Chamber of Commerce.
 Hobart (Tasmania) Chamber of Commerce.
 Hong Kong Chamber of Commerce.
 Huddersfield Incorporated Chamber of Commerce.
 Hull Incorporated Chamber of Commerce and Shipping.
 Ingersoll (Ont.) Board of Trade.
 Ipswich Incorporated Chamber of Commerce and Shipping.
 Jamaica (Kingston) Society of Agriculture and Commerce and Merchants Exchange.
 Jamaica (Kingston), Institute of.
 Jersey Chamber of Commerce.
 Keighley and District Chamber of Commerce.
 Kendal Incorporated Chamber of Commerce and Manufactures.
 Kimberley Chamber of Commerce.
 Kingston (Ont.) Board of Trade.
 Kurrachee Chamber of Commerce.
 Lagos Chamber of Commerce.
 Launceston (Tasmania) Chamber of Commerce.
 Leeds Incorporated Chamber of Commerce.
 Leicester Chamber of Commerce.
 Leith Incorporated Chamber of Commerce.
 Lincoln Incorporated Chamber of Commerce.
 Liverpool American Chamber of Commerce.
 Liverpool Incorporated Chamber of Commerce.
 Llanelli Chamber of Commerce.
 London Anglo-Belgian Chamber of Commerce (*as guests*).
 London Incorporated Chamber of Commerce.
 London, Italian Chamber of Commerce Incorporated (*as guests*).
 London (Ont.) Board of Trade.
 Luton Chamber of Commerce.
 Macclesfield Chamber of Commerce.
 Madras Chamber of Commerce.
 Malta Chamber of Commerce.
 Melbourne Chamber of Commerce.
 Middlesbrough Incorporated Chamber of Commerce.
 Montreal Board of Trade.
 Montreal Chamber of Commerce.
 Montreal Corn Exchange Association.
 Morley Chamber of Commerce.
 Napier (N.Z.) Chamber of Commerce.
 Newcastle and Gateshead Incorporated Chamber of Commerce.
 Newcastle (N.S.W.) Chamber of Commerce.
 Newport (Mon.) Incorporated Chamber of Commerce.
 New Westminster (B.C.) Board of Trade.
 North Shields Chamber of Commerce.
 North Staffordshire Chamber of Commerce.
 Nottingham Chamber of Commerce.
 Oldham Incorporated Chamber of Commerce.
 Ossett Chamber of Commerce.
 Ottawa Board of Trade.
 Paris British Chamber of Commerce.
 Perth (Ontario) Board of Trade.
 Plymouth (Port of) Incorporated Chamber of Commerce.
 Port Elizabeth Incorporated Chamber of Commerce.
 Port Louis (Mauritius) Chamber of Commerce.
 Portsmouth (Port of) Incorporated Chamber of Commerce.
 Qu'Appelle (Assa., Canada) Board of Trade.
 Quebec Board of Trade.
 Rangoon Chamber of Commerce.
 Regina (N.W.T.) Board of Trade.
 Rockhampton (Qld.) Chamber of Commerce.
 St. John (N.B.) Board of Trade.
 St. Thomas (Ont.) Incorporated Board of Trade.
 Sheffield Chamber of Commerce and Manufactures.
 Sierra Leone Chamber of Commerce.
 Singapore Chamber of Commerce.
 Southampton Incorporated Chamber of Commerce.
 South of Scotland (Hawick and Galashiels) Incorporated Chamber of Commerce.
 Sunderland Incorporated Chamber of Commerce.
 Swansea Incorporated Chamber of Commerce.
 Sydney (N.S.W.) Chamber of Commerce.
 Toronto Board of Trade.
 Toronto Canadian Manufacturers' Association.
 Toronto Dominion Millers' Association.

Townsville (North Queensland) Chamber of Commerce.
 Trinidad (Port of Spain) Chamber of Commerce.
 United Kingdom, Association of Chambers of Commerce.
 Vancouver (British Columbia) Board of Trade.
 Wakefield Chamber of Commerce and Shipping.
 Walsall and District Incorporated Chamber of Commerce.
 Warrington Chamber of Commerce.

Wellington (N.Z.) Chamber of Commerce.
 Winnipeg (Mani.) Board of Trade.
 Winnipeg (Mani.) Grain and Produce Exchange.
 Wolverhampton Chamber of Commerce.
 Woodstock (Ont.) Board of Trade.
 Worcester Chamber of Commerce.
 Wrexham and District Chamber of Commerce and Agriculture.
 Yeaton, Guiseley, and District Chamber of Commerce.

APPENDIX LXXVIII.

26th February 1890.
 Botolph House,
 Eastcheap, E.C.

Re OLIVER'S WHARF.

Agreed, that the permanent men acknowledge that they were wrong in going out as they did.

Agreed, that all weekly men will in all circumstances give the full week's warning, and that all daily men will finish their day's work before leaving their employment.

Agreed, that our men will settle their own disputes with us, leaving other places to settle their disputes themselves, and will not strike because of any dispute elsewhere, unless it be made a general trade question by the Dock Labourers' Union.

Agreed, that all our men will always obey our orders, and do all our work, so long as they are in our employment, whether that work has any connexion with disputes elsewhere, or not.

Agreed, that proprietors will take back, on the above understanding, all the weekly and daily men they now have room for.

Agreed, that the men will always give intimation to manager or proprietors of any grievance or claim they may have, and that a week be allowed for negotiation and decision thereon, if necessary.

On behalf of the Dock Labourers' Union. } TOM MANN.
 BEN TILLET.

On behalf of the Oliver's Wharf. P. R. BUCHANAN.
 Chairman, Labour Conciliation Committee. } S. B. BOULTON.

APPENDIX LXXIX.

THE LONDON CHAMBER OF COMMERCE (INCORPORATED),

Botolph House, Eastcheap, London, E.C.

Re CEMENT FREIGHTS ON THE MEDWAY.

Telegraphic Address—
 "Convention, London."

18th March 1890.

Agreed,—

That the amount payable in respect of demurrage be paid by the owner to the bargemen as soon as the bargeman supplies to the owner sufficient evidence to ground an action at law for the recovery of that demurrage.

That the Medway Cement Manufacturers here represented will issue a uniform note to the bargemen to enable them to obtain that evidence.

That this agreement shall last for the minimum period of six weeks from this date, subject to which either party to be at liberty to apply to the Chamber to re-open the question.

On behalf of the Cement Manufacturers of the Medway. } SAM LEE SMITH.
 G. K. ANDERSON.
 WILLIAM PORTER.
 CHARLES R. CHEFFIN.
 D. METHVEN.
 On behalf of the Rochester, Sittingbourne, Maidstone, and Faversham Bargemen and Watermen's Protection Society. } WM. RILEY.
 ALFRED DORRELL.
 CHARLES FDK. ASHTON.
 FREDK. BUTLER.
 O. REYNOLDS.
 J. G. DANIEL.
 On behalf of the Labour Conciliation Committee of the London Chamber of Commerce. } S. B. BOULTON.
 V. B. KENNETT BARRINGTON.

20th March 1890.

We, the undersigned, have agreed upon the terms and conditions for all freights by sailing barges from the River Medway to the Thames, and from the Thames to the Medway, as between the Medway Cement Manufacturers on the one side and the Rochester, Sittingbourne, Maidstone, and Faversham Bargemen and Watermen's Protection Society on the other. The rate of freights and other conditions are specified in a list drawn up and signed this day. The conditions as to demurrage are contained in a separate document, signed on the 18th inst.

This agreement is binding on both parties, subject to three months' notice on either side. But in the event of the dispute of the bargemen with the Brickmasters' Association of the Medway not being settled, the bargemen reserve their right of withdrawing from this agreement.

Signed on behalf of the Bargemen. } WM. RILEY.
 ALFRED DORRELL.
 C. REYNOLDS.
 F. BUTLER.
 J. G. DANIEL.
 CHAS. FRED. ASHTON.
 On behalf of the Cement Manufacturers of the Medway. } SAM LEE SMITH.
 D. METHVEN.
 WILLIAM PORTER.
 G. K. ANDERSON.
 On behalf of the Labour Conciliation Committee of the London Chamber of Commerce. } S. B. BOULTON,
 Chairman.
 V. B. KENNETT BARRINGTON.

BATES OF BARGE FREIGHTS FOR THE MEDWAY.

Labour Conciliation Committee of the London Chamber of Commerce (Incorporated), Botolph House, Eastcheap, E.C.

RATES OF FREIGHT, DEMURRAGE, &c.

As agreed upon at the London Chamber of Commerce, between the Cement Manufacturers of the Medway and the Rochester, Sittingbourne, Maidstone, and Faversham Bargemen and Watermen's Protection Society, on the 18th and 20th of March 1890, to come into operation on and after the 1st day of April 1890.

	Cement.		
	Hornes Place.	Stodland.	Newhithe.
To Chatham Point	s. d. 0 9	s. d. 0 10	s. d. 0 11
Gillingham	0 10	0 11	1 0
Sheerness (inside)	1 0	1 1	1 2
Sheerness (from below Rochester Bridge).	1 0	—	—

	From Above Rochester Bridge.		From Below Rochester Bridge.	
	Per Ton. £ s. d.	Per Ton. £ s. d.	Per Ton. £ s. d.	Per Ton. £ s. d.
To Tilbury Docks	0 1 6	0 1 5		
London Bridge, and all Docks and Wharves below.	0 1 7	0 1 6		
Chelsea	0 1 8	0 1 7		
Putney Bridge	0 1 9	0 1 8		
Chiswick Drawdock	0 1 10	0 1 9		
Brentford	0 2 0	0 1 11		
Richmond	0 2 6	0 2 5		
Teddington	0 3 0	0 3 11		
Kingston	0 3 2	0 3 1		
Hampton Court	0 3 4	0 3 3		
River Lea, Old Ford	0 1 9	0 1 8		
.. Lea Bridge	0 2 0	0 1 11		
.. Tottenham	0 2 3	0 2 3		
.. Abbey Mills	0 1 10	0 1 9		
Any cargo not amounting to a full freight to be paid (per freight).	6 0 0	5 10 0		

	Per Freight. £ s. d.
To Regent's Canal, Hampstead Road	6 10 0
.. Jews Harp or Paddington	7 0 0
.. Kensal Green	7 10 0
Surrey Canal	6 10 0
Two-thirds of towage and all tolls and dues on cargo to be paid by the shipper.	
Canals: All tolls, towage, and dues to be paid by shipper.	
Creek help as is customary.	
All shifts in same dock, if discharged or not	Each. 0 10 0
Shifts from dock to river, wharf, or other dock	0 15 0
Demurrage as per Agreement of March 18, 1890.	Per Ton.
Lighterage off and in Medway	0 0 8
Slinging cement into sailing or steam ship (sacks or casks)	0 0 2
Freightage on empty casks:	Each.
.. Thames to any part of Medway	0 0 1½
.. Within the Medway	0 0 1
Freightage on empty sacks	Per 100. 0 0 6

	Lime. £ s. d.
From Above Rochester Bridge to—	
Below London Bridge	6 0 0
Chelsea	6 10 0
Mortlake	7 0 0
Brentford	7 10 0
Richmond	8 0 0
Ware Cut and Stratford	6 10 0
Barges loaded to await orders to receive 15s. per day.	

	Per Ton. s. d.
From Above Rochester Bridge to—	
Beckton	1 3
Below London Bridge	1 4
Above London Bridge, as per cement scale.	
Bow Creek below Bromley	1 6
Bow Creek above Bromley as far as Old Ford	1 8
Chatham Point and Whitewall	0 8
Upnor	0 9
Below Upnor	0 11
King's Ferry	1 0
Murston and Sittingbourne	1 1
Conyer	1 4
Faversham	1 4
All dues to be paid and half bridge help allowed.	

	Bricks (Gault). Per 1,000. s. d.
From Above Rochester Bridge to—	
Chatham Point	2 6
Gillingham	3 0
Sheerness (inside)	3 3
Sheerness Beach	3 9
Northfleet	3 6
London Bridge	3 9
All creeks and docks above Northfleet	4 0
Chelsea Bridge	4 0
Wandsworth	4 3
Putney	4 6
Hammersmith	4 9
Barnes Bridge	5 0
Brentford	5 6
Richmond	6 0
Twickenham	6 6
Teddington	6 9
Kingston	7 6
Hampton Court	8 0

Stocks from above Rochester Bridge, 3d. less per 1,000.
Stocks from below Rochester Bridge, 6d. less per 1,000.
Two-thirds of towage, and all tolls and dues above Mortlake to be paid by the shipper.

Coke.

(Applicable to South Metropolitan Gas Company's Stations.)

	To Below Rochester Bridge.		To Above Rochester Bridge.	
	Per 1,000. s. d.	Per 1,000. s. d.	Per 1,000. s. d.	Per 1,000. s. d.
From Brentford per 12 cwt.	1 6	1 6		
Fulham	1 4	1 5		
Battersea Bridge	1 3	1 4		
Below London Bridge.	1 3	1 4		
Bromley	1 4	1 5		

Demurrage, after two clear working days, 15s. per day.

N.B.—When loaded at the Gas Light and Coke Company's Stations, to be per 48 bushels, at 1d. advance on the above prices.

Clay.

	Per Ton. s. d.
To Below Rochester Bridge	0 9
Above	0 11

<i>Breese, & Co.</i>		<i>Sand.</i>	
Breeze, Ashes, and Manure—	£ s. d.	From Thames, clear of Loading	s. d.
Barges, 90 tons and under	- - 5 0 0		- 1 6
" above 90 to 100 tons	- - 5 10 0		
10s. extra from Above Fulham. Above 100 tons as may be agreed.		<i>Millstones.</i>	
		(Millstone)	s. d.
			- each 5 0
		All other goods as may be agreed.	
		Under the above headings, where no Demurrage rate is quoted, it is to be understood that the rate is to be as for Cement.	
<i>Thames Ballast.</i>			
To Rochester	per ton of 20 cwts.	s. d.	
Above Rochester Bridge	"	1 3	
		1 4	

APPENDIX LXXX.

LONDON CHAMBER OF COMMERCE (INCORPORATED).

LABOUR CONCILIATION COMMITTEE.

Messrs. JOHN BRINSMEAD & SONS and the LONDON AMALGAMATED FRENCH POLISHERS TRADE UNION.
AWARD.

Certain questions in difference between the above parties respecting the employment of French polishers by piece-work or by the day at Messrs. Brinsmead's Pianoforte Works, London, having been referred to the arbitration of the Labour Conciliation Committee of the London Chamber of Commerce (Incorporated), under a written agreement dated October the 20th, 1890. And the parties having by the same agreement agreed to abide by the award of such Labour Conciliation Committee.

We, the undersigned Members of the Committee having acted as the Arbitrators, and having heard the parties and their witnesses, find it proved:—

- (1.) That piece-work is, according to the evidence produced by both sides, the rule in foreign countries competing with the London pianoforte trade.
- (2.) That the employees can earn a larger sum per hour by piece-work under the new scale of increased prices agreed upon between Messrs. Brinsmead and their workmen on the 14th day of October 1890 (a copy of which scale was handed in to us as the arbitrators), than by day work at 8d. per hour, the rate named to us.
- (3.) That no sufficient reasons have been adduced for making a change from the system of piece-

work to that of day work at Messrs. Brinsmead's manufactory.

We accordingly determine the questions raised before us by the parties as follows:—

First.—That the system of piece-work be continued at Messrs. Brinsmead's manufactory, provided that payment for the same be fixed upon the new and increased scale of prices so agreed upon the 14th October 1890.

Second.—That before any change be made by either side in the existing system of piece-work at the above manufactory, three calendar months previous notice in writing be given by either side to the other through the London Conciliation Board.

A further question was raised during the course of the arbitration upon which conflicting evidence was produced, but, as the point was not specifically included in the submission to arbitration, we feel unable to deal with it as part of our award. Nevertheless, as a matter of recommendation we advise that for the future the cost of providing all materials necessary for the polishing of pianofortes be borne by Messrs. John Brinsmead and Sons.

(Signed) S. B. BOULTON.
H. O. ARNOLD FORSTER.
ALBERT K. ROLLIT.

APPENDIX LXXXI.

LONDON CONCILIATION BOARD.

Established "to promote amicable Methods of settling Labour Disputes, and the Prevention of Strikes and Lock-Outs."

Offices—London Chamber of Commerce,
Botolph House, Eastcheap,
London, E.C.

THE AMALGAMATED SOCIETY OF WATERMEN AND LIGHTERMEN OF THE RIVER THAMES and MESSRS. FRANCIS AND COMPANY, LIMITED, CEMENT MANUFACTURERS, CLIFFE AND VAUXHALL BRIDGE.

AWARD.

Telegraphic Address—
"Convention, London."

Telephone Number—1160.

Certain questions in difference between the above parties respecting the question of "residence," and the rate of wages and other matters, having been referred, under a written agreement dated the 19th of February 1891, to the arbitration of the London Conciliation Board, or to the arbitration of such persons as the said board might appoint, and the parties having by the same agreement agreed to abide by the award of such London Conciliation Board. Now we, the undersigned, members of the London Conciliation Board, having been duly appointed by the said board, and having acted as the Arbitrators, and having heard the parties and a witness, do hereby determine the questions raised before us by the parties as follows:—

Firstly.—That where resident lightermen are employed by Messrs. Francis and Company, Limited, one man shall be engaged for each barge, but we recommend that the lightermen should render each other assistance in cases of need and as far as it is practicable for them to do so.

Secondly.—That the payment of the sum of 7s. 6d., known as freight or despatch money claimed by the Amalgamated Society of Watermen and Lightermen of the River Thames shall not be compulsory upon Messrs. Francis and Company (Limited).

Thirdly.—That the regular weekly wages paid to resident lightermen by Messrs. Francis and Company (Limited), be fixed at 2l. 5s. per week, instead of 2l. 2s., as heretofore.

Fourthly.—That Sunday work, if under navigation or for passing barges in and out of a dock, or to or from the buoys outside Cliffe Creek to the works of Messrs. Francis and Company (Limited), therein be paid for at the rates set forth in clause 5 of the Award of Lord Brassey, dated the 24th of September 1889, in accordance with the printed copy handed to us.

Fifthly.—That this Award shall come into operation on and from Monday the 2nd day of March 1891, and that before any departure be made from the

conditions of this Award by either side, at least three calendar months' previous notice in writing be given by either side to the other through the London Conciliation Board.

S. B. BOULTON.

G. R. BIRT.

J. GRIFFIN.

J. G. DANIEL (*Bargeman*).

DANL. D. LEAHY (*Printing Manager*).

JOHN DEANS (*Template Worker*).

February 28th, 1891.

APPENDIX LXXXII.

LEGISLATURE OF NOVA SCOTIA, SESSION, 1890.

CHAPTER 8.

An Act to amend an Act of the present Session, entitled "An Act to provide a Tribunal of Arbitration in certain Cases."

(Passed the 15th day of April, A.D. 1890.)

Be it enacted by the Governor, Council, and Assembly, as follows:—

1. Section eight of the said Act is hereby amended by adding the following words:—"Nor shall the employed strike or abandon work until after complaint in writing to the Commissioner, and final adjudication thereon. If the employer or employed shall violate the provisions of this section, he or they shall be liable to all the penalties imposed by the 17th and 18th sections of this Act for failure to abide by the award of the arbitrators."

APPENDIX LXXXIII.

TABLES showing the Proportion of Sunday Labour in various Branches of Industry embraced by the Investigations of the Royal Commission on Labour; and, in particular, exhibiting the Variations in the Amount of Sunday Labour in Factories of the same Character and Size. With Introductory Observations. Compiled by JOHN GRITTON, D.D., Vice-President of the Lord's Day Observance Society of London, late Secretary from 1867 to 1892.

"The Sabbath, as a political institution, is of inestimable value, independently of its claims to Divine authority."—*Adam Smith*.

"England owes much of her energy and character to the religious keeping of Sunday. Why cannot France follow her, as the Sabbath was made for all men, and we need its blessing?"—*La Presse*.

"The Day of Rest is God's earliest gift to every man, given because our God is a beneficent God. It is therefore a gift to which every man has a right. This is the first proposition—that in a Christian country, where the Sabbath is known and observed, and where we have in our hands God's Word, which is the charter and deed of gift by which we hold it, every man has a right to the Day of Rest. Man also has need of the Sabbath. It is needful because God gave it, and God gave it because He knew it was needful."—*Sir Thomas Chambers*.

"Dans la célébration du Dimanche est déposé le principe le plus fécond de notre progrès futur."—*Proudhon*.

"Le Repos du Dimanche est le premier commandement l'hygiène; il fournit le moyen d'apprécier ce qu'un peuple a de sens commun, et combien il est avancé dans la civilisation."—*Dr. Paul Nisemeyer, de Berlin*.

"L'observation du Dimanche entraîne pour les individus comme pour les nations de funestes conséquences, et l'on peut dire que le Dimanche est la caisse d'épargne de l'humanité."—*E. Deluz, de Bâle*.

"Santé du corps et santé de l'âme, vie de famille et vie chrétienne, prospérité des nations et progrès du règne de Dieu, il n'y a rien moins que cela au fond même de la question du Dimanche."—*E. Deluz, de Genève*.

"L'affranchissement des esclaves sera le titre d'honneur du XIX^e siècle; ayons soin seulement que les blancs ne soient pas omis."—*Le Comte de Gasparin*.

"I am anxious, in common with all persons, of whatever Church, who love our Lord Jesus Christ in sincerity, that His resurrection-day

should be more particularly set apart for religious worship and religious study and meditation. And if the day ought to be thus dedicated to such purposes, it is plain we ought to abstain from anything that may interfere with its being observed, both by ourselves and by those we employ."—*Archbishop Whately*.

"Believing that our need of a Lord's-day is as great as ever it was, and that therefore its observance is God's will, and is likely, so far as we see, to be so to the end of time, I should think it most mischievous to weaken the respect paid to it."—*Dr. Thomas Arnold*.

"Believing in the authority of the Lord's-day as a religious institution, I must, as a matter of course, desire the recognition of that authority by others. But, over and above this, I have myself, in the course of a laborious life, signally experienced both its mental and its physical benefits. I can hardly overstate its value in this view; and for the interest of the working men of this country, alike in these and other yet higher respects, there is nothing I more anxiously desire than that they should more and more highly appreciate the Christian Day of Rest."—*Right Hon. W. E. Gladstone*.

"The natural difference between Campania and Spitzbergen is trifling, when compared with the difference between a country inhabited by men full of bodily and mental vigour, and a country inhabited by men sunk in bodily and mental decrepitude. Therefore it is that we are not poorer, but richer, because we have, through many ages, rested from our labour one day in seven. That day is not lost. While industry is suspended, while the plough lies in the furrow, while the exchange is silent, while no smoke ascends from the factory, a process is going on quite as important to the wealth of the nation as any process which is performed on more busy days. Man, the machine of machines—the machine compared with which all the contrivances of the Watts and Arkwrights are worthless—is repairing and winding-up, so that he returns to his labours on the Monday with clearer intellect, with livelier spirits, with renewed corporeal vigour."—*Lord Macaulay*.

PREFATORY REMARKS.

Among the causes of existing irritation between Capital and Labour which the Royal Commission is constituted to examine, in the hope of their removal, is that of Sunday Labour.

It seemed right, therefore, to inquire into the extent of such Sunday labour, to discover the irreducible minimum thereof in works of various descriptions, and of various magnitudes, and to learn in what measure this irreducible minimum is exceeded.

When certain allowances have been made for special conditions and difficulties, it seems not unjust to regard all degrees of Sunday work which exceed the minimum as being unnecessary.

All unnecessary Sunday labour is an evil which prudent and benevolent men everywhere should oppose and obviate.

Examination of the tables in this pamphlet will show that the evil of needless Sunday work is found in several branches of industry—possibly in all—and that

considerable variation in its degree and intensity is to be found under precisely similar conditions.

LIMITS OF INQUIRY.

The returns here given are from 17 different industries. Others, of equal importance, are omitted on various grounds.

There are special reasons for not including two great departments—the Railways and the Post Office.

The question of Sunday work in the Post Office was dealt with by a Select Committee of the House of Commons in 1887. "Report from the Select Committee on Sunday Postal Labour; together with the Proceedings, of the Committee, Minutes of Evidence, and Appendix. Ordered by the House of Commons to be printed, 10th August 1887."

The question of Railway Sunday work is now before a Select Committee of the House of Commons (1891–92), who have already published the evidence which they took in the session of 1891, and propose to continue their work till it shall be completed. "Report from the Select Committee on Railway Servants

(Hours of Labour); together with the Proceedings of the Committee, Minutes of Evidence, Appendix, and Index. (Communicated from the Commons to the Lords.) Ordered to be printed, 27th July 1891."

It may be added that some returns as to Sunday work in these two great departments were obtained, but it was found most difficult to reduce them to the form adopted for manufacturing industries.

GENERAL STATEMENTS OF METHOD.

Ten thousand applications, with proper forms for returns, were sent out.

The questions were as follows:—

1. What number of persons are employed in your works on the week days?
2. What number are at work on Sundays?
3. Are the hours of work on Sunday the same as on other days, or are they less?
4. What greater proportionate wage is paid for Sunday work than for work on other days?
5. What are the processes which require this amount of Sunday work?
6. Please to add any information or remarks which may elucidate the above replies, or which may be helpful to right conclusions on the questions dealt with.

About 600 could not be delivered.

About 100 were returned blank.

About 100 were filled in without reference to the form adopted, and were quite useless.

One hundred and forty-eight returned "No Sunday work," but without numbers for comparison.

Twenty-seven returned "Very little work," which, in most cases, meant not over 4 per cent. of the week-day work.

Two thousand two hundred returns were properly made, and they are classified and averaged in the tables now presented to the Royal Commission.

These tabulated returns come from 17 branches of industry, given in alphabetical order:—

Brewing, brickmaking, building, chemicals, cotton, electrical engineering, mechanical engineering, municipal engineering, gas, glass, hardware (metal), iron and steel, linen, mining, pottery, shipbuilding, and woollen.

The magnitude of the works is very varying, ranging from two or three men, to the maximum, at one cotton works, of 2,500, and, for one gas company, of 8,820.

VARIATIONS IN RETURNS.

The variation in the proportion of Sunday work is very great, reaching from absolutely nothing in many single works, representing 10 industries, to eleven-twelfths in gas, and, at one small brewery, 100 per cent.

Many of these variations are explainable—as, for instance, the proportion of work in cotton and gas, which industries are so different in their conditions that we are in no way surprised to find that their returns of Sunday work also are immensely different.

Even in the same industry, as in gas or in mining, it not unfrequently happens that varying conditions would lead us to expect varying proportions between the work-day and Sunday labour.

But like explanations do not offer themselves in the case of works of the same size, and carried out under like conditions, works in which the same raw materials are used, the same processes employed, and the same products sent to market.

The returns include 2,200 separate works, and embrace the following (with the number of persons employed):—

Brewing	-	-	198	with	7,653
Brickmaking	-	-	17	"	2,337
Building	-	-	5	"	1,715
Chemicals	-	-	143	"	10,491
Cotton	-	-	492	"	145,329
Engineering—					
Electrical	-	-	18	"	2,830
Mechanical	-	-	84	"	24,168
Municipal	-	-	43	"	5,756
Gas	-	-	292	"	30,477
Glass	-	-	45	"	5,951
Hardware	-	-	55	"	7,324
Iron and steel	-	-	112	"	34,242
Linen	-	-	22	"	8,891
Mining	-	-	288	"	77,057
Pottery	-	-	48	"	9,360
Shipbuilding	-	-	75	"	59,999
Woollen	-	-	268	"	55,803

Thus the returns are for 489,383 workers.

x 78448.

Of these, there work more or less on the Sunday 12,705, which is 2.59 per cent. of the whole.

The following table gives the number of men employed on Sunday in the 17 classes of work, and the percentage of that Sunday work to the work of the ordinary day:—

	No. of Men.	Percentage.
Brewing	617	3.07
Brickmaking	21	0.89
Building	4	0.23
Chemicals	536	5.11
Cotton	249	0.11
Engineering—		
Electrical	58	2.05
Mechanical	164	0.71
Municipal	460	7.99
Gas	5,506	18.00
Glass	599	1.68
Hardware	30	0.41
Iron and Steel	3,127	9.13
Linen	7	0.08
Mining	1,549	2.01
Pottery	79	0.84
Shipbuilding	86	0.14
Woollen	113	0.20

Taking the extremes in this table, it is evident that the proportion of labour is very various.

This result does not, of course, show that more than the given 2.59 per cent. are employed on Sunday, but it does illustrate very forcibly the large amount of labour in certain works of the following classes:—Brewing, electrical engineering, municipal engineering, gas, and iron.

In other classes the mean of rest and work is closer the percentage of the whole. They are brickmaking, building, cotton, hardware, linen, and shipbuilding.

SPECIAL OBJECTS OF INQUIRY.

It is this inequality of work, or, in other words, the large use of labour in a small percentage of works of various kinds, which is illustrated by the tables given in this report; and it is on this fact, rather than on the actual amount of work done all round, that the compiler desires to fix the attention of the Commission.

It should be observed that, in all probability, these returns do not present the worst side of the matter. Firms and companies who employ the largest proportion of Sunday work will be the least ready to furnish returns.

It should be observed also, on the other side, that the returns now presented give, in one particular, a too unfavourable result, inasmuch as the smaller works, of from two to ten workers, are those, oftentimes, in which the largest proportion of labour is used. This is particularly observable in breweries, gas, and iron.

It is probable that the net result of these two disturbing elements will leave general averages almost unchanged.

HOURS OF SUNDAY WORK.

In a very large number of cases the Sunday hours are less than those of the week day. No tables are given on this point, but a careful note of some hundreds of cases makes the time on Sunday to be one-half of the week hours. In a large number of cases the Sunday hours range from one-tenth to one-fifth of the hours on ordinary days.

There are cases in which the Sunday work is much longer than the week hours—the cost at which the worker purchases one Sunday in two or in three as a day of rest.

THE NATURE OF THE SUNDAY WORK.

A very considerable amount of the Sunday work will be embraced in the following items:—

1. Keeping up fires for machinery, for maintaining equality of warmth in certain mills, for sustaining heat in kilns, in ovens of potteries and glass works. This work may be greatly reduced or obviated by adopting the best methods for sustaining heat with the minimum of attention.

2. Repairing and fettling-up so that work may be resumed on the Monday morning. This is very common, but many firms and companies do not permit it, and succeed in their efforts to limit such work to the other days of the week, and that with little or no diminution of working hours.

3. Continuous processes in certain industries, chiefly iron and steel, chemical, ceramic, glass, malting, and brewing. These processes need from 21 hours to three or four days. Many of them can be obviated by care in the time of commencement of the continuous processes, so that either they may not be in operation, or may be in certain stages of advance, on Sunday, during which labour is not required.

4. Municipal work, springing from excessive late hours of markets and shopping on Saturday night, or from a desire for carefully cleansed and watered streets on the Sunday.

5. It should be noted also that a considerable portion of the work done may be traced to the following causes, all of which are preventable:—

- (a.) Working with insufficient plant.
- (b.) Economising the work of an insufficient number of men.
- (c.) Using appliances and methods which are inferior to those adopted by other workers in the same industries.
- (d.) The liking of many for Sunday work because of higher rates of wages on that day, or because the hours of business in public-houses are limited on that day, while the week days afford fuller opportunities for drinking.
- (e.) The wearing anxiety attending close competition with the producers of other lands, who are often able for a limited period to undersell the home producer by the simple methods of starvation wages, and by a general disregard to the physical and moral well-being of the wage-earning classes.

INCREASE OR DIMINUTION OF SUNDAY WORK.

1. It is to be feared that in some directions, especially in iron and chemicals, the adoption of methods which are at once more economical and more complex, has caused Sunday work to be convenient to a higher degree, and to approach more nearly the sphere of the absolutely necessary.

2. On the other hand, it is certain that the adoption of better methods, and the use of these methods under quickened intelligence and more instructed conscience, have led to a very general diminution in Sunday work over the field under survey. This is specially marked in gas, chemicals, and pottery.

The noticeable diminution of work has been secured by the efforts of employers and of the employed, now in conflict and now in conjunction, in about equal degrees; and the credit of the diminution may be awarded to both.

EFFECTS OF EXTRA PAY FOR SUNDAY WORK.

Attention has been given to the influence of higher wages for Sunday work on the amount of work done on that day. It would seem, from statements in returns, that the supposed advantage herein to the workman, and the actual disadvantage to the employer, very nearly neutralize each other. Larger wages make it the interest of the wage-payer to get his work done on any day but Sunday; but, in the case of the thoughtless and covetous wage-earner, the higher Sunday rate leads to a desire for the Sunday work, and, in some cases, to a determination to arrange for it by means more or less questionable.

GENERAL RESULTS.

The following 18 tables give the result of examination in the 17 industries under review.

It will be noticed that while proportions and averages, column 5, are given in decimal form, the maximum and minimum, in columns 6 and 7, are given in common fractions. This has been done to show, not only the proportion of work, but the actual amount—the denominator of the fraction in each case being the number of hands employed in the particular factory.

The last table, Number XVIII., gives each of the 17 industries and the totals for the whole.

They all illustrate the fact that, taking the minimum of Sunday work of the most careful firms as an irreducible minimum, there is found an excess, more or less serious, which can be traced only to carelessness, or to a deliberate indifference to the matter.

The minimum may be unavoidable, but necessity cannot be pleaded for the maximum, nor for much work which lies between the two.

TABLE I.—BREWING.

1.	2.	3.	4.	5.	6.	7.
No. of Works.	Size of Works. Employing	Whole Number of Men employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
63	Under 10	398	69	17'58	$\frac{1}{2}$	$\frac{1}{4}$
52	20	722	26	3'57	$\frac{1}{2}$	$\frac{1}{4}$
20	30	467	48	10'27	$\frac{1}{2}$	$\frac{1}{4}$
14	40	253	48	18'97	$\frac{1}{2}$	$\frac{1}{4}$
15	50	636	36	5'52	$\frac{1}{2}$	$\frac{1}{4}$
7	60	383	66	17'23	$\frac{1}{2}$	$\frac{1}{4}$
57	70	312	63	16'61	$\frac{1}{2}$	$\frac{1}{4}$
3	80	210	61	29'04	$\frac{1}{2}$	$\frac{1}{4}$
2	90	160	6	3'00	$\frac{1}{2}$	$\frac{1}{4}$
7	200	668	42	4'84	$\frac{1}{2}$	$\frac{1}{4}$
1	400	322	45	13'97	$\frac{1}{2}$	$\frac{1}{4}$
1	500	400	5	1'25	$\frac{1}{2}$	$\frac{1}{4}$
1	600	550	4	0'73	$\frac{1}{2}$	$\frac{1}{4}$
1	1,500	1,400	80	5'57	$\frac{1}{2}$	$\frac{1}{4}$
198	—	7,633	617	—	—	—

Proportion of col. 4 to 3, 8'06 per cent.

Extremes of Sunday work (col. 5) are 0'73 and 29'04 per cent.

TABLE II.—BRICKMAKING.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Employing	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
1	Under 10	5	0	0'00	0	0
2	20	28	1	3'57	$\frac{1}{2}$	0
2	30	43	0	0'00	0	0
2	40	67	2	3'00	$\frac{1}{2}$	0
1	50	40	0	0'00	0	0
1	70	63	3	4'60	$\frac{1}{2}$	$\frac{1}{4}$
1	80	74	0	0'00	0	0
3	200	370	3	0'81	$\frac{1}{2}$	$\frac{1}{4}$
2	300	422	3	0'71	$\frac{1}{2}$	0
1	400	375	5	1'33	$\frac{1}{2}$	$\frac{1}{4}$
1	900	850	4	0'47	$\frac{1}{2}$	$\frac{1}{4}$
17	—	2,337	21	—	—	—

Proportion of col. 4 to 3, 0'89 per cent.

Extremes of Sunday work (col. 5) are 0'00 and 4'60 per cent.

TABLE III.—BUILDING.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Employing	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
1	Under 100	35	0	0'00	0	0
1	200	100	0	0'00	0	0
2	400	780	2	0'27	$\frac{1}{2}$	0
1	900	850	2	0'23	$\frac{1}{2}$	$\frac{1}{4}$
5	—	1,715	4	—	—	—

Proportion of col. 4 to 3, 0'23 per cent.

Extremes of Sunday work (col. 5) are 0'00 and 0'27 per cent.

TABLE IV.—CHEMICALS.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Employing	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
114	Under 100	2,869	126	4'35	11	1/4
14	100	1,837	48	2'51	11	1/2
7	300	1,530	156	10'19	11	1/2
2	400	600	2	0'33	11	1/2
1	500	420	10	2'39	11	1/2
2	600	1,000	7	0'70	11	1/2
1	700	616	64	10'38	11	1/2
1	800	700	5	0'71	11	1/2
1	1,000	930	124	13'47	11	1/2
143	—	10,481	536	—	—	—

Proportion of col. 4 to 3, 5'10 per cent.
Extremes of Sunday work (col. 5) are 0'33 and 13'47 per cent.

TABLE V.—COTTON.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
94	Under 100	5,200	17	0'32	1/2	1/4
123	100	17,400	48	0'24	1/2	1/2
102	300	24,168	53	0'22	1/2	1/2
55	400	18,133	28	0'05	1/2	1/2
35	500	14,848	15	0'10	1/2	1/2
20	600	10,539	21	0'20	1/2	1/2
15	700	9,559	14	0'14	1/2	1/2
16	800	11,666	14	0'12	1/2	1/2
10	900	8,250	12	0'15	1/2	1/2
6	1,000	5,491	7	0'12	1/2	1/2
16	1,900	30,076	25	0'13	1/2	1/2
423	—	145,389	249	—	—	—

Proportion of col. 4 to 3, 0'11 per cent.
Extremes of Sunday work (col. 5) are 0'05 and 0'32 per cent.

TABLE VI.—ELECTRICAL ENGINEERING.

1.	2.	3.	4.	5.	6.	7.
No. of Works.	Size of Works. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Works.	Minimum of Sunday Work in best Works.
3	Under 20	43	0	0'00	0	0
3	40	36	12	13'63	11	0
2	60	30	14	15'55	11	1/2
1	80	60	0	0'00	0	0
4	100	329	20	6'08	11	0
2	200	230	2	1'45	11	0
1	400	350	0	0'00	0	0
1	500	480	0	0'00	0	0
1	1,300	1,300	9	0'78	11	1/2
18	—	2,230	53	—	—	—

Proportion of col. 4 to 3, 2'05 per cent.
Extremes of Sunday work (col. 5) are 0'00 and 15'55 per cent.

TABLE VII.—ENGINEERING (MECHANICAL).

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
6	Under 10	37	2	5'40	1	1
43	100	1,619	29	1'07	1/2	1/2
11	200	1,444	38	2'63	1/2	1/2
8	300	1,790	24	1'34	1/2	1/2
2	800	1,290	9	0'70	1/2	1/2
14	5,300	17,992	63	0'34	11	1/2
84	—	24,168	164	—	—	—

Proportion of col. 4 to 3, '87 per cent.
Extremes of Sunday work (col. 5) are 0'34 and 5'40 per cent.

TABLE VIII.—ENGINEERING (MUNICIPAL).

1.	2.	3.	4.	5.	6.	7.
Towns making Returns.	Magni- tude. Em- ployed.	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work.	Minimum of Sunday Work.
6	Under 20	78	23	29'48	11	0
4	30	83	4	4'82	1/2	0
4	40	125	16	12'80	11	0
2	50	80	2	2'50	1/2	0
2	60	103	5	4'73	1/2	1/2
2	70	123	30	24'39	11	1/2
2	80	145	17	11'72	11	1/2
1	90	85	8	9'17	1/2	1/2
1	100	98	0	0'00	0	0
11	300	1,443	111	7'69	1/2	0
2	300	465	20	4'39	1/2	0
4	400	1,415	153	10'74	1/2	0
2	800	1,546	73	4'51	1/2	1/2
43	—	5,753	460	—	—	—

Proportion of col. 4 to 3, 8'00 per cent.
Extremes of Sunday work (col. 5) are 0'00 and 29'48 per cent.

TABLE IX.—GAS.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
162	Under 10	648	500	77'16	1	1
39	20	496	140	28'22	11	1/2
16	30	390	87	22'48	11	1/2
8	40	229	64	24'71	11	1/2
7	50	291	51	17'52	11	1/2
5	60	230	59	21'07	11	1/2
13	100	900	157	17'44	11	1/2
41	4,000	14,403	3,536	24'52	11	1/2
1	9,000	8,890	923	10'45	11	1/2
298	—	30,477	5,506	—	—	—

Proportion of col. 4 to 3, 14'70 per cent.
Extremes of Sunday work (col. 5) are 10'45 and 77'16 per cent.

TABLE X.—GLASS.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Employing	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
6	Under 10	46	2	4'35	‡	‡
25	100	1,110	15	1'35	‡	‡
14	2,000	4,795	82	1'07	‡	‡
45	—	5,951	99	—	—	—

Proportion of col. 4 to 3, 1'65 per cent.
Extremes of Sunday work (col. 5) are 1'07 and 4'35 per cent.

TABLE XIII.—LUMEN.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Works. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
7	Under 100	271	1	0'37	‡	0
7	200	978	1	0'10	‡	0
3	300	742	1	0'13	‡	0
1	400	300	0	0'00	0	0
1	500	450	1	0'22	‡	‡
1	700	600	0	0'00	0	0
2	3,000	5,500	3	0'05	‡	‡
22	—	8,891	7	—	—	—

Proportion of col. 4 to 3, 0'08 per cent.
Extremes of Sunday work (col. 5) are 0'00 and 0'37 per cent.

TABLE XI.—HARDWARE.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
32	Under 100	1,240	4	0'32	‡	‡
9	200	1,019	3	0'28	‡	‡
6	300	1,350	3	0'57	‡	‡
8	600	3,715	15	0'49	‡	‡
55	—	7,324	30	—	—	—

Proportion of col. 4 to 3, 0'41 per cent.
Extremes of Sunday work (col. 5) are 0'28 and 0'57 per cent.

TABLE XIV.—MINING.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
4	Under 10	24	2	8'33	‡	‡
50	100	2,111	52	2'46	‡	‡
44	200	5,803	152	2'68	‡	‡
38	300	8,912	184	2'06	‡	‡
26	400	8,652	153	1'76	‡	‡
11	500	4,675	105	2'24	‡	‡
9	600	4,888	71	1'45	‡	‡
3	700	5,016	66	1'31	‡	‡
2	800	1,483	14	0'94	‡	‡
7	900	5,778	80	1'38	‡	‡
4	1,000	3,700	80	2'16	‡	‡
28	6,500	41,224	922	2'23	‡	‡
283	—	77,087	1,549	—	—	—

Proportion of col. 4 to 3, 2'00 per cent.
Extremes of Sunday work (col. 5) are 0'94 and 8'33 per cent.

TABLE XII.—IRON AND STEEL.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
36	Under 100	1,206	102	7'67	‡	‡
28	200	3,834	220	5'73	‡	‡
16	300	3,757	322	8'57	‡	‡
7	400	2,345	234	9'98	‡	‡
3	500	1,202	28	2'29	‡	‡
6	600	2,510	78	3'10	‡	‡
13	1,000	9,973	1,108	11'05	‡	‡
4	5,000	9,325	1,040	11'15	‡	‡
112	—	34,242	3,127	—	—	—

Proportion of col. 4 to 3, 9'00 per cent.
Extremes of Sunday work (col. 5) are 2'29 and 11'15 per cent.

TABLE XV.—POTTERY.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
6	Under 10	27	2	5'40	‡	‡
22	100	1,145	25	2'18	‡	‡
9	200	1,238	17	1'37	‡	‡
4	400	1,160	11	0'95	‡	‡
3	500	1,900	11	0'58	‡	‡
4	1,200	2,880	12	0'33	‡	‡
48	—	9,360	79	—	—	—

Proportion of col. 4 to 3, 0'83 per cent.
Extremes of Sunday work (col. 5) are 0'33 and 5'40 per cent.

TABLE XVI.—SHIPBUILDING.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factory. Employing	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
17	Under 100	632	3	0'33	4	5
10	200	1,120	3	0'28	7	7
6	300	1,360	2	0'15	7	7
12	500	3,275	8	0'21	7	7
5	600	2,600	8	0'31	7	7
6	900	3,950	5	0'13	7	7
19	7,300	46,462	59	0'12	7	7
75	—	59,999	86	—	—	—

Proportion of col. 4 to 3, 0'10 per cent.
Extremes of Sunday work (col. 5) are 0'13 and 0'33 per cent.

TABLE XVII.—WOOLLEN.

1.	2.	3.	4.	5.	6.	7.
No. of Factories.	Size of Factories. Em- ploying	Whole Number employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.	Maximum of Sunday Work in worst Factory.	Minimum of Sunday Work in best Factory.
11	Under 20	65	5	7'69	7	7
98	100	4,920	17	0'34	7	7
60	200	8,086	15	0'18	7	7
43	300	10,015	17	0'16	7	7
21	400	7,170	0	0'13	7	7
17	500	7,030	12	0'17	7	7
18	600	6,905	17	0'24	7	7
5	700	3,132	7	0'22	7	7
3	800	2,170	1	0'05	7	7
2	1,200	2,250	14	0'62	7	7
268	—	55,803	118	—	—	—

Proportion of col. 4 to 3, 0'22 per cent.
Extremes of Sunday work (col. 5) are 0'05 and 7'69 per cent.

TABLE XVIII.—GENERAL FOR THE 17 INDUSTRIES.

	1.	2.	3.	4.	5.
Character of Factory.	No. of Fac- tories.	Limits of Size. Employing	Whole Number of Men employed.	Em- ployed on Sunday.	Per- centage of Sunday Work.
Brewing -	108	2 to 1,400	7,653	617	8'07
Brickmaking -	17	5 to 850	2,337	21	0'89
Building -	5	35 to 850	1,715	4	0'23
Chemicals -	143	2 to 920	10,491	536	5'11
Cotton -	402	7 to 1,845	145,329	240	0'10
Engineering— Electrical -	13	12 to 1,200	2,830	58	2'05
Mechanical -	84	5 to 5,297	24,168	164	0'71
Municipal -	43	7 to 800	5,766	460	7'99
Gas -	292	2 to 8,840	39,477	5,506	18'00
Glass -	45	6 to 1,800	5,951	99	1'63
Hardware -	55	2 to 600	7,324	30	0'41
Iron and Steel -	113	5 to 4,500	34,243	3,127	9'13
Linen -	29	6 to 3,000	8,591	7	0'08
Mining -	283	5 to 6,249	77,057	1,540	2'01
Pottery -	48	3 to 1,130	9,360	70	0'84
Shipbuilding -	75	4 to 7,272	59,999	86	0'14
Woollen -	268	5 to 1,150	55,803	118	0'20
	2,200	—	489,383	12,705	—

The amount of Sunday labour to ordinary days (cols. 3 and 4) is 2'50 per cent.
Extremes of Sunday work (col. 5) are :—Linen, 0'08, and Gas, 18'00 per cent.

APPENDIX LXXXIV.

A BILL FOR THE TAXATION—"INCOME TAX"—OF LIMITED LIABILITY, JOINT STOCK, CIVIL SERVICE, ARMY AND NAVY, AND CO-OPERATIVE SOCIETIES.

WHEREAS a large amount of the trade of the country is transacted by the societies mentioned in this Bill, and a loss to the revenue is incurred in consequence of a considerable number of these societies being partly or entirely free from payment of Income Tax.

Be it enacted, &c., &c., as follows :—

(1.) This Act may be cited for all purposes as the Societies' Income Tax Act, 18—.

(2.) From and after the passing of this Act, all Limited Liability, Joint Stock, Civil Service, Army and Navy, and Co-operative Societies shall be treated as

units for the purpose of collection of Income Tax, without rebate to the individual members or shareholders thereof.

(3.) Any such Society declaring no dividend, but giving the benefit of profit to its members or shareholders in any other form, shall be taxed on 10 per centum of the annual turnover or value of business done.

(4.) All Acts or Clauses of Acts bearing on this subject shall be, and are hereby repealed, in so far as they affect the collection of Income Tax from these Societies.

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MEMORANDUM ON THE EVIDENCE TAKEN BEFORE THE COMMITTEE OF THE HOUSE OF LORDS
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(c.) Fur trades,

(d.) Shirt-making trades,

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LIST OF WITNESSES whose EVIDENCE has been consulted, with references to the NUMBERS of QUESTIONS to which their EVIDENCE relates in the MINUTES OF EVIDENCE taken before the COMMITTEE of the HOUSE OF LORDS on the "SWEATING SYSTEM."

Name of Witness.	Numbers of Questions in Evidence.	Name of Witness.	Numbers of Questions in Evidence.
A.B. -	11,648-745.	Lilley -	10,213-35.
Abrahams -	2748.	Madden -	7981-6.
Adamson -	2568-3226.	Maddy -	11,967-72.
Adler -	5740.	Maple -	6078-161.
Alexander -	5426-565.	McLaughlin -	25,548-638.
Allen -	28,325-97.	McLean -	26,514-78.
Attewell -	1700-24.	Miers -	4227-35.
Bassano -	22,793-22,898.	Morris -	22,182.
Bate -	31,898-902.	Morrison -	4728-59.
F. Baum -	3055-3166.	Moses -	8805-13.
S. Baum -	1038-43.	Munro -	1268-368.
Billing -	5044-7918.	Nepean -	10,986-24,658.
Birt -	14,353.	Newman -	10,276-80.
Blunt -	17,944.	Oram -	32,320-32.
B. Booth -	10,790.	Parnell -	2862-3017.
C. Booth -	308-93.	Pitkethly -	26,256-63.
Broider -	4471-4.	Platt -	31,043-31,126.
J. Burnett -	17,222-4, 32,112-21, Appendix O., Fourth Report.	Plattman -	3044.
E. Burnett -	30,452-589.	Pocock -	11,535-67.
Compton -	10,521.	Potter -	3248-353.
Cook -	27,573.	Price -	19,976-80.
Corin -	4864-72.	Priest -	19,309-13.
Corp -	7844-7.	Pugh -	27,085-146.
Craig -	9915-10,039.	Quinn -	29,771-835.
Davis -	5205-48, 25,258-325.	Ramsay -	11,203-847.
Deintje -	4616-9, 5029.	Reay -	21,493.
Dunn -	4806-57.	Reubenson -	5281.
Eisenberger -	2853.	Richards -	31,009-981.
Felz -	3576-7.	Richmonds -	28,406.
Gall -	28,482-587.	Rosenberg -	27,546.
Gallacher -	25,775-6.	Russell -	26,347.
Glazier -	1740-6.	Salomon -	11,341-498.
Goodman -	27,689-793.	Sedgwick -	26,452-77.
Green -	20,888-21,126.	Shannon -	26,953-4.
Ham -	3787-849.	Shipton -	32,142-92.
Hawes -	1470-91.	Shaughnessy -	4526-40.
Henderson -	26,670-80.	Simmons -	5630-53.
Hingley -	22,455-65.	Smith -	23,208-9.
Hirsch -	694-702.	Solomon -	757-880.
Hoare -	23,016-181.	Squire -	17,367-495.
Hoffman -	1052-1285.	Stephany -	7-254.
Holley -	6235-88.	Sweeney -	30,206-30,388.
Hollington -	9472-9624.	Thomson -	29,011-55.
Homer -	18,203-19,558.	Tillett -	12,659-923.
Hukin -	24,987.	Tinker -	27,656.
Isaac -	31,713.	Tisshow -	2536-41.
Jelliffe -	3225-763.	Tomlin -	24,144-6.
Juggins -	18,023.	Uttley -	24,708-98.
Kaplan -	12,227-33.	Walker -	31,499-527.
Keir -	29,889-929.	Waltham -	4430.
Killick -	1554-5.	Welsh -	12,982-95.
Knyvett -	27,644-82.	White -	404-4699.
Lakeman -	16,625-17,146.	Whitehead -	28,974-5.
Laird -	26,584-658.	Wilchinski -	3865-4106.
Leggatt -	28,829-912.	Wildman -	590-713.
Levy -	2895.	Wilson -	25,198-226.
		Woodcock -	24,257-73.
		Zeitlin -	8088-8137.

MEMORANDUM ON THE EVIDENCE TAKEN BEFORE THE COMMITTEE OF THE HOUSE OF LORDS ON THE "SWEATING SYSTEM."

SWEATING.

I. SWEATING DEFINED.

No generally accepted and precise definition of "sweating" appears to exist. It is partially described as the "distribution of work by a middleman" at a reduction of the wages paid by the manufacturer.⁽¹⁾

Differences of opinion exist on the following points:—

- (i.) Whether "sub-contracting" (i.e., sub-letting work till the lowest stratum is reached) is a necessary element in its definition.⁽²⁾
- (ii.) Whether the wages paid are unfair and whether the sweater oppresses his "hands."⁽³⁾
- (iii.) Whether the sweater is himself a practical worker or lives on the labour of his "victims."⁽⁴⁾

The general use of the term, however, seems clear, and points to that system of contract which exists in certain industries in which "advantage is taken of unskilled" and unorganised labour.⁽⁵⁾

II. SPHERE OF SWEATING.

Sweating exists in almost all trades which are either completely or largely unorganised and which are not regulated by the Factory Acts.⁽⁶⁾

It is seen in its most exaggerated form in the tailoring, boot-making, shirt-making, and cabinet-making trades.⁽⁷⁾

The remedy for its worst evils is to be sought in combination on the part of the workers, rather than State interference, except in the direction of improved sanitary arrangements and additional inspection. "You will find that wherever the sweating system has a very great hold upon the people, the organisation of the men themselves is very loose, and you will find also the contrary, that wherever the combinations are strong and through that, working on public opinion, there it does not exist to any great extent."⁽⁸⁾

1. Trades connected with Committee A. (Labour Commission.)

(i.) Nail and Chain Trades.

The system of contracting is largely developed in these trades; the workmen sell to the "fogger," the "fogger" sells to the master, the master to the "factor," and the "factor" finally to the merchant.

The sweaters in the chain and nail-making trades are known as "foggers." The evidence concerning their position in the trade, given before the "Sweating" Committee, was somewhat contradictory.⁽⁹⁾

It was stated that they take the orders from the masters, get the iron, which the men manufacture, and enable the masters to break down the price lists.⁽¹⁰⁾

Various complaints were urged against them:—

- (i.) Use of the "truck system."
- (ii.) Unfair payment of wages by the use of false weights.
- (iii.) Bad material given and no allowance made, and so forth.⁽¹¹⁾

On the other hand, it was stated that workmen temporarily discharged from permanent employment are willing to work at a low rate for the fogger. The

(1) F. Baum, 3166. Wilchinski, 4014. Henderson, 26,680. Platan, 10,044, 10,092-3. Craig, 9917, 10,014. Alexander, 5905.
 (2) Simmons, 5630-1. Holley, 8284. J. Burnett, 17,222-4. Parnell, 2902, 2950. Potter, 3249-50, 3207-6. Lakeman, 16,627-31.
 (3) Wilchinski, 3094. Lakeman, 16,625-6. F. Baum, 3166. Parnell, 2902. Walker, 51,508. C. Booth, 313, 333-9, 376-82, 391-3.
 (4) Platan, 10,044, 10,092-3. Holley, 8235-6. Alexander, 5635, 5426-7.
 (5) Allon, 28,323. C. Booth, 308-13, 332.
 (6) Adamson, 2563-8. Potter, 3243. Stephany, 7-8. Laird, 26,638. Shipton, 32,142-3.
 (7) White, 1305-6. Lakeman, 16,651-2, 16,690-70.
 (8) J. Burnett, 32,117-21. Shipton, 32,192. Laird, 26,639.
 (9) Homer, 18,203, 18,208-9.
 (10) Homer, 18,213, 18,284-5, 18,332-5, 18,506-7. Green, 2890.
 (11) Homer, 18,276, 18,307, 18,504, 18,550-3, 19,548-53. Price, 19,830. Morris, 23,182. Priest, 19,306-10.

SWEATING.

fogger holds the work in stock till a demand arises for it in the market. "The real reason why the foggers get business, is because the workmen prefer to work for them at low prices rather than remain idle." Respectable manufacturers only deal with "foggers" in times of exceptional pressure.⁽¹²⁾

In these trades, moreover, "outsiders" do inferior work which the fogger buys, this tends further to lower prices and wages.⁽¹³⁾

(ii.) Cutlery Trade.

Sub-contracting prevails in Sheffield chiefly in the cutlery trades. The sweaters are known as "little masters," who rent a room and steam power, generally from persons who own a large building fitted throughout with steam power. They work themselves, pay very low piece-work wages, and have no capital of their own. They, in their turn, are "sweated" by the "factors" or merchants who do not employ workmen themselves, but obtain orders and give them out to the "little masters." The goods made under this system compete with those of large manufacturers and tend to lower prices.⁽¹⁴⁾

The severe competition caused by the "outworking" system under "little masters" in Sheffield lowers wages and results in sweating in its most objectionable form.⁽¹⁵⁾

2. Trades connected with Committee C. (Labour Commission.)

(i.) Clothing Trades.

Sweating prevails nowhere in the North to any appreciable extent, except in Glasgow.⁽¹⁶⁾

In *Edinburgh and Newcastle*, it exists only to a very small extent and the workers have no fear of its increase, in consequence chiefly of the absence of the ready-made clothing trade. Pressure has been exerted by public opinion in both districts and, in the former, by the Tailors' Protection Society. The trade in *Edinburgh* is, however, injuriously affected by the existence of the sweating system in other districts (e.g., *London*).⁽¹⁷⁾

In *Glasgow*, the system is prevalent, especially in the wholesale clothing and ready-made export trades, the latter is mostly in the hands of Jew sweaters. The tendency is for the former trade to become concentrated in *Leeds*, consequently sweating prevails to a large extent in that district. The sweaters, however, work on a much larger scale and employ a minuter sub-division of labour than in *London*. "The chief difference between the *London* and *Leeds* system is to be found in the fact that the work in the latter district is chiefly carried on in workshops of fair size, fairly cleanly, well ventilated, and under the supervision of the factory inspectors," and "while the wages in the sweating shops are but little below the *London* level, the hours of labour are considerably shorter."⁽¹⁸⁾

In *Liverpool, Sheffield, and Manchester*, sweating is, on the whole, increasing. The bulk of the trade in *Sheffield* is bespoke (the ready-made trade, as before stated, having become concentrated in *Leeds*), consequently the system is carried on to a proportionately less extent. The increased sweating is said to be due, in *Sheffield*, to the intemperance of the better class of workmen (i.e., in-workers); in *Manchester*, to the immigration of foreign labour. The general conditions under which the work is

(12) Green, 20,888, 20,890, 20,934, 21,126.

(13) Homer, 18,227-68. Homer, 23,068-9. Bassano, 22,897-8.

(14) Uttley, 24,708, 24,710-11, 24,713, 24,715-67, 24,724, 24,798.

(15) Davis, 25,325.

(16) Laird, 26,647. Henderson, 26,678-9.

(17) McLean, 26,514, 26,517, 26,526, 26,576-8. Henderson, 26,670-5, 26,674-5. Laird, 26,534, 26,538-90.

(18) Sedgwick, 26,452, 26,463. McLaughlin, 25,548, 25,628-9, 25,631.

Rosenborg, 27,541. R. Burnett, 30,559. Isaac, 31,713. Richards, 31,000. See also J. Burnett, Appendix C, 4th Report on "Sweating System" from the Select Committee of the House of Lords.

SWEATING. carried on in the latter district are "somewhat worse than in most of the other provinces."⁽¹⁹⁾

Midlands. Evidence with regard to the extent and effects of sweating in *Birmingham* was contradictory.⁽²⁰⁾

London. The sweating system has existed in the tailoring trade in London for the last 40 or 50 years, and has largely increased; the prevalence of the system is, however, less than in the bootmaking trade.⁽²¹⁾

The trousers and vest trade, machinists, pressers, and buttonholers are especially "sweated." Tailoring in London is stated to be "worse than slavery."

In other districts, sweating in the tailoring trade is either rare or unknown.⁽²²⁾

(b.) Mantle and waterproof trade. Sweating exists to a slight extent in the *mantle and waterproof trade*; the condition of the workers in the former trade is, however, good.⁽²³⁾

(c.) Fur trade. The fur trade may be grouped under three heads⁽²⁴⁾ :—

- (i.) Wholesale manufacturers working on their own premises.
- (ii.) The better class trade which is not sweated.
- (iii.) The common work done by Whitechapel Jews under the sweating system.

In the latter class, the system of sweating is becoming worse, in consequence of the increased competition in unskilled labour due to foreign immigration. The sweater is known as the "chamber master." The workshops are stated to be "unsanitary and demoralising."⁽²⁵⁾

(d.) Shirt-making trade. In the *shirt-making trade*, the evils of "sub-contracting" are largely increased by the prevalence of the sweating system. It exists almost entirely among English, as opposed to Jewish, workers, and is mainly caused by the excessive competition of married women for work which they are willing to accept at starvation wage.⁽²⁶⁾

(e.) Boot trade. The sweating system is most prevalent (especially in London) in the *boot trade*, except in those districts in which the trade is protected by strong unions. It prevails chiefly among the Jews, and has been increased, if not caused, by the immense pauper immigration.⁽²⁷⁾

(ii.) *Building Trades.*

There is no evidence of sweating in the *building trade*, but a system of sub-contracting prevails which produces somewhat the same results.⁽²⁸⁾

(iii.) *Cabinet-making.*

Three classes of work exist in the cabinet trade :—First class goods, manufactured by good firms on the premises; second class goods, given out to be done by "piece masters"; third class goods for working men, made at Wycombe, Bethnal Green, and the East End.⁽²⁹⁾

The evils of sweating are great in the East End, caused partly by the demand for cheapness and the "saturation of trade," partly by the influx of boy and "greener" labour.⁽³⁰⁾

Sweating is stated to be as bad in the country as in London; the evidence, however, is to some extent contradictory as to the prevalence of sweating in the trade. The sweaters are the "piece masters" and "garret masters." The dealers contract with the former, and the fierce competition among them reduces contract prices, therefore they "sweat" those who work under them. The latter are the small masters in the East End who make furniture for dealers in the Curtain Road or West End. The

sub-contract system alone enables them to keep their position; they are beaten down by the dealers to "starvation level."⁽³¹⁾

(iv.) *Miscellaneous.*

Sweating exists to some extent in the *basket making and umbrella trades*.⁽³²⁾

Sub-contracting, low wages, long hours—the main elements in sweating—have existed in the accoutrement trade since the time of the Crimean war. The Government contractor usually sublets to a sweater. The sub-contractors or sweaters put in their tenders to the contractors, who give out the work to those whose tender is the lowest. The sweaters sometimes further sublet the work.⁽³³⁾

Sweating exists also in the saddle and harness trade: Walsall is a town of sweaters.⁽³⁴⁾

The net result of sweating has been bad work for the Government, large fortunes to the contractors, hard work and low wages for the workers.⁽³⁵⁾

By not enforcing the factory clause which forbids sub-contracting, sweating has been encouraged by the Government.⁽³⁶⁾

War Office contracts have been used for some years past "as a vehicle for sweating"; the work has been handed down from contractor to gangmaster, and "the gangmasters had prices given them of which we knew nothing, and which necessitated the grant of low wages to the actual worker"; "the whole of the sweating business has been carried out almost under the protection of the War Office."⁽³⁷⁾

Attempts have been made to remedy this since 1889.⁽³⁸⁾

Complaints are made that these contracts are not always carried out in the town where the contract is given. In Edinburgh, Leeds, and Newcastle, municipal contract work (tailoring) was sent to London, where the sweating system prevails, thereby causing injury to the trade in the respective municipalities.⁽³⁹⁾

In Edinburgh and Glasgow the evils of the sweating system are felt most seriously in public contracts.⁽⁴⁰⁾

Complaints are made that municipal contracts are sublet to sweaters. The "watch committee" in Newcastle at one time stipulated that all contract work should be done on the premises, and directly under the supervision of the contractor; no steps, however, were taken to enforce the provision, and "it has been practically a 'dead letter.'" In Glasgow (1888), a public contract for police tunics contained a factory clause for the first time.⁽⁴¹⁾

In the last municipal contract at Sheffield, it was stated that the work was to be free from "all sweating influences," as a matter of fact, however, the work was sublet to two sweaters.⁽⁴²⁾

III. CAUSES OF SWEATING.

The main causes of sweating in the various trades are tabulated as follows :—

A. *Absence or weakness of any organisation among the workers.*⁽⁴³⁾

B. *Competition :—*

1. Among manufacturers and small masters,⁽⁴⁴⁾ exaggerated partly—

- (i.) By foreign competition.
- (ii.) By the demand for cheap goods.

2. Among workers due partly to—

- (i.) The large number of unemployed, consequent on the introduction of machinery.⁽⁴⁵⁾

⁽¹⁹⁾ Goodman, 27,876. Allen, 28,523, 28,397. Leggatt, 28,811, 28,912. Quinn, 29,771-3, 29,774. Whitehead, 28,974-5.

⁽²⁰⁾ Pugh, 27,039-99, 27,101-2. Abrahams, 27,248-9. Cook, 27,573. Knyvett, 27,944. Tinker, 27,656.

⁽²¹⁾ Lyons, 1770, 1776-7. Adler, 5740. Madden, 7981. Zeitlin, 8136-7. Stephany, 7, 8, 111. White, 404, 405.

⁽²²⁾ White, 406. Adamson, 2580. Stephany, 112. Lakeman, 17,146. Madden, 7984.

⁽²³⁾ Sedgwick, 26,477. Platt, 31,087-9. Frankenburg, 31,465.

⁽²⁴⁾ Davis, 5205-6, 5239.

⁽²⁵⁾ Davis, 5209-11, 5237-9, 5240-1, 5246, 5248. Reubenson, 5381-2. Lakeman, 16,876, 16,675.

⁽²⁶⁾ Billing, 5047, 5052, 5056. White, 406, 1389. Adamson, 2580. Moses, 8813. Glazier, 1740-6. Attewell, 1700, 1702, 1721-2, 1724.

⁽²⁷⁾ Stephany, 112. White, 404, 406, 411, 415, 434, 450-1, 465, 471, 1290-303, 1306-8. Hoffman, 1127, 1150, 1223. S. Baum, 1039-43. Freak, 3424. Richards, 30,981-2. Miers, 4240-3. Solomon, 380-1.

⁽²⁸⁾ Shipton, 32,143-3.

⁽²⁹⁾ White, 2143. F. Baum, 3055. Maple, 6160-1.

⁽³⁰⁾ White, 2135, 2143, 2183. Shaughnessy, 4540, 4539. Waltham, 4430. Ham, 3843-5.

⁽³¹⁾ Parnell, 2938, 3017. Stephany, 254, 7112. White, 406, 1306, 2166, 2179, 2291, 2308-10. Adamson, 2573. Alexander, 5573. Waltham, 4430. Ham, 3801. Deintje, 4616-9. Maple, 6112-4. F. Baum, 3055, 3073. Parnell, 2863, 2918, 2951. Corp, 7845-7. Jelliffe, 3225-6, 3231, 3236, 3756.

⁽³²⁾ Shipton, 32,150-1.

⁽³³⁾ White, 4663. Smith, 23,205-9. Morrison, 4732. Corin, 4884-8, 4689-72.

⁽³⁴⁾ Morrison, 4726, 4759. White, 4699.

⁽³⁵⁾ Morrison, 4728. Dunn, 4806-9, 4813.

⁽³⁶⁾ Morrison, 4738. Ramsay, 10,847-9, 11,303. Nepean, 10,986, 11,006.

⁽³⁷⁾ Nepean, 34,655.

⁽³⁸⁾ Nepean, 24,856-8.

⁽³⁹⁾ R. Burnett, 30,452. McLean, 26,635, 26,638, 26,676-8. Sweeney, 30,380-8.

⁽⁴⁰⁾ McLean, 26,517, 26,525. McLaughlin, 25,553-7, 25,539.

⁽⁴¹⁾ Gall, 28,582, 28,587. Laird, 28,601, 28,634-6. Pitkethley, 28,256-63.

⁽⁴²⁾ Gall, 28,492-93, 28,495-6, 28,498, 28,501, 28,505.

⁽⁴³⁾ Laird, 26,658. Shipton, 32,142-3.

⁽⁴⁴⁾ Corp, 7844-5. White, 411, 415, 434, 450-1, 465, 471, 1290-1306, 2207. Parnell, 2929-30, 2933, 2950. F. Baum, 3073. S. Baum, 1039-43. Solomon, 890-1. Miers, 4240-3, 4226, 4353.

⁽⁴⁵⁾ Parnell, 2950. Lakeman, 16,904, 16,907-9. White, 1338.

SWEATING.

(ii.) The influx of unskilled labour caused by—

- (a.) Foreign immigration.⁽⁴⁾
- (b.) Over-marriage and over-population.⁽⁷⁾
- (c.) Subdivision of labour.⁽⁸⁾
- (d.) Diminution of apprenticeship.⁽⁹⁾

(iii.) The influx of boy and female labour,⁽¹⁰⁾ due to—

- (a.) The growing practice of women supplementing their husbands' earnings.
- (b.) The introduction of machinery and subdivision of employment.

C. Sub-contracting.⁽¹¹⁾

The weakness or absence of any organisation among the workers is a necessary condition of the existence of sweating; the system is most prevalent in those trades whose organisation is weakest, e.g., tailoring, boot and shoe making, and cabinet making. The main causes, however, are unrestricted competition and sub-contracting. Manufacturers compete among themselves, consequently the "little masters" who work for them are "sweated"; competition among the latter further lowers the contract price, and they are driven to employ workers at decreasing rates.⁽¹²⁾

This is seen in its most exaggerated form among the "garret masters" and "piece masters" in the cabinet trade, and the "factors" and "little masters" in the bootmaking trade. The "garret masters" are said to be beaten down by dealers to the lowest limit, and are compelled to sell at starvation prices.⁽¹³⁾

This oppression of the lower classes of workers by the classes immediately above them is facilitated by the "surplusage" of unskilled labour in the market, caused in some trades mainly by foreign pauper immigration.

In the tailoring trade, this is felt most severely at Hull, the port of debarkation, but also in Glasgow, Manchester, Liverpool, Leeds, Sheffield, (not so much, however, as in Leeds and Manchester,) Birmingham, and London, especially in the East End. The influx of pauper immigrants increases the evils of sweating in the shirt-making industry, though the main cause is the growing practice of women supplementing their husbands' earnings. The lowest class of the cabinet trade is "saturated" with immigrants—German, French, and East End Jews, and the fall of wages in the trade has been coincident with the increased immigration.⁽¹⁴⁾

The supply of unskilled workers is further increased by the influx of boy and female labour. The competition of the former is stated to decrease the number of skilled workmen employed in the cabinet trade, produce irregularity of employment, and lower the price of labour; bootmakers are driven to the docks, partly in consequence of the competition of women.⁽¹⁵⁾

A difference of opinion exists with regard to the statement that a demand for cheap goods is one of the causes of sweating. One witness from Liverpool stated that, in the tailoring trade, the cause was rather a change in the nature of the trade. "A man who wanted a cheap suit used to buy cloth from the merchant and take it to a tailor to make up, now there is hardly a wholesale cloth merchant in Liverpool; if a man wants a cheap suit, he goes

"to some big advertising place that employs 'sweaters.'⁽¹⁶⁾"

The growth of the sweating system in Sheffield and Leeds is due to purely local causes; in the former district, to the intemperance of the better class workmen, combined with the inefficiency of the others; and, in the latter district, to the practice of bribing foremen. This drives practical tailors, who cannot afford to adopt this plan, to the sweaters for employment and compels the latter to make so much more profit out of their workers.⁽¹⁷⁾

IV. EFFECTS OF SWEATING.

The effects of sweating, in so far as they can be ascertained, may be grouped under the following heads:—

A. Economical⁽¹⁸⁾ :—

- 1. Low wages.
- 2. Overwork.
- 3. Disuse of system of apprenticeship.
- 4. Supplanting of male by female labour.

B. Other effects:—

1. Physical⁽¹⁹⁾ :—

Work under insanitary conditions leading to—

- (a.) Loss in health to workers.
- (b.) Spread of infectious diseases among public.

2. Social⁽²⁰⁾ :—

Long hours of work leading to the destruction of home life.

3. Moral⁽²¹⁾ :—

Sweating leads to immorality,⁽²²⁾ owing to—

- (a.) Low wages in certain trades.
- (b.) Overcrowding.
- (c.) Sexes working together.⁽²³⁾
- (d.) Insufficient sanitary accommodation.⁽²⁴⁾

The evidence with regard to the effects of sweating is, to some extent, contradictory.

It seems clear, however, that the main results are—

- (1.) Low wages;
- (2.) Overwork;
- and (3.) Work under insanitary conditions, leading, directly or indirectly, to the effects previously classified.⁽²⁵⁾

The sweating system and its economical effects are closely connected; some of its evils are given by the various witnesses as part of the definition of the term. Thus:—

- (1.) Sweating is the system by which pressure is used by a manufacturer or a buyer and which compels the workmen to work at starvation prices.⁽²⁶⁾
- (2.) Sweating is exacting inordinate labour for inadequate wages.⁽²⁷⁾
- (3.) Sweating is a systematised payment of unfair wages.⁽²⁸⁾
- (4.) The sweating system is the employment of labour by a middleman at low prices with very long hours in insanitary workshops.⁽²⁹⁾

(4) White, 463, 2143, 2183, 3235. Tishaw, 2536-8, 2541. Parnell, 2682-4, F. Baum, 3071.

(7) Adamson, 2508, 2613, 2644-6, 2656, 2670, 2676, 2680, 2687.

(8) White, 2143, 2307. Ham, 3787, 3840. Lakeman, 10,301-3. Waltham, 4430.

(9) Leggatt, 28,629, 29,905.

(10) Shaughnessy, 4539-40. White, 1330. Glacier, 1740-6. Attewell, 1700, 1724.

(11) White, 2135, 2291. Parnell, 2903. Flatau, 10,157. Craig, 10,014.

(12) Laird, 26,058. Shipton, 32,142-3. Keir, 29,923-9. Salomon, 11,364, 11,367-9, 11,422. A. B., 11,049, 11,891, 11,748.

(13) Stephany, 354. Ham, 3801. Deintje, 4616-6. Maple, 6112-4.

F. Baum, 3053, 3073. Parnell, 2629-30, 2633, 2680. Maddy, 11,967, 11,972.

Wildman, 713. Salomon, 11,349-50. A. B., 11,648. Kaplan, 12,237-8.

Corp, 7844-5. White, 2175, 2186. Adamson, 2573, 3225-6. Jelliffe, 3231-2, 3236, 3754, 3768. White, 2165, 2179. Parnell, 2918. Deintje, 5029. Lakeman, 10,301.

(14) White, 411, 415, 434, 450-1, 455, 463, 471, 1290-303, 1339, 2143, 2183, 2203, 2253. S. Baum, 1038-43. Salomon, 890-1. Miers, 4229, 4240-3, 4353.

Keir, 28,839, 29,896. McLaughlin, 25,028-9. Sedgwick, 26,468. Quinn, 29,771-3. Allen, 28,343. Pugh, 27,077, 27,100, 27,146. Glacier, 1740-6.

Attewell, 1700, 1724. Tishaw, 2536-8, 2541. F. Baum, 3071. Parnell, 2683-4.

(15) Shaughnessy, 4536, 4536, 4539-40. White, 1343, 2183. Waltham, 4430.

(16) Ham, 3843-5. Flatau, 10,104, 12,193-5. Hoffman, 1067-70, 1145-7, 1218-9. Tillet, 12,059, 12,829-9, 12,923. Welch, 12,922-3, 12,926, 12,994-5.

Birt, 14,363.

(16) Miers, 4353. White, 434. Allen, 28,326.

(17) Leggatt, 28,629, 28,905. Sweeney, 30,206, 30,218-22.

(18) Davis, 25,258. Miers, 4227-9. Frankenburg, 31,465. Flatau, 10,169-70. Zeitlin, 8103. Wilchinski, 3994, 4107. Lyons, 3727, 3744.

Goodman, 27,689-92.

(19) Adamson, 2534-8, 2619-20, 2657. White, 433, 549, 1323, 1354.

Wildman, 530-1. Killick, 1554-6. Hoffman, 1083. Lyons, 1777-802.

B. Booth, 10,790. Munro, 1367-8. Billing, 5079, 5144-6. Eisenberger, 2853.

Lakeman, 10,650, 10,797-9. Squire, 17,387-90, 17,494-5. Bate, 31,899-902.

Madden, 8003-5. Holley, 6247-52.

(20) White, 454, 483, 526.

(21) Wilchinski, 3990, 4043-4, 4047, 4059-60, 4064, 4068-72, 4106.

Lakeman, 17,124-9. White, 483. Billing, 5079, 5144-6, 7914-8.

(22) White, 2143. Walker, 31,489, 31,527.

(23) Billing, 7915-8.

(24) Wilchinski, 4043-8, 4072. White, 1321, 1329, 1788. Lyons, 1788.

1601, 1832, 3583. Levy, 2836. Pelz, 3576-7.

(25) Miers, 4227-9. White, 411-3, 427, 433, 549. Wildman, 530-1.

Killick, 1554-5. Hoffman, 1082. Lyons, 1777-9. B. Booth, 10,790.

Adamson, 2619-20, 2657. Munro, 1238. C. Booth, 370. R. Burnett, 30,539.

(26) Davis, 25,258.

(27) Lakeman, 16,825-6.

(28) F. Baum, 3166 c.p. Parnell, 2662.

(29) Miers, 4213, 4225, 4227-9, 4313, 4322. Craig, 9915-9, see also Maple, 6132, 6166.

Sweating.

It is impossible to determine how far the "starvation wage" earned in many industries is due to the prevalence of the sweating system, and how far it represents the "fair value of the work," and is the result mainly of the natural causes of supply and demand.⁽⁷⁰⁾

The wages of the women in the shirt-making industry are "miserable" and "increasingly falling." A factory was established to determine whether the women could live on the full wages paid by the manufacturers, without the deduction of the profits of the middleman. It was then found that they might suffice for machinists, if clever, but not for "finishers," who could at most make only 5s. or 6s. (This statement does not apply to better class shirts, which are made by skilled hands able to earn a living.)⁽⁷¹⁾

Outworkers' wages in the chain and nail trade are almost at "starvation point," and are further reduced by the action of "foggers" and their use of the truck system.⁽⁷²⁾

In the cutlery trade, wages are stated to be especially low where the outworking system prevails; among the spring knife cutlers, the pocket blade grinders, &c., and in the table-knife hafting trade, sweating is prevalent and wages are very low.⁽⁷³⁾

In the tailoring trade, wages in the "regular line" have been improving, but among the sweaters they have been "getting worse." This is due mainly to the severe competition among the sweaters themselves, and the absence of any organisation among their workpeople. In London, wages in common tailoring work are "miserably small." Englishmen could not live on the sweaters' wages, and even Jews can hardly make a living in good seasons.⁽⁷⁴⁾

Finally, in the military harness and accoutrements trade, wages have been reduced considerably by the sweating system and the competition of female labour.⁽⁷⁵⁾

The workers suffer as much in some industries from over-work as under-pay. In the tailoring trade in London, the hours are excessive, and the sweaters, in some cases, exact from their men too much work in the hour. It was further stated that the "mischief of the sweating system" in the waterproof trade (Manchester) is that the men work such "unreasonable hours," that in the bootmaking industry the hours were "excessively long" in order that the workers might "earn a bare subsistence."⁽⁷⁶⁾

The low wages in the shirt and cabinet trades are a cause of immorality. Among English women (and not among Jewesses), the sweating system, as a whole, was stated to "lead to prostitution," partly in consequence of the insufficient sanitary accommodation provided in sweaters' workshops, (e.g., tailoring trade in London and Glasgow, and fur trade,) and partly because men and women of different nationalities are employed together "under unhealthy and demoralising conditions."⁽⁷⁷⁾

Various witnesses urged that sanitary workshops "on humanitarian grounds" should be established at any risk. The workshops, in the boot trade, were in many cases said to be "deplorable," "unsanitary, overcrowded, and dirty;" some were small, underground rooms, lighted by gas and badly ventilated. In the tailoring trade (London), the sanitation of these domestic workshops is stated to be "bad and dangerous to health." It causes consumption and heart disease, and impedes nutrition; the mortality from consumption is a quarter of the total deaths among London tailors. Further the sanitary conditions under which work is conducted are not only

Sweating. injurious to the workers themselves, but to the public in the consequent spread of infectious diseases.⁽⁷⁸⁾

V. REMEDIES SUGGESTED FOR THE ABOLITION OF SWEATING.

The remedies suggested may be grouped under the following heads:

A. Legislative.

(1.) Direct.

a. Sweating Act.⁽⁷⁹⁾

(2.) Indirect.

- a. Extension of factory system.⁽⁸⁰⁾
- b. Improved sanitary arrangements and additional inspection.⁽⁸¹⁾
- c. Registration of domestic workshops.⁽⁸²⁾
- d. Legal limitation of the hours of labour.⁽⁸³⁾
- e. Compulsory apprenticeship.⁽⁸⁴⁾
- f. Immigration laws.⁽⁸⁵⁾

B. Private and Corporate Effort.

- a. The instruction of apprenticeship and trade schools.⁽⁸⁶⁾
- b. Trade Union effort: self-help, and combination.⁽⁸⁷⁾
- c. Co-operative production.⁽⁸⁸⁾
- d. Co-operation of employers and employed to fix the rate of wages.⁽⁸⁹⁾

C. Other Remedies.

The influence of public opinion in the direction of:—

- a. Regulating the fluctuations in the demand for goods.⁽⁹⁰⁾
- b. Boycotting "sweated" goods.⁽⁹¹⁾

Sweating is a certain system of contract in which "advantage is taken of unskilled and unorganised labour."

The evils which follow are, broadly speaking, low wages, long hours, and insanitary conditions of work.

They are caused mainly by the over supply of unskilled labour and foreign pauper immigration.

The remedies suggested for the abolition of sweating fall into two broad divisions, according as the "unorganised" or "unskilled" condition, respectively, of labour, seems to the witnesses fundamental.

"The whole matter is rather one for the workers than for the legislature," although such measures as improved sanitary arrangements and additional inspection would "tend to mitigate its evils. Combination is the one remedy."⁽⁹²⁾

In the chain and nail trades it was stated that the men could drive the "foggers" out to-morrow "if they had self-help enough and would combine."⁽⁹³⁾

Other witnesses stated that no practical remedy could be found but in the education of the people, in order that they might learn to co-operate in production.⁽⁹⁴⁾

The establishment of unions, however, is frequently difficult (e.g., tailoring, bootmaking, and cabinet making trades), owing partly to the poverty and long hours of the workers, partly to the influx of "greeners" who, owing to the difference of language, are hindered from combining.⁽⁹⁵⁾

(70) C. Booth, 333-9, 376-9. Solomon, 757, 763. Maple, 6978.
 (71) Walker, 31,490-501, 31,508-10, 31,519-20, 31,498, 31,525. White, 1339.
 (72) Juggins, 17,944, 19,630. Priest, 19,313. Blunt, 17,944. Hoare, 23,180-1. Price, 19,974-6.
 (73) Davis, 25,325. Uttley, 24,783. Hukin, 24,967. Cf. Wilson, 26,196, 25,224-6.
 (74) Gallacher, 25,778-8. Pugh, 27,085, 27,101-2. Cf. Rosenberg, 27,543. Tinker, 27,856. Goodman, 27,689, 27,739. Quinn, 29,808, 29,835. Lyons, 1816, 3405. Wilchinski, 4055. J. Burnett, 17,341. Hawes, 1470. Billing, 5048, 5080. Zeitlin, 8083-9, 8145-8.
 (75) White, 4032-3. Morrison, 4728. Dunn, 4800, 4813, 4814-7, 4854, 4867. Smith, 4802-3. Woodcock, 24,257, 24,273. Tomlin, 24,144-6.
 (76) Davis, 25,280, 25,286, 25,311. White, 411-3, 427, 548, 1321-3. Plattman, 3044. Wilchinski, 3965. Zeitlin, 8105, 8137-8. Frankenburg, 31,465. Flatau, 10,169-70. Wildman, 587, 591, 596-7, 601-2, 614. Hirsch, 694-702. S. Baum, 1014, 1032.
 (77) Walker, 31,499, 31,527. White, 493, 1321, 1329, 2143. Lakeman, 16,670, 16,675, 17,125-9. Wilchinski, 3990, 4042-4, 4047, 4059-60, 4064, 4098-72, 4106. Billing, 7014-8. McLaughlin, 25,846. Lyons, 1798, 1801, 1882, 3583. Levy, 2895. Fels, 3578-7. Davis, 5237-8.
 (78) Lakeman, 16,650, 16,733, 16,797-9, 17,169-74, 17,182-5. Hoffman, 1032, 1058-9, 1103-4. Miers, 4227-9, 4251. Flatau, 10,076-7, 10,131, 10,149-50. Adamson, 2581, 2584-8. Alexander, 577. Rosenberg, 898, 946-9. Wildman, 628. Adler, 5740. Lyons, 1816, 3595, 3605, 3624, 3693. Billing, 5146. Hawes, 1472, 1480, 1492, 1503. Plattman, 3044. Madden, 7061, 8003-5, 8060. White, 1323, 1354. Eisenberger, 2853. Squire, 17,387-90, 17,404-6. Munro, 1367. Bate, 31,598-902. Holley, 8267, 8289.
 (79) Miers, 4230-302.
 (80) Solomon, 816. Newman, 10,270, 10,280. Flatau, 10,048, 10,123-33.
 (81) J. Burnett, 32,112, 32,117-20.
 (82) Oram, 32,320, 32,326-32. Lyons, 1895-8, 1899. Compton, 10,521. Hoffman, 1225. Miers, 4239, and others.
 (83) Parnell, 2867, 2898-900, 2927-61, 2964, 2968, 2972. Deintje, 5032-42.
 (84) Lyons, 1835-6, 1856, 1902-3, 1909-14, 3060, 3744. Hollington, 9472-5, 9579-90, 9624, 9629.
 (85) Leggatt, 28,330. E. Burnett, 30,553.
 (86) Leggatt, 28,305-9. Craig, 3523, 10,020-1, 10,039. Lilley, 10,236.
 (87) Hoare, 23,024. Freuk, 3458-62. Pocock, 11,567. Miers, 4230, 4238-9, 4346. Hoffman, 1190, 1205, 1253.
 (88) Wilchinski, 4080-90.
 (89) Craig, 9870-2, 9968. Lilley, 10,213-4. Miers, 4363-4. Hoffman, 1191, 1202, 1289.
 (90) Shannon, 26,853-4. Goodman, 37,794.
 (91) Shipton, 32,192.
 (92) J. Burnett, 32,112, 32,117, 32,120.
 (93) Hoare, 23,024.
 (94) Wilchinski, 4085-6, 4089-92.
 (95) White, 411, 427, 508-11, 2143. Wildman, 648-50, 704-11, 716. Hoffman, 1237. Freuk, 3459-62, 3469. Miers, 4253-9. Pocock, 11,565-7. Parnell, 2846. Waltham, 4436. Broder, 4471-4. Billing, 5048. Lyons, 1860, 1953, 1966, 1990.

SWEATING.

It was further suggested that both employers and employed (or only employers) should combine to fix the rate of wages, without resort to legislation.

If this were done, "greeners" would probably be "squeezed out," because the full value of the wage would be demanded in labour. Some firms have already adopted this plan.⁽⁹⁵⁾

The majority of the remedies, however, definitely attacked the question of the over-supply of unskilled labour and the insanitary conditions under which the work is done. The main remedies suggested were:—

1. The registration of domestic workshops.
2. The Sweating Act,

the former attempting to reform the present system of small workshops, the latter temporarily abolishing home work, wherever the sweating system might be found to exist.

1. An Act providing for the registration of domestic workshops was approved by witnesses representing:—

- (i) the chain and nail trades,⁽⁹⁷⁾
- (ii) the tailoring trade in—
Scotland:—Edinburgh, Glasgow.⁽⁹⁸⁾
North of England:—Leeds, Liverpool,
Manchester, Newcastle, Sheffield.⁽⁹⁹⁾
Midlands:—Birmingham and Dudley.⁽¹⁰⁰⁾
- (iii) The waterproof trade in Manchester.⁽¹⁰¹⁾

Difference of opinion existed as to whether "purely family workshops" should be excepted from the provisions of the Act.

The terms of the proposed Act were as follows:—

The registration was to be compulsory and included all factories and workshops, including domestic workshops, unless only the man and wife are employed, without children.⁽¹⁰²⁾

The registration was to be by the local authority, the onus falling on the occupier.⁽¹⁰³⁾

The register should be sent to the Home Office and be open for inspection on payment of a certain fee. In return for this fee the occupier should receive an abstract of the Act, in which should be inserted the registered number and maximum number of persons allowed in the workroom according to the measurement given by the occupier.⁽¹⁰⁴⁾

The penalty for non-registration within three months from the passing of the Act for that purpose, and afterwards within one month of occupation, to be a maximum fine of 5*l.*, or minimum fine of 10*s.*⁽¹⁰⁵⁾

It was stated that the "factory inspector is eluded" and unable to find the sweaters' dens; therefore,

the main object of registration is to aid inspection and bring all workshops under the Factory Act.⁽¹⁰⁶⁾

SWEATING.

It is further held by the supporters of the Act that it would destroy small masters, drive their trade into larger hands, and improve the condition of the workers, that it would ensure sanitation and largely remove the moral and physical evils caused by sweating.⁽¹⁰⁷⁾

2. The Sweating Act is to be applied temporarily to places, trades, or individuals, where sweating may be shown to have become an evil. Single home workers could not be watched, but would hesitate to incur the liability to penalties under the Act.⁽¹⁰⁸⁾

The employment of labour by persons taking out work from factories should be forbidden, or, if necessary, factories might be prohibited from giving out work at all. The hours of work should be limited to 12 per day (*i.e.*, from 8 a.m. to 8 p.m.), including 1½ hours for meals. Special sanitary inspectors should be appointed under the Act.

The extension of the factory system (suggested as an indirect remedy by other witnesses) would probably be the natural result of either the Sweating Act or the registration of domestic workshops. It was stated that this would "do away with overtime and irregularity of employment," stop the employment of "greeners" and raise wages.⁽¹⁰⁹⁾

The remedies proposed for the "surplusage" of unskilled labour pointed to some more efficient means of technical education, in the form of compulsory apprenticeship or trade and technical schools, combined with legislation against pauper immigration.⁽¹¹⁰⁾

Preliminary technical education in board schools in a particular trade should be followed by a compulsory system of certificated apprenticeship, for a short period teaching the whole trade on the principle of the London guilds. Unskilled labour would, in this manner, die out while the other was being educated; the two, in the meanwhile, being employed together.⁽¹¹¹⁾

This system would partly deter foreign immigration. Definite legislation, however, was proposed:—That the immigration of foreign inefficient labour should be prevented by the State, by enacting that a man should "not be allowed to land," unless he could "prove that he could get a living"; the proof to be a certificate from his employer as to his ability to work or the possession of capital.⁽¹¹²⁾

Finally, the pressure of work in busy times forces the manufacturer to employ the sub-contractor; it was stated that "greater forbearance and patience on the part of customers, and the more even distribution of orders for work would check the growth of the sweating system."⁽¹¹³⁾

GEOFFREY DRAGE,

Secretary.

⁽⁹⁵⁾ Lilley, 10,195-9, 10,313-4. Newman, 10,277. Miers, 4342, 4963-4. Craig, 9008, 9070-2. Hoffman, 1142-3, 1155, 1172-6, 1184-91, 1202, 1257-8, 1266-8, 1216-7, 1285, 1290. Salomon, 11,341-3, 11,447, 11,474, 11,482, 11,488, 11,498. Picoock, 11,536.

⁽⁹⁷⁾ Jurgens, 18,023. Reay, 21,498. Hingley, 22,465, 22,465. Bassano, 22,793. Hoare, 23,016, 23,151.

⁽⁹⁸⁾ McLean, 26,575. McLaughlin, 25,694-5. Russell, 23,347.

⁽⁹⁹⁾ R. Burnett, 30,513. Goodman, 27,768-71. Allen, 28,336-7. Richmonds, 28,406. Quinn, 29,837. Platt, 31,043-4, 31,126. Lair, 26,603, 26,630, 26,643. Gall, 28,461-3. Freeman, 28,656-7. Leggatt, 28,846-52, 28,910. Whitehead, 28,908. Davis, 29,055. Thomson, 29,011-4, 29,019, 29,035.

⁽¹⁰⁰⁾ Keir, 29,878-9. Pugh, 27,109. Knyvett, 27,628. Tinker, 27,677. Hoare, 26,798-300.

⁽¹⁰¹⁾ Frankenburg, 31,406.

⁽¹⁰²⁾ Oram, 32,320, 32,326-32.

⁽¹⁰³⁾ Oram, 32,320, 32,323-4.

⁽¹⁰⁴⁾ Oram, 32,325.

⁽¹⁰⁵⁾ Oram, 32,322.

⁽¹⁰⁶⁾ Hoffman, 1098-102, 1205. White, 1323. Munro, 1371. Parnell, 2999. F. Baum, 3129, 3134. Potter, 3305, 3350, 3352-3, 3523-9. Simmons, 5663-8. Holley, 8252, 8262, 8351-2. Lakeman, 17,089, 17,132, 17,160-1. Walker, 31,508. Compton, 10,521. Miers, 4299.

⁽¹⁰⁷⁾ White, 472, 541, 560-3, 1329. Hoffman, 1234. F. Baum, 3073-4, 3130, 3133. Deintje, 5029-30. Holley, 8345-7. Billing, 5082, 5165. Walker, 31,513.

⁽¹⁰⁸⁾ Miers, 4230, 4237, 4248-50, 4261, 4274-8, 4308-14, 4316-23, 4343-9, 4361-2.

⁽¹⁰⁹⁾ Newman, 10,276-80. Solomon, 816. Platau, 10,048, 10,123-33. Lakeman, 16,803-22. Rosenberg, 991.

⁽¹¹⁰⁾ Lyons, 1835-6, 1855, 1902-3, 1909-14, 3069, 3744. Craig, 9023, 10,020-1, 10,039. Lilley, 10,225. Leggatt, 28,905-9.

⁽¹¹¹⁾ Hollington, 9472-5, 9579-80, 9582-3, 9624, 9629-34.

⁽¹¹²⁾ Lyons, 1835, 1846. Leggatt, 28,929-30. R. Burnett, 30,553.

⁽¹¹³⁾ Shannon, 26,963-4. Goodman, 27,794.

APPENDIX LXXXVI.

SUMMARY OF "PAUPERISM, A PICTURE; AND THE ENDOWMENT OF OLD AGE, AN ARGUMENT
BY MR. CHARLES BOOTH."

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“ PAUPERISM, A PICTURE ;

AND THE

ENDOWMENT OF OLD AGE, AN ARGUMENT.”

PART I.

PAUPERISM.

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

Introduction.

Mr. Charles Booth, in his work on Pauperism and the Endowment of Old Age, has obtained his data from investigations made in the parishes of Stepney and St. Pancras, and with these he has compared one country union, that of Ashby-de-la-Zouch. The first part of the book includes a description of pauperism in these districts, questions as to the true volume of pauperism, as to the method to be adopted in enumerating paupers, and the causes of pauperism. The second part of the book is devoted to an enumeration of the various schemes for the endowment of old age now before the public, to the arguments in support of one of these proposals, and some suggestions regarding its practicability.

CHAPTER I.

PAUPERISM AT STEPNEY.

Area of Union.

The Stepney Union consists of the parishes of Limehouse, Shadwell, and Wapping, and the hamlet of Ratcliff. It has an area of 462 acres. Of these parishes, Limehouse is the most important, containing more than half the acreage and population of the union.

Character of population.

The wharves and neighbouring docks are the chief sources of employment for the people. There is a large Irish colony in Ratcliff, the men usually working at the waterside, and the women at the lead or rope works. Many old houses have been pulled down during the last 20 years, and model dwellings have been erected on the sites thus left vacant. At the same time a continual efflux of the better class people has occurred, and the large houses left empty have been converted into tenement dwellings or business premises. For poor law relief purposes the union is divided into two parts, Limehouse being apportioned to one relieving officer, and Ratcliff, Shadwell, and Wapping to another.

The doctor attends daily at the relief office dispensary; the workhouses and infirmary are in the parish of Bromley, about two miles distant.

Out-relief.

The policy of restricting out-relief was inaugurated in 1870, with the result that the number of out-door poor has been reduced from 7,602 in 1869, the last year under the old system, to 177 in 1890.

Indoor relief.

The institutions belonging to the union in which paupers live are as follows:—

- A. Poplar Workhouse (shared by Stepney) for the able-bodied.
- B. Bromley Workhouse for the infirm and aged, and any children not at school.
- C. Sick asylum at Bromley (shared by Poplar).
- D. District schools at Sutton in Surrey.

Roman Catholic children are sent to various schools belonging to that community, and the lunatics to various asylums.

There are also a very limited number of out-pensioners, and a great deal of medical out-relief. The numbers receiving relief on 30th April 1889, were as follows:—

Able-bodied	-	53	} Indoor	-	1,163	
Infirm, aged, &c.	-	504				
Sick	-	155				
School children	-	213				
Lunatics	-	238	} Outdoor	}	162	
Pensioners	-	17				
Medical relief	-	137				
Other relief	-	8				
Total					-	1,325

It is usual to consider all those as paupers who have received any form of relief under the poor law within 12 months, except that those who have received medical

relief only are not thereby disqualified as voters. Counted in this way, going back 12 months, the following table gives the numbers of fresh admissions to each institution separately, and finally yields the total number of persons living on 30th April 1889, who had received relief during the preceding 12 months.

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

STEPNEY.

NUMBER of INDOOR POOR relieved during 12 months ending April 30th, 1889.

	No. of inmates on 30th April 1889.	Net No. to add (less deaths)*.	Percentage to be added for 12 months.	Total.
Poplar	53	246	464	299
Bromley	504	244	48	748
Sick Asylum	155	400	258	555
District and other schools	213	90	42	303
Lunatic asylums	238	22	9	260
	1,163	1,002	86	2,165

* 130 deaths.

NUMBER of OUTDOOR POOR relieved during 12 months ending Lady Day, 1889.

	No. relieved, 1st January 1889.	Net No. to add (less deaths).	Addition per cent.	Total.
Pensioners	17	—	—	17
Other out-relief	8	8	100	16
Medical aid	137	900	657	1,037
	162	908	560	1,070

76 funerals were paid for.

The following are the principal causes of pauperism:—

Causes of pauperism.

- | | |
|---------------------|----------------------------|
| Crime. | Lack of work. |
| Vice. | Trade misfortune. |
| Drink. | Restlessness. |
| Laziness. | No relations. |
| Pauper association. | Death of husband. |
| Heredity. | Desertion. |
| Mental disease. | Death of father or mother. |
| Temper. | Sickness. |
| Incapacity. | Accident. |
| Early marriage. | Ill luck. |
| Large family. | Old age. |
| Extravagance. | |

In 80 out of 634 cases investigated, drink stands as a principal cause, whilst as contributory it appears in 85 more, chiefly in connexion with sickness and old age as principal cause. Altogether, only 25 per cent. are returned as affected by drink. Pauper association and heredity, while only accounting as principal cause for 7 cases, appear as contributory in no less than 106 cases.

Incapacity and lack of work together account for 52 cases, or 8 per cent. of the whole, and accidents, 30 cases more. Sickness accounts as principal cause

PAUPERISM AND THE ENDOWMENT OF OLD AGE. for 169 cases, and old age for 208, whilst the latter contributes in 107 other cases.

CHAPTER II.

STORIES OF STEPNEY PAUPERISM.

Case of Samuel Milton.

Samuel Milton, a married man, was born in 1838. His wife was born in 1840, and they have eight children, who, in 1889, were from 9 to 17 years of age. The wife has a brother married and living at some distance, and the man a sister, also married, living in an adjoining parish, who has herself nine children. Milton is a pattern maker. In October 1880 the wife applied for medicines, and said her husband had only done two months' work in the past two years. In December 1884 the man was admitted to Poplar workhouse. His family had taken advantage of his temporary absence to get away from him, and he did not know where they were gone. He acknowledged that he had lost work through drink, and independent testimony dubs him "a confirmed drunkard." He has been in and out of the workhouse ever since. 1,194 similar stories are given.

CHAPTER III.

CHARITY AT STEPNEY.

The Charity Organisation Society.

Work of the Charity Organisation Society.

There has been a very close co-operation between the guardians and the Charity Organisation Society, with whom many of the district clergy have also made common cause. Without this it would not have been possible to abolish out-relief. In January and June 1890, the applications made to the Stepney Charity Organisation Society Committee were as stated below :—

Nature of Application.	Number of Applicants.		Relief granted.	
	January.	June.	January.	June.
Letter for hospital or convalescent home.	3	14	2	11
Surgical appliance	1	2	1	1
Help during illness	22	3	14	2
Help, out of work	4	2	2	—
Pension	7	5	1	1
Loan	2	2	1	1
Temporary aid, &c.	2	0	2	3
Letter of recommendation	1	1	1	—
Employment	—	1	—	1
	42	36	24	20
Not assisted	—	—	18	13
Applications withdrawn	—	—	—	8
	—	—	42	36

The greater part of the funds disbursed by the committee goes in pensions. There were 70 pensioners on the books in January (9 men and 61 women) and 68 in June (8 men and 60 women), the amount paid weekly being between 13l. and 14l., or nearly 4s. a head on the average. The Tower Hamlets Pension Fund contributes 6l. a week to this.

With temporary cases, the Society for the Relief of Distress assists to a considerable extent. The following is one of the cases in which temporary help was given in 1890 :—

Case of Joseph Keppel.

Joseph Keppel was a carman, aged 45, and had been obliged to give up a regular place six months before owing to illness. He received 14s. a week from the "Foresters," but it was not enough to keep the family, so he had had to pawn his things. He had a wife and four children, the eldest not 14. Keppel had been 10 years in the Army, discharged in 1867, and has a good character. The home is reported clean and furniture sufficient. The committee allowed him 5s. a week for seven weeks, and sent him to a convalescent home. Later on some clothes were redeemed from pawn and other temporary help given. Subsequently he got better and found work as a casual hand at a wharf. Finally he obtained a situation as 'bus driver, and the committee paid for his license and provided him with a driving cape. They also paid towards

expenses of removal to the district in which he has to live for his work.

PAUPERISM AND THE ENDOWMENT OF OLD AGE

Case of Miss Spink

In the following case a pension was given :—
Miss Spink has always had bad health. She was a dressmaker, but had to give it up more than 20 years ago. She is now 70 years old. At one time she had as much as 150l. in the bank; since giving up dress-making, she had done plain needlework, but was growing less able to do it. She suffers from a tumour on her left arm. Her employers speak well of her. Her room is clean and comfortable. A pension of 4s. 6d. was granted, but reduced to 3s. 6d. as other help was forthcoming.

Parochial Charity.

A considerable amount of relief is given by the various churches and missions which is usually of a temporary character—firing, nourishment during or after illness, or the services of a nurse. Money is seldom given, orders for goods on a local tradesman being employed.

Other charities.

At St. Anne's, Limehouse, there is a relief committee, and a record of all cases is kept, from which particulars have been obtained of the cases relieved during one year from May 1888 to April 1889. 95 new applications were made. Of these applicants, 62 were married, 27 widowed, and 6 single people. The causes of distress are various, but sickness, or want of work, or a combination of these prevail. Relief takes various forms—milk, meat, and small allowances or loans being the most frequent.

At St. James's, Ratcliff, cases of sickness are generally relieved; tickets for milk, meat, and groceries being distributed. In winter, children's dinners are provided, and coal given.

In St. Paul's parish, Bow Common, a trained nurse is employed, and all cases of sickness visited and relieved, if necessary.

At St. Peter's Mission, Limehouse, 274 persons were relieved during 12 months, the number per month varying from 37 in December to 10 in August. The expenditure was about 40l. Besides the relief given in connexion with the Church of England, there is a considerable amount given by the dissenting bodies, of which the most active representative is the Wesleyan East End Mission.

Finally, in Stepney are the headquarters of Dr. Barnardo's institution, with which may be included the East End Medical Mission.

CHAPTER IV.

ST. PANCRAS.

The parish of St. Pancras is divided into eight wards, and covers a space of 2,672 acres. The population was 236,208 in 1881, and the first counting of the 1891 census gives 234,437.

Area of Union.

The care of the poor under the guardians is under nine relieving officers, the largest ward, with nearly half the acreage, 252,000 inhabitants, being shared by two men, and the other wards having each its officer.

Out-relief is given, though not so freely as it used to be, having been reduced from 32,500l. in 1872 to 6,656l. in 1890. Indoor cases are provided for in several district institutions.

The time of investigation was December 1889, and the number in receipt of indoor relief for the week ending 21st December was 4,908.

Extent of pauperism

916 families, consisting of 1,713 individuals and 92 wayfarers, received outdoor relief. At St. Pancras, to those in receipt of relief on 1st January 1890, the names have been added of all others who received relief during any part of 1890, by noting down in alphabetical order the name and age of every person to whom relief was granted in each institution, and then striking off all except the first entry of any individual. Several persons appear and re-appear more than 30 times, and in one case the record extends to 48 entries; in all, there are 4,000 re-admissions. The numbers that must be added to the total at the end of December 1891, to cover the pauperism of a whole year, are as follows :—

On 1st Jan. 1890.	Gross No. to Add.	Net No. to Add.	Total for 12 Mths.
5,087	7,316	4,400	11,547

The deaths which occurred during the 12 months reduce the numbers by 841, so that the total number

of persons living on 31st December who had obtained relief during the 12 months was 8,716, or 3,649 more than were counted on 1st January, being an addition of 70 per cent. for the year as compared to the numbers counted on one day. Of the total number of permanent paupers relieved during the year, the previous history of 336 is to some extent known, as is also that of 642 paupers who may be classed as "current" or "ins and outs."

17 per cent. of the permanent pauperism was caused by drink, 19 per cent. by sickness, and 38 per cent. by old age; among the current cases, drink accounted for 21 per cent., sickness for 24 per cent., and old age for 18 per cent.; 43 per cent. of "in and out" cases were caused by drink.

In making any comparison with the Stepney figures it must be remembered that, while the information about Stepney covers the infirm and sick as well as the able-bodied, the St. Pancras figures are only for the workhouse itself, and omit 1,000 of the older cases, about whom no information could be gathered.

For Ward VI., the poorest in the parish, the following particulars are given with regard to out-relief.

Relief was given in December 1889 to 143 permanent and 66 temporary cases, and the whole number relieved for the year ending October 1890 was 165 permanent, and 456 temporary cases. The cost of the permanent relief for six months ending March 1890 was 523*l.*, or (assuming a similar amount for the second half year) 7*l.* 6*s.* 4*d.* per case per annum on the average. The cost of temporary relief for the whole year was 20*l.*, or an average of 8*s.* 10*d.* a head. Of the 143 permanent cases the average age of those over 65 was 75½; they were all of good character. Of the 11 under 55, nine were blind, crippled, deformed, or epileptic, one had a husband in the lunatic asylum, and one was a widow with children.

Of the 66 temporary cases assisted in December 1889, half were reported on favourably. Want of work was the ostensible ground for relief in nearly every case, but drink was reported as the principal cause in 21 cases, or one-third of the whole.

ORGANISED CHARITY AT ST. PANCRAS.

In December 1889 there were 39 persons receiving a weekly pension from the Charity Organisation Society in St. Pancras. The assistance given to temporary cases frequently takes the form of outfits for service, surgical instruments, letters for hospitals and convalescent treatment, which is always for three weeks at least. One case will serve as an illustration. H—G—, aged 63, a bookbinder, who had lived at the same place for 20 years, applied in December 1889, saying that he found it difficult to get work on account of his age. He belonged to the Bookbinders' Society, but was in arrears. His wife was 60 years of age, liable to fits, and unable to earn anything. One son and two daughters were married; one daughter, aged 22, with spinal disease, lived at home, and could earn nothing. He was highly spoken of by all his employers. Charity Organisation paid club arrears, and gave 1*l.* to be administered for his benefit. When visited again, three months after, he had obtained work, which seemed likely to continue. Temporary or less serious cases of distress are usually dealt with by the clergy.

CHAPTER V.

PAUPERISM AT ASHBY-DE-LA-ZOUCH.

The Ashby-de-la-Zouch Union consists of 27 parishes, covering 53,000 acres, and contains a population of about 36,000. It is partly agricultural and partly mining in the character of its industry. The workhouse has a large amount of room to spare, and of those it accommodates so few are able-bodied that there are hardly enough of them to do the necessary work of the house. The number of pauper inmates on the 1st January 1889 was 122, or only about 11 in 300 of the population. On the other hand, out-relief is very freely given, no less than 638 persons, or 1 in 57 of the population, being on the list for 1st January 1889, and of these the greater part were permanent paupers.

The proportions of pauperism and population at Ashby may be compared with those found at Stepney and St. Pancras.

Paupers (excluding the insane and vagrants) on January 1st, 1891:—

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

Parish.	Popula- tion.	Indoor.		Outdoor.		Combined.	
		No.	Per Cent. of Popu- lation.	No.	Per Cent. of Popu- lation.	No.	Per Cent. of Popu- lation.
Stepney	87,599	878	1.52	138	0.24	1,016	1.76
St. Pancras	234,497	3,525	1.50	2,143	0.91	5,667	2.41
Ashby	33,368	115	0.31	560	1.54	675	1.88

The total number of persons receiving relief in any form during 1889 was—indoor, 224; outdoor, 916; lunatics, 49; total, 1,189; showing an addition to the count on one day of 84 per cent. indoor, and of 62 per cent. outdoor; together, of 66 per cent.

CAUSES OF PAUPERISM AT ASHBY.

During December 1889 125 persons were relieved indoors, of whom 52 were men, 36 women, and 37 children. Of the men 14 had been brought into the workhouse by drink, and 12 by old age; drink only accounted for two cases among the women, but immorality had caused 11, and mental derangement 10 cases. Of the children, 11 were illegitimate, 7 had criminal fathers, and 6 were orphans.

Permission to leave the workhouse without discharge is given at Ashby for longer periods than in London, doubtless because it is here less likely to be abused, and because friends live at a greater distance. The result is, that none of the inmates are entered as discharging themselves, and re-entering repeatedly every month. Three discharges in the year is the highest average. There is a most decided aversion to entering the workhouse throughout this union; but apparently no reluctance to accept out-relief, of which a good deal is given, though in small sums.

At Ashby there were 338 "cases" of out-relief on the list in December 1889, consisting in all of 602 individuals, who may be classed as

Old people over 65	-	-	212
Widows with more than one child	-	-	43
Special cases	-	-	83
			338

For the special cases the following explanation is given:—

	Male.	Female.
Permanent disablement	25	24
Temporary	9	4
Mental derangement	2	11
Temporary want of employment	—	1
Orphans	4	3
	40	43

Medical advice and medicine are not included in this analysis. Attempts to classify the recipients of out-relief with regard to character were found to be futile. The maximum weekly allowance given to one person is 2*s.* 6*d.* No inquiries are made as to the amount given to the pauper by charitable persons, "as that would paralyse the hand of mercy."

CHAPTER VI.

ON THE ENUMERATION OF PAUPERS.

The first question to be decided is as to the total volume of existing pauperism, defined as the number who obtain relief during a year, compared to those in receipt of relief on any one day.

The Local Government Board at the present time bases its returns on the number of those in receipt of relief at any one time. It has been usual to say that the pauperism of the day must be multiplied three or three-and-a-half times to give the pauperism of the year. This multiplier has been generally employed by writers on the subject, on the authority of Mr. Dudley Baxter, who obtained the figures from which this ratio is deduced from Mr. Purdy, of the Statistical Department of the Local Government Board, the return applying to 1857, and being, Mr. Baxter says, the only one of the kind ever made.

The full figures given by Mr. Baxter are as follow:—
 Paupers, indoor and outdoor, relieved during the half-year ending Michaelmas 1856 - 1,845,782
 Paupers, indoor and outdoor, relieved only on 1st July - 796,102

Present method of enumeration.

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

Paupers, indoor and outdoor, relieved during half-year ending Lady Day 1857 - 1,934,286
 Paupers, indoor and outdoor, relieved only on 1st January, estimated - 800,000

Mr. Baxter adds together the two half-years' totals, and from the result (3,780,068), deducts a number (800,000) to represent those in receipt of relief on Michaelmas Day, 1856, who may be supposed to be carried forward and repeated in the second half-year's total. The total number then appears as 2,980,000, or fully three-and-a-half times 800,000.

This calculation would be true if the first half-year's total included no duplicate entries of the same pauper, and, further, if no paupers received relief in the second half-year who had been relieved in the previous six months, but who were not amongst those in receipt of relief on Michaelmas Day; neither supposition is tenable.

It is probable that this calculation was an exaggeration 35 years ago, and would be still more so now.

Mr. J. R. Hollond's Return.

This probability is borne out by the evidence of a parliamentary return made in 1881 at the instance of Mr. J. R. Hollond, then member for Brighton. This return gives the "number of persons relieved as paupers (exclusive of vagrants) during the half-year ended with Lady Day 1881 in each union county of England, and may be compared with the return of the number in receipt of relief on the 1st January in that year. The comparison shows a total of 1,291,424 for the six months, against 803,303 on the single day, or an addition to the number on one day of 61 per cent.

The difference between the 61 per cent. addition, according to Mr. Hollond's return of 1881 and the 134 per cent., according to Mr. Dudley Baxter's version of Mr. Purdy's figures in 1857, may be accounted for in three ways:—

- (1.) Error in the earlier count.
- (2.) Difference in the time of year chosen for the "one day" return.
- (3.) Changes in the character of pauperism since 1857.

With regard to (2) it must be noticed that Mr. Hollond's figures are compared with the 1st January, while Mr. D. Baxter's are compared with those on the 1st July.

The difference between the numbers in January and in July is about 10 per cent. Allowing for this difference, if the 1st July is taken as the starting point, the addition is 79, instead of 61 per cent. The difference is, nevertheless, so great between 61 per cent. (or 79 per cent.) and 134 per cent., that a return to cover the 12 months ending Lady Day 1892 has been made by the Local Government Board. Meanwhile Mr. Hollond's return represents the latest and best official evidence on the subject.

But both these percentages refer to a six months' count, and give no positive information as to the numbers for a whole year. Something must be added, and just as a good deal depends upon what day is chosen in arriving at the percentage of increase for six months, so the addition to be made for the second half-year will depend much on which six months have been counted first.

At Stepney, starting with those in receipt of relief at the end of April, and working backwards, an addition of 130 per cent. must be added to reach the six months' total for the winter half-year ending on Lady Day, and to the six months' total 29 per cent. must be added to give the year's total.

At Ipswich, comparing those relieved on 1st January with the whole number relieved (also during the winter half-year) the addition is found to be 92 per cent., and to the six months' total 40 per cent. must be added to give that for 12 months.

The number of paupers for six months and 12 months compared, are as follows:—

	Counted for One Day.	Counted for the Winter Six Months.	Counted for Twelve Months.
Stepney	1,087 (1st May).	2,530 or 130 per cent. additional.	3,250 or 200 per cent. additional.
Ipswich	895 (1st January).	1,723 or 92 per cent. additional.	2,406 or 169 per cent. additional.
		Average, 112 per cent.	Average, 185 per cent.

A similar rate of progress applied to Mr. Hollond's figures, would give the number of paupers for all England, as follows:—

PAUPERISM AND THE ENDOWMENT OF OLD AGE

Counted on One Day.	Counted for Six Months.	Counted for Twelve Months.
740,172 (1st January).	*1,224,638 or 651 per cent. additional.	1,539,557 or 108 per cent. additional.

* Lunatics deducted.

Mr. Hollond's returns probably include the dead as well as the living, his figures may therefore be corrected by assuming a death-rate of 6 per cent. which is that actually prevailing in the unions examined. Taking this into account, the estimated figures here given for all England point to a probable addition of more than 100 per cent. on the indoor, and rather less than 100 per cent. on the outdoor, or on the average of about 100 per cent. all round.

Estimated percentage

Mr. Booth suggests that the weekly and half-yearly returns of pauperism should be arranged so as to provide the requisite information in a systematic and continuous manner. He suggests that the statistics should take the form of a running account, from month to month, showing the number in receipt of each kind of relief on the first of every month, with the particulars of those who applied for and obtained relief during the month, these being divided into (a) those who had, and (b) those who had not been in receipt of any form of relief during the 12 months preceding their application. This return would need to be supplemented by a half-yearly return, which would show in a similar manner the movement for the half-year, and the total number of paupers who had at any time within 12 months sought and obtained relief. For specimen tables, see pp. and

The enumeration here attempted has been based so far on an annual view of pauperism, but for some purposes it is necessary to go beyond any such rule. The Stepney stories bring out clearly the extent to which some, who are very much pauperised in their character and surroundings, may go without relief for several years together, and the same stories show how with old age there is a gradual settling down into permanent pauperism. If the count were made on a two years' basis, a good many more would be found to have had parish relief than the 12 months disclose.

CHAPTER VII.

THE CAUSES OF PAUPERISM.

It is easy to exaggerate any one cause of pauperism at the expense of the rest. Vice, drink, and laziness, themselves closely bound together, fill a great place in connexion with sickness and lack of work; or it may be shown how sickness and lack of work, and the consequent want of proper food, end in demoralisation of all kinds, and especially in drink.

Criminal conduct is not a first cause of pauperism of any moment, as regards the criminal himself. Criminals are usually men of energy, who can, and do, make their own living. Crime of a brutal type is, however, commonly accompanied by heavy drinking, and it will be found that with those of this class, who ask for relief, drink stands as the leading cause, at any rate, for the criminal himself.

Crime.

The consequences of immorality are much more evident in the lives of women than of men. The direct cause of poverty is in such cases obvious, but indirect causes may be found in other directions, drink, for instance, heredity or evil associates.

Vice and immorality

A man loses his work in consequence of drink, falls into irregular work, and finally in destitution applies for relief. Drink is apparently the cause of distress, but if a fellow-workman, who also drinks, does not lose his place, how does the argument stand? Evidently the man's value as a workman was really the active cause.

Drink.

Some men never work when it can be avoided, others are unwilling to work regularly. The irregularity of waterside work (e.g., at Stepney) reacts on the character of the men who do it, and on their circumstances. Laziness of this type is an important cause of poverty, some of those who ask aid from lack of work belong to this category.

Laziness.

The condition of things which so surrounds people that they can hardly avoid falling into, or remaining

Pauper Association and heredity.

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

Mental infirmity, temper and incapacity. Early marriage and large family.

Extravagance.

Desertion.

Death of husband or father.

Sickness and accident.

Old age.

in the ranks of pauperism, shows itself very plainly in some of the stories which have been told. The withholding of outdoor relief has done much to reduce the volume of pauperism, but dependence on the parish crops out again in the visits of the doctor and his medicine, which by making many familiar with the relieving officer, lay the foundation of much pauperism. Mental infirmity, temper, and incapacity, are closely allied to and aggravated by poverty as well as aggravating it.

Neither early marriages nor large families seem to have as much effect on pauperism or poverty as is sometimes supposed. The poor marry early, because when young they can best afford family expenses. There is not sufficient evidence to show whether, as a rule, early marriages result in large families.

Extravagance is usually connected with the fall from a middle class position into poverty, and is often coupled with misfortune in trade, and incapacity in the management of things and the handling of money.

Desertion, though appearing as first cause of want, when a man deserts his wife, or a woman leaves her home, almost always conceals another cause, and usually drink, immorality, or crime.

In Stepney, and wherever outdoor relief is refused, young widows do not usually come themselves upon the rates, they are helped by being relieved of some of their children.

Accidents are very prevalent at Stepney, no doubt because of the dangerous character of the dock work.

The illnesses most frequent as causes of pauperism, may be divided into three groups:—

- (1) Those connected with unhealthy trades;
- (2) Rheumatism connected with exposure to wet and cold, and often with drink;
- (3) Diseases of the chest, bronchitis and consumption.

Old age is not the sole cause of poverty; among the aged poor drink and sickness may be considerable factors in it, but when all is said, the fact remains, that age falls heavily on the poor, and that the case of the aged poor demands special consideration.

PART II.

THE ENDOWMENT OF OLD AGE

CHAPTER I.

ON COLLECTIVE ACTION IN DEALING WITH THE CAUSES OF PAUPERISM.

It is generally agreed that drunkenness, immorality, and crime, should be allowed to inflict their own punishment upon the criminal. It is quite otherwise with widowhood, loss of parents, accidents, sickness, and old age, and the reason is plain. Drunkenness and folly are evils capable of indefinite expansion, and in dealing with them the deterrent influences of the consequences they entail cannot be dispensed with. On the other hand, sickness, old age, and death, are inevitable, and not liable to increase if the troubles they bring are softened.

Lack of work is inextricably intertwined with laziness, restlessness, temper, &c., and so occupies a middle place. It is not inevitable in the sense that old age and death are inevitable, and it is, like crime or folly, capable of indefinite extension if unwisely treated. It is generally thought best to leave it to the collective action of trades unions. When death is mentioned, it is to the widows and orphans who remain that reference is made. In the case of widows, children are generally taken into the parish schools or boarded out. This plan may be less harmful than the giving of out-relief, but it is a choice of evils tending either way to the encouragement of recklessness and the perpetuation of pauperism.

Sickness is not inevitable in quite the same sense as old age and death, and when it comes, more or less may be made of it. It is this fact, culminating in what is called "malingering," which not only renders State action for the relief and support of the sick unmanageable, but makes it desirable that the societies which undertake its collective care should be small and strictly localised.

But while sickness may be cured, and the effects of death soon pass away, age lingers and becomes more helpless year by year. This is why old age exercises so fatal an influence on pauperism, and justifies the question whether collective action cannot deal with the needs of old age in some better way than under the poor law.

CHAPTER II.

ON THE AMOUNT OF OLD AGE PAUPERISM AND ITS CHARACTER.

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

Up to a year ago there were no particulars whatever in existence as to the amount of old age pauperism. We now rely almost exclusively on what is known as "Mr. Burt's return," which gives the number of old people, excluding lunatics and vagrants, in receipt of relief on the 1st of August 1890, as follows:—

Mr. Burt's Return.

Ages.	Indoor.			Outdoor.		
	M.	F.	Total.	M.	F.	Total.
80 - - -	4,946	4,803	9,752	12,456	22,652	35,108
75-80 - - -	7,086	5,298	12,384	16,474	32,021	48,495
70-75 - - -	9,953	6,856	16,809	17,633	43,266	60,899
65-70 - - -	9,468	6,339	15,807	10,567	35,866	46,433
Total over 66 - - -	31,456	23,296	54,752	57,130	133,805	190,935
60-65 - - -	8,018	5,354	13,372	5,959	21,849	27,808
Total over 60 - - -	39,474	28,650	68,124	63,089	155,654	218,743

Ages.	Combined Total.		
	M.	F.	Total.
80 - - -	17,405	27,455	44,860
75-80 - - -	23,560	37,319	60,879
70-75 - - -	27,586	50,122	77,708
65-70 - - -	20,035	42,205	62,240
Total over 65 - - -	88,586	157,101	245,687
60-65 - - -	13,977	27,203	41,180
Total over 60 - - -	102,563	184,304	286,867

It is to be noted that the women are very much more numerous than the men, being on the whole as 176 to 100 over 65, and 195 to 100 from 60 to 65. But it is among the outdoor only that the excess occurs, as indoors the men predominate. The greater proportion of women below 65 seems to indicate that it is not till considerably later in life than with women that old age renders it necessary for men to obtain parish relief.

Some possible doubt exists as to the correctness of this return, because of the tendency to exaggerate age. On the other hand, in the beginning of August the tide of movable pauperism is nearly at low-water mark, and 1890 was a year of general prosperity. It has been shown that for pauperism of all ages, excluding lunatics, it is probably necessary to double the number relieved on one day to arrive at the total number relieved in one year. But as people grow older they become more settled in their habits; and a larger and larger proportion of those who occasionally accept relief either enter the house to stay there, or receive out-relief in a permanent form. The deduction for deaths also chiefly affects the old. The result is that instead of doubling the number on one day it is enough to add from 30 to 50 per cent. This rate is based on the results of an actual enumeration made in the five unions of Stepney, Paddington, Ipswich, Bradfield, and Barton-upon-Irwell.

According to the actual per-centages at the different ages shown by count at Stepney, it may be perhaps assumed that the total addition of 10 per cent. would be allotted as under to the different ages:—

Under 16	40 per cent.	} 100 per cent.			
16 to 60	<table border="0"> <tr> <td>Indoor 286 per cent.</td> <td rowspan="2">} 305 per cent.</td> </tr> <tr> <td>Outdoor 310 per cent.</td> </tr> </table>		Indoor 286 per cent.	} 305 per cent.	Outdoor 310 per cent.
Indoor 286 per cent.	} 305 per cent.				
Outdoor 310 per cent.					
60 to 65	60 per cent.				
Over 65	40 per cent.				

These per-centages, applied to the figures of pauperism on one day, give the following result:—

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

A YEAR'S PAUPERISM, 1890-91.

	Under 16.	16-60.	60-65.	Over 65.	Total.
No. of paupers on 1st July 1890.	225,327	146,368	41,180	245,687	658,552
Estimated additions for 12 months.	40 per cent. 90,130	305 per cent. 446,438	60 per cent. 24,709	40 per cent. 98,275	100 per cent. 658,552
Total	315,457	591,706	65,889	343,962	1,317,104

If this table may be taken to represent the facts, it may then be shown what proportion of the population at each age are to be accounted paupers.

	Population.	Paupers.	Ratio to Population.
Under 16	11,144,021	315,457	2·8 per cent.
16-60	15,782,273	591,706	3·8 " "
60-65	812,028	65,889	8·1 " "
Over 65	1,322,096	343,962	25·9 " "
Total	29,001,018	1,317,104	4·5 per cent.

It is not possible to distinguish between the direct and indirect influence of old age on pauperism, for age aggravates all the other causes; but directly or indirectly the effect of old age on pauperism is measured by the increase in percentage. As the rate rises with age, it follows that the proportion of pauper deaths will be higher still. Canon Blackley found, by an independent inquiry in 26 country parishes, that no less than 42 per cent. of the old who died had had relief during the closing years of their lives. It is improbable that the average all over the country would be so high, but 30 per cent. would not be an improbable estimate.

CHAPTER III.

ON GOOD ADMINISTRATION AS A CURE.

It is often asserted that pauperism is manufactured by bad administration of the law, and especially by the unchecked giving of out-relief, and that good administration will gradually but surely suppress it. The facts relied upon to prove the good effect of careful administration are specific as regards two particular country unions—Bradfield, in Berkshire, and Brixworth, in Northamptonshire. At Bradfield, in 1871, the number of outdoor paupers was 999, and of indoor 258; in 1891 the numbers were respectively 26 and 110. At the same time the population had increased from 15,853 to 18,017, so that the number of paupers, from being one in 13, fell to one in 132, and the rates from 13s. 8d. to 2s. 3d. per head of the population in the 11. on the rateable value.

At Brixworth, in 1871, there were 1,101 outdoor and 104 indoor paupers, whereas in 1891 there were only 35 out and 93 indoor. The proportion of paupers to population fell from one in 11 to one in 104, and the rates from 8s. 4½d. to 1s. 7½d. per head of the population.

These results were obtained in both unions by the gradual denial of out-relief, while strict administration of the law went hand in hand with carefully organised charity, and with the fostering of every agency likely to raise the standard of independent life among the people.

But unions such as these are rare, and the advance made by them is unstable, as it depends too much on the character and abilities of the administrator. If poor relief is to be reduced everywhere to the scale granted at Bradfield and Brixworth, it can only be done by first simplifying the problem with which the guardians have to deal, and by then putting some pressure on them in the required direction. Both simplification and pressure may be found in the endowment of old age, and the result should be the entire abolition of out-relief within measurable time.

CHAPTER IV.

ON THE ENDOWMENT OF OLD AGE.

A number of pension schemes are now before the public. These are:—

- (1.) The purely voluntary, as suggested by Mr. Fatkin, of Leeds;

- (2.) Voluntary, aided by employers, suggested by Mr. Vallance, of Whitechapel;
- (3.) Voluntary, aided by the State (Mr. Chamberlain and the National Providence League);
- (4.) Compulsory (Canon Blackley's original scheme);
- (5.) Compulsory, with a bounty from the State expected to follow on the adoption of (3);
- (6.) Free, defrayed by taxation (Poor Law Reform Association).

Canon Blackley's original scheme was to collect from every young person between the ages of 18 and 21 a sum sufficient to provide a pension after the age of 65. He has since admitted the advisability of accepting State aid, in order to reduce the sum required, on the ground that there is a general, as well as individual interest, and in order to make the proposal more acceptable to the working classes.

Finally, in order to work with others, he has abandoned the general and compulsory character of the scheme, and is ready to accept any system of voluntary State-aided thrift. Thus, his proposals may be considered as merged in those of the National Providence League.

The main suggestion is that everyone shall be encouraged to provide for their old age a pension of 6l. 10s. per annum by the promise that then an equal sum shall be added by the State (out of Imperial and local taxation jointly), so as to secure in all 13l. (or 5s. a week) to each old person.

The great objection to the proposal is, that it might not, to any extent, reach the classes who now come on the rates in their old age. Again, it is not clear whether the league expects the State to provide *at once* for the supplementary pensions which would be provided under this scheme. This liability, as it seems, would have to be met as it arose, but the present generation cannot afford to bear its own burdens and those of the generation to follow.

But under any voluntary scheme it is impossible to know to what extent, if at all, future burdens would be lightened, for the comparatively well-to-do would be the most sure to avail themselves of cheapened thrift, and little good would be obtained if the poor still came on the rates.

If now the scheme is made compulsory, and every young person is compelled to provide him or herself, before 21, with an annuity of 6l. 10s. at 65, and if to this the State promises to add a further sum of 6l. 10s., the bargain, on behalf of the future, might be a good one for the State. But, even so, not for more than 40 years would the results of such a scheme begin to operate. If anything is undertaken for the future, something must also be done for those still in active life, but beyond the scope of any scheme of early thrift.

The details of Mr. Chamberlain's scheme are as follows:—

To the account of every man who, when he is 25, shall have paid 5l. into the pension fund, there will be added from State funds the sum of 15l. This account must then be supplemented by a payment of 1l. each year for 40 years. These payments must at no time be more than 5l. in arrear, or all claim to benefit will be lost. All arrears must be paid up, together with 5 per cent. per annum interest before benefit can be claimed. The whole fund and its accumulations will entitle depositors to receive:—

- (1.) If they live to 65, a pension of 5s. a week for their remaining years;
- (2.) If they die before 65—
 - (a) 5s. a week for the widow for 26 weeks;
 - (b) 2s. a week for each child till 12 years old (but not to exceed 12s. in all for the first 26 weeks, and 8s. a week afterwards);
 - (c) if neither widow nor children are left, the original 5l. to be returned to the depositor's representatives at his death.

It is evident that this proposal, if universally accepted, would provide a complete pension system; it would not have this effect for 40 years, and, in order to bridge the interval, it is proposed that the State should assist all over the age of 25 at the time of the passing of the proposed Act, who have already secured, or shall, within three years (being then under 50) secure a deferred annuity.

The annuitant must have procured a pension of not less than 6l. 10s. a year, and pay in a sum (according to age) of from 4l. to 10l., and the State will then double the amount of the annuity.

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

Canon Blackley's scheme.

National Providence League.

Some scheme made compulsory.

Mr. Chamberlain's scheme.

Pauper deaths.

Reduction of out-relief.

PAUPERISM
AND THE
ENDOW-
MENT OF
OLD AGE.

No proposal is made for dealing with the cases of men over 50.

The foregoing proposals refer to men only; those for women are on a lower scale. Every woman under 25 is to deposit 30s., and to this the State will add 8l. Her yearly payments will be 8s. 8d., and her benefit a pension after 65 of 3s. a week.

It is also allowable for any man to deposit 2l. 10s. in place of 5l., and to pay 10s. in place of 20s. each year, if he forego the benefit offered to widow and children or any return in the event of death before 65. A clause is also inserted permitting subscriptions to friendly and provident societies to replace the stipulated annual payments to the pension fund.

As about 480,000 men and women reached the age of 25 in 1891, the cost of pensioning them, at 15l. a head for the men and 8l. for the women, would be nearly 5,500,000l. As to the effort to bridge the interval between the present time and 40 years hence, if assumed all at once, it would involve an enormous liability, and spread over the whole period of payment, would represent a very heavy annual charge to the State beyond what the individual insurers would pay for themselves.

Mr. Fatkin's proposal is that advantage should be taken of the comparatively high rate of interest at which municipalities borrow money, for the establishment of a system of municipal banking, which, by the excellence of the return guaranteed to depositors, shall encourage thrift.

Mr. Vallance, also in the interest of individual thrift irrespective of State aid, suggests that weekly wage-earners should be encouraged to put by a small sum 1½d. or 3d. in the pound on their wages, by an obligation placed by law on each employer to add a similar sum. The contribution of the workman, with compound interest, is to be withdrawable by him at any time, but the contribution of the employer and its accumulations to be payable only at death, if happening before 65, or to be commuted into a pension together with the workman's own deposits, if these have not been previously withdrawn. The objection to all schemes involving a legal claim on the employer, is that in effect the sum added to the pension fund would be deducted from wages.

In England and Wales there are at present about 1,323,000 men and women over 65 years of age (estimated pending full returns for 1891.) At 13l. per annum each, a universal pension list would reach 17,000,000l. Putting the total national income at one thousand millions per annum, and assuming that taxation falls, or can be arranged to fall, in true proportion to income, to maintain such a pension scheme everyone would have to pay about 1½ per cent. of his income.

The benefit would clearly be unequal; the rich would pay much more in proportion to what they would receive than would the poor.

It may be said in considering the cost of such a scheme that, looked at nationally, the sum paid in pensions would not be so much spent as transferred from one pocket to another, the old having to that extent the spending of what younger men made.

As a matter of public burden the present cost of maintaining aged paupers would be saved. For those in the house the guardians would draw the pension, and out-relief for the aged would naturally come to an end.

CHAPTER V.

ON THE ABOLITION OF OUT-RELIEF.

The endowment of old age may be expected to bring about the abolition of out-relief, but the process would take time.

Any pensioner who had recourse to parish relief must necessarily forfeit his pension to the guardians. On leaving the house the law should permit the amount of the pension to be paid as out-relief. To prevent the pensions from falling into improper hands, the guardians should have a right to the pension of anyone who had received relief from them during the 10 years from 55 to 65. In the same way anyone who had been in prison during the same period should forfeit the pension.

Such rules would preserve the dignity of the pensions, but might need some adaptation in the cases of the sick and of widows. The parish sick asylum is in effect a public hospital, it should be definitely accepted as such, and placed under the control of the local sanitary authority. The charge to patients should be small, and every facility should be given for provident subscriptions. Those who neglected to make them-

selves "free of the hospital" and then sought for medical assistance in sickness, might be sent in at the cost of the parish, but would thereby lose their right to a pension.

8,500,000l. is now spent in poor relief; the aged poor are a third of the whole number, and must represent more than one-third of the cost.

This is the only public saving to be anticipated, but if it can be shown that the whole problem of poverty and pauperism would be simplified, it would be worth while to consider whether the financial difficulties could be faced.

First, as to *work*. What old men do now they would hardly cease to do, except in so far as a small fixed income would encourage them earlier to turn to such duties as those of watchmen and caretakers.

Then, as to *wages*. Those required by watchmen and caretakers might be less, but otherwise there seems little reason to fear any lowering effect.

Next, as to *thrift*. The greater certainty of the enjoyment of savings would make thrift more attractive. Moreover, the years of elderly existence and doubtful earnings before the age of 65 has been reached have still to be provided for, and, given a pension after 65, every extra shilling saved would tell on comfort.

Self-respect could not be hurt by the receipt of a pension which all old people alike would draw, and which would not be paid through the Poor Law officials. Widows might be helped in various ways by private charity if the rules of administration made it impossible for the guardians to offer anything but the house.

CHAPTER VI.

ON OBJECTIONS TO THE GENERAL COLLECTIVE ENDOWMENT OF OLD AGE.

The objections to the general endowment of old age are as follows:—

1. It is held that such a plan taxes the rich for the benefit of the poor, and that the hardworking and thrifty would pay for the idle and worthless.
2. That those who never reach 65 do not benefit at all, however poor they may be.
3. That the sum of 5s. a week is inadequate, and therefore cruel, and calculated to stimulate begging.
4. That such a scheme would only create a new and additional form of pauperism.
5. That it is absurd not to discriminate between those who need and those who do not need pensions.
6. That it is unjust as well as impolitic that the undeserving and those who have done nothing to help themselves should benefit equally with the thrifty and deserving.
7. That the assumption by the State of responsibility for the maintenance of the old would be dangerous.
8. That the sphere of thrift agencies would be confined and their energies sapped.
9. That the principle of independence and thrift is assailed by a provision which takes away the stimulus to saving given by the prospect of destitution in old age.
10. That it is the duty of children to support their parents.
11. That emigration would be discouraged.
12. That the financial resources of the country would be overstrained and crippled.
13. Finally: that the administration of such a scheme would present serious difficulties.

1. It is true that under a general pension scheme the rich would, to a great extent, pay for the poor. It is not so true that the hardworking and thrifty would pay for the idle and worthless, as it is only when their share of taxation, treating them as young and old of a class, exceeds their share of benefit that this would be so. The inequality of fiscal burdens is, however, nothing new, and the only justice which any system of taxation can effect is that of the equality of sacrifice.

2. So far as the second objection is valid, it is also valid against all deferred annuities and civil, military, and naval pensions.

3. The third objection that the proposed sum of 5s. a week is inadequate and will stimulate begging, is beside the mark, because the desire to give to the

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Cost of
Mr. Cham-
berlain's
scheme.

Mr. Fatkin's
scheme.

Mr. Val-
lance's
scheme.

Universal
pensions.

Forfeited
pensions.

Objections
answered.

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undeserving beggar will not be stimulated, and all self-supporting efforts will be encouraged.

4. The fourth objection rests upon the definition of pauperism. If to receive advantages under private or public endowment is to be accounted pauperisation, then those in receipt of pensions, though every old man in the land drew one, would be paupers, and excepting those who died young, everyone would become a pauper. But there can be no general pauperisation in a State which supports itself. A pauper State, if such a thing can be imagined at all, must be dependent on some other State.

5. Poverty must not be the qualification of the pensioner, for to endow destitution would be to go back to the worst principles of the pre-1834 epoch, and herein lies the answer to the fifth objection, for it is impossible to maintain the dignity of pensions if the question of poverty be introduced in their distribution.

6. The sixth objection, that only the deserving should benefit, is like the fifth, but it is even more dangerous to inquire into a man's character than into his means, if the benefit to be received is to be kept free from all taint of pauperism.

7. It is asserted that the assumption of such a responsibility would involve danger beyond what is assumed under the present Poor Law. But the nation is already bound to keep every old person who requires it at the cost of more than 5s. a week; and to offer to all old people this sum and no more might be thought to make the nature of the responsibility assumed even more definite than before.

8. Thrift agencies at present do very little business in deferred annuities. Their principal approach to it is in the indefinite continuation of sick pay when illness and old age make work impossible; and it is precisely this branch of their business which is admittedly insolvent. State pensions, then, so far from injuring their business, would keep them to some extent out of a serious present difficulty.

9. The fear of destitution is distinctly not the most potent cause of thrift in England at present. People save "against a rainy day," to increase their capital, and to provide for their children, not for objects more remote; these have their turn, but not usually till all reasonable fear of destitution, present or future, has passed away.

Neither are independence and self-respect lost by the acceptance of a benefit for which the recipient has not himself fully paid, for the enjoyment of endowments to which anyone becomes entitled never is so felt by the rich, and would not be more felt by the poor, always provided that the claim did not require any confession of poverty.

10. The objection that it is the duty of children to support their parents, if good at all, is good against any savings for old age, and therefore goes too far.

11. That emigration might be checked is a more valid objection, but the same argument would be equally good against any efforts to make life in England happier and more prosperous.

12. The amount required to provide pensions in England and Wales would be 17,000,000*l.* Towards this sum the local authorities, whose rates might be rapidly reduced by one-third, and later by one-half or even two-thirds, if out-relief is reduced to a minimum, might contribute fully 4,000,000*l.* This leaves a sum of 13,000,000*l.* to be provided out of taxation, and to it must be added such sum for Scotland and Ireland as would represent their contribution towards the taxes levied. If this sum may be taken at 3,000,000*l.*, we have in all 16,000,000*l.* to raise by Imperial taxation.

To raise fairly such a sum as this, indirect as well as direct taxes would be needed; $\frac{1}{4}$ d. a lb. on the sugar imported in 1891 would amount to over 6,000,000*l.*, 2*d.* on tea would provide nearly 2,000,000*l.*, drink might supply another 2,000,000*l.*, and 3*d.* on the income-tax amounts to fully 6,000,000*l.* It cannot therefore be said that there would be any actual difficulty in raising whatever sum would be needed, nor in arranging the incidence of the new taxation, so that all classes paid approximately in proportion to their incomes.

Finally, it may be shown that the administration of the scheme would be neither impracticable nor very costly. It is intended that everyone born in England or Wales shall, when 65, be entitled to the pension. All that is needful is to obtain (1) a reasonably fair and prompt decision as to probable age, without incurring unnecessary charge; (2) a sure and prolonged identification to avoid one person claiming in two places. All evidence as to age would be treated as matter of hear-

say only, for identification for 65 years is impracticable. The applicant would give the addresses at which he had lived for the last 10 years, and if he had resided in several districts, the registrar in each must be employed (and paid) to the end that no man could possibly obtain more than one pension. The amount of the fees (which need not exceed 10*s.* or 1*l.*) could be deducted from the first payment of pension, at the rate of 2*s.* 6*d.* a week, till paid.

To each applicant who became entitled to a pension a certificate would be granted in triplicate; one copy would be held by the registrar of the sub-district in which the person resided, another would be lodged with the bank through which the payments would be made, while the third would be held by the pensioner. The signature of the pensioner would be attached to the copy at the bank, and a *deposit account be thereby opened* in the name of the pensioner. Finally, on the death of the pensioner, the registrar would reclaim the certificates, and send them to the Treasury with report of the death.

Under such a scheme existing paupers should continue to live under the charge of the guardians. Those now receiving out-relief would continue to receive it, the only difference being that they would not receive less than 5*s.* a week. For both indoor and outdoor paupers the guardians would receive and disburse the money.

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Existing
paupers.

CHAPTER VII.

CONCLUSION.

It has been shown that the amount of old age pauperism is very serious. Under the Poor Law it is treated undesirably; indoor relief lacks humanity, and out-door encourages improvidence. As a remedy pensions at 65 are suggested to be acquired voluntarily with State aid. But, to be effectual, the system must be universal, or the improvident would still trust to the rates. If the system is to be universal it must be compulsory; and, if compulsory, its cost, however collected, is taxation.

Summary

By endowment of old age is meant a provision granted to all old people from the common purse. If this be desirable, the money needed is best and most equitably raised by taxation which falls fairly on all according to their means.

The period at which the pension should begin is fixed by common consent at 65. Public pensions beginning sooner might tend to reduce wages, and after 65 they will have no effect on the wages of younger men, and but little on those of the old.

The amount, 5*s.* a week, is also fixed by common consent. It does not pretend to be an "adequate provision," but is the contribution of the State towards it, being about the sum which the bare maintenance of a destitute person actually costs.

The sum required to provide 5*s.* a week to all old persons is large, but not more than could be easily raised if the object is worth it. Nor does the administration entail any serious difficulties. Difference of opinion comes in rather as regards the results to be expected from such an expenditure. This scheme, however, may be fairly regarded as a cure for pauperism. Life amongst the poorest might be based on independence, if provision were made for their old age. Chronic pauperism would be confined to a ne'er-do-well class, and might in the end be stringently regulated. The prospect of a pension might not do much to encourage thrift among the lowest classes of the population, but among the classes above them a pension might prove the beginning of innumerable savings.

The interests of all classes are intertwined, but especially those of the lowest class and the class immediately above them. There will be found to benefit very much if the standard of life below them is raised. They already subscribe to sick clubs, insure their lives, and provide something for a "rainy day," but for old age they do not provide, and it is this neglect which reacts adversely on everything else they do to better themselves.

The upper and middle classes will be repaid for their share of extra taxation by the increased prosperity of the community at large, though they themselves may not value or greatly benefit by the pensions. Lastly, if the community prosper, many of the rich will reap advantage from rent or profit, and whether they do so or no, few will regret extra taxation if they can feel that by this means, better than by giving money in charity, they may mitigate the hardships of poverty, and benefit the mass of the people.

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

FORMS SUGGESTED for PERIODIC RETURNS which shall show the TRUE VOLUME of PAUPERISM, and something of its CHARACTER.

PAUPERISM AND THE ENDOWMENT OF OLD AGE.

TABLE I.—MONTHLY RETURNS OF PAUPERISM.

Institution or Class.	No. in receipt of Relief on 1st January.			No. of Persons who apply for and are granted Relief between 1st January and 1st February.						No. in receipt of Relief on 1st February.		
				Those who have received Relief within 12 Months of present Application.			Those who have not received Relief within 12 Months of present Application.					
	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.
Indoor :—												
Able-bodied												
Not able-bodied												
Insane												
Outdoor :—												
Able-bodied												
Not able-bodied					(a)			(b)				
Insane												
Medical only :—												
Able-bodied												
Not able-bodied												

Note.—It is intended that those who are relieved twice or oftener in the month should on the first occasion be counted in the (b) column, and on subsequent occasions in the (a) column. Transfers from one institution to another would be counted in the (a) column.

MEMORANDUM as to TABLE II.

To find the total pauperism for any 12 months :—
 On 30th June (1892) take numbers from columns w + a + b + d + e + h.
 On 31st December (1892) take numbers from columns x + e + f + h + i + l.
 From the number thus indicated must be taken the deaths which have occurred to give the total required.

TABLE II.—RETURN for HALF-YEAR ending 31st December 1891.

Institution or Class of Pauper.	No. in receipt of Relief on 1st July 1891.			No. of Applications granted between 1st July 1891 and 1st January 1892.									No. in receipt of Relief on 1st January 1892.			Total No. of those who have been relieved during Six Months ending 31st December 1891.		
				Previously relieved during						Having previously received no Relief, or none since 1st July 1890.								
	Second half of 1890.			First half of 1891.			Second half of 1891.											
	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.
Indoor :																		
Able-bodied																		
Not able-bodied																		
Insane																		
Outdoor :																		
Able-bodied		(w)			(a)		(b)		(c)		(d)		(e)					
Not able-bodied																		
Insane																		
Medical only :																		
Able-bodied																		
Not able-bodied																		

RETURN for HALF-YEAR ending June 30th, 1892.

PAUPERISM
AND THE
ENDOW-
MENT OF
OLD AGE.PAUPERISM
AND THE
ENDOW-
MENT OF
OLD AGE.

Institution or Class of Pauper.	No. in receipt of Relief on 1st January 1892.			No. of Applications granted between 1st January 1892 and 1st July 1892.									Having previously received no Relief, or none since 1st January 1891.			No. in receipt of relief on 1st January 1892.			Total No. of those who have been Relieved during Six Months ending 30th June 1892.		
				Previously relieved during—																	
				First half of 1891.			Second half of 1891.			First half of 1892.											
			M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	
Indoor:																					
Able-bodied -																					
Not able-bodied -																					
Insane -																					
Outdoor:																					
Able-bodied -																					
Not able-bodied -		(x)			(e)			(f)			(g)			(h)			(i)				
Insane -																					
Medical only:																					
Able-bodied -																					
Not able-bodied -																					

RETURN for HALF-YEAR ending 31st December 1892.

Institution or Class of Pauper.	No. in receipt of Relief on 1st July 1892.			No. of Applications granted between 1st July 1892 and 1st January 1893.									Having previously received no Relief, or none since 1st July 1891.			No. in receipt of Relief on 1st January 1893.			Total No. of those who have been relieved during Six Months ending 30th June 1892.		
				Previously relieved during—																	
				Second half of 1891.			First half of 1892.			Second half of 1892.											
			M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	
Indoor:																					
Able-bodied -																					
Not able-bodied -																					
Insane -																					
Outdoor:																					
Able-bodied -		(y)			(i)			(j)			(k)			(l)			(m)				
Not able-bodied -																					
Insane -																					
Medical only:																					
Able-bodied -																					
Not able-bodied -																					

GEOFFREY DRAGE,

Secretary.

APPENDIX LXXXVII.

GENERAL RULES adopted by the CHARITY ORGANISATION SOCIETY in LONDON.

WANT OF EMPLOYMENT.

Assistance of such Cases at Normal Times.

Charity Organisation Paper No. 5 (suggestion iii.) lays down the following principle as a guide to district committees in dealing with out-of-work cases:—

There is no general rule of the Society that able-bodied persons temporarily out of work shall not be assisted. These, like other cases, are considered on their merits.

In deciding on the individual case, two main factors bearing on the cause of the distress have to be kept in view; viz., A. The applicant's trade or occupation; B. His character and capacity.

A. The Trade or Occupation.

Periodic want of Employment.

(i.) Generally, with regard to the many persons out of work at certain periods of the year by reason of the weather or other regularly recurrent causes no charity can meet an economic fact, such as this, of periodic want of employment. To make a rule of relieving distress arising solely from this cause would be to undertake an overwhelming responsibility, and it would be also injurious to the

wage-earning classes. It would have a tendency to keep down wages, to discourage saving, and to prevent men trying to get some other kind of work to which they can turn in the slack season. In some cases help may be given, conditionally on joining a club or future saving, or where there is a definite promise of work, or in the rare instances in which employment can be found for the applicant. But the efficacy of any such help is practically limited by the amount of individual influence and personal supervision forthcoming on the part of members of committees and others interested in their work.

Temporary want of Employment.

(ii.) If the distress is occasioned by some temporary and definite cause, after a short period there will be an improvement in the labour market. Distress of this kind, due, for instance, to the failure of a great industry, such as the Lancashire Cotton Manufacture in 1862-3, or to a frost of unusual severity and duration, can be properly called exceptional. At such a crisis exceptional means of tiding over the emergency must be sought, and there is a large scope for charitable help, according to the character and capacity of the individual. [See B, *inf.*]

Shifting of Trades.

(iii.) When the distress is due to deeper and more permanent causes, as, for instance, when a trade is failing or dying out, or removing to another neighbourhood, any form of charitable relief on the spot acts merely as a palliative; it tends to keep labour in the same grooves, to divert attention from the source of the evil, and to become as chronic as the shortness of work. In such circumstances, practically the only remedies are migration or emigration, unless the applicant can be induced to turn his hand to some other occupation.

B. Character and Capacity.

From this point of view out-of-work cases may be roughly classified as (i.) Thrifty and careful men; (ii.) men of different grades of respectability, but non-provident, and of very limited capacity; (iii.) the idle, loafing class, and those brought low by vice or drink.

With reference to these several classes, and having regard to the considerations mentioned in section A., it is suggested that Class (i.) may be temporarily supported by charity, or assisted, e.g., by the payment of club arrears, by redeeming tools, &c., by emigration. Class (iii.) should be left to the Poor Law; and also Class (ii.) where there is no decent home.

With regard to non-provident cases, where there is a decent home, the following experiment has been found to work well in one or two Unions where the necessary co-operation with the Guardians exists:—The head of the family is offered the workhouse by way of test, and, if he accepts it, his family is temporarily maintained by the committee, and the help continued for a week or two after the man comes out of the house. By this means the improvident are not entirely saved from the consequences of their conduct, and yet they are spared the extreme hardship of having their homes broken up.

Failing any suitable test, all non-provident cases should be left in the hands of the guardians, except those in which the committee see their way clearly, by means of personal influence, to effect a lasting improvement in the condition of the applicant.

EXPERIENCE OF SOCIETY IN DEALING WITH THOSE IN WANT OF WORK.

(a.) Inefficiency of the labour bureau system (*see* below).

(b.) In the case of men who belong to any kind of benefit club temporary allowances, e.g., as follows—at Poplar and St. James's:—

1. Poplar. "In 1886-7 the Committee in Poplar, where there had been great depression in trade, formed a Working Men's Committee, to adjudicate on out-of-work applications. Only those were assisted who had belonged to clubs, or were still in benefit, or had saved. Fifty-three were assisted out of 136; 49 of the applicants were dock labourers; 46 belonged to different branches of the iron trade—platers, rivetters, fitters, labourers in iron yards, &c. Fifty-one received weekly relief, others had clothing club arrears paid, and others help. The total expenditure was 148*l.* The committee was composed of 10 members. They were four delegates of the Boiler-makers' Union, a shipwright, a driller, a dock labourer, a builder, a house decorator, a foreman in the docks, and a foreman in an iron yard. The work was done probably with the greatest possible care and discrimination, but this year (1888) the District Committee felt that the distress caused by want of work was too permanent to be checked by temporary relief."

2. The St. James's, Soho, Committee relaxed their rule in 1886-7, which was that "they did not usually consider it right to assist able-bodied men out of work when there had been no illness or accident to account for it." "We had to ascertain," they said, "besides credentials as to character, thrift, &c., that the man is not habitually out of work, that he is making every endeavour to obtain it, and that he continues these exertions, and is not weakened by dependence on charity. Moreover there is also the question to be faced—What his future prospects of regular employment are? Most of those helped to tide over their difficulties are now in regular work, and the timely assistance afforded through the Committee prevented their homes from being broken up, and saved them from destitution."

This Committee, as others have done, on occasion when there was exceptional distress, have assisted by allowance cases unsuitable for reference to the Poor Law.

APPENDIX LXXXVIII.

ABSTRACT of part of the EVIDENCE given by Mr ACWORTH before the SELECT COMMITTEE ON POOR LAW RELIEF in the HOUSE OF LORDS.

This (*viz.*, the advancing of work by the Wandsworth Board of Guardians at a time of want of employment in 1886) Mr. Acworth, in giving evidence before the Select Committee on Poor Law Relief in the House of Lords, thus criticised:—

"The men were set to digging out foundations, and the foundations were not wanted at the time, and were not actually built on for, I think, nine months afterwards, and they had then been very much damaged by wet, and they were found not to be in the place entirely where they were wanted for subsequent building. . . . We sifted very large quantities of sand. We charged no royalty; it was our own freehold, we credited ourselves at the full value that it would be to sell, but we have not hitherto sold it. The men worked at 3*d.* per hour. They had a very short day's work—only about 7 or 7½ hours. Labourers would have been paid 5*d.* on an average. In this instance they could hardly be considered deprived of their work, because it had to

be done twice over, otherwise they would have been deprived of it. In the following winter there was a general expectation that employment should be again provided. The Board had deputations every week for some period, requesting them to give work at wages, and they had to explain that they had not work at wages to offer. They did not attempt to do any other work again otherwise than by contract, and subsequently the Guardians opened a labour yard. This too succeeded in attracting new paupers, or was of assistance to those who had in previous years applied. Of 24 under one relieving officer four had relief since. Out of 62 in another district 17 had relief since. Out of 58 in a third 10 had had relief. In a fourth, where the relieving officer had two districts, out of 21, 7 had applied for relief before or since, and out of 68, 25; in the remaining district 19 out of 60 men in 1886 have either had or applied for pauper relief since."

APPENDIX LXXXIX.

EFFECT OF BETTER ADMINISTRATION of the POOR LAW ON ABLE-BODIED PAUPERISM.

The general effect of the administration of the Poor Law, as at present conducted, upon able-bodied persons is that the reduction in the number of those who depend upon the Poor Law is marked, and the increase, even in bad years, is comparatively small. Thus, taking England and Wales, the able-bodied in-door pauper is 0.9 per 1,000 of the population, and so he has remained, varying only between .7 and .8 since 1872, when he stood at 1 per 1,000. The out-door able-bodied pauper stood at 6.7 in 1870, 5.6 in 1872, 4.6 in 1873, and he is now at 2.3 on the 1,000. Taking the in and out together the figure is 3.2, as against 7.8

and 7.9 in 1869 and 1870. There is no doubt that the better administration of the Poor Law has made the working classes more independent. The metropolis shows similar results. Able-bodied now are (in) 1.7 per 1,000; (out) 1.4; in and out 3.1. Taking bad years, in 1830 it was 3.3, and so in 1838. In the country in 1880 it was 4.6; in 1886-7-8, 3.7.

The Poor Law returns are certainly a much truer indication of actual distress than they are frequently allowed to be. Distress, which puts skilled labourers out of work, affects the unskilled, who are dependent, in a measure, upon the skilled labourer. The skilled

labourer, by his trade union and in other ways, may be able to tide over the difficulty, or at least would require help from without only in the last resort, but the unskilled, and particularly the older labourer, who depends on him as soon as his credit with the tradesman comes to an end, or pawning is no longer possible, comes on the rates. To a certain extent, charitable relief may be a help, but—unless under unusual circumstances, or worked on a plan of division of labour with the Poor Law authorities—it would not prevent any large mass of the people of the labouring class falling upon the rates should they not be able to avoid doing so by their own efforts, and though the

figures vary less than they used to do in times of distress, owing partly to better administration, the Poor Law returns have been proved to be, in the last 20 years, a very fair meter. Thus, in London, the mean numbers in 1880 were 98,916 or 26.7 as against 94,565 in the previous year; in 1888 108,638, or 26.8; in 1889 108,788, or 26.5 per 1,000,* with similar figures since.

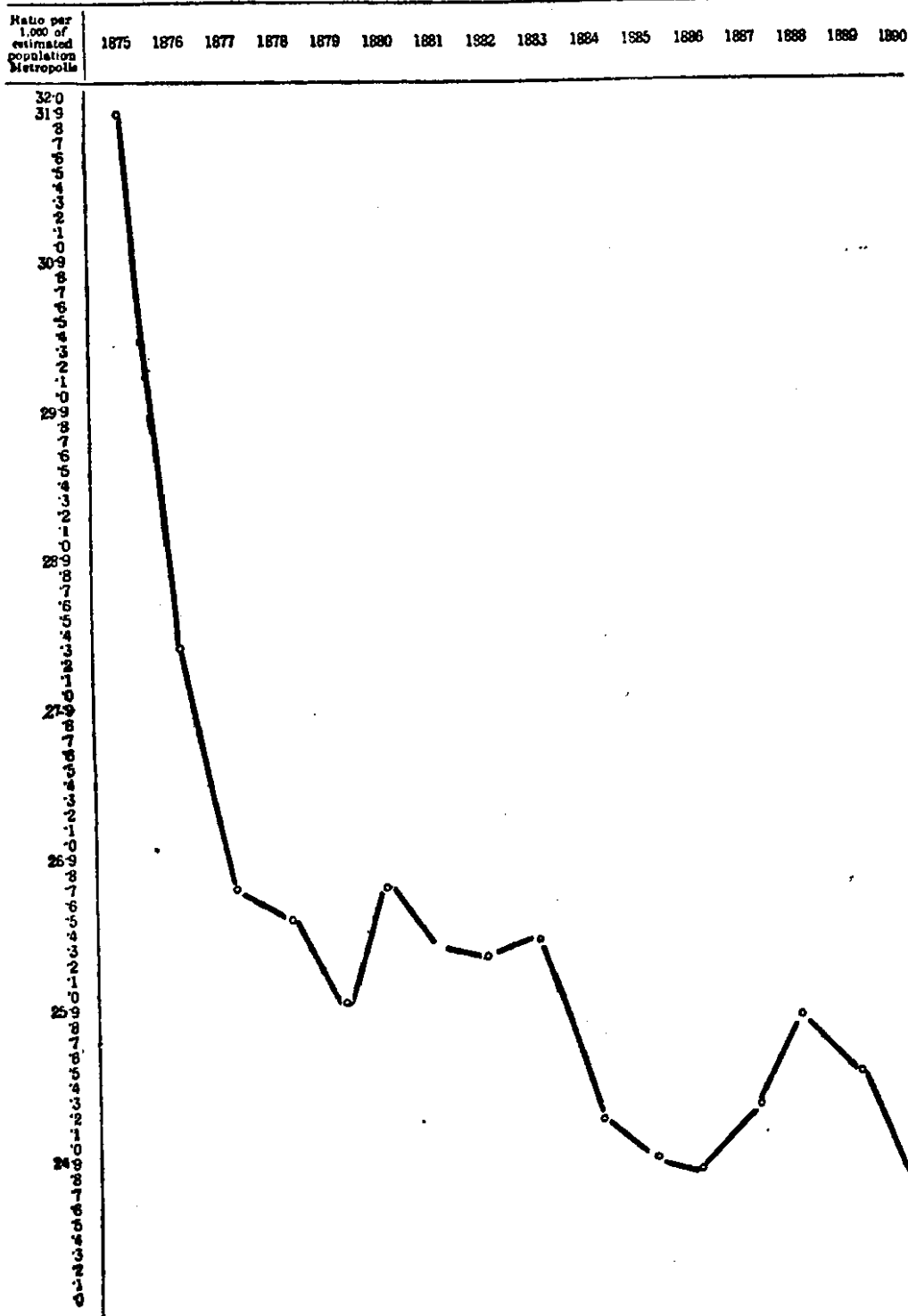
It should be remembered, also, that a year of distress leaves behind it, as a rule, an increase of pauperism for two or three subsequent years.

* [The weekly returns are, however, a true gauge, being more precise for this purpose.]

APPENDIX XC.

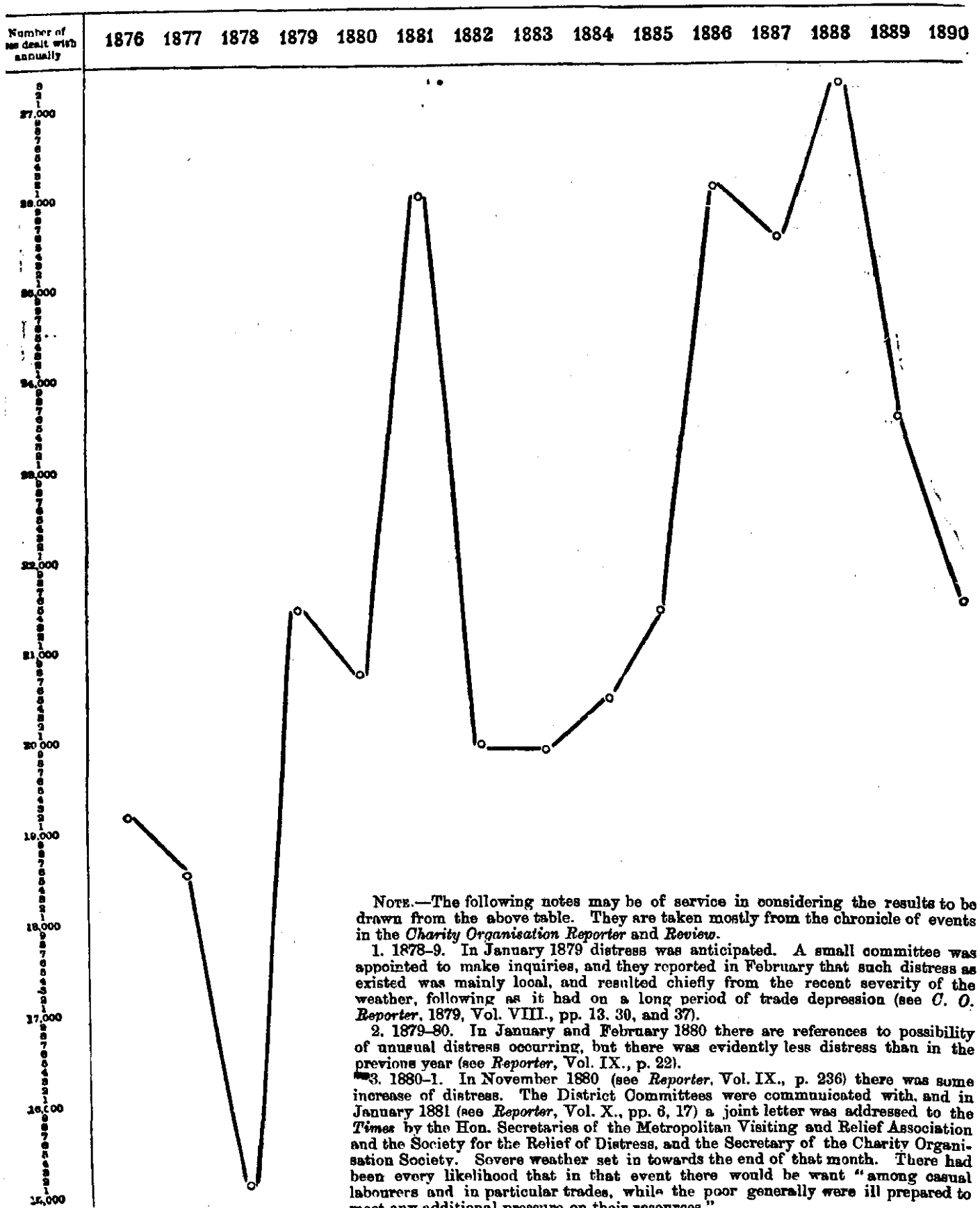
CHARTS showing RELIEF of DISTRESS in the METROPOLIS in GOOD and BAD YEARS since 1875.

DIAGRAM of MEAN NUMBERS of PAUPERS of ALL CLASSES (INDOOR and OUTDOOR) in the METROPOLIS for the 16 PAROCHIAL YEARS ended LADY-DAY, 1890. (See page 372, XIXth Annual Report, Local Government Board, 1889-90.)



NOTE.—The above diagram represents the mean numbers of paupers per thousand in the years named. The actual number of paupers has, with the exception of the year 1890, been larger each year since 1885, though, relative to the population, the rate of pauperism has in most years been less. Thus in 1884 the total number of paupers was 99,425; in 1885, 100,213; in 1886, 101,413; in 1887, 104,431; in 1888, 108,638; in 1889, 108,788; in 1890, 107,343.

DIAGRAM showing the NUMBER of CASES annually dealt with by the DISTRICT COMMITTEES of the SOCIETY between the years 1876 and 1890.



NOTE.—The following notes may be of service in considering the results to be drawn from the above table. They are taken mostly from the chronicle of events in the *Charity Organisation Reporter and Review*.

1. 1878-9. In January 1879 distress was anticipated. A small committee was appointed to make inquiries, and they reported in February that such distress as existed was mainly local, and resulted chiefly from the recent severity of the weather, following as it had on a long period of trade depression (see *C. O. Reporter*, 1879, Vol. VIII., pp. 13, 30, and 37).

2. 1879-80. In January and February 1880 there are references to possibility of unusual distress occurring, but there was evidently less distress than in the previous year (see *Reporter*, Vol. IX., p. 22).

3. 1880-1. In November 1880 (see *Reporter*, Vol. IX., p. 236) there was some increase of distress. The District Committees were communicated with, and in January 1881 (see *Reporter*, Vol. X., pp. 6, 17) a joint letter was addressed to the *Times* by the Hon. Secretaries of the Metropolitan Visiting and Relief Association and the Society for the Relief of Distress, and the Secretary of the Charity Organisation Society. Severe weather set in towards the end of that month. There had been every likelihood that in that event there would be want "among casual labourers and in particular trades, while the poor generally were ill prepared to meet any additional pressure on their resources."

4. In the winters of 1881-2, 1882-3, 1883-4, there was no exceptional or unusual distress.

5. In 1884-5 (see *Review*, Vol. I., p. 131), pressure was expected, but "happily it proved to be less severe than was anticipated."

6. 1885-6. In January 1886 the Mansion House Fund was opened.

7. 1887-8. In November 1887 the Trafalgar Square riots took place.

- Three periods of want of employment:—
 1. (Earlier than the years mentioned in the charts) 1867-8.
 2. In 1878-9 and afterwards.
 3. In 1886-7 and afterwards.

1. **POPULAR, STEPNEY, and HACKNEY** affected, above all Poplar.

December 7, 1867. Number in receipt of out-door relief there 2,300 in excess of the number of the corresponding weeks of the previous year.

January 4, 1868. Those in receipt of out relief in Poplar numbered 9,000.

*Conditions of Difficulty and Suggestions.**

- Workhouse accommodation insufficient.
- Better classification required.
- Better discipline and management.
- More relieving officers and better investigation wanted.

Indiscriminate charitable relief promoted improvidence and want of self-reliance, organisation wanted.

Provision of "suitable tasks of work under efficient superintendence in return for all relief afforded to the able bodied."

Causes of Distress.

"Large number of unemployed in Millwall and Poplar who, even if trade partially revived, would scarcely obtain employment for a long time to come."

Small prospect of returning employment in the iron works and shipbuilding yards.

Fluctuation of labour on the docks.

Charitable Help for Migration and Emigration.

23 to South Australia; 392 to Canada; 466 to different parts of England. Subsequently (1868), 357 emigrated through the East End Fund.

Movement of Labour.

November 5, 1867.† "The best of the skilled hands are already gone. These with the exception of the few retained in work left early, and upon their own account. Those who remain are for the most part second class men, who were the first thrown out of work, and who would be the last to be taken on again were there any revival of trade."

No public works.

2. **WINTERS 1878-9, 1879-80, 1880-1.**

Mean Pauperism in Metropolis.‡

Group of years 1877 to 1883; highest 1881, lowest 1877. Difference between highest and lowest year 117,879 on last day in 5th week of January.

Mean paupers all classes in year ended Lady-day.§

Year.	In.	Out.	In and out.
1877 -	41,862	52,574	94,436
1878 -	44,028	51,118	95,201
1879 -	45,444	49,121	94,565
1880 -	48,251	50,665	98,916
1881 -	50,175	48,863	99,038
1882 -	51,136	49,188	100,324
1883 -	52,157	50,088	102,195

Deductions to be made in considering these figures—

- (a) Continually improving infirmary accommodation and increase of applicants for it.
- (b) Variation in out-door relief policy.
- (c) Subject to point mentioned in (a) and increase of indoor relief the best test.

Cause of distress: "Depression."

No public works.

Charitable relief administered 1879-80, especially by the Charity Organisation Society, Society for the Relief of Distress, and Metropolitan Visiting and Relief Association Incorporation.

Rule adopted:—

"Some classes of workmen have to expect periodical want of employment. In these cases it is unwise to give charitable assistance, except by loan and on a

* See Mr. N. Corbett's Report.
 † Annual Report, Local Government Board, 1867-8, p. 126 and p. 119.
 ‡ Appendix E., Local Government Board Report, 804,540 (1881)
 686,670 (1877)

117,879

§ Cf. chart as to number per 1,000 of population, the best test.

prospect of work being forthcoming at an early date. In a time of depression of trade, however, the want of employment may be of an exceptional, rather than of a periodical and ordinary character. District committees should endeavour to discriminate between these two classes of cases, and if there is evidence of respectability, good conduct, and thrifty habits, they should make every effort to save those who are reduced to distress by unforeseen want of employment from applying for poor law relief."

"Able-bodied out-of-work cases, not marked by favourable circumstances, should be referred to the guardians."

No relief works.

As to the country at large, *vide* paper by Mr. Macdonald, Clerk to the Manchester Board of Guardians, "Poor relief during depression of trade in the winter of 1878-9":—

Suggestions, p. 20.

Use of workhouse test, p. 10 and p. 13.

Day-by-day payments, p. 16.

As in London, 1867-8, the workhouse the necessary *ultima ratio*.

3. 1886-7.

*Pauperism.**

Metropolis.—Group of years, 1884 to 1891.

Highest - 778,111 first day, 5th week January 1887.
 Lowest - 726,258 " " 1884.

51,853 difference.

Year	In and out.
1884 Mean number of year to Lady-Day	- 99,425
1885 " "	- 100,213
1886 " "	- 101,443
1887 " "	- 104,431
1888 " "	- 108,638
1889 " "	- 108,788
1890 " "	- 107,343
1891 " "	- 106,670

- Winter of 1884-5. Pressure expected.
- " 1885-6. Mansion House Fund.
- " 1886-7. Various relief works.
- " 1887-8. Trafalgar Square meetings.

1885-6. Chelsea Vestry Unemployed Works.

1. Men nominated by Mansion House Fund Committee.
2. Pay 4s. a day, 2s. of which paid at night so that the men could get food.
3. Employment—paving part of Kings Road with wood.
4. 5d. a day for mixing concrete; 9d. an hour for laying blocks.
5. 230 men employed.
6. Residents only employed.
7. A work of public utility continued when winter had passed.

Chelsea 1886-7.

1. Vestry give notice that 200 men are to be employed on St. Luke's Churchyard.
2. 700 apply.
3. "Rare for a skilled workman to apply. The bulk unskilled labourers, and in the main the same as those who are out of work every winter."

Note.—Also pauperism relatively larger in 1888 (or winter of 1887-8) when no relief works were forthcoming. They could not be supplied winter after winter, and eventually reliance had to be placed on the Poor Law.

Country. In 1885 the relief works at Nottingham—of certain unions.

Note.—Of recent years growth of expectation, that work will be provided, and demands for it.

This based on a theory that the community should make good the deficiency of work in bad years, supply work for the sake of giving wages.

Compare Mr. Chamberlain's circular 1886 and Mr. Fowler's 1892. Both presuppose a new kind of employment for the able bodied without Poor Law tests, and as employment rather than relief. Persons are to be sent by the relieving officers to works provided by vestries.

This policy questionable.

Note.—Bad years leave their trace on pauperism usually for several years.

* Cf. chart as to rate per 1,000 of population.

APPENDIX XCI.

FURTHER DETAILS RESPECTING THE DUTCH BEGGAR COLONIES.

THE BEGGAR COLONIES (1820).

Object.—The mendicant who showed his willingness to work and perseverance was to be provided with healthy outdoor labour, good food, and moral surroundings.

Colonies.—Ommerschans, given by the Government (1,900 acres), and Veenhuizen, bought by the society (2,380 acres).

Persons admitted.—(1.) Able-bodied persons found guilty of mendicancy, vagrancy, and other petty offences, whose sentence was commuted from imprisonment to residence for a certain number of years in the pauper or forced colony.

(2.) Voluntary inmates, paid for by the communes.

(3.) Old soldier families.

(4.) Orphans, foundlings, and deserted children.

<i>Population, 1827.</i> —Free colonies	-	2,179
		54
		<u>2,233</u>
Beggar colonies	-	1,227
		1,395
		912
		<u>984</u>
(Including officials)		<u>4,518</u>

APPENDIX XCII.

THE AGRICULTURAL BENEFICENT COLONIES, BELGIUM.

1. For six provincial *Dépôts de Mendicité* which existed in 1830–31, and two colonies, a forced at Merxplas, and a free colony at Workl, there have been gradually substituted—

(a.) A non-able-bodied colony at Hoogstraeten, 110 hectares* (say about 270 acres);

(b.) An able-bodied colony at Merxplas and at Workl, 520 hectares (about 1,300 acres) + 570 hectares (about 1,425 acres). Each colony has a farm.

2. *Persons admitted* :—

(1.) Every able-bodied person above 14 found in a state of vagabondage *must* be arrested and taken before the magistrate;

Under 14 *may* be arrested;

Penalty, *for the former*, seven days' imprisonment and six months at disposal of Government; *for the latter*, two years subject to Government;

(2.) Voluntary inmates.

3. *Classification* :—

I. Non-able-bodied:

- (a.) Bad character;
(b.) Cripples and old, able to work a little;
(c.) Infirm, half-witted, and incapable.

II. Able-bodied:

- (a.) Immoral, &c.;
(b.) Under police supervision;
(c.) More than once in the colony;
(d.) New (i.e., first or second time) comers.

4. *Work.*—All kind of work done. An average colonist is said to earn half his cost. Has wage 15 to 18 centimes a day. Has a deferred pay on going out.

5. *Population.*—December 1890, Total 4,213, of whom 2,928 able-bodied, and 1,285 not able-bodied.

6. *Result.*—*Récidivisme* the rule. Thus of the *able-bodied* (see above) :—

(a.) Number	-	41
(b.) "	-	133
(c.) "	-	2,507
(d.) "	-	247

No colony system has succeeded.

* One hectare = 2.471 acres.

APPENDIX XCIII.

THE ARBEITER COLONIES.

Object.—All able-bodied men out of employment are admitted without distinction of class, religion, and character; discharged prisoners are readily admitted.

Aim.—To secure the permanent moral elevation of the colonists.

Pay.—40 pfennigs in winter, 25 in summer. Only punishment dismissal, which carries with it non-admission to any other colony.

Size.—In 1889, 2,395 places in the various colonies.

Winter and Summer.—Four months usual length of stay. Places unoccupied in summer. In winter no room.

Turned away :—1889, Oct.†	-	176
		Nov. - 499
		Dec. - 629
In 1890, Oct.	-	116
		Nov. - 397
		Dec. - 1,130

Constant Re-admission.—Of 10,403 colonists 4,117, or 39.5 per cent. admitted more than once, 21 per cent. twice, &c.

Grounds of Discharge, 1887–89.—Work of some sort found for 2,465 out of 11,849; 7,153 go on their own desire on tramp.

Many convicted.—Out of 10,403 as many as 7,719, or 76.9 per cent.

Conclusions.—(1.) *Not deterrent*, hence failure.

(2.) It is urged that only those should be admitted who can be trusted to try and return to an orderly life. Selection will follow, with the usual result, reduced numbers, &c., as in Holland.

(3.) The short stay of many men bad.

(4.) Suggestions to avoid the creation of the "colony loafer."

APPENDIX XCIV.

POOR LAW RELIEF: ITS ACTION ON EMPLOYMENT AND WAGES.

1. Indoor relief practically takes the dependent person out of the market; he cannot compete as a subsidised worker. Outdoor relief promotes under-payment, and makes the worker irresolute as to finding employment. (A labour yard in which work for the whole day is required may have a similar effect to indoor relief.)

2. As to outdoor relief leading to this irresolution—a typical case:—

"Inadequate out-relief has been the cause of much misery in the past, and to check it in the future is one of our great aims. During the past year it has been proved over and over again that when out-relief can be stopped adequate charity for a few weeks or months may make a family self-supporting, but that where a hope remains of obtaining out-relief permanent pauperism is almost inevitable. One instructive instance may be quoted to show the truth of this position: E. R. was left a widow with three small children; she had a machine with which she earned 2s. 3d. a week, and the guardians granted out-relief to the extent of 2s. 4½d. Out of this there was 2s. 6d. rent to pay, the children were half-starved, and the mother despondent and careless. She had no inducement to work hard, for if she increased her income by a shilling or two the out-relief would be stopped, and the family seemed likely to lapse into hopeless pauperism. One of the guardians, however, seeing a chance of better things, referred the case to the committee, who undertook to deal with it on condition that the out-relief should be stopped. Every effort was made to put the woman in the way of better work, and an adequate allowance made to support the family meanwhile. At the end of two weeks it was found that the woman had again applied for and obtained out-relief. Inquiries were made, and excuses plentiful: they all came to this, that she did not like looking for work, and one of the children was ailing. The committee determined to make this a test case, and after some difficulty the guardians undertook that if the woman applied again she should be offered the house. The committee then resumed their help, the ailing child was sent to a home, the others to a day nursery, the woman was seen every day and incited to fresh exertions. In less than a week she had found herself regular employment at mantle making, the pay increasing as she became more efficient, and there is every prospect that in two or three weeks time she will be earning a sufficient livelihood."

3. As to outdoor relief promoting under-payment, cases are constant. See p. 364 of this Volume, Note 1. The employer does his best to save what the rates give the employee.

See evidence by Mr. Wodehouse, when Poor Law Inspector, Mr. Longley, &c., pp. 364 and 365 of this Volume, Notes 2 and 3.

4. Conversely, abolition of outdoor relief raises wages of working men, widows, &c., e.g., in a country union. So when the new Poor Law was introduced.

5. Medical out-relief is often the first step to pauperism. Where the administration of it is strict, medical clubs spring up. Thus at the Milton Union, as Mr. Davy reports:—

"The guardians have been most careful in administering medical relief, and applications are now rare.

There is a provident medical club for the Union, of which the clerk to the guardians is secretary. A man can secure medical attendance for himself by the payment of 1d. a week, and for each of his children by the payment of ½d., the children of widows being charged only ¼d. The members of the club can choose any of the five medical men who contract with the club, and who are paid by the secretary. The cases of confinement are treated at a fixed payment of 15s. These sums are small because the subscribers to the fund are numerous, and practically include the whole of the labouring classes in the union, who subscribe, at all events at first, because they know that they will get no medical relief from the poor rates outside the workhouse. If the guardians chose to administer medical relief with the same laxity which characterises many boards, who congratulate themselves on their kindness and sympathy with the poor, the whole self-reliant organisation would be destroyed, or the subscribers would be so lessened in number that the subscriptions would have to be materially increased."

This shows it is not a question of want of wage but want of will, when State interference takes away the object for which the will would naturally be exerted.

6. So with regard to friendly societies generally. Vide Fourth Report of the Friendly Societies Commission, p. cxcii. At Brixworth the guardians, in estimating the means of relief, took the allowance of a friendly society at the whole sum, instead of at half, as is often done, in order to raise the friendly society scale to adequacy.

Supplementation by poor relief weakens friendly societies; so friendly societies prospered when the new Poor Law was introduced; so where out-relief has been withdrawn.

6a. Again, where there is much indiscriminate relief, there will be least strenuousness, and trade combinations will fail.

7. Strikes:—

The resolution of the Council of the Charity Organisation Society in 1889 was—

"That inasmuch as care should be taken that district committees of the Society should not interfere in the relations between employer and employed; it is desirable that the following recommendations should be adopted:—

"That district committees should not give charitable assistance to men on strike or to their families.

"That with cases in which the distress is the indirect result of a strike, the district committees should act on the ordinary principles of the Society.

"It will, of course, be understood that in this resolution only such relief is referred to as might be calculated to cause interference in the relations between employer and employed."

Of. Evidence of Mr. J. S. Davy, Poor Law Inspector, in his report on a strike at Bolton, p. 365 of this Volume, Note 4.

APPENDIX XCV.

SUMMARY OF CAUSES OF FAILURE OF SCHEMES (already tried) FOR RELIEF OF DISTRESS due to WANT OF EMPLOYMENT.

NOTE.

1. Failure due to the economic conditions of the problem. Artificial supply of employment saps energy. With less energy the cost of production grows: and there is a continually greater difficulty to find a market.

2. Failure due to difficulty of supervision and continuity in capable management.

3. The larger the fund available the greater the ultimate bankruptcy. The larger the fund the greater the injury to the community at large of drawing into artificial and unremunerative employment resources that would have provided in the open market employment, under the wholesome conditions of self-maintenance. So employment schemes tend to make things constantly worse, if employment is provided to many.

4. On the other hand, if the employees are selected, they equally fail, for they provide only for a few, become unpopular, or deterrent.

5. Unless under extreme conditions charity is better than employment. It can use any means for the particular purposes of the case. It is adaptable to new wants, &c. Employment schemes are not.

6. If charitable relief is provided it disappears with the want it was created to meet—that is, if there be tolerably good administration. Other methods having artificial employment or Poor Law funds for the once distressed to fall back on, continue a dependence and make a pauperism that is only very slowly removed.

The workhouse test, plus a good administration of charitable relief in an emergency, is probably the best system.

7. The Poor Law must deal with all applicants. Hence, its essential conditions.

8. Probably we have in England very nearly a maximum of independent able-bodied labour—owing to the closer administration of the Poor Law.

APPENDIX XCVI.

FURTHER NOTES ON RELIEF OF DISTRESS OWING TO WANT OF EMPLOYMENT.

The Committee of the Mansion House in 1887-88 managed the work in connection with some gardens opened and put in order by the Public Gardens' Association. It was a mixed committee, on which were poor law guardians, working men, &c. Four hundred and fifty-six men received the offer of employment. Four hundred and six were married, 50 single. Of this number 62, or about 14 per cent., to whom tickets were given, did not present themselves at the works, but assigned no reason. One hundred and thirty-four, or about 30 per cent., were dismissed at various times for misconduct, continued absence, or incapacity. One hundred and sixty-four, or about 36 per cent., after careful—in some cases prolonged—investigation, the Committee found themselves powerless to raise from their present position, 17, or about 4 per cent. left the work of their own accord for better employment. Fifty-three, or about 12 per cent., were assisted by being made members of trade or benefit societies, by migration, by obtaining or taking out of pawn tools or clothes when there was definite prospect of work, and in other ways 26, or about 6 per cent., were emigrated to colonies at their own request. The ages of the men were as follows:—15, or about 4 per cent., were under 20 years; 111, or about 28 per cent., between 20 and 30; 148, or about 36 per cent., between 30 and 40; 78, or about 20 per cent., between 40 and 50; 28, or about 7 per cent., between 50 and 60; 14, or about 3 per cent., over 60 years.

NOTES as to PLAN of EMPLOYING MEN at MIDDLESBOROUGH and STOCKTON, 1884-85, may be submitted, together with figures showing the rise of Pauperism in the time of Distress and afterwards.

	Population (1881 Census), 59,871. MIDDLESBOROUGH.			Population (1881 Census), 61,245. STOCKTON.		
	In.	Out.	Total.	In.	Out.	Total.
January 1, 1885	666	2,478	3,144	392	3,768	4,160
" 1886	809	4,903	5,712	355	2,072	2,427
" 1887	821	3,026	3,847	302	1,558	1,860
" 1888	800	2,984	3,784	298	1,213	1,511
" 1889	627	2,890	3,502	266	1,183	1,389
" 1883	475	2,262	2,737	280	1,072	1,352
" 1884	545	2,127	2,672	313	1,163	1,476

With regard to exceptional distress generally, our Society, in the year of the Mansion House Fund, took evidence from many quarters, and drafted a report containing many suggestions which would be of service in dealing with similar distress should it arise again. Their conclusions may be submitted.

(See further Notes on pp. 365 and 366 of this Volume.)

APPENDIX XCVII.

VAGRANTS.

Analysis of 42 cases in St. Giles's Casual Ward, 1888, and of 293 cases dealt with by the St. James's and Soho Committee in connection with the Ham-Yard Hospice. The system of shelters, whether on the so-called self-supporting plan of the Salvation Army or otherwise, attracts vagrants and increases paupers. Figures and statements to be submitted, showing the applications received from such shelters and common lodging-houses, at the casual wards or workhouses. Shelters practically a form of indiscriminate relief. The number of vagrants probably exaggerated in the public mind. (Cf. Gloucestershire Census.)

To submit conclusions of a report of a special committee of the Charity Organisation Society re Homeless Cases.

OUT-DOOR RELIEF AND INDISCRIMINATE CHARITY.

Out-door relief and indiscriminate charity help to reduce the wage in the case of the unskilled labourer—man and woman. The operations of the Salvation Army, a large factor in point of view of charity in London for the production of dependence and pauperism, as shown by their own published figures.

Analysis of applicants to a soup kitchen in St. Giles. Other evidence on the question of indiscriminate charity.

EMIGRATION AS A MEANS OF ASSISTING THOSE OUT OF WORK.

Large amount of sifting necessary to ensure good results, but a satisfactory method if properly carried out.

Inadvisability of charitable relief being given to persons on strike.

OLD-AGE PAUPERISM.

1. Endeavour to ease the difficulties of the labour question by maintaining those above 60 or 65 at the

charge of the country. Character of pauperism. Mr. Goschen's return, 1869, &c.

2. The economic loss to the country by the pauperism of a working man at the age of 60 or 65, or of his dependence at that age.

3. The policy of the Poor Law Commissioners in regard to relief of old age.

4. The better administration since 1870: how far it has shown that old-age pauperism may be avoided.

5. The statement that the reduction of pauperism, especially old-age pauperism, in one union has led to an increase of pauperism in neighbouring unions not correct.

6. The effect of a pension scheme on thrift mis-stated. The present Poor Law has encouraged thrift and independence. There is no experience to show that a system of old-age pensions will increase thrift.

7. Old-age pension schemes would, as a rule, lead to pauperism, but give it another name.

8. The enormous pecuniary cost of the system. Its want of finality. Its recognition of the principle that a large portion of the population, irrespective of destitution, have a right to maintenance from the funds of the community.

9. Poor Law reform and improved poor law administration the true line of progress in this matter.

CHILDREN.

Prevention of pauperism. Physical conditions in childhood that lead to pauperism. The improvement of the quality of the workmen by better education and training in the class of backward or feeble children. Special investigation made on behalf of a special committee of the C.O.S. by Dr. Francois Warner. Physical conditions, not mere want of food, the true point for consideration.

C. S. LOCK, Secretary,
Charity Organisation Society,
15, Buckingham Street,
Strand, London, W.C.

11th November 1892.

APPENDIX XCVIII.

HOMELESS.

1. NUMBER OF HOMELESS PERSONS, Night Census,
January 16, 1891.

	Men.	Women.	Children.	Total.
In nine Refuges	712	193	33	938
In Casual Wards	697	138	8	843
Totals	1,409	331	41	1,781

Add a certain number, (a) for boys' shelters, or one or two other small shelters; (b) persons admitted gratuitously or for work—to Salvation Army shelters.

Total estimate 2,500 homeless, on a single night, "ample and indeed beyond the mark."

Police evidence shows that people do not sleep out in winter as stated.

Under Vic. 28. c. 34. sec. 4., police have to conduct to the casual wards destitute homeless persons, and they have strict orders so to do.

2. OUTSIDE LONDON.

As to the relative number of the habitual vagrants among the wayfaring population, the following statements, made by the late Mr. Barwick Baker at a Poor Law Conference in 1882, are interesting:

"The Chief Constable for Gloucestershire (Admiral Christian) had, he said, taken a census of the tramps found in the county on the night of Tuesday, April 4. The names of every one were carefully taken down, together with their account of themselves. The policemen who carried out the census also recorded how far they judged the tramp's account to be true. Of course this last statement was not evidence, but still the belief of a superintendent of police was very likely to be not far from right, and the police were not particularly inclined to favour the class of men with whom they dealt. There were found sleeping in the casual wards of workhouses 171, and sleeping in common lodging-houses 553. These men gave their description: Children, 64; drovers, 12; labourers, 141; married women, 61; orphans, 74; and so on. The strange thing which surprised Admiral Christian, and also surprised himself (the speaker), was that the number of statements believed to be true out of the 553 was 424; and the number of men believed to belong to the tramp class was 129. This would make an important difference in their reckoning if, instead of having to deal with 30,000 or 40,000 or 50,000 tramps and vagrants, such a proportion as in Gloucestershire was found of poor men travelling at their own cost, and with whom they had no more right or wish to interfere than with any of the members of the present meeting. They had a right to take notice of the 171 who lived on the public in workhouses, and of the 129 who lived by begging; but, judging by this county, there might be only 10,000 or 15,000 to deal with in all England. His friend Captain Congreve, the Chief Constable of Stafford, made somewhat the same estimate of those in the workhouses of his county, and he put down the whole of the professional tramps at 235, and the number of honest men at 360; so that even in Staffordshire, where the labouring classes were very well off, and were very much inclined, he believed, to give away very largely, more than half the tramps were believed to be honest travellers. He was told on very good authority that it was believed an ordinary beggar made from 2s. to 2s. 6d. per day in Staffordshire. In Gloucestershire a considerable number had been taken up for begging, and a considerable number for other offences, chiefly drunkenness. Two had been taken up for burglary, 43 for stealing, 73 for drunkenness, 15 for assaults, &c. All those taken up for begging—with the exception of one man on whom was found a very large sum—were found, on an average, possessed of about 4d. On those taken up for other offences an average sum of 5d. was found. The amount gained by the beggars in Gloucestershire might therefore be put at about double that sum—8d. or 10d. a day—which was, he believed, smaller than in many counties. He attributed this reduction to the fact that, fourteen years ago, the clergy had been asked to explain to their parishioners that all who applied to the workhouses received sufficient food,

and the effect of this had been to greatly reduce the amount given by the poor to beggars."

The following are returns up to 1886 of the number of persons who slept in casual wards and common lodging-houses in Gloucestershire on the first Tuesday in April in each year:

	Total Number.	Number who slept in Casual Wards.					Remarks as to the truth of their statements.		
		Males.	Females.	Under 16 years of age.	16 years of age and above.	Number of known Strangers.	Number of known Residents.	Supposed to be true.	Entirely living by tramping.
1st Tuesday, Apr. 1878	139	128	11	9	130	—	—	—	—
" " 1879	137	123	14	8	129	—	—	—	—
" " 1880	161	133	28	22	139	—	—	—	—
" " 1881	126	116	10	1	125	—	—	—	—
" " 1882	171	—	—	—	—	—	—	—	—
" " 1883*	83	65	18	9	74	77	6	80	25
" " 1884	63	48	15	8	55	61	2	46	23
" " 1885	92	76	16	11	81	92	—	62	30
" " 1886	111	87	24	20	91	106	5	58	28

	Total Number.	Number who slept in Lodging Houses.					Remarks as to the truth of their statements.		
		Males.	Females.	Under 16 years of age.	16 years of age and above.	Number of Strangers.	Number of known Residents.	Supposed to be true.	Entirely living by tramping.
1st Tuesday, Apr. 1878	598	426	172	79	622	—	—	—	—
" " 1879	551	363	188	74	477	—	—	—	—
" " 1880	505	377	128	46	459	—	—	—	—
" " 1881	593	424	169	96	497	—	—	—	—
" " 1882	553	391	162	75	478	417	136	424	129
" " 1883	468	332	131	53	410	270	164	348	11
" " 1884	561	399	162	62	469	397	164	469	92
" " 1885	570	400	170	83	487	469	161	504	66
" " 1886	597	431	176	91	506	444	153	484	113

* After the Act of 1882, when the longer detention at the casual wards was in operation.

In 1881, at a Poor Law Conference, the Rev. W. A. Spooner, of Oxford, gave the following evidence:—

"Out of 1,000 cases which had since been investigated by a society with which he was connected only 18 could be discovered to be workmen in search of employment. This was in the year 1874, when trade was good, and the number must have increased since then; still it would be safe to say that far less than half of those people to be met with on the roads were really in search of work."

In the same year Mr. Basil Cane, a Poor Law Inspector, at a Poor Law Conference, arguing in favour of the separate system in casual wards, said:—

"The means which I have indicated are strongly recommended, because they enable a person—if there

¹ The census of persons in common lodging-houses may perhaps be considered beside the mark in the present paper. The common lodging-houses would naturally contain many wayfarers besides a large proportion of permanent inmates. With regard to the census of the inmates of the casual wards, the inference of the police in Gloucestershire is much more favourable to them than the evidence given by Mr. Spooner in regard to Oxfordshire. In the latter instance inquiry was made in regard to each case. In the former the results were obtained without actual inquiry, and rest on the inferences drawn by the police from their inspection. The latter accordingly would seem to be the more certain testimony.

be such a person—who is honestly in search of work to be separated from the dirty, filthy, abominable characters he would otherwise meet with in the vagrant ward; this recommendation is made in the interests of the poor man seeking labour, and who wishes to leave the workhouse clean and uncontaminated, whereas otherwise he would feel himself degraded and lowered in his own estimation if he had to sleep in a casual ward with all those miserable fellows by whom he is surrounded. Again, the men who go into workhouses go in in large swarms just before race meetings and fairs, and if we had power to keep them in the ward for three days, the gentlemen who sell correct cards at races would be astonished to find that they were taken in and shut up till the races were all over; by these means you would have few applications for races and for fairs. Also I may say that the vagrancy relieved at the cost of the ratepayers of the surrounding unions during the Doncaster week was something astounding. There is another reason for the recommendation, and it is this: that vagrants who frequent the casual wards and common lodging-houses carry infection, not only moral but physical, of various kinds with them; and if small-pox gets into a parish, if there is any—and there is some now in Derby, I believe—it can generally be traced to some distant part of the country. Besides this, from what farmers and cattle-dealers say, I believe the cattle disease is propagated by vagrants who sleep in outhouses, and go from one place to another, and get employment in driving cattle about under the pretence of being honest and industrious men."

And at the same Conference Mr. Lennard, arguing in favour of longer detention, said:—

"With one-half of them their present life has been brought about by idleness, and if you could only get them where you could make them do honest work, you would put a new life in them, and send them from the tramp ward honest working-men. Lately I saw a man in our tramp ward, and I told the taskmaster to send him to a certain place next morning. He was clever at his work, and might have earned 2l. a week at it. He went, and at the end of the first day drew something on account; he went again, and had more money on account, but at the end of the third day his fit of idleness came back upon him, and he left. Now, if we could have kept that man we might have done him good."

From all this evidence, taken at different periods during the last 50 years, a fairly complete idea may be formed of the character of the vagrant population.

3. THE CASUAL WARD.

Twenty-five casual wards in London, with accommodation for 1,647 persons.

Expenses of relieving destitute wayfarers and providing wards chargeable to the Metropolitan Common Poor Fund, by 30 Vict. c. 6, 1867, Metropolitan Poor Act.

Five unions have no casual wards.

Admission usually given by the superintendent.

Doors open usually in winter about 5, in summer about 6. Casuals there collected sometimes before.

Inquiries.—Name, occupation, where going to, where coming from.—on theory that the applicant is a wayfarer in search of work.

Search for money. If he has more than 4d. admission is refused.

Then "baking" of clothes, if necessary. Bath, and clean nightshirt.

The casual ward. Most wards "cellular" and not "associated."

Food.—For adult males, 6 ozs. bread and a pint of broth or oatmeal gruel for supper. Ditto for breakfast. For dinner, 8 ozs. bread and 1½ ozs. of cheese, or 6 ozs. bread and 1 pint pea soup—almost always the former.

Employment—unless ill—for men, 4 lbs. of unbeaten and 8 of beaten oakum, or not more than 13 cwt. of stones; for women, 2 lbs. of oakum, or washing and scrubbing.

Task not excessive; may usually be finished early in the forenoon.

Discharge.—Not "entitled to discharge" before 9 a.m. on the second morning after his admission, or, if he has been admitted more than once during the month, before 9 a.m. on the fourth morning following his admission.

But discharge is usually about 8 p.m., and the superintendent, by Local Government Board Order, has

authority to allow the casual pauper to leave before the usual time for any special reason.

Supervision of Casual Wards.

There are four visiting inspectors of casual wards in London, with a superintendent. The metropolis is considered as one union for casual ward purposes, and cases in which the same person has been seen by the inspectors within the month in another ward are identified and detained for the longer period.

The five central wards are most crowded. Through the police there is telegraphic communication between them. The wards are on the main roads, and in the centre of London. In only two instances is one ward more than two miles from the next.

Character of Persons in Casual Wards.

1. Evidence of casual ward superintendents and others shows that "about 5 per cent. only are *bond fide* workmen in search of work."

2. The St. Giles's Committee dealt with 255 cases taken down at the St. Giles's Casual Ward, out of some 900. They are thus selected cases, but fairly representative.

TABLE of HOMELESS CASES dealt with by the ST. GILES'S COMMITTEE of the CHARITY ORGANISATION SOCIETY during four years previous to October 1889.

Inmates of common lodging-houses, or wanderers	157
Inmates of St. Giles's Casual Ward	98
Total	255

Refused to give an account of themselves	41
Disappeared after inquiry commenced	34
Gave false references	11
Gave no references	76
Cases in which information was obtained	93
Total	255

Apparent causes of distress in 214 of these cases:—

Loafers, preference for the life, or no obvious reason	43
Failure in trade, or to obtain employment	50
Extravagant living	11
Drink as an immediate cause	40
Physical inability	39
Mental deficiency (1 lunatic)	9
Deserted children	3
Thieves	13
Habitual beggars	6
Total	214

N.B.—Of these, 45 admitted being habitual frequenters of casual wards.

Cases assisted	40
„ not assisted	215
Total	255

Forms of assistance:—

Placed in homes	3
Restored to relatives	7
Sent to Ham Yard, or House of Charity	4
Tools, clothes, or stock	8
Emigrated	9
Sent to sea	3
Surgical or convalescent help	6
Total	40

In 101 cases there had been—

In regular employment	17
Irregularly employed	15
Casually employed	69
Total	101

* Casual Poor Act, 1892. 45 & 46 Vict. c. 36.

In 235 cases there were stated to be—

Males	Married	-	-	28
	Single	-	-	148
	Widowers	-	-	30
Females	Married	-	-	7
	Single	-	-	8
	Widows	-	-	14
Total				235

In 228 cases the ages given were—

Under 25 years of age	-	-	41	
25 to 40	"	"	104	
40 to 60	"	"	74	
Over 60	"	"	9	
Total				228

II.—TABULATION of CASES dealt with by the WHITE-CHAPEL COMMITTEE of the CHARITY ORGANISATION SOCIETY, 1886 to 1889.

Referred to Poor Law, ineligible, or undeserving	-	-	124	
Withdrawn	-	-	35	
Referred to other agencies	-	-	6	
Reported upon only	-	-	4	
Assisted in various ways	-	-	31	
Total				200

III.—TABULATION of CASES dealt with by the St. GEORGE'S (HANOVER SQUARE) COMMITTEE of the CHARITY ORGANISATION SOCIETY, February 1886 to February 1890.

Assisted	-	-	24	
Not assisted	-	-	138	
Total				162

Of these, 26 were old soldiers.

SUMMARY of the PRECEDING TABLES.

	Number of Cases.	Assisted.
St. Giles's	255	40
Whitechapel	200	31
St. George's	162	24
Total	617	95

NOTE.—It should be borne in mind that 98 of these were selected cases, and moreover, that the forms of assistance were in many cases mere palliatives, and not calculated to prove permanently beneficial.

"Casual wards have become the regular resort of persons who are neither 'wayfarers,' nor 'wanderers,' nor 'foundlings,' nor, indeed, destitute. Pensioners are found there who run through their pension-money as soon as it is paid, and then throw themselves on the rates until the next pay-day comes. Women separated from their husbands, and receiving from them a weekly allowance of 5s. or thereabouts, within an hour of receiving the payment will squander the money and enter the free quarters provided in the casual ward. Old soldiers, discharged from the service, able-bodied and capable of work, are frequently found there—the laziest and most troublesome of the inmates. Old women of 60 and 70 years of age and upwards come in, too helpless even to wait upon themselves. Then there are the inebriates, men and women, for whom freedom is no boon, and who would be better cared for, at a less cost to the rates, could they be detained in some suitable asylum. Runaway boys from the country, who have been birched or who have committed some petty theft, and whose relations would often gladly receive them back, take refuge there, for it is a place where no awkward questions will be asked, nor any inquiries made. For the same reason criminals who have escaped the benefits of detection frequent them, haunted by a guilty fear of discovery. Few amongst these 'regular casuals' answer to the unfortunate 'wayfarer or wanderer', for whom these wards are intended. In fine weather most of them prefer sleeping

out-of-doors to going to any of these wards, or to the shelters or refuges with which they alternate them. Many pass the nights in the parks; many more amongst the hedges and ditches of the outskirts of London. When they feel themselves in danger of being robbed, or when they fall out with their company, back they will come to the casual ward. On wet nights the applications are naturally more numerous than on other nights. On one wet night last week 10 applications were refused at the Marylebone Casual Ward. During the entire week there have been 24 refusals there. In the previous week there were 14 refusals, and in the week before that 11 refusals. The night on which there were 10 refusals was a Thursday night, and on Thursdays the lists are generally higher. This variation is probably owing to the greater number of detentions which accumulate on that day, consequent on the fewer admissions on the Sunday and Monday."

Many come from the country.

Large numbers of the homeless are countrymen. Out of 286 applicants to the St. James's Charity Organisation Committee in 1889, the place of birth was, in 248 cases, stated as follows:—

London	-	-	62
English counties	-	-	134
Scotland	-	-	17
Ireland	-	-	18
Foreign countries	-	-	7

Trades of Casual Ward Cases.

Of the 286, "60 had on the whole good characters," 12 only had ever belonged to a benefit club, and of these all but one had run out. Two only had ever belonged to a trades union. Amongst these 286 applicants were all sorts and conditions of men. Fifty had been in professions or trades (including clergymen, lawyers, doctors, officers in the army and navy, schoolmasters, shopkeepers, &c.), 95 skilled labourers, artisans, shop assistants, &c., and 120 unskilled labourers. Three acknowledged to having just come out of prison. In the case of those who had fallen from a good social position, drink or gambling are stated to have been almost invariably the true cause. Seventy-seven of the 286 were reserve men or old soldiers.

Trades at Refuges.

In Appendix L is a full classification of the trades of the 644 men and 568 women admitted to Newport Market Refuge in the year 1889. It will be seen that 250 of the men were discharged soldiers; many belonged to season trades—painters alone numbering 57.

MEN.

Attendant	-	1	Grocery	-	2
Bakers	-	7	Grocer's Assistant	-	1
Blacksmiths	-	2	Grooms	-	12
Boiler Maker	-	1	Hammermen	-	2
Bookbinder	-	1	Jewellers	-	4
Brass Finishers	-	3	Joiners	-	2
Bricklayers	-	12	Labourers of all kinds	-	85
Butcher	-	1	Missionary	-	1
Cabinet Maker	-	1	Musicians	-	5
Carpenters	-	17	Packer	-	1
Carmen	-	5	Packing Case Makers	-	3
Chemists	-	3	Painters	-	57
Chemist's Assistant	-	1	Photographer	-	1
Clerks	-	25	Plasterers	-	2
Clicker	-	1	Porters	-	21
Coachmen	-	9	Potmen	-	2
Coach Painters	-	7	Printers	-	2
Compositors	-	4	Rivetter	-	1
Cooks	-	3	Sawyers	-	2
Coopers	-	2	Scaffolder	-	2
Draper's Assistant	-	1	Seamen	-	3
Dyer	-	1	Servants	-	8
Engine Fitters	-	2	Shoemaker	-	1
Engineer	-	1	Soldiers (discharged)	-	250
Errand Boy	-	1	Stablemen	-	18
Farriers	-	2	Stokers	-	4
Fishmonger	-	1	Stone Masons	-	2
Footmen	-	3	Stone Pavior	-	1
French Polishers	-	2	Tailors	-	4
Gardeners	-	2	Waiters	-	10
Gas Fitters	-	15	Warehouseman	-	1
Gilders	-	2	Watchmaker	-	1

WOMEN.			
Book Folders - - -	2	Landresses - - -	74
Charwomen - - -	47	Machinists - - -	3
Children - - -	17	Mantle-makers - -	8
Cooks - - -	29	Needlewomen - - -	64
Dressmakers - - -	29	Nurses - - -	18
Flower-makers - -	3	Servants - - -	188
Governesses - - -	4	Shop Girls - - -	18
Hawkers - - -	2	Tailoresses - - -	22
Housekeepers - -	3	Gentlewomen - - -	8
Ironers - - -	8	Unknown - - -	5

Number of Habitual and Casual Frequenters.

A not very large but in some respects quite a distinct class of homeless people are the habitual frequenters of the casual wards, such as the two examined by the committee. This class is estimated by Mr. Simmons to amount only to about 250; Mr. Vick puts them at 500. They are said to behave in an orderly manner in the wards, from which they are rarely missed for more than two or three weeks at a time. Those who, though usually resorting to lodging-houses, are recognised as occasional frequenters of the wards are a far larger number, roughly estimated by the two witnesses above mentioned at about 4,000.

Married and Single.

A notable fact in connection with homeless persons is that while the women usually describe themselves as widows, the vast majority of the men represent themselves as bachelors. But there is a consensus of opinion amongst those conversant with this class that in the larger number of cases these men have wives and families. Many of them have actually deserted their wives and families. Others have left them to take refuge in the workhouses, and have gone on their travels with perhaps some intention of sending for them when they have obtained work.

Conclusion.

Physical incapacity and moral defect, separately or conjointly, account for a vast majority of cases, and the instances of *bona fide* workmen of even moderate capability found in the homeless ranks owing to want of employment are comparatively few, and even in these instances distress might often have been averted by a moderate exercise of thrift and providence.

Possibility of Effectual Charity.

Taking cases not selected, Miss Tillard, basing her estimate upon some 1,200 homeless cases dealt with by the St. James's Committee, estimates that not more than 5 per cent. have been permanently benefited.

[Mr. Smith, speaking of the Salvation Army said that of those who "professed spiritual progress" 30 per cent. did in fact make progress. Mr. Hunt, of the Church Army, said that 46 per cent. of 100 cases (selected) were now doing well.]

It is believed that the experience of other Charity Organisation Committees does not point to a larger degree of real success. But probably a system of hearty co-operation between the various institutions concerned would lead to far better results than have hitherto been attainable. Not only would a larger number be actually benefited by charitable effort, but many others would be benefited by the mere withholding of charity. Obtaining food or shelter now here, now there, they prefer to lead a life of idleness. Thrown on their own resources, they might probably settle down to honest work. The vagrant mentioned by Miss Tillard represented the feeling of many of his class when he remarked, "What! work for my breakfast? No, thank you; I can get it without that."

As to the young, the following are instances. They are not cases in any way picked out for description, and with one exception they are given in the order in which they were dealt with.

E. M., a girl of 17, made herself useful in the casual ward, and was allowed to remain a day or two over her time. She was a stolid, heavy-looking girl, who appeared in the oldest of clothes. She had been brought up at a workhouse school, and had left it with a good character, but she was unfortunate in her first situation. Her mistress went out of her mind. Her master's goods were seized, and the girl's box went with them. She walked up to London to seek a place, and a policeman directed her to a casual ward. From thence she found her way to a second casual ward. On leaving it, an effort was made to help her—clothes were obtained for her, and she was lodged at one of the homes of the

M.A.B.Y.S. A place was found for her. She accepted low wages until she had earned herself a character. She is now in respectable service at 12*l.* a year, and she has repaid the full amount spent on her clothes and lodging.

L. G. was a girl of 18, who left the casual ward sooner than she need have done, as she seemed afraid of being locked in the cell at night. She came from a refuge in Chelsea. Her relations lived in Birmingham. They used not to bear a good character. On this account, as a child, she had been sent to an industrial school. For the same reason she had been emigrated to Canada. There she got into bad ways, and a charitable society paid her fare back to London, where she soon drifted into the casual ward. She, however, refused to stay there, and refused to go to the workhouse. No home could be found willing to receive her. It was then ascertained that her relatives at Birmingham wished for her return, and that they were, at least, much better than herself. Her fare there was paid, and she afterwards wrote to announce her safe arrival. Her future life will probably be somewhat better than if she had been left homeless in London.

F. P. is a boy of 17, pock-marked and half-starved in appearance. Some years ago his father deserted him, and for 18 months he had been in the workhouse school. From there he was placed in the House Boy Brigade, and transferred immediately to a Working Boy's Home. He said that there he was sent out to get work, but could not succeed on account of deficient eyesight, and that, afraid of being unable to pay his expenses at the home, he ran away and tramped about homeless for three or four months, when he was found in a London casual ward. The character given him from his former school was not good. This boy was placed temporarily in a Lads' Labour Home in the neighbourhood, where for the last five weeks he has earned his living by wood-chopping. Clothes were given him. He has now obtained an indoor situation as sorter in a shop at Battersea.

4. CONCLUSIONS.

We want (1) more thorough treatment, (2) especially the rescue of the younger cases if possible, (3) and for these purposes, longer detention, say two weeks, which (4) will give time for inquiry, (5) for testing the applicant and trying to help in some thorough manner; we want (6) co-operation between the refuges (as above).

5. THE REFUGES.

The refuges are nine in number, without including those institutions for special classes which, as before explained, were not brought within the scope of the inquiry. The nine refuges are all situated on the north side of the Thames, and they have accommodation 1,240 persons in all. The following table gives the name, total accommodation, and situation of each refuge, with the date of its foundation:—

Name.	Accommodation for	Situation.	Founded in
Houseless Poor Asylum -	522	Banner Street, St. Luke's, E.C.	1819
Providence (Row) Night Refuge and Home.	302	Crispin Street and Raven Row, Spitalfields.	1860
Church Extension Association, Tenter Street Refuge.	190	Tenter Street, Whitechapel.	1887
Field Lane Refuge	60	Vine Street, Clerkenwell Road, E.C.	1841
Newport Market Refuge	55	Coburg Row, Westminster.	1863
House of Shelter -	55	Baginbally Street, Stepney, E.	1846
House of Charity -	50	Greek Street, Soho Square.	1846
Church Army Central Labour Home.	25	Crawford Street, Marylebone.	1890
Ham Yard Hospice -	20	Great Windmill Street, Leicester Square.	1846
Total accommodation	1,240		

Most of the refuges place restrictions upon re-admission within a certain time. The duration of stay varies; at some the period is fixed with an approach to rigidity. At the Houseless Poor Asylum, for instance, it is seven nights, which, however, need not be consecutive; at Tenter Street seven nights, at Field Lane a fortnight, at Newport Market a week, at Ham Yard a fortnight, at the Church Army Labour Home

usually two months at least. At all the refuges, however, there is some elasticity as to the period of stay, and at the House of Shelter there is no fixed period, but the duration of stay is regulated according to the needs of each case. At the Providence (Row) all except known vagrants or impostors are admitted for one night; if they cannot give references they then have to leave, but if they give references which prove satisfactory they are allowed to remain for varying periods. The diet varies considerably. At some of the refuges it is inferior to the casual wards, consisting in fact, only of bread and water; at others—the Church Army for example—it is superior. The sleeping arrangements also differ greatly. At some the inmates sleep on leather-covered mattresses placed in large boxes, with a leather coverlet; in others, bedsteads and bedding are used. The refuges are usually on the "associated" system, but at Newport Market there are a few separate cells, which are said to be much appreciated. Many of these institutions are provided with baths, but few make it compulsory to use them.

Field Lane and the Church Army are exceptions; there the bath is always administered, and the clothes of each new-comer are "baked." In the Houseless Poor Asylum and some other refuges the dormitories are always kept heated; in others this is not done, but a sufficiency of covering is given. At few of these institutions are night-shirts given to the inmates. In this point possibly, as well as in regard to the bath, they might well imitate the casual wards, not only for the sake of cleanliness, but also to give an opportunity to the inmates, after being out in the rain or snow, of getting rid at once of their wet clothes. The winter is the homeless man's London season; and most of the refuges, especially the larger ones, are open only four or five months in the year, from November or December till about April. In mid-winter they are most crowded, by April they are usually comparatively empty. Still, even to the last there is a substantial number at the large refuges. What becomes of them when turned out is not very clear. Probably the majority go at once into the country.

6. THE COMMON LODGING HOUSES AND SELF-SUPPORTING SHELTERS.

TABLE showing the NUMBER of COMMON LODGING HOUSES in the METROPOLITAN POLICE DISTRICT, with their Accommodation, &c., from 1884 to 1889.

Year.	Total Number of Houses.	With Accommodation for	New Houses.	Houses Re-opened.	Houses Closed.	Accommodation : above or below Preceding Year.		No. of Houses : above or below Preceding Year.		
						+	-	+	-	
1884	1,118	31,064	95	93	178	+ 1,678	-	+ 9	-	
1885	1,058	31,010	73	93	226		- 54		- 60	Mansion House Fund.
1886	1,069	32,713	63	77	124	+ 1,703		+ 16		
1887	959	31,351	51	66	198		- 1,362		- 110	Trafalgar Square Demonstration.
1888	995	32,172	107	85	156	+ 821		+ 36		
1889	988	33,964	58	87	152	+ 1,792			- 7	Salvation Army shelters accommodated in 1891 about 1,000 persons, viz., 650 to 700 men, and about 250 women. In 1892 they accommodated 2,509.
1890	962	33,947	37	68	131		- 17		- 26	
1891	863	33,086	39	92	230		- 861		- 99	

NOTE 1.—COMMON LODGING-HOUSES grouped—

- (a.) At Bangor Street (Kensington).
- (b.) At Westminster.
- (c.) At St. Giles.
- (d.) At Whitechapel.
- (e.) At Southwark.

Near these usually are refuges or shelters. Thus at (b) is a Salvation Army shelter; and the "Newport Market" refuge.

Not far from (c) is the Leicester Square Hospice, and the Stanhope Street, Drury Lane, Shelter of the Salvation Army.

At (d) are the Salvation Army shelter for men and women, with a shelter at Ratcliffe and at Bethnal Green. There is also a Salvation Army workshop, and several philanthropic common lodging-houses in Whitechapel.

At (e) are the Blackfriars Road and Southwark Street Shelters of the Salvation Army; the Farm House lodging-house of Mr. Hunter.

NOTE 2.—DECREASE of COMMON LODGING-HOUSE ACCOMMODATION OR INCREASE of CHARITABLE SHELTERS, &c.

The Salvation Army Shelters consist of penny shelters, twopenny shelters, and shelters of a superior kind called Poor Man's Metropolises, where charges of fourpence and sixpence are made for a bed. The following is a list of the men's shelters now in existence:—

District.	Class of Shelter.	Accommodation for
Blackfriars Road	Penny and twopenny	400 men.
Lisson Grove	" "	300 "
Limehouse	Twopenny	140 "
Royal Mint Street, E.	Fourpenny (including food).	100 "
Clerkenwell	" "	200 "
Whitechapel Road	Twopenny	285 "
Westminster	Fourpenny (including food).	300 "
Southwark Street	Metropole	134 "
Stanhope Street, Drury Lane	" "	110 "
Bethnal Green	" "	120 "

In the penny shelters the men sleep in large rooms furnished only with wooden benches. When I visited these places (in April) they were not very full, and the men were lying on the benches or the floor, but I understand that in winter, when the shelters are more crowded, many of the inmates are obliged to spend the night in a sitting posture on the benches, which are provided with rails at the back. In the twopenny shelters, and also in those where the inclusive charge of fourpence is made, the bed consists of a mattress covered with American cloth and placed on the floor inside a kind of long and narrow wooden case, which looks like a packing-box without bottom or lid. These boxes or bunks are placed in rows side by side in large dormitories, a space being left between the rows to form a passage. Each man has a coverlet, consisting of two layers of American cloth with a felt lining between them. Both in the penny and the twopenny shelters the dormitories are supplied with heating apparatus. I am informed that the thermometer, which, when the men go to bed stands at about 65 degrees, usually rises in the course of the night to 75 or even 80 degrees.

In the metropolises for sixpence a comfortable spring bed is provided, together with a mattress, rug, pillow, and sheets in a small cubicle divided from the neighbouring cubicles by a high wooden partition. For fourpence a similar bed can be obtained, but in a cubicle containing one, two, or more often three other beds. At the metropolises there are reading-rooms provided with newspapers of various kinds.

At all the shelters there are lavatories with hot and cold water. Soap and towels are provided, and the men have the opportunity of washing and drying their shirts and underclothes. At the twopenny shelters and metropolises there are also baths, with hot and cold water.

At each shelter is a meeting-room, where from 8 to 9 o'clock religious service is held. Attendance at these meetings is not compulsory."

* Extract from article by Mr. Francis Peck on "General Booth's Social Scheme," in "Contemporary Review," July 1892.

Mr. Booth states in the last appeal that he has furnished 1,000,000 people with a warm shelter, in two years.

Connection between Common Lodging Houses and Shelters, and Pauperism.

The common lodging-houses of London contribute very largely to pauperism. It has been ascertained that, in St. Giles's, out of 1,518 persons admitted to the workhouse during the first nine months of 1889 there were—

From common lodging-houses	746
„ the casual ward	296
„ private houses	476

In Whitechapel, out of 2,654 persons admitted during a period of about four months prior to February 18, 1890, there were from common lodging-houses 1,065, and in Kensington, out of 1,065 admissions during various periods there were 616 from these places. In St. Giles's the total accommodation of the common lodging-houses is little over 3,000; in Whitechapel and Kennington the exact accommodation is unknown, but it is believed to be less in each of these unions than in St. Giles's.

It must not, perhaps, be assumed that the persons admitted from common lodging-houses are in all cases regular frequenters of such places. The returns relate only to the place where the applicant slept on the last preceding night; and it may often happen that when a man's home has been broken up he is able to make a short sojourn in the lodging-house before being finally compelled to resort to the workhouse. But after making every allowance on that score, the figures above-mentioned seem sufficiently remarkable.

NOTE also as to "SHELTERS."

(a.) Letter of Holborn Guardians addressed to Local Government Board and other evidence respecting applications for poor law relief being made from "Shelters."

(b.) Evidence of Mr. Vallance as to Whitechapel:—

"We have an increasingly migratory population, the 8,000 or so beds in common lodging-houses, shelters, and refuges feeding our infirmary with sick, and mounting up the admissions sometimes to startling figures. Last half year the admissions averaged nearly 100 a week, whilst the average number at one time would not be more than 600 or thereabouts."

(c.) Evidence of Dr. Herron, medical officer St. Saviour's District Board of Works.

Dr. James Herron, Medical Officer of Health for the St. Saviour's District Board of Works, in his Annual Report for the year 1891, furnishes an instructive analysis of the statistics of mortality for the district. The total number of deaths registered was 836, equivalent to an annual death-rate of 30.77 per 1,000 of the population. By the deduction of 30 deaths in the workhouse of persons belonging to other districts, and of 16 inquests on bodies found in the district, the ratio is reduced to 29.08 per 1,000. But even this is not the true figure, for 50 additional deaths were of persons whose residential claim was founded on the fact that they had passed a single night in the district, either in a common lodging-house or in the workhouse, prior to admission to the infirmary where they died. This statement exemplifies the necessity of a careful analysis of official statistics, especially if they are to be made the basis of comparison between different districts.

This is brought out more clearly when Dr. Herron proceeds to investigate the disturbing causes. We cannot do better than quote his own remarks:—

"Various reasons may be assigned for the great influx of the extremely poor, the improvident, and the vagrant. Ever since the opening of the new infirmary at Champion Hill there has been a steady and increasing flow of social outcasts into the district, attracted by the magnificent hospital accommodation and scientific treatment to be found there. Again, for the greater part of the year a well-meaning philanthropist nightly collected these homeless specimens of humanity on the south side of Blackfriars Bridge, giving each one at midnight an order for a night's accommodation in a lodging-house, which was generally situated in St. Saviour or Christchurch. As many of these were ailing at the time of their admission to these retreats, the keepers naturally sought to get rid of them as soon as possible, with the result that the various Poor Law institutions attached to the district became their destination, where many of them died.

"In addition, several speculative enterprises, floated in the name of humanity and Christianity, have been

established in recent years within the district, which give a home for the time being to the nomadic section of the community. These refuges, of course, cannot accommodate those who are sick; and as residents of the district, in the true sense of the term, never by any chance pass a night there, the large number of individuals transferred from these havens to institutions adapted for the treatment of the ailing naturally tends to swell the death-rate.

"Another feature of this district is the wonderful array of charities belonging to the parishes of St. Saviour and Christchurch. A very short residence has, I believe, been generally sufficient to qualify applicants for these gifts; the result being that large numbers of people whose health has broken down, either through age, deprivation, or some other cause less easy to defend, crowd into the poorer and cheaper tenements, so as to become eligible for these charities. Whether they succeed or not in their enterprise, they are people who are the least likely to undergo the strain of any severe illness. If only we were fortunate enough to be in a position to offer fewer attractions to pauper immigrants, we should be able to show a death-rate that would compare favourably with the average mortality of London. As matters are at present, I fail to see how, notwithstanding any effort we may make in the cause of sanitary improvement, our death-rate can do otherwise than annually continue to increase. Eliminating only those 50 cases of persons whose claim on this district was founded on a short residence therein in a common lodging-house or the workhouse, the death-rate is equal to one of 27.2 per 1,000 of the population."

(d.) "General" Booth has, he says in his last appeal, in two years furnished a million *people* with warm shelter. On the face of it a grave exaggeration. If true, a sign of wide, indiscriminate, and very injurious relief.

The Elevators.

1. "Elevation" by the 100 impossible.
2. Sale of goods injurious to labour, and not confined to members of Salvation Army, as originally it was stated that it should be. The Salvation Army send out "travellers," and of their contracts the following is a sample:—

The London School Board is reported to have accepted the tender of the Salvation Army for the supply of firewood for use in the board schools and offices during the 12 months beginning in October, at the rate of 2s. 8d. per 100 bundles. Among the other tenders were: Church Army, 3s.; Dr. Barnardo's Homes, 2s. 10d., 2s. 11d., and 3s.; and the Boys' Home, Regent's Park. It would be interesting to know whether any tenders were received from strictly commercial agencies, and, if so, whether their prices were higher than those of their charitable competitors.

A month or two ago we commented on the fact that the London School Board had accepted a tender from the Salvation Army for the supply of firewood. The *War Cry*, of September 17th, contains the following note:—

"As this question of wood-chopping has been raised again, I will once more state the facts and the underlying principles, and they will not then be under the necessity of visiting us at headquarters for details.

"The underselling cry may be dismissed in a sentence. It is absolutely and entirely false. If anything, we are rather above than below the general market prices.

"As to the sweating or lower wages charge, the facts are these:—1. We do not pay 'wages' at all—certainly not in the sense in which that term is generally understood. As we have just pointed out to an influential member of the London School Board—with whom we have a large contract for supplying wood—our Shelters where wood is chopped act as casual 'relief works' for penniless and destitute men, who do a certain amount of work—a given minimum and maximum quantity for their food and shelter. As these men are unskilled in firewood-chopping, it is obvious to the most prejudiced that we could not, if we would, pay them wages, much more the rate of wages which a skilled man, who has probably been in the industry all his life, would obtain. They spoil much, which is waste, and a good deal has to be re-chopped. The same principle applies when the men come into our more permanent relief works—the Elevators—and the destitute men, most of whom never had a wood-chopper in their hand before coming to us, clearly understand that no wages are paid them.

If a man, however, earns more than the cost of his keep-money, grants are made him varying in value according to the worth of his work. The strong help the weak, and we seek to inculcate Christ's law, 'Bear ye one another's burdens.'

The Firewood Cutters' Association are hardly likely to be satisfied with this explanation, and it seems to be inconsistent with the statement of the Chairman of the Board's Committee (General Moberly) that the contract, signed by Mr. Cadman on behalf of the Salvation Army, contained the usual clause about wages. Perhaps General Moberly will look the matter up.

3. Legitimate to employ where there is affliction, e.g., blind, &c., in spite of economic difficulties.

Other employment given out of the market interferes with the market, e.g., guardians' wood-chopping, which, by order of the Local Government Board, is kept in closest limits. "The Board are strongly of opinion that boards of guardians should carefully avoid the employment of pauper inmates in such a manner as to cause so much competition with any particular branch of trade as to render it difficult, if not impossible, for the independent labourer in that branch of employment to earn a living." They consider that the manufacture of firewood should not be carried on in any metropolitan workhouse.

4. It is the standing difficulty of all charitable employment schemes to get rid of their goods when manufactured.

(1.) You pay less than standard wage or none, and so bring into the market goods which you can afford to sell at any price. If you charge a price lower than the market price you injure the just self-supporting labourer; if you charge the ordinary market price, by taking up contracts, you similarly dispossess the labourer, by reducing the amount of work available for him in the market.

(2.) 10,000 persons, "General" Booth says in his last appeal, work has been found for. Many of these must have been manufactured in the Elevators. If the statement is true it must affect the independent unskilled labourer very injuriously, or, in other words, those employed are made dependent, and those in the rank of labour above the employed put in a greater difficulty to preserve their independence.

7. THE MUNICIPAL LODGING HOUSE.

In this house there is accommodation for 320 men, consisting of a large hall amply provided with seats and well-warmed, a separate dining-room, a canteen, where the ordinary requirements of common lodging-house needs in the way of food are supplied at the usual trade prices, a public kitchen, in which the inmates can cook their food, a laundry, a public wash-house, lavatories, and baths, while the dormitories on the cubicle system secure a degree of privacy unattainable in the ordinary common lodging-house. Tickets entitling the holder to the accommodation provided may be purchased, available for a month, a week, or one night, at the rate of 3½d. a night, or if a rather superior accommodation is required at 4½d., with a reduction for the longer periods. A private locker may be secured on deposit of 6d. for the key, and these are so constructed with ventilating appliances that remains of food may be kept in them.

The dormitories are absolutely closed except between 8 p.m. and 8 a.m. Of these there are four, each containing 80 beds, and they are in charge of warders who are responsible for order being kept. The superintendent has absolute power to exclude anyone guilty of a breach of the rules. Smoking is only allowed in the hall and courtyard, and intoxicating liquors are rigorously excluded.

Order and quietness are stated to prevail generally throughout the establishment. Reformatory efforts are made in the interests of the inmates by temperance addresses and services by any minister of religion (except Roman Catholics) who may volunteer; these are said to be well attended and taken part in reverently. Lectures and concerts are given from time to time during the winter, and, moreover, daily papers and a few games are supplied. A "free library" is yet lacking, but doubtless will be shortly added to the present attractions.

With regard to the class of men accommodated, our informant is of opinion that it is distinctly a higher grade than would be found at any private common lodging-house. Graduates even of the University, and others above the working classes, have been known by him to

make use of this model institution, these preferring, however, the better accommodation to be obtained by payment of 4½d. That working men make use of this as permanent dwellings is shown by the fact that not 25 per cent. of the lodgers leave after a night or two, and there are many respectable working-men in regular employment who have adopted this mode of life during the last eight or ten years. It would, in fact, be a perfectly fair inference that these common lodging-houses form comfortable and attractive residential clubs to a considerable number of "unencumbered" men of a class which we should have imagined would have been well able to take care of themselves and provide for their own requirements without having recourse to "municipal charity."

Some plausible reasons in their favour might be urged by the advocates of this and similar schemes if it could be shown that they reached the lower grades of common lodging-house life, and thereby created a beneficial change in their condition, but it seems unlikely that this class of the community is affected to any material extent. On the other hand, it is only fair to say that there is distinct evidence of there being among the inmates men who have come down in the world through drink and other faults of character, and that many of these have become reformed characters as a result of the influences for good which have been brought to bear upon them. We are tempted to reflect whether this reformatory work cannot be done equally well, and possibly more efficiently, through other agencies than that afforded by municipal common lodging-houses and in similar fields of work.

8. PROVISION OF FREE OR CHEAP FOOD.

Analysis of applications at a soup-kitchen in St. Giles's, January 1879.

Some 100 applications were thereupon sent in to Mr. A. B., and by him handed over to the Committee, with a note stating "there would have been many more applications but for the openly expressed unbelief of many of the men concerning any good results therefrom," also asking to be informed of any employment obtained for the men, and concluding, "Until these cases, or at least the majority of them, are disposed of I must ask that no further inquiries be made, as the men are rough, hungry, and may become desperate if they are disappointed."

9. THE TEST OF EMPLOYMENT.

The Honorary Secretary at once replied that this Committee never promised any employment to anybody, and that this statement of Mr. A. B. in the kitchen was as much a surprise to them as to others. It is in fact usually beyond the power of charity to find work even for respectable persons. However, the Committee applied to the superintendent of roads of the district, who kindly and promptly fell in with its proposal, and agreed to employ some 25 men on the following morning. Temporary work at plastering was also found by a friend of the committee for another half-dozen. To inquiries how the work was done, the superintendents of roads wrote as follows:—

"Of the total number of men you sent me, eight were good working, useful men, three or four more appeared willing men, but the work was too hard for them (they evidently not being used to manual labour), and after trying for a day or two, they left.

"The remainder gave up their tickets, looked at the work, and walked off."

The foreman of the plastering work reports "that his men came late in the morning, 'sloshed' through their work as slovenly as possible, and went away as they could in the evening; only one man really took pains with his work." He was the only married man sent, and happened not to be one of those found at the soup-kitchen.

The cases so offered employment were taken almost at random from among the first who applied, the number of names sent in simultaneously making it impossible to select those who merited it and had families to support. The nature of every case investigated is shown in the table appended to this report, by an analysis of which it appears that only about 10 had any family at all. Out of the 10, three had deserted their wives; of the seven thus left only two had children to support—and two had adult children who might have done something for their parents.

The difficulty of applying relief to such a body of men on any safe principle will be seen if we attempt to analyse the information, meagre though it is, that has been obtained concerning them.

18 known to be bad, 24 questionable owing to references not having been found, 39 have nothing known about them.

Ages.

Thus, out of 70 whose ages we know,
5 were in their "teens,"
23 " " " twenties,
20 " " " thirties,
11 " " " forties,
9 " " " fifties,
2 " " " sixties.

Character, &c.

Four were feeble in health and fit for little beyond carrying advertising boards, but all the rest were able-bodied men; some of them earning wages up to a few days of their visit to the kitchen, and others capable of work if their characters had permitted them to keep straight. On analysing the evidence as to character, it will be found that about 16 are known to be good,

Not bond fide Working Men.

Again, referring to their occupations, only a small percentage consisted of *bond fide* working men, and of these, striking improvidence was the feature. If the returns of a soup kitchen are an index of distress, why is it that the aged, the married, and the working are not to be found there? If the kitchen is an index of distress this year, will its proprietor say it was less full any previous year? If the kitchen is needed for distress, why was it closed the last days of February, when the cold continued well into March?

The public will hardly need to know how a "kitchen" is furnished with guests, but in this instance the custom is for Mr. A. B. to supply the deputy landlords of common lodging-houses with tickets to give to those they think most in want, a method evidently careless as to consequences, the life of the *habitué* of such places being so nomad, that many are unknown by name to the "deputies" who are supposed to know their circumstances.

Number.	Age.	Married or Single.	Occupation.	Nature of Case.	How dealt with by Committee.
2,047	49	W.	Waistcoat Maker.	Known to the Committee for five years. Almost always out of work. Constantly had parish relief. Drinks a great deal. Has one daughter subject to fits.	Dismissed as undeserving.
2,855	59	W.	Labourer.	Known to Committee as a good character for two years. Has had good employment, 25s. per week, from good firms. A widower four years, and no family, and no club. Now has a bad foot, and getting past work.	Dismissed as case for Poor Law.
2,358, C.L.*	38	S.	Crossing Sweeper.	Born in St. Petersburg. Always a rover. No reliable character. Brothers in Sheffield: known him since he has been in England, i.e., 18 months; cannot help him, as he has no knowledge of any business.	Licence and employment as omnibus conductor obtained, having been previously clothed and kept by Committee till place obtained, at cost of 2l. 7s. 6d. Is believed to have very soon lost the employment.
2,362, C.L.	44	M.	Clerk.	Deserted family eight years. Lost place through drink. Showed copies of testimonials for capability and general good conduct, but lost originals.	Ineligible and undeserving.
2,363	40	S.	Ex-Soldier.	Left army 11 months; 10d. per day pension. Worked in brickfields. Did some plaster work which was given him, badly. Been lodging in common lodging-houses three months.	Referred to Army and Navy Pension Society. Jobs at plastering.
2,364, C.L.	29	S.	Porter.	Unknown at all references and addresses.	Dismissed, ineligible.
2,373, C.L.	26	S.	Servant.	Formerly in Bluecoat. Mother in almshouse. Had "a place" to go to.	Clothes granted to take place.
2,374	26	S.	Porter.	Had been seeking work, and found work two or three days after came to Committee.	Committee granted 8s. 6d. on two occasions for temporary needs.

* Those with C.L. attached are known to reside at common lodging-houses.

The Salvation Army have food depôts at many centres, seven, at least, in London. Of these, three are in common lodging-house districts—Whitechapel Road and Fieldgate Street, Stanhope Street (near St. Giles), and Southwark.

They are feeding, presumably, persons not different from those analysed in the St. Giles's report.

So far as they feed the resident poor they are putting them down also. I have come across such cases in central London.

So with this form of indiscriminate relief wherever it may be.

10. THE LABOUR BUREAU.

There is a strong body of opinion among the witnesses experienced in regard to finding employment, that it has a tendency to demoralise the men, destroy their self-reliance, and relax their efforts in seeking work for themselves; and that, where the endeavour is made to find employment, great care must be taken to guard against this tendency. "Experience has taught me," Miss Tillard observes, that unless a man makes exertions to get work he rarely sticks to it; the job over, he returns to you in the happy confidence that you will find him

another, and it is a question whether we do not weaken his self-respect and self-reliance, and thereby deteriorate his character for steady work, by endeavouring to procure it for him.* Moreover it may be doubted whether charitable efforts to find employment are very successful even in direct result.

Thus at the Refuge which is most energetic in its endeavours to find employment for its inmates, it appears that between November 1st, 1889, and the end of April in the following year, 1,640† persons were admitted; but work was obtained for 80 only. In the meantime, of the 1,640 only eight were known to have found work for themselves. On the other hand, at a refuge where the men are left to shift entirely for themselves in obtaining employment, it appears that out of 689 men admitted in 1889, it was known that 177 had found work. At another refuge where the inmates are left to their own resources, out of 292 men admitted in 1890 it is stated that 117 obtained employment; but it must be mentioned that at this refuge the average period of stay is considerably longer than at either of those previously mentioned.‡

The Salvation Army, by means of its labour bureau, has made a systematic attempt to obtain work for the unemployed; "but in four months, out of some 4,000 or 5,000 applicants, they were only able to place 1,300 or 1,400,"§ and whether in these cases the work was usually anything more than casual or temporary is not stated. A labour bureau does not seem to go to the root of the difficulty at all. The evil is, that owing to the limitation of the labour market, there is scarcely enough employment for all. But the labour bureau does not increase the demand for labour. Besides, it would seem particularly ill adapted to benefit the class for whom it is intended. The good and steady workman need seldom be without work, but the somewhat incompetent or idle are left out in the cold. The bureau would rather facilitate the selection of the best men, and the more complete exclusion of the inferior. On the other hand, if its operations were confined to the incompetent, it would scarcely be much used by employers. Labour bureaus seem also possibly to involve the danger, by enabling employers easily to obtain labourers at short notice, of further encouraging, to some extent, the employment of casual, instead of permanent labour.

It would seem that little is to be hoped from any attempt to find employment on a large scale; but in particular cases it is doubtless sometimes the best or only way of helping. Much may be said in favour of assisting recently discharged soldiers in this way. This class of men, often well able to do hard work, seem strangely incompetent to find work; and, after years of reliance upon discipline and authority, often need some help and guidance before they are able to shift for themselves in the world.

Since then the Chelsea Vestry has opened a Labour Bureau, now in operation one year.

"The Chelsea Vestry yesterday received from its Finance Committee a report upon the first year's working of the Chelsea Labour Bureau, which was established by the vestry at the Town Hall at the beginning of last winter, for the purpose of assisting

* "Relief of the Homeless," p. 10.

† The 1,640 include men, women, and children, but more than 1,800 were men, the number of women and children being very small. The 80 for whom work was found is exclusive of 15 who were emigrated, and for some or all of whom work was found in the Colonies.

‡ In regard to the class of men received at these three refuges respectively, see Boulton 978 to 979, 990, 991, 1010, 1044; Shaw, 505 to 513, 524, 651; Stevens 1071 to 1074, 1122.

§ Smith, 1672. "Anything in the shape of a labour bureau is not calculated to meet the requirements of the cases." (Smith, 1601).

the unemployed of the parish of Chelsea to find work, by putting them in easy communication with employers; This being the first public labour bureau of the kind established in London, its operations have been very closely watched by many districts besides that for whose benefit it was established, and it was understood that at the end of the experimental term of one year the vestry would have an opportunity of considering the advisability of continuing it. The report showed that between the 5th of October, 1891, and the 31st of August last, 3,611 persons desiring employment registered at the bureau, and employment was found for 1,522 of these. The cost of the year's working was set down at 162*l.* 15*s.* 7*d.*, less than 1*s.* per applicant, or a little over 2*s.* per head for those obtaining work. This expenditure included initial costs which are not likely to recur, but there was also to be taken into account the fact that no charge was made to the bureau for its offices at the Town Hall. The whole of the work of the bureau—interviewing applicants and employers; making inquiries, personally or by letter, tabulating and classifying applications, &c.—has been performed by a superintendent, at 2*l.* per week, assisted by a boy. Of the 1,987 males who registered, 567 were placed, the largest class of these finding employment being 178 boys; other large sections being 126 artisans, and 127 labourers. Fewer women registered—viz., 1,624, but 955 of these were placed, the largest section being 609 domestics, and the next 129 charwomen. The bureau possesses no means of ascertaining the mean duration of the various employments. Mr. Hilton, who is chairman of the Finance Committee, moved the adoption of the committee's recommendation, "That the bureau be continued for another year." He nevertheless expressed the personal opinion that it had failed to perform the service expected of it, and that it was too costly in proportion to the number of people for whom it found employment. He pointed out that the largest classes of engagements which had been made were those of charwomen and domestics, who could obtain free registration at the ordinary servants' registries, and he contended that the bureau had no proof that any large proportion of the persons whom it sent to places really engaged, or that their engagements were permanent. For the women, he said, the bureau was not required, while the number of legitimate male workers for whom employment of any kind had been found numbered only 2*s.* 5 per diem. He criticised the bureau's figures with the object of showing that every person sent after a place had cost the vestry over 2*s.* Mr. Pennycuik contended, on the other hand, that the cost of the bureau to the individual ratepayer was about 1*s.* 5*d.* in the pound per annum, and that in finding even temporary employment for 700 people it had kept a proportion of them off the poor-rate. Mr. Irons added that five in-door paupers cost the parish 3*l.* 15*s.* per week, or about the same amount as the bureau, and contended that if it only kept five persons off the parish it saved its cost and benefited the public by maintaining five self-respecting and respected workers instead of five paupers. The motion to continue the bureau for another year was carried by 21 votes to seven." "Times," November 3, 1892.

In a suburban district labour bureaus, may answer, for charwomen, etc.; etc., not elsewhere.

Plan of Labour Registers, adopted in Kensington, St. George's (Hanover Square), Chelsea, Paddington, North St. Pancras, Hampstead, have obtained work for a small number of persons, mostly women. In some cases they have been given up as not sufficiently useful.

APPENDIX XCIX.

COPY OF "EQUITABLE CHARGE."

For securing PROVIDENT FUNDS of the EMPLOYEES of THOMAS BUSHILL and SONS,
December 28th, 1888.

AGREEMENT made the twenty-eighth day of December one thousand eight hundred and eighty-eight between Ann Bushill, of the city of Coventry, widow of the first part; Thomas William Bushill and Newsome Bushill, both of the same city, and with the said Ann Bushill, trading in partnership together as manufacturing stationers at the said city, under the style or firm of "Thomas Bushill & Sons," of the second part; and Charles Philetus Newman, of the said city, bank manager, and John Hine Sharp, of the said city, cashier to the said Thomas Bushill & Sons, of the third part. Whereas the said Thomas Bushill & Sons (herein-after called "the Firm") have established a bonus and provident fund scheme for the benefit of their employees, under certain printed rules, dated the thirty-first day of October last. And whereas it is provided in Rule 19 of the said rules that the provident fund of each employé would, while the same remained in the hands of the firm, be credited with interest at the rate of 4 per cent. per annum, computed as therein mentioned, and Rule 20 requires that the firm shall give security upon property of ample value for all moneys from time to time belonging to the Employees' Provident Funds, or so much thereof as might be remaining in the hands of the firm. And whereas it has been agreed between the said Ann Bushill, Thomas William Bushill, and Newsome Bushill that the said Ann Bushill shall, for and on

behalf of the firm, and in conformity with the said rules, give such security as herein-after expressed, and the said Charles Philetus Newman and John Hine Sharp have, at the request of the firm, consented to be trustees in respect of such security for the employees of the firm from time to time entitled to the benefit of such security.

Now it is witnessed that in consideration of the premises, the said Ann Bushill hereby subjects and charges her estate in fee simple of, and in the hereditaments described in the schedule hereunder, written with the payment to the said Charles Philetus Newman and John Hine Sharp, their executors and administrators, as trustees as aforesaid of the principal sums now in the hands of the firm, and all further principal sums which shall from time to time accrue under the recited or referred-to rules, and be in the hands of the firm, and being or belonging to the respective provident funds of their respective employees under the said rules, and also interest at the rate of 4 per cent. per annum, computed according to the said rules upon the respective sums from time to time, standing to the credit of the said respective provident funds, in the respective books thereof, while the same respectively remain in the hands of the firm or upon so much of the said respective sums as so remain. As witness the hands of the said parties hereto the day and year first above written.

APPENDIX C.

RULES OF THE BONUS AND PROVIDENT FUND SCHEME.

Established in 1888 on a Profit-Sharing Basis by Thomas Bushill & Sons, Manufacturing Stationers, Coventry, for the Benefit of their Employees.

(1.) *Method of Profit-sharing.*—From and after the 1st of September 1888, the surplus (if any) of the clear profits of the business beyond such definite sum as is for the time being reserved to the firm for their own benefit (herein-after referred to as the "Reserved Limit"), shall be divided into two equal parts: one thereof to be distributed gratuitously as a bonus to the employees in the manner defined by these rules, and the other to be retained by the firm.

(2.) *The "Reserved Limit."*—The present reserved limit has been communicated confidentially to Mr. Charles J. Angus, 43, Finsbury Circus, London, E.C., Chartered Accountant, and will not be altered for the first three years if the scheme so long subsists. Thereafter it may be raised or reduced by the firm, but (unless altered during some month of September) not so as to affect the distribution of profits for the financial year current at the time of the alteration. Notice of any alteration will be given to the employees in such manner as to let them know how far such alteration would have affected the last preceding distribution had it then been in force.

(3.) *Accountant's Certificate.*—The amount (if any) available for distribution will each year be certified by a chartered accountant, and will be communicated to the employees.

(4.) *Qualifications for Profit-sharing.*—The employees entitled to share in the profits for any financial year are such only as at the commencement of such year on the 1st day of September were members of the sick club, and have on or before that date delivered to the firm's cashier for the time being a certificate or other satisfactory evidence of age, and a request to be entered on the list of profit-sharers.

(5.) *Duration of Scheme.*—The scheme is to continue in force only until the firm give notice to the employees

putting an end thereto; but such notice, unless given during some month of September, will not take effect until the end of the financial year current at the time it is given.

(6.) *Method of Distribution.*—The employees' share of profits accruing in each financial year is (subject as after mentioned) to be distributed among them in proportion to their respective salaries or wages at the commencement of such year, taken for one week, exclusive (1) of premiums, overtime, or other variable allowances; or (2) of loss caused by short time. As to employees who are piece-workers such week's wages in the case of each such worker is to be arrived at (exclusively as aforesaid) by averaging the wages earned by him during the last month of the preceding financial year. In making any year's distribution it shall be permissible to the firm to carry forward undivided to the credit of the following year's employees share of profits any sum which if divided, would have given to them less than one week's wages calculated as aforesaid.

(7.) *Employees' Reserve Fund.*—(a.) If in any year the employees' share of profits should exceed such sum as would, if divided, give a bonus to them equivalent to six weeks' wages (that is, six times the amount of the one week mentioned in Rule 6), the surplus above such sum shall go to form an employees' reserve fund.

(b.) This fund will remain in the hands of the firm, bearing interest at the rate of 4 per cent. per annum, and may be applied, at the discretion of the firm, in aid of a subsequent year's distribution.

(c.) If any such year's surplus should not be so applied within five years of its transference to the reserve fund, the same, with interest thereon, shall, at the end of such five years, be allotted to the provident

funds of such of the employees as shall then be in the employ of the firm (subject as after mentioned) under the title "Bonus from Reserve."

(d.) No employee shall be entitled to benefit by any "bonus from reserve" who was not a profit-sharer for the year in which the money allotted in reserve bonus was earned.

(e.) The allotment shall be made in proportion to the respective wages or salaries of the employees sharing in the allotment (computed in accordance with Rule 6) for the year in which the money allotted was earned.

(f.) It shall be permissible to the firm at their discretion to allot a "bonus from reserve" at an earlier date than provided for in clause (c) of this rule.

(g.) The accounts of this fund (whenever any moneys stand therein) will be audited yearly by a chartered accountant, and submitted (confidentially) to the firm's cashier for the time being.

(8.) *Treatment of Bonus.*—The share of the profits accruing to each employee (herein-after called "Bonus") is to be divided into three equal parts—one of these will be paid over to him within two months of the end of the financial year, and the other two parts will be credited to him in the books of the firm as a provident fund for his benefit. There will be delivered to him a pass-book in which the account of his provident fund will be entered, and which must be produced when any payment from it is demanded.

(9.) *Employees Leaving.*—An employee whose service ends by notice given on either side, by illness, or by death, will have a right to bonus for the financial year in which his service ends in proportion to the portion of the year elapsed to the end of the month preceding the end of his service. Any employee leaving under circumstances other than before mentioned shall lose such right. Any sum lost to an employee under this rule does not accrue to the firm, but goes wholly to increase the distribution to the other employees.

(10.) *Proviso in event of Damage or Embezzlement.*—If an employee ceases to be in the service of the firm upon or by reason of any act or default on his part causing loss or damage to the firm, or is at the time indebted to the firm, his provident fund shall be applied to making good such loss or damage or to payment of such debt. If the act be embezzlement or felony, his provident fund shall be wholly and absolutely forfeited, and shall be applied, subject as before mentioned, to such purpose, beneficial to the employees generally, as may be determined upon by the consulting committee (formed under Rule 20). Whenever this rule is called into operation, the circumstances of the case will be reported to the said consulting committee.

(11.) *As to Withdrawal of Provident Fund.*—Subject as after mentioned, no employee shall be entitled to withdraw any portion of his provident fund.

(12.) *As to Withdrawal after Leaving.*—Subject to Rule 10, if an employee during his life ceases to be in the service of the firm from any cause, he shall remain entitled to his provident fund, but he, or any person claiming from or under him, shall not be entitled to withdraw it until such time as, if he had continued in the service of the firm, he would have been so entitled under Rule 13; provided, however, that he may be voted earlier payment if the firm and the consulting committee (formed under Rule 20) should be of opinion that exceptional circumstances, existing in his case, make such earlier payment advisable.

(13.) *On attaining Sixty-five Years of Age, or completing Twenty-five Years of Service.*—An employee on attaining the age of sixty-five years, or completing twenty-five years of continuous service, may, on the following 31st day of December, receive his provident fund accruing during that period. In reckoning the twenty-five years' service to the firm or predecessors of the firm, commencing at any time since the 1st of January 1880 is to be included, but not service while under the age of twenty-one years. Any such employee, notwithstanding receiving his provident fund, if he continues on in the service of the firm, will, as to future bonuses and otherwise, have the benefit of and be subject to these rules.

(14.) *In case of Marriage.*—A female employee, who, after leaving the service of the firm, marries, may thereupon claim an immediate payment of her provident fund.

(15.) *In case of Death.*—If an employee dies, his legal personal representatives will be entitled to immediate payment of his provident fund.

(16.) *Claims to be in Writing.*—In every case where an employee or any person claims payment, such claims shall be in writing, and delivered to the firm's cashier for the time being.

(17.) *In case Scheme is discontinued.*—If the firm should put an end to the scheme, the provident funds of all the employees will become payable to them on the 31st day of December following.

(18.) *Interest on Provident Funds.*—The provident fund of each employee will, while the same remains in the hands of the firm, be credited with interest at the rate of 4 per cent. per annum, but no interest will be allowed for any fraction of a financial year. The firm may, if they choose, deposit the provident fund of any employee, or part of such fund, in a savings bank, in which case the amount deposited is to be credited with such interest only as may be allowed by the savings bank.

(19.) *Security given for Provident Funds.*—The firm will give security upon property of ample value for all moneys from time to time belonging to the employees' provident funds, or so much thereof as may be remaining in their hands.

(20.) *Consulting Committee.*—The sick club committee are to form a consulting committee under this scheme for the firm to consult with on any question affecting any employee, or arising under these rules, on which the firm may desire assistance; nevertheless the ultimate decision of every question is to rest with the firm.

(21.) *Partnership not Conferred.*—The employees, or any of them, will have neither the rights nor liabilities of partnership, nor are they or any of them to intermeddle or be concerned in the management of the business or the book-keeping or accounts of the firm.

(22.) *Giving of Notices.*—Notices or communications to the employees are to be deemed effectually given or made, if given or made in writing to the consulting committee (formed under Rule 20).

(23.) *Alteration of Rules.*—Alterations or modifications of these rules which experience may suggest as desirable may from time to time be made by the firm; but such changes, unless made during some month of September, are not to take effect until the end of the financial year current at the time they are made, nor are any such changes to take effect retrospectively, so as to affect the amount of the provident fund at the time they are made of any employee. Notice of every such change will be given pursuant to Rule 22.

(24.) *Definitions.*—In these rules, unless there be something in the subject or context requiring a different construction, words importing the masculine gender include also females.

"Firm" includes the present members of the firm, as also any person or persons succeeding to the business, whether such person or persons shall be the present members, or one or more of them, together with any other person or persons, or of any other person or persons only.

"Business" means the business of the firm, whatever changes may take place in the nature or branches of such business, or places where the same is carried on.

"Sick Club" means the Cow Lane Steam Works Sick Club, and "Sick Club Committee" the committee for the time being of such club.

"Financial Year" means the year from the 1st of September to the 1st of September.

"Scheme" includes all relations between the firm and employees under these rules.

"Continuous service," as also any analogous expression, means (notwithstanding temporary absences) the whole period during which the relation of employer and employee virtually subsists, and there is no dismissal.

"Provident Fund" includes additions thereto under Rule 7, and of interest.

Revised Rules,

Dated this 30th day of September 1891.

(Signed) THOMAS BUSHILL & SONS.

[Form of Request, under Rule 4.]

Pass-Book No. _____

_____ 18 .

To Messrs. Thomas Bushill and Sons, Coventry.

I beg to request you to place my name on the list of profit-sharers, and I hereby agree to accept the Rules for the time being of the Firm's Bonus and Provident Fund Scheme.

(Signed) ..

Name (in full) _____

Address (in full) _____

Date of birth _____

FORMS FOR NECESSARY ACCOUNT BOOKS.

Section of Provident Fund Account Book.

Register No.	Name.	Bonus (P. F. part). Dec. 31, 1890.			Interest. Dec. 31, 1891.			Bonus. Dec. 31, 1891.			Withdrawn, 1891.			Balance. Dec. 31, 1891.		
		£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.
1	A B - - -															
2	C D - - -															
3	E F - - -															
&c.	&c. .															

Eight more columns to follow on across opening, so as to provide for three years on each opening.

[Description of Book.—100 leaves in all. Size of page, 15 by 24; size of opening, 15 by 194. First 20 openings ruled ordinary date, rate, and double cash column (for yearly cash account). Next 80 openings ruled after style and instructions given above (not printed). For a firm with 200 employees it may be reckoned that such a book will last about twenty years. (Price, hand-made paper, about 17s. 6d.)]

Note.—The calculation of the various employees' cash bonuses (if any) will conveniently be entered in the firm's wages book.

Copy—Outside of Cover of Pass-Book.

Pass-Book No. _____
Name _____
Address * _____

EMPLOYEES' PROVIDENT FUND.
Established in 18 by

No payment on this account can be made until the times specified in the rules, or without the production of pass-book.

If this book be lost, a fine of 2s. 6d. will have to be paid before a new book is furnished.

All pass-books must be handed to the firm's cashier for making up on the pay day before Christmas day.

Note.—No claim to the Participant's Provident Fund by any person, whether holding this pass-book or otherwise, will be recognised by the firm, except subject to their rules.

[Description.—Size, fcap. 8vo. (6½ by 4); 16 pages in all. First six pages giving the printed rules. Next ten pages ruled, date, rate, and money column. Good paper. Durable cover. (Cost of 250—about 2l. 16s.)]

* Any change of address must be at once notified to cashier.

Copy—Inside of Cover of Pass-Book.

No. _____
Name _____
Born _____
Admitted to participation Sept. 1, 18__
Payment due—
If a female (under Rule 14), immediately after marriage.
After 25 years' service (under Rule 13), Dec. 31, 18__
After attaining age of 65 years Dec. 31, 18__
Upon death (under Rule 15).
(Signature of Firm) _____

Provident Fund Application Form.

To Messrs. _____
I beg to apply for the payment of the Provident Fund, No. _____, belonging to—
Name _____
Address _____
Reason for applying _____
Signature _____
Address _____
Claim made as _____
Date _____ 18 .

(This Receipt Form not to be filled up until money is received.)
RECEIVED the sum of _____ pounds _____ shillings _____ pence in full and final discharge of the Provident Fund above described.

£ : : _____ 18

APPENDIX CI.

BALLOT OPINIONS OF EMPLOYEES ON PROFIT-SHARING.

[Copy of Inquiry Form.]

COW LANE PRINTING WORKS, COVENTRY.

The Employees' Consulting Committee hears with satisfaction (November 1, 1892) that the "Royal Commission on Labour," now sitting, is seeking evidence as to the success or non-success of the profit-sharing system, and with a view to secure a free and independent expression of opinion from each adult employee, they propose:—

"That a paper be given out on Saturday, November 12, to each employee above the age of twenty-one, on which he may write briefly (in ink) his opinion from his own point of view:—

- i.—Of the principle of profit-sharing.
- ii.—Of the results here (no figures to be mentioned).
- iii.—Of the details of our system."

Own handwriting not necessary, and no name to be signed. A free expression is invited.

If anyone wishes to express an opinion on the shortened hours, the space on the back of this paper should be used.

BALLOT OPINIONS OF EMPLOYEES.

MEN.

(1.) *Of the Principle of Profit-sharing.*—A principle if carried out by all masters would prove very beneficial; for master and employee would be working for each other's interest. Master would be sympathising with employee, and employee would feel a pleasure to work for master's interest.

Of the Results here.—The results at our own workshop are very encouraging. When an employee knows that at a certain age he or she has a little sum to which he can lay claim to, the encouragement is very great, and vigour that seemed spent revives.

(2.) i. I cordially approve of the principle of profit-sharing, and I consider the results of the first four years' working in this establishment to have been most satisfactory.

ii. The results have been good not only financially, but also for creating a feeling of brotherhood and mutual helpfulness throughout nearly the whole staff, and for adding a new and pleasant zest to all our duties.

iii. We understand better now than we did at first the meaning of the scheme, how and where we can economise, and where we may suggest.

I like to think that my provident fund cannot be drawn upon for immediate use, but is safely locked up for the future. It is a great stimulus to see the balance steadily growing, and at the same time to know that it is a perfectly safe investment under the ample security given by the firm. Severe personal losses in the late building society smashes have rudely shaken any thriftiness of character I ever possessed, and consequently increased my appreciation of this provident fund. I trust the firm will be willing to assist me to find an equally secure investment, when it comes to my turn to withdraw it. I consider the annual audit and general details to be thoroughly satisfactory.

(3.) i. The principle is very good, and undoubtedly more beneficial to the workman than the employer. I look upon it as a *free gift*, for I should have had to work had nothing of the kind ever been started. I wish it had been started years ago.

ii. Results have been simply grand, and might be kept up or even beaten if the foremen in each department would take the lead and set the example. . . .

iii. All right.

(4.) The principle of profit-sharing to my mind is an exceedingly good one, as it decidedly tends to promote

that peace and harmony which should exist between all employers and employees. In fact, it is a principle which I should like to see established among all working classes.

Of the result here since the system has been in vogue, I feel sure a better understanding now exists than formerly; because, in the first place, the men recognise the fact that by doing better work he benefits himself as well as his employers. In the second place, I believe it has been the means of strengthening the good feeling which is essential for the welfare of every community.

Of the details of our system, I do not think they could be improved upon. The method of distribution is to my mind the best possible arrangement, which, while it gives us the pleasure of having a portion at the time, is also the best and surest way of doing that for which it was intended—namely, providing for old age. That it may be long continued here with equal success, and copied elsewhere, is my sincere wish.

(5.) i. *Of the Principle of Profit-sharing.*—I am sure it is by all means the best thing that ever has been brought forward for the benefit of employees, not only for its good sources, but for the way in which it causes that great motto to be preached, "Help one another."

ii. *Of the Results here.*—It is with my great desire that the results have proved to be a great satisfaction, owing to competition and shortness of trade. I feel that we, the employees, generally have done our very best endeavours to help our masters to this great success; not only us, but owing to masters economising powers which they possess in the buying of materials used, for these splendid results we receive.

iii. *Of the Details of our System.*—We are not "sweaters," nor "match-box makers," but we are the people, who by means of doing our work well, keep to it without always having to be watched; then we know ourselves, that which we waste we have to make good, so by this cause it is a sure system that it is to our advantage we do our utmost to please our masters.

(6.) i. I think that the principle of profit-sharing as carried out by Messrs. Bushill and Sons is an excellent scheme, as the money accruing therefrom to each individual forms a nucleus or "nest egg" of a saving or thrifty person, and acts also as an incentive for those who are not so inclined. Then again, at the end of twenty-five years' service (if the scheme is still in existence), a person would have a small competence of his own, and if they have been careful also, they should be able to live in comfortable circumstances when unable to work.

ii. I think the results of the scheme as tried at Messrs. Bushill and Sons most satisfactory and successful.

iii. I consider the details of the scheme are carried out most harmoniously amongst the employees, who appear to be in thorough accord with the masters upon the subject of detail in the working of the scheme.

(7.) i. *The Principle of the Scheme.*—(1) Unity between master and man; (2) Harmony among the employees; (3) The utilising of economy throughout the firm.

ii. *Results.*—The results have been very gratifying during the four years the scheme has been in working.

iii. *Does the Scheme affect Wages?*—In my opinion Yes. The wages are weekly, therefore the younger and journeymen employees find it very hard to get an increase in their wages. I think it has no effect on the elder employees who have reached the top of the ladder.

(8.) My opinion of the principle of profit-sharing is that it is a thorough sound principle, and in my opinion is to a great extent the real solution of the labour and old age questions.

The result here has been very satisfactory indeed, both with the work done and the bonus shared.

So far as I am able to judge, the details of our system is very practical; and I think the whole matter of principle, results, and system may be summed up as decidedly *pro bono publico*.

(9.) *Of the Principle of Profit-sharing.*—A principle which, if carried out by all manufacturers throughout the country, would bind master and man together in unity, peace, and concord. Master would be sympathising with his man, whereas man would feel it his duty and also pleasure to do what he could for his master's interest.

Of the Results here.—At our own workshop the results already accomplished are very encouraging; when a man knows that at a certain age (when he is not able to work no more) that he has a little by that he can obtain at that age, the encouragement he will feel gives him more energy and strength to work more for that end.

(10.) *Of the Principle.*—A thoroughly sound commercial principle, and the most practical solution of the problem relating to capital and labour of the present day.

Of the Results here.—Increased wages to the operatives. Provision for advanced age that in most cases would never have been made. Lessened friction in the working out of the year's results amongst the labourers. A sense in the individual of responsibility to the whole. A thoroughly sound relationship between employer and employed, and an utter absence of antagonism or the spirit of it in any department.

Of the Details.—Entirely free from binding clauses of an obnoxious character, and in that freedom possessing the real guarantee of success and its greatest safeguard from outside influence of any kind.

(11.) The principle of profit-sharing is that all (both employers and employees) may participate as far as practicable in the profits accruing from any business or employment.

Profit-sharing is very beneficial to all right-minded people, both as regards employers and workpeople. It gives encouragement to the employees to show that they feel their employers' kindness and consideration by their more constant and careful attention, and also extra energy in their work, and I consider the results so far very satisfactory.

(12.) I think profit-sharing is one of the best connections between employer and employee.

The results of profit-sharing are very plain in the work as being more work done, and with much more satisfaction than before; there is much less waste of time, more care with material, and generally more satisfaction in seeing something returned after the year's work, and to know that there is a certain amount put by for the future.

The bonus is divided into three parts. One part paid into the bank in the employee's name, and two parts retained till having been with the firm twenty-five years, or attaining the age of sixty-five years. I think the age of sixty-five years would be better altered to fifty-five, as sixty-five is much above the average life of workers at our trade.

(13.) The principle of profit-sharing is a very good scheme we ought to be proud of. For one thing, I think it gives us more encouragement to work with more of a will, not only for the benefit of the master, but for ourselves as well; the results is proved a very good thing, which we all know. Of the details of our system, I hope it will continue the same as is now going on.

(14.) The principle of profit-sharing to my mind is a step in the right direction to the solving of the social problem. It makes a man feel more interest in his work in that he knows he has an interest, in a certain degree, in the actual profits of his firm besides wages, and by such knowledge makes relations between employer and employee of a more pleasant character.

The Results here.—Without quoting figures, I may say that they are very satisfactory indeed, and I am certain the firm feel as great a pleasure in paying the said share of profits as we employees do in receiving it.

(15.) Principle of profit-sharing is a form of co-operation between employer and employed, the latter partaking of a certain part of the profits gained year

by year (if successful) after interest has been deducted for use of capital.

Results.—After working under the system of profit-sharing for some years, I find it has been the means of making me work more economically, trying to get out the most possible work in the least possible time. It has also been an incentive to save, fostering in me ideas of thrift which, perhaps, I never should have had.

(16.) The principle of profit-sharing is very good.

Results.—Very good indeed.

Of the Details.—I think that they could not be better, for they are very good.

(17.) The principle of profit-sharing is praiseworthy, and when worked on a broad and generous basis is calculated to do a vast amount of good among working people. It establishes a good feeling between employers and employed, encourages thrift, promotes content, peace, and goodwill among all parties concerned.

The results at our works have, doubtless, created a desire in many workers to do their work in a more economical yet masterly way than hitherto; departments work more smoothly towards each other; and, financially, the results have been most gratifying considering the keen competition.

Speaking of details, I consider the payment of the cash portion through the savings bank is trouble unnecessary; it entails a lot of bookwork, while it does not have the effect desired by the promoters upon the participant. At the same time I much admire the provision of the provident fund, which to my mind is the very best and wisest provision of the whole concern.

(18.) i. Very good.

ii. Most gratifying. Laying up, as it were, a provision for old age without the strain of present payments.

iii. The system works well here by taking all responsibility of management off the workmen's shoulders, leaving him only the pleasure of receiving the amount set aside for his benefit.

(19.) Gentlemen, I have much pleasure in expressing my opinion on the principle of profit-sharing. The principle is very good, and I only add that other employers of labour would do well to adopt the same.

As to the result here during the last four years, has done much good both to employers and employees—especially to the latter. As regards details of our system, nothing could give better satisfaction, as it tends to draw the breach between masters and men, binding both into one common cause; and to the employees it is especially good, because in many cases it engenders thrift where none existed before.

It helps the workpeople to interest themselves in their work, knowing it is for their benefit as well as the master's; at the same time, we esteem our masters more than before, for bringing forward such a grand thing as the present system of profit-sharing.

(20.) I have much pleasure in expressing my opinion on profit-sharing. The principle is very good, as it helps to bring employers and their employees more in harmony with each other, and causes us to know our employers are thinking of our welfare as well as their own, and I should think causes every employee to give more thought to his work, both in pleasing his employer and for his own benefit. I can only add that other employers of labour would do well to adopt the same.

As to the results of our profit-sharing it is very good, for it has given us a good start in the bank in the past four years; and even those who did not think of saving before, it is good encouragement now. And the provident fund is even better, for that provides for old age, which is a great advantage to men.

Of the Details of our System.—That after a certain sum being reserved to the firm for their own benefit, the profit is then divided among the employees—one-third in cash, and two-thirds is put into the provident fund for old age. I am sure such a grand scheme will cause us to esteem our employers better than before.

(21.) The principle of profit-sharing, in my opinion, is a very good thing, tending as it does to make master and employees more closely united.

The results here up to the present, dating from 1888, is very satisfactory indeed, as since the beginning, in

my opinion, the employees seem to work much better together, and also are aware that they are not only serving their master right, but benefiting themselves also.

In my opinion, the system at work here at the present time is a very good one indeed; it not only provides for old age, but it also gives an employee an excellent opportunity for trying to put a few pounds by also.

(22.) I consider the principle of profit-sharing very good.

The result, after three years' experience, very satisfactory, and the rules fair and just.

Am perfectly satisfied with the annual audit.

(23.) Messrs. T. Bushill and Sons.—Gentlemen,—My free and honest opinion is that the principle of profit-sharing is decidedly good, and would, I am sure, do well for other employers of labour to do the same.

As to the results, I am perfectly satisfied.

(24.) I quite agree with the principle.

The results have been quite satisfactory during the last four years.

The working of the system is very good indeed.

(25.) Messrs. Bushill and Sons, Coventry.—Speaking from my point of view on the principle of profit-sharing, I think it is one of the best methods in connecting the employer with the employees, as it not only encourages the employees to study the interests of the firm as they reap part of the benefits. So by doing their best for the firm they also help themselves.

The result of profit-sharing is very satisfactory, as it helps all to a little each year, but also provides for us when we cannot provide for ourselves. And I earnestly hope that, as long as our firm continues, the system will continue.

(26.) I don't think there is a fault to be found in the principle of profit-sharing, and I am sure the results have been grand.

(27.) The profit-sharing as worked with us is very good. The working is very satisfactory, and is an excellent scheme for working men.

It is been a great boon to me, and I have been greatly benefited thereby.

(28.) i. With regard to the first question, I think that the principle of profit-sharing is an equitable system between master and man.

ii. Perfectly satisfactory.

iii. As far-reaching and in accord to our times as my knowledge goes.

(29.) i. Very good.

ii. Show a substantial sum for the needs of old age.

iii. Works well all round.

(30.) The principle of profit-sharing I consider to be one of the best systems ever adopted to benefit the working man, and am very glad it has been adopted by our firm.

The results during the four years it has been in force have been most satisfactory.

(31.) The principle of profit-sharing is, I think, a right and just system that the masters of labour ought to go in for. Speaking from my own point of view, I think it is a grand success for the employees of the above firm.

The results of the above principle is universal to all that partake in it, year by year. We certainly have that part that is due to us, for the extra rush for more work to be done.

Details of the System.—Is to provide for old age; but we have the pleasure of enjoying part of the profits now, while the greater part is put by for that which I call an old age pension.

(32.) i. Yes.

ii. When one considers the bonus received by the workmen the result is astonishing, and proves that the workmen only needed some such encouragement to throw all their energies into what they have in hand.

iii. They are decidedly the best rules that have been introduced in profit-sharing.

(33.) Dear Sir,—I have great pleasure to say that I have well please with the profit-sharing for the last four years—it is a thing to the workpeople if all Masters Wood do it the Workpeople Wood try to do the Best for his (firm), for his self an his master—he

must do his Marster good for he Can do his self (good) then. The Profit Coms with Good lock. Twenty-six years work and kep good time.

(34.) Gentlemen,—In regards to the whole scheme, I believe that it is a very Grand thing and in the sharing of the profits. I Believe that it does us all good, and not only doing our master good it does ourselves good; and it gives us more delight of doing our work every time we think of it. And I am sure it gives me a great Favour in writeing a few lines in favouring it.

(35.) I have much pleasure in expressing my opinion on the principle of profit-sharing, the principle is very good, and I only wish that other employers would do the same.

As to results of our firm during the past three years, it has done much good both to employers and employed.

As regards details of our system, nothing could give better satisfaction. It helps the workpeople to take more interest in their work, and we respect and esteem our employers more than before, for bringing forward a grand thing as the present system of profit-sharing.

(36.) Gentlemen,—I have much pleasure in expressing my opinion of the principle of profit-sharing. I cannot say more than I consider the principle of the above question to be very good I myself feel perfectly satisfied.

As to the results. Having had four years' experience I feel perfectly satisfied, and I can only add that it has done me much good.

As to details, I firmly believe them to be very satisfactory indeed, therefore I believe no comment need be made from me. Hoping the above system may be carried on for many years to come.

(37.) The principle of profit-sharing, I believe, is (1) to encourage the worker to take an interest in his labour; (2) to give him a just share of the results of such labour; and (3) to establish a better feeling between employer and employed—in short, for the benefit of all.

Of the Results here.—An evident desire on the part of those that understand the scheme properly to make the most of both time and material, to do justice to each other, an absence of tyranny and grinding, and a substantial show of the profits at the end of the financial year, honesty, sobriety, and thrift being more conspicuous here over those engaged in non-profit-sharing businesses.

(38.) The principle of profit-sharing is good, but requires working in the spirit as well as in the letter, everything should be open, so as to win the confidence of the employee.

The results here are everything that can be desired, chiefly due to the excellent feeling existing between employers and employed.

The chief feature of our system is the present payment of part and the deferred payment of remainder in old age, both of which are necessary for the successful working of any profit-sharing scheme, and I would draw the attention of all to the last part, which is the most important.

(39.) Very good both from the master and man's point of view. It encourages the man to study economy in the shop, and so forms a habit which would make itself felt in his private affairs.

It has been the means of some being in possession of a sum, the amount of which they otherwise would never have got together, thus enabling them to purchase some luxury they would never have been able to obtain. Besides which the provident fund has laid by for them a considerable sum.

(40.) I think profit-sharing is a very good scheme. . . . It is a very good thing to keep masters and workpeople more united, and I think it a very good plan.

YOUNG WOMEN.

(41.) i. I have much pleasure in expressing my opinion on the principle of profit-sharing. The system is very good, as it helps to bring employers and their employees more in harmony with each other, and causes us to know our employers are thinking of our welfare as well as their own, and I should think, causes every employee to give more thought to his work, both in pleasing the employer and for his own benefit. I can only add that other employers of labour would do well to adopt the same.

ii. As to the results of our profit-sharing it is very good, for it has given us a good start in the bank in the past four years. And even those who did not think of saving before, it is good encouragement now, and the provident fund is even better, for that provides for old age, which is a great advantage to men. And in the case of young women getting married, it will be a start in life for them, for if it is put into the bank it will be encouragement to add more.

iii. Of the details of our system. . . . I am sure such a grand scheme will cause us to esteem our employers better than before.

(42.) To encourage workpeople to take an interest in their master's business for the mutual profit of both. . . .

(43.) I think the profit-sharing is a very good system. I wish it had begun long ago; I feel a great benefit from it now, but it would have been much better. I think a good many more firms might do the same if they liked to be more equal with their employees, and I hope it will be spread all over the country. Our firm has set them a good example. I hope they will follow. From one who thinks much about it.

(44.) The principle of profit-sharing is highly to be commended, as it enables employees to work with a combined will, knowing that it is for their benefit as well as that of the employers.

The result of the experiment here has, I hope, been as satisfactory to employers as that of employees, and, providing trade is maintained, I think that the future result of the system will surely equal, if not surpass, that of the past.

The details of this system is excellent, as it encourages thrift, and therefore provides a good source for old age.

(45.) I think that the present principle, results, and systems are exceedingly good.

(46.) I will try and give you my opinion of the profit-sharing. I think it is a grand system, and sincerely hope that other firms besides ours will adopt it. It has proved in every way successful to us so far, and hope it will continue to do so in the future.

From one who is strongly in favour of it.

(47.) I quite agree with the principle of profit-sharing, and the results have been far better than we anticipated, especially as trade altogether has been so bad. The details of our system are that, after a certain amount of profit, the other is divided into two equal parts, one as a bonus to the employees, and the other to be kept by the firm.

(48.) *Of the Principle of Profit-sharing.*—It is in my opinion one of the grandest things that ever was introduced for the working masses.

Of the Results here.—Is to my satisfaction.

Of the Details of our System.—Is in my opinion very satisfactory to all my fellow-workpeople and to myself.

(49.) I am of opinion that the profit-sharing system, as carried out at our works, induces and encourages thrift, frugality, and industry on the part of the participants.

Also that it has helped me and many more to provide ourselves with a good supply of clothing, and also an account in the savings bank, which they, or I, otherwise would not have had.

(50.) The principle is very satisfactory, and the results have been very good.

(51.) I consider the profit-sharing principle a complete success.

(52.) I think the principle of profit-sharing a very good one. It keeps employers and employee in touch with each other, and gives them greater confidence towards one another.

(53.) I think the system of profit-sharing is very good, and the results are satisfactory to me.

(54.) I fully believe in the system of profit-sharing. It gives encouragement to work with a good-will.

(55.) I quite agree with the principle of profit-sharing; we have all benefited. We have, year by year, reaped good benefit in the shape of bonuses.

(56.) I quite agree with the bonus system, and I think it has been quite a success since it started.

(57.) i. The principle of profit-sharing is very good, and should be carried out in all large establishments.

ii. There is no doubt that it encourages thrift, and stimulates the employee to greater exertions.

(58.) i. The principle of profit-sharing is very good. Should, in my opinion, be carried out in all large establishments.

ii. There is no doubt that it encourages thrift, and stimulates the employee to greater exertions.

(59.) i. The employee sharing in the clear profit.

ii. I, speaking for myself, am quite satisfied with the results.

iii. I, as an employee, have proved the bonus a great benefit, and hope it will continue in the future years as it has done in the past.

(60.) The scheme of the profit-sharing proves very successful and very satisfactory.

(61.) I entirely agree with the principle of profit-sharing, as I think it is a great encouragement to the workpeople, and also, under our system, tends to encourage thrift.

(62.) I thoroughly agree with the bonus scheme, and think it is a grand scheme for masters and employees.

(63.) The employees sharing in the clear profit. The results being very satisfactory I, as an employee, have proved the bonus a benefit.

(64.) The scheme of the profit-sharing proves successful and very satisfactory.

(65.) I quite agree with the profit-sharing system.

(66.) I believe from what I have seen of the profit-sharing system, it has proved very beneficial to the employees, as it is the means of a little money being saved, which, in the majority of cases, would not have been saved, and therefore must be a great comfort to those who have it: and I further believe the system in vogue at our employers, Messrs. Bushill, is a very good and just one.

APPENDIX CII.

EXPLANATORY NOTE RESPECTING LIST OF BRITISH PROFIT-SHARING FIRMS, AUTUMN, 1892.

The number of British profit-sharing firms is steadily increasing. The accompanying list (which has been compiled by Mr. D. F. Schloss, of London, and the undersigned), gives a total of 77 firms, with over 16,000 employees. This total does not include, on grounds which will be given below, some cases which have been popularly considered to be "profit-sharing," nor does it embrace several successful *working-class* organisations (such as the Scottish Wholesale Co-operative Society, the Hebden Bridge Fustian Manufacturing Co-operative Society, &c.), which may be classed as "profit-sharing co-operative societies," distributing to their workers bonuses on a regularly prescribed plan.

"PROFIT-SHARING," A PRE-DETERMINED CONTRACT.

Critical discussion of the subject, has, I think, made it plain that the term "profit-sharing" has often been used in too loose a way. There have hitherto frequently been included under profit-sharing firms, those firms which fix by their own arbitrary judgment, after the year's work has been done, how much, if anything, each employee shall receive as a bonus. But as Mr. D. F. Schloss well points out ("Charity Organisation Review," January, 1890): "An agreement between A and B, that B shall receive what A chooses to give him is no contract at all."

The most authoritative declaration is the resolution of the Paris International Congress on profit-sharing, 1889, which is quite clear on this point. The system is defined as "a voluntary agreement under which the employee receives a share, fixed beforehand, in the profits of a business." This requirement does not at all necessitate the publication of the amount of the firm's profits. The basis of calculation can be communicated confidentially to an approved authority, as in the rules of the writer's own firm; what is necessary is, that the employee's share "must be a fraction determined, or capable of being determined, in some manner absolutely independent of the volition of the employer."

It is no finely drawn or pedantic distinction that is here advocated; it is submitted that the conclusion of the Paris Congress will increasingly approve itself the more the matter is looked into. In fact, it seems impossible to draw any scientific line when once the principle of a pre-determined contract is thrown over. From the firms who allot to each of their employees a generous cash bonus at the end of a good year, we come to those which lay aside a sum in aid of their employees' sick or pension fund, and from these again to the firms who pay for their workpeople's wayzgoose, and so on: a *reductio ad absurdum* can without much difficulty be reached, as it is clear that all these benefactions come out of the profits of the firm in question.

At the same time, experience has shown that in several cases (e.g., in Leclaire's), this indefinite arrangement has led the way to a more settled and more scientific system. Moreover, the less scientific system has probably, in some cases, provided a more generous augmentation of normal wages than occasionally has orthodox profit-sharing. The names of a few "bonus-giving firms" are therefore appended to the list.

OTHER LIMITATIONS.

The names of two firms which appeared in earlier lists have now been omitted, because it has been found that in these cases only a few of the chief of the staff were admitted to the participation. It may not be easy to determine, so to speak, how many swallows make a summer, but it may be assumed that at any rate not less than 10 per cent. of the employees must participate if the firm is to be styled as "profit-sharing." The practice of giving a manager an interest in the business is comparatively common. Some other limitations as to the scope or area of profit-sharing properly so-called are discussed at length in a "Note" by Mr. D. F. Schloss in the "Economic Review" (No. 1, January, 1891, Percival & Co.).

"PROFIT-SHARING" NOT NECESSARILY "INDUSTRIAL PARTNERSHIP."

The terms "profit-sharing" and "industrial partnership" have hitherto been frequently used as convertible terms. It is submitted that there is sufficient difference in meaning between the two terms to warrant a distinction being made; and for practical, as well as for theoretical reasons, it seems desirable that a new classification into two sections should forthwith be adopted.

The average employer will not be disposed so much as to discuss any sort of "partnership" with his workpeople. The mention of such a term is likely to frighten him away from its consideration. The institution of profit-sharing introduces no constitutional changes of this radical character, and, as a matter of fact, the rules of profit-sharing schemes have generally explicit declarations on this point. One of the oldest existing schemes—that instituted by Mr. Chas. Goodall, of Leeds, in 1876—opens with these words:—"No person taking any share of profits under these rules shall thereby acquire any rights, or incur any liabilities, as a partner with the principal." And in the case of 11 of the recent schemes (there is scarcely an exception among profit-sharing firms which have issued detailed rules), a regulation is found to this effect:—"The employees, or any of them, will have neither the rights nor liabilities of partnership." To style the arrangements of such firms as "industrial partnership" is surely a flat contradiction of terms. During the discussion of the question two years ago, the title of "industrial partnership" was repudiated as

a misleading misnomer by about 20 of the leading profit-sharing firms.

But there is a more advanced class of industrial organisations to which the term "industrial partnership" may be fittingly applied. The business reconstituted by Mr. George Thomson, of Huddersfield, in 1886, under the style of "William Thomson and Sons, Limited," with the title of "industrial partnership" as part of its constitution, may be taken as a typical example of this class. In this case the business is a "society" (though it is conceivable that an industrial partnership might be worked under the Companies' Acts), and no individual can hold more than 200*l.* stock in ordinary shares. The workers, as such, have a *locus standi* in the constitution of the business. Important questions of policy have to be sanctioned by the "committee." If the founder should ever wish to turn the business back into the style of an ordinary firm there would be grave difficulty; but, as a rule, an ordinary profit-sharing employer could do this at the end of any year by a stroke of his pen.

In passing, it may be advisable to note the distinction adopted between the industrial partnership and the more democratic "Profit-sharing Co-operative Society," such as the Hebden Bridge Fustian Manufacturing Co-operative Society. The distinction is founded upon the following two points, when co-existing:—(1) In the industrial partnership the services of the middle-class *entrepreneur* (as "manager") are retained, and (2) the position of the manager is safeguarded by the necessity for a large proportional vote before he can be removed.

The opinion of one or two authorities may properly conclude this section. Mr. Sedley Taylor (author of "Profit-sharing," 1884), is in favour of a classificatory distinction between profit-sharing firms and industrial partnerships. I am not in a position to say whether Prof. J. Shield Nicholson would approve of the present classification as a whole, but his remark respecting the application of the term of "industrial partnership" to the system herein styled ordinary *profit-sharing* may be given:—"The term 'partnership' is certainly misleading, for neither in the conduct of the business, nor in the responsibility for losses, are the workmen 'partners'" ("Contemporary Review," January, 1890).

It is possible, however, to push distinctions in this sphere to an unreasonable extent; the dividing lines are no doubt difficult to draw; the classes seem sometimes indeed to overlap; and the early extension of the "industrial partnership" type of organisation is not probable.

PROFIT-SHARING AND TRADES UNIONISM.

The recent spread of the profit-sharing system in England has not been effected in an altogether peaceful manner. About two years ago, the South Metropolitan Gas Company of London put forward a scheme containing originally a clause which entailed the forfeiture of part of the workmen's benefit in the event of his striking (a clause which was soon afterwards withdrawn). The company's scheme was accepted with cordiality by the non-unionist workers, but it was met by the gas stokers, at the instance of the leaders of their union, by a demand for its immediate withdrawal. This demand not being entertained, the gas stokers, almost to a man, struck work. The places of the strikers were filled without much delay, and the scheme is now reported to be giving satisfaction to the present staff and to the management.

The subsequent rejection of a profit-sharing scheme proposed by the Thames Ironworks Co., Limited (which was free from any penal or hampering conditions) may be in part attributed to the prejudice existing in the minds of London Trades Unionists against the system.

In view of this prejudice, it may be well to state that in several recent schemes it is expressly provided that "profit-sharers will be free to become or remain members of any trade or friendly society"; while Mr. R. Martin, of West Hartlepool, gives still stronger evidence that all profit-sharing employers are not hostile to trades unionism, by prescribing as one of the qualifications for participation the condition:—"Profit-sharers must be members of their trade society."

T. W. BUSHILL.

Brantwood, Coventry,
November 1892.

LIST OF BRITISH PROFIT-SHARING FIRMS.

AUTUMN 1892.

Compiled by T. W. BUSHILL and D. F. SCHLOSS.

I.—INDUSTRIAL PARTNERSHIPS.

These businesses are registered as "Societies" under the Industrial and Provident Societies Act, and are worked by a "Manager" and a "Committee."

System commenced.	Years ago.	Name.	Address.	Business.	No. of Employees.	Bonus. How treated.
1886	6	W. Thomson & Sons, Limited	Woodhouse Mills, Huddersfield	Woolen manufacturers	160	Shares.
1885	7	Needlewomen's Co-operative Association, Limited.	170, Buckingham Palace Road, London, S.W.	Needlework	60	Shares.
1889	4	Co-operative Builders, Limited	Burton Road, Brixton, London, S.W.	Builders	114	Shares.
1890	2	Scotch Tweed Manufacturing Society.	Selkirk	Tweed manufacturers	90	Shares.
1892	—	Brownfield's Guild Pottery	Cobridge, Stoke-on-Trent	Pottery manufacturers	410	—

NOTE.—The numerous productive societies on a more democratic basis are not enumerated here.

II.—(ORDINARY) PROFIT-SHARING FIRMS.

Recognising in their practice the system defined by the Paris International Congress on Profit-sharing, 1889:—
"A voluntary agreement under which the employee receives a share, fixed beforehand, in the profits of a business."

C = Paid in Cash.

P = To Provident Fund.

C P = Part in Cash, part to Provident Fund.

System commenced.	Years ago.	Name.	Address.	Business.	No. of Employees.	Bonus. How treated.
1891	—	Barbour, John, & Co.	Whitehouse, Belfast	Flax spinners	460	C
1874	18	Agricultural and Horticultural Association, Limited.	3, Agar Street, Strand, London, W.C.	Seeds and manures	100	C P
1880	0	Arrowsmith, J. W.	Quay Place, Bristol	Printer and publisher	53	C
1888	4	Binns & Co.	Market Place, Derby	Corn factors and seedsmen	12	C P
1884	8	Blundell, Spence, & Co., Limited	Beverley Road, Hull (and London)	Colour and varnish manufacturers	330	C
1891	1	Brakell, T., Limited	Dale Street, Liverpool	Printers, &c.	50	C
1891	1	Bromhead, J.	Southmead Laundry, Westbury, near Bristol.	Laundry	75	C
1882	10	Brooke, Bond, & Co.	17, St. Dunstan's Hill, London, E.C.	Wholesale tea blenders	154	C
1886	6	Burroughs, Wellcome, & Co.	Snow Hill Buildings, London, E.C.	Manufacturing chemists	200	C
1888	4	Bushill, Thos., & Sons	Coventry	Printers, manufacturing stations, &c.	180	C P
1878	14	Cassell & Co., Limited	Belle Sauvage Works, London, E.C.	Printers and publishers	1,100	P
1890	2	Clarke, Nickolls, & Coombs, Limited	Hackney Wick, London, N.W.	Confectionery manufacturers	1,000	C P
1891	1	Collard, Joseph	13, Cranbourne Street, London, W.C.	Printer	23	C
1880	12	Co-operative Needlewomen's Society.	34, Brooke Street, Holborn, London, E.C.	Needlework	25	C
1880	3	Coventry Gas Fittings Company	Hertford Street, Coventry	Gasfitters, &c.	15	C P
1886	6	Davis, Wm., & Co.	Beachell Street, Toronto, Canada	Pork packers, &c.	135	P
1884	8	De St. Dalmas, A.	40, Belgrave Gate, Leicester	Manufacturing chemist	13	C
1883	9	D'Oyly & Co., Limited (Mary H. Hart, Hon. Secretary).	405, Oxford Street, London, W. (formerly Decorative Co-operative Association).	House painters, plumbers, &c.	—	—
1890	2	*Drake & Gorham	3, Prince's Mansions, Victoria Street, London.	Electrical engineers	70	C
1890	2	East Anglian Fruit Preserving Company.	King's Lynn	Jam and confectionery manufacturers.	16	C
1886	6	Edinburgh Co-operative Printing Company, Limited.	Bristo Place, Edinburgh	Printers, &c.	69	—
1890	2	Edmeston, A., & Sons	Cannon Street Ironworks, Salford	Millwrights and engineers	45	C
1869	23	Fletcher & Son	Castle Works, Norwich	Printers and publishers	200	—
1876	16	Goodall & Suddick	Cookridge Street, Leeds	Stationers and printers	300	C
1886	6	Grey, Albert	Howick, Northumberland	Farming West and East Learmouth, Howick and Chevington Estates.	117	C
1890	2	Halling, Thomas	Oxford Works, Cheltenham	Printer	9	C
1886	6	Hasall, Watson, & Viney, Limited	Offices 1-1, Creed Lane, London, E.C.	Printers, &c.	1,200	C P
1890	2	Hoadley Bros.	Ashford, Kent	Printers, &c.	24	C
1880	3	Hepburn & Co.	Hole Works, Cullompton, Devon	Paper makers	170	C P
1891	1	Hickman, Alfred	Spring Vale Furnaces, near Wolverhampton	Iron smelter	About 700.	C
1890	2	Holloway, George (the late)	Farm Hill, Stroud	Farming Trafalgar Estate	—	P
1890	2	Hubbard's Profit-sharing Building Business.	23, Finsbury Circus, London, E.C.	Builder	75	C
1891	1	Idris & Co.	Ascham Street, Kentish Town, London, N.W.	Mineral water manufacturers, &c.	250	C P
1892	—	Johnston, J.	Stirling	Timber merchant	12	C
1890	2	Joyner, Charles, & Co.	Icknield Square, Monument Road, Birmingham.	Chandelier manufacturers	290	C P
1890	2	Kench, Philip	Birstall, near Leeds	Miller	15	C

* In these cases the profit-sharing is either indirect or partial in its application.

System commenced.	Years ago.	Name.	Address.	Business.	No. of Employees.	Bonus. How treated.
1890	2	Kensington Co-operative Stores, Limited.	Hammersmith Road, London, W.	Stores	300	—
1897	5	<i>Kinnear, J. Boyd</i>	<i>Kinloch House, Collessie, N.B.</i>	<i>Farming</i>	—	—
1877	15	Ladyman, J. H., & Co.	King's Lynn	Wholesale grocers	20	C
1891	1	Lawrence, Wm.	Upper Parliament Street, Nottingham	Cabinetmaker, &c.	100	C
1890	2	Lee & Hunt	Arkwright Works, Nottingham	Tool manufacturers	60	C
1890	2	London, Deptford, and Greenwich Tramways Company.	2, Coleman Street, London, E.C. (formerly Southwark and Deptford Tramways Company).	Tramway company	104	C
1888	4	*Low (Sampson), Marston, & Co., Limited.	St. Dunstan's House, London, E.C.	Publishers	50	C
1890	2	<i>Mackay, W. & J., & Co.</i>	<i>178, High Street, Chatham</i>	<i>Printers and publishers</i>	<i>48</i>	<i>C</i>
1890	2	Martin, Robert	Tower Street, West Hartlepool	Printer	6	C
1890	2	McVitie & Price	St. Andrew's Biscuit Works, Edinburgh	Biscuit manufacturers	150	C
1890	2	McVitie, Robert	23, Queensferry Street, Edinburgh	Confectioner, baker, &c.	38	C
1892	—	<i>Musket, E. & Co.</i>	<i>Bonnington Iron-works, Leith</i>	<i>Ironfounders</i>	<i>200</i>	<i>C</i>
1890	2	Newman & Son	27, Widegate Street, Bishopgate, London	Printers and stationers	17	C
1889	3	New Welsh Slate Company, Limited.	Festiniog	Quarry owners	280	—
1890	2	New Zealand Farmers Co-operative Association, Limited.	Christchurch, New Zealand	Farmers, &c.	90	C
1884	8	<i>Perrott & Perrott</i>	<i>Tenter Street, Moorfields, London</i>	<i>Packers, clothworkers, &c.</i>	<i>102</i>	<i>CP</i>
1889	3	*Peto Bros.	29, Gillingham Street, Finsbury, London, S.W.	Contractors and builders	About 300	C
1892	—	<i>Petty, J. W., & Sons</i>	<i>Whitehall Printeries, Leeds</i>	<i>Printers, &c.</i>	<i>280</i>	<i>C</i>
1891	1	<i>Phillips & Co.</i>	<i>1, Town Hill, Wrexham</i>	<i>Teamen and grocers</i>	<i>13</i>	<i>C</i>
1891	1	*Raithby, Lawrence, & Co., Lim.	Queen Street, Leicester	Printers and publishers	130	C
1889	3	Robinson Bros.	West Bromwich and Knottingley	Tar distillers	209	CP
1891	1	* <i>Rogers, R. H. & S.</i>	<i>Offices—Aldle Street, London, E.C.</i>	<i>Shirt and collar manufacturers</i>	<i>About 1,000</i>	<i>C</i>
1889	3	<i>Rowntree, John, & Sons</i>	<i>20 & 21, Westborough, and 47, Newborough, Scarborough</i>	<i>Grocers and tea dealers</i>	<i>23</i>	<i>—</i>
1890	2	Rowntree, W., & Sons	Westborough, Scarborough	Drapers, &c.	100	CP
1892	—	<i>Simms, T. S., & Co.</i>	<i>Smythe Street, St. John, N.B., Canada</i>	<i>Manufacturers of brushes, &c.</i>	<i>85</i>	<i>C</i>
1889	3	*South Metropolitan Gas Company	709, Old Kent Road, London, S.E.	Gas manufacturers	Over 2,000	CP
1886	6	Spencer, Earl	Althorp House, near Northampton	Farming Harleston Estate	9	P
1890	3	<i>Taylor, Alfred H.</i>	<i>Malton</i>	<i>Wholesale and retail grocer</i>	<i>16</i>	<i>C</i>
1890	2	Tucker, James, Limited	Collingdon Road, Bute Docks, Cardiff	Millers, &c.	100	C
1891	1	<i>Tuke, Edward, & Co.</i>	<i>Chapel Lane, Bradford</i>	<i>Wholesale produce merchants</i>	<i>25</i>	<i>C</i>
1888	4	Walker, Sons, & Co., Limited (formerly Colombo Iron-works).	Colombo and Kandy, Ceylon. London Office:—72, Bishopgate Street, E.C.	Engineers and merchants	300	P
1892	—	<i>Welsh Liberal Newspaper Company, Limited.</i>	<i>13, Arcade, Swansea</i>	<i>Printers, &c.</i>	<i>18</i>	<i>C</i>
1892	—	<i>Williams, J., & Sons, Limited</i>	<i>Wilmslow Road, Didsbury, &c.</i>	<i>Grocers, &c.</i>	<i>25</i>	<i>C</i>
1889	3	Wills, W. D. & H. O.	Bedminster, Bristol	Tobacco manufacturers	1,100	C
1875	17	Women's Printing Society, Limited	215, Great Colloge Street, Westminster, S.W.	Printers	20	C
1887	5	Young, H. D., & Sons	60 and 62, High Street, Edinburgh	Leather merchants, &c.	14	C

* In these cases the profit-sharing is either indirect or partial in its application.

The additions made to this List since Autumn 1891 (19 Firms, 4,100 Employees) are indicated by the use of *italic* type.

Present Totals—5 Industrial Partnerships, 800 Employees; 72 Profit-Sharing Firms, about 15,500 Employees.

A copy of this list can be obtained by sending a stamped addressed wrapper to T. W. Bushill, Brantwood, Coventry, or to D. F. Schloss, 1, Knaresborough Place, Cromwell Road, London, S.W.

Information respecting additions, &c. should be sent to either of the above.

BONUS-GIVING FIRMS.

NOTE.—In addition to the above Profit-Sharing Firms there are many other Firms which give to their employees, in addition to their wages, a bonus the amount of which is NOT fixed beforehand. This is sometimes called "Indeterminate Profit-Sharing." Such are—

Fidler, C., Friar Street, Reading, Seedsman, &c.
 Hartley, W. P., Aintree, Liverpool, Preserve Manufacturer.
 Thomas, Christopher, & Bros., Limited, Broad Plain, Bristol, Soap Manufacturers.
 Waterlow & Sons, Limited, Winchester Street, London, E.C., Printers, &c.
 &c. &c.

APPENDIX CIII.

- PUBLICATIONS ON OR REFERRING TO PROFIT-SHARING.
- "Profit-Sharing between Employer and Employed." By Nicholas P. Gilman. (1889, Macmillan & Co., 7s. 6d.)
- "Profit-Sharing Precedents." With Notes. By Henry G. Rawson. (1891, Stevens & Sons, Ltd., 6s.)
- "Profit-Sharing between Capital and Labour." By Sedley Taylor. (1884, Kegan Paul, 2s. 6d. Out of print.)
- "Profit-Sharing and the Labour Question." By T. W. Bushill. (1893, Methuen & Co., 2s. 6d.)
- "Sharing the Profits." By Mary W. Calkins. (1888, Edward Arnold, 1s. 6d.)
- "Board of Trade Report on Profit-Sharing." (1891, Eyre & Spottiswoode, 4½d.)
- "Profit-Sharing in Agriculture." By Albert Grey. (1892, Spottiswoode & Co.)
- "Methods of Industrial Remuneration." By David F. Schloss. (1892, Williams & Norgate, 3s. 6d.)

- "A Brief Sketch of the Maison Leclaire and its Founder." By Mary H. Hart. (1882, D'Oyly & Co., 405, Oxford Street, gratis.)
- "Report of the Industrial Remuneration Conference." (1885, Cassell & Co.)

REVIEW ARTICLES.

- "Labour Problem," by David F. Schloss, in *Fortnightly Review*, October 1889. (*Expository*.)
- "Profit-Sharing," by Professor J. Shield Nicholson, in *Contemporary Review*, January 1890.
- "Profit-Sharing," by David F. Schloss, in *Charity Organisation Review*, January 1890 and March 1891. (*Critical*.)
- "The Increase in Industrial Remuneration under Profit-Sharing," by David F. Schloss, in *Economic Journal*, June 1891. (*Statistical*.)
- "The Conflict between Capital and Labour," in *Quarterly Review*, July 1891.

APPENDIX CIV.

THE LONDON UNITED BUILDING TRADES' COMMITTEE.

MESSRS. PETO BROTHERS' PROFIT-SHARING SCHEME.

Committee Rooms,—
45, Bedford Street, Strand, W.C.
January 23, 1890.

FELLOW WORKMEN,

We beg to draw your attention more closely to the scheme of profit-sharing, now introduced by Messrs. Peto Brothers. Their proposal to give one quarter of the whole net profits on the contract for the Cane Hill Asylum (Extension) is of such importance, as affecting the relations between employers and employed, that we consider it our duty to submit a few objections more particularly to the conditions and restrictions contained therein.

Profit-sharing is neither a philanthropic nor a charitable project, but a business arrangement for mutual advantage, the success of which will entirely depend on the hearty co-operation of the workmen, which Messrs. Peto Brothers have made impossible by the unreasonable and humiliating restrictions accompanying their proposal.

(a.) All right to participate in the profit will be forfeited by any who earn less than a total amount of 5*l.* in wages on the contract.

It is a fact, well known to employers and workmen alike, that many men are "taken on," and, although by no fault of theirs, discharged before they can have earned this stipulated amount, why they should not participate in a profit they have done their best to make, is a restriction which we might fairly ask to be further explained.

(b.) All share of profit will be forfeited by any who may individually or in combination, do anything tending to diminish the profits on the contract by neglecting their duties, misconducting themselves, wasting their time, or by joining any strike for shorter hours, or for wages above the existing recognised rate of wages, on which the tender for the above-mentioned contract was based, whether the strike be general or otherwise.

Messrs. Peto Brothers must have formed a very low estimate indeed of the men whose hearty co-operation for mutual advantage they invite, when they consider that they would be likely to neglect their duties, misconduct themselves, or waste their time. But assuming that a man had worked six months on this contract, and he, in a weak moment, misconduct himself in some way, what right have they to become his moral censors by depriving him of a profit he has worked hard to realise?

The latter part of restriction (b.), looked at from any point of view, still appears that Messrs. Peto Brothers are aiming a blow at workmen's combinations; if they are anxious to benefit the workmen, why not do so without endeavouring to deprive them of any advantages that a better state of trade would offer? But there is a condition in the contract under which Messrs. Peto Brothers have been selected by the County Council which they have not stated in their notice to their workmen. They will not only be held to pay the recognised rates of wages, but shall also observe such

hours of labour as are generally accepted as fair in the trades, and as they have not shown any particular heartiness in abiding by this rule in the past, any workmen who may from conscientious reasons object to work more than a fair number of hours per day, may, under this restriction, be deemed to have individually struck for shorter hours, and therefore forfeit his right to participate in the profit.

(c.) All profit will be forfeited by anyone who may do anything tending to damage the character of the firm for good and honest work. The shares of any men so forfeiting their claims to be added to the shares of the others.

We cannot understand why any employer should impose such a restriction upon those who in the dual capacity of workmen and ratepayers would have a decided interest in the accomplishment of good and honest work. It is far more likely that the workman would be victimised, who could give information of the scamping of work or the use of inferior materials.

The proposal to add the forfeited shares to the shares of the others would, under restriction (a.) offer a great inducement to foremen (who would receive the greater amount of the profit, their rate of wages being higher) to limit the number of men who would be entitled to participate, also a direct incentive to them to "drive" the workmen and to permit scamping so that the profits would be greater.

Messrs. Peto Brothers have full confidence that their attempt to unite the interests of employers and employed will be to their mutual advantage, if it has the hearty co-operation of the workmen: a co-operation which we appeal to the workmen to withhold until Messrs. Peto Brothers have shown that full confidence in their workmen, which they evidently have in their own self-assurance and importance, an example of which is contained in a clause in their notice, which we reprint without further comment.

This offer being a purely voluntary one on Messrs. Peto Brothers' part, they reserve to themselves the full and absolute right to decide any question which may arise in connection therewith, and to make any further rules or regulations that they may deem necessary from time to time. Their decision to be final and without appeal.

Signed on behalf of the Committee:—

C. TWEED, Operative Bricklayers' Society.
S. WATTS.
G. DEW, Amalgamated Society Carpenters and Joiners.
J. T. MACKIE, Associated Carpenters and Joiners.
C. MARTIN, General Union of Carpenters and Joiners.
P. B. WORSFOLD, Lathrenders' Society.
P. WEIGHILL, Operative Stonemasons' Society.
J. DELLER, National Association of Plasterers.
E. PRITCHARD, Central Association of House Decorators.

J. T. MACKIE, Chairman.
GEO. DEW, Secretary.

APPENDIX CV.

MEMORANDUM ON BOARD OF TRADE REPORT ON PROFIT-SHARING, by T. W. BUSHILL, Coventry, February 1891.

Page 22 of Report.

"PROPORTION OF PROFITS TO BE SHARED."

I think that a wrong impression is likely to be given by the opening lines of this paragraph. I presume that the writer would take Messrs. Bushill's case, for instance, as an illustration of the second sentence. Let us take an imaginary case. A firm for the past two or three years has made an average profit of (say) 1,000*l.* a year. Profit-sharing is introduced, and the next year 1,100*l.* is made. From the "Report" we should conclude that "in many recent cases" 1,050*l.* of this would go to the firm and 50*l.* to the employees.

But this is not correct. Account is not taken of the initial concession which, as a rule, is made when deciding the reserved limit,—a concession made, perhaps generally, with the idea of encouraging the employees with the prospect of a material bonus for the first year, but made sometimes out of good-will to the employees,—the amount set aside for bonus being such as to render it practically impossible for extra zeal on the part of the workers to make good. This last sort I should term "Surrender Profit-Sharing."

Thus (to turn again to our typical case) the firm making 1,000*l.* a year would decide to share with its employees all made above, perhaps 950*l.*, perhaps 900*l.*, possibly even 800*l.*, or less.

If 900*l.* is the reserved limit, and if 1,100*l.* is made under profit-sharing, 1,000*l.* goes to the firm and 100*l.* to the employees.

In my argument, I take the 100*l.* to represent what in the report is called the "extra profits." In the last-cited case, the "extra profits" would all go to the workers, and this result under present labour conditions, I imagine, will not be uncommon.

So far, I have argued upon the basis of the "Reserved Limit" plan of profit-sharing. Under the "Percentage" plan (e.g., Goodall and Suddick), it is obvious that some concession must be made at starting. (NOTE.—I do not say they necessarily practise "Surrender Profit-Sharing.")

I have said that some initial concession is, "as a rule," made. In support of this statement, I adduce this consideration. In the list of profit-sharing firms given in Appendix A. of "Report,"* I find 26 cases which are sufficiently familiar to me for my purpose. From what I know of the circumstances of the institution of the system in these cases, I find that there was concession of some sort in 23 cases (= 92 per cent.), while in only two cases (= 8 per cent.) was there no concession (i.e., in these two cases, if "extra profits" result from profit-sharing, a portion at least *must* accrue to the firm).

Clarke, Nicholls, and Coombs, is an evident example of the rule as to "concession." Last year they paid about 10 per cent. on ordinary shares. Now they propose to share all made above 6 per cent.

As to terms, under first-named typical cases, I should call—

1,100*l.* the "net profits."

100*l.* the "extra profits."

200*l.* the "unreserved profits."

As a rule, the unreserved profits are divided equally between employer and employees.

I should apply the term "Concession Profit-Sharing," to such a firm who made the reserved limit 900*l.* And I should apply the term "Surrender Profit-Sharing," as a rule, to the firm who made the limit 800*l.* or less, for the reason previously given.

* See pp. 207-8 of the present Appendix.—G. D.

APPENDIX CVI.

IPSWICH LABOUR BUREAU.

(Established for the purpose of finding work for men, and securing suitable men for employers. No fees are charged, but donations to defray working expenses are solicited.)

Office:—Tower Street. Office hours:—9 to 5.

Dated _____, 1892.

APPLICATION FOR WORK.

Name _____
 Address _____
 Age _____
 Married or Single _____
 What Family _____
 Trade, (describe fully) _____
 Name and Address of last employer _____

 How long in his employ _____
 Average Wages _____
 Cause of Leaving _____

CERTIFICATE OF CHARACTER TO BE SIGNED BY THE LAST EMPLOYER.

I certify that _____
 was in _____ employ as stated above, and that his character and conduct were satisfactory.
 Signed _____

APPENDIX CVII.

LABOUR BUREAU, IPSWICH.

A Medium for Masters who want Men, and Men who are seeking employment. No fees.

Offices:—Tower Street. Telegraphic Address:—"Labour Bureau, Ipswich."

Honorary Superintendent:—Rev. WICKHAM TOZER.

WANTS EMPLOYMENT.

Name _____ Address _____

Age _____ Married or Single _____

Trade _____

Last Employer _____

Having satisfied ourselves that the above is a competent workman, and of good character, we shall be glad if you can find him employment.

APPENDIX CVIII.

LABOUR BUREAU, IPSWICH.

Established 1885.

A Medium for Masters who want Men, and Men who are seeking employment. No Fees.

Offices:—Tower Street. Telegraphic Address:—"Labour Bureau, Ipswich."

Honorary Superintendent:—Rev. WICKHAM TOZER.

WANTS EMPLOYMENT.

Name _____

Age _____ Married or Single _____ Family _____

Trade _____

Last Employer _____

The competency and character of the above having been inquired into, and found to be satisfactory, we recommend him, and shall be glad if you can find him work.

SUGGESTIONS TO MASTERS APPLYING FOR MEN.

Please state very fully what you require men for. It is not enough to say "Carpenter" or "Farm Labourer." There are so many branches in most trades and callings that it is necessary to be more specific. State the maximum wages you are prepared to give.

Whether you want married or single men. Whether you have cottage accommodation. Give directions as to the nearest station. State when the man will be required, and whether you are prepared to pay his railway fare.

APPENDIX CIX.

REGISTER.

No.	Name.	Address.	Occupation.	Age.	No. of Children.	Married or Single.	Name and Address of last Employer.	By whom recommended.

ORDER BOOK.

Date.	Name.	Address.	Occupation.	Man sent.	No. on Register.	Date.	Result.

INDEX BOOK.

Name.	No.	Trade or Occupation.	No.

APPENDIX CX.

"New Era" Reprint No. 1 (February 1892).

"THE NEW ERA:"

A REVIEW OF SOCIAL WORK AND MOVEMENTS IN THE CHURCHES.

Edited by WILLIAM HARBUTT DAWSON.

Price Two-pence.

MY LABOUR BUREAU, AND HOW IT IS CONDUCTED.

By Rev. WICKHAM TOZER.*

For many years I have had constant experience in relief work, both as a minister and as a member of the board of guardians. With all the wisdom gained by 35 years' experience I have found it next to impossible to avoid doing as much harm as good. It is the most disappointing and depressing kind of work which man or woman can engage in. Even at its very best there is no finality about it. Eight years ago, when I was relieving 300 people twice a week, a lady wrote to ask me if she could assist me. She did not believe in feeding able-bodied men, but she offered to find work on her estates for 50 during the winter months, and pay them the same wages as she paid her regular workers. Good! It was like a rift in the dark heavens, and better than wine to a despairing heart. Work! That was what I wanted to find; what the best of those I was feeding and clothing wished for, and as for those of them who would rather be fed by charity than by industry, it was necessary that they should be tested, so that the chaff might be separated from the wheat. What could these men do? Would it be possible to find them employment? If one could offer work, might not others be able and willing to find or make it? A book was purchased; the men were registered; communications were opened with employers; the newspapers were searched for advertisements, and advertisements were inserted in local papers and trade journals. An office was then taken, a clerk was engaged, and a system of registration was devised. The congestion was soon relieved; the men began to circulate, and from that time to this we have not been troubled with any abnormal accumulation of the unemployed. That is how my labour bureau was born. It is now a thriving institution, having business connections with many of the largest employers of labour in the country. Last year 891 men applied to us, and work was found for 531.

Now, as to our system. When a man applies to us for work, he is given a form on which he is required to state his name, address, age, whether married or single, family, trade, name and address of last employer, how long in last employ, average wages, cause of leaving. The certificate of character is to be signed by his last employer. I certify that _____ was in _____ employ, and that the above statements are correct, and that his character and conduct have been satisfactory. The form is then

numbered, and the name with all the foregoing particulars is entered against a corresponding number in the register. We have an A B C index for names, so that if we require Smith or Robinson we look at those letters and find the name and his number on the register, which gives us all we wish to know concerning him, whether or not he is just the kind of man we want for Mr. Jones. We have also an A B C index for trades, so that if an order comes in for carpenters, we can look for the letter C and on that page we can ascertain if there are any on the register, and by turning to their numbers, we learn at a glance who and what they are. This classification facilitates selection and expedites business. It does not take us many minutes to determine whether we can supply a demand or not. If a demand comes from a firm whose custom it is desirable to retain, we use every available means to get the men they require if we do not happen to have them on our books. When employers apply for men, their requirements are entered in an order book, thus:—Date; Name; Address; Nature of requirements; Man sent; His number; Date; Result. There are no limits as to the distance from which we receive applications, either from men or masters, but when the men are unknown to us, we simply put them in communication with employers who may require their services, and take no responsibility as to character or fitness. When masters require an interview with the men, we arrange for them to meet at the office if they live sufficiently near to admit of it, and if they do not, we advise the men as to the best means of getting to the abode of the employer.

The premises we occupy consist of a men's room, where the unemployed sit and read the papers, and smoke if they like. The room is furnished with daily and weekly papers, not merely for news, but for the sake of the advertisements, which the men look for eagerly, and if they find anything likely to suit them, if it is in the town or neighbourhood, they promptly apply for it, and if it is at a distance we write for them. It is a convenience to us to have the men on the premises. Orders coming by telephone or telegraph can be executed without delay. The clerk has an office to himself. Here the telephone is fixed, which places us in communication with all the large business houses of the town, and if men are wanted for short jobs they can be sent at very little notice. Then I have my private room, where I receive ladies and gentlemen on all kinds of business, and hold interviews with the men. Upon the second floor I have a room for clothing, with which I make presentable the poor men who have become dilapidated through misfortune. Of course, the better class workers do not need anything of the kind, and would be insulted if it were offered to them; but I found by experience that many a good fellow lost employment in consequence of his disreputable appearance. The clothing is intended to

* Speaking in Yorkshire several weeks ago, Sir John Gorst, M.P., referred to "An East Anglian Labour Bureau," as having proved of great use to the working classes. The labour bureau thus alluded to is that established by Rev. Wickham Tozer, of Ipswich, who has kindly furnished this account of its origin and operations.

prevent such failures and disappointments. No fees are charged either to masters or men, not because I object to them upon principle, but for purely personal reasons. My services are entirely honorary, and the working expenses, which amount to about 100*l.* a year, are met by subscriptions volutarily sent to me, mostly by personal friends.

This is how we obtain orders. When I commenced I was obliged to advertise largely in the London and provincial daily papers, and in such trade journals as "The Engineer" and "The Labour News," but now that the institution is so widely known, and orders reach us more numerous than we can supply them, we limit ourselves to advertising in "The East Anglian Daily Times," which has a very wide circulation throughout the eastern counties, and the "Suffolk Chronicle." When we have several men of a trade on the books, we send particulars of them to firms and employers with whom we have done business before, and in that way we get them off as fast as they accumulate.

Then as to the need of labour registries. In many places there is, what in former years we had in Ipswich, a congestion of labour. There are few objects so pitiable as a man who, through no fault of his own, is out of employment. To him and to those dependent upon him it means anxiety, distress of mind, hunger, and, if prolonged, destitution and misery. The home is soon stripped of its best goods, which are turned into cash, often at a ruinous sacrifice, to purchase food for the starving family. For want of proper nourishment the man's strength fails, and when work is found for him he is physically unfit to avail himself of it. Forced idleness would demoralise an angel, and I know that many a good man has been ruined by it. On the other hand, there are masters who want men, and do not know where to look for them; work is deferred, and much inconvenience has to be endured. All this because there is no medium of bringing masters and men together. In London and other large centres of trade, the publicans keep lists of men out of employ, and when the masters want men they send their foremen to these corrupting dens to look for them. It amazes me that Christian employers can, as I know they do, encourage such a demoralising practice. If any proof were needed that some medium is necessary, the daily Press supplies it. In some of them, a thousand advertisements may be seen, of men wanting work, and of masters wanting men. It is at best a very clumsy method of bringing the masters and men together, and it as often fails as it succeeds. The necessity for register offices is recognised by mistresses and female servants, and unsatisfactory as most of them are, they are and will be indispensable until some better system has been devised. The same may be said of schoolmasters, assistant teachers, and others. Why should not working-men have their register offices? That is a question which I have been impressing upon editors, M.P.'s, town councillors, trade unions, and all in place and power with whom I have come in contact for several years past; and not without some success, I am glad to say. If all those who have applied to me for information during the last twelve months have done what they proposed to do, there must be a considerable number in operation, or in course of formation. My aim is to form a labour bureau in every centre of population, beginning with the largest towns, and extending to the villages. I would then federate them so as to make them mutually helpful. If I wanted a coachman, and had no one suitable on my books, I could telegraph to labour bureaus elsewhere to ascertain if they could supply the order; and if they had a surplus of carpenters, bricklayers, or other skilled mechanics, they could communicate with me and others until employment was

found for them. In that way congestion would be prevented, labour would be circulated, and men would be placed where they were required. The necessity for a system of this kind comes home to me every day. At the present moment I want fitters and turners and cannot find them. And yet there is reason to believe that there are plenty of such men who would be glad of the work if one only knew where to find them. On the other hand, I have a first-class coachman, and several grooms and gardeners for whom I want situations, and I have no doubt there are plenty of gentlemen who would be glad of their services if they knew where to seek them.

Labour bureaus would not, of course, make work, but they would ensure a supply of men when they were wanted, work would not be delayed, and masters would not suffer the loss they often incur now in consequence of their not being able to get men with sufficient promptitude to enable them to execute orders that are offered them. I hope the time will come when every town council will have its labour bureau, a recognised public institution like our sanitary authorities, managed by a committee of the council, and supported by the rates. I have little doubt that in a very few years most town councils will have such an institution, and that they will be federated with the Government Labour Department, over which Mr. Burnett presides with so much wisdom and success. That is what should be, for these reasons: if the bureau were a municipal institution, supported by the rates, it would not be a charity, and the best men and masters would readily avail themselves of it without loss of self-respect. Any advantage they may derive from it would not be regarded as a favour but a right. Charity in any form or degree in association with labour bureaus is sure to kill or paralyse them. Mine has been a success not in virtue but in spite of its benevolent character. In forming it, and demonstrating its practical utility, it was unavoidable that it should be supported by the gifts of its friends. But, great as has been its success, I am convinced that it would have been appreciated by many who have not availed themselves of its advantages if it had been a public instead of a private institution. If the bureau were managed by a committee of the council, both masters and men would have confidence in it. That confidence could never be secured if it were managed exclusively by trade unions or by any society of masters. The committee, comprised of the representatives of all classes, could not be suspected of favouring either capital or labour, but would be trusted to deal fairly with both. If the bureau were supported by the rates, its managers would not be tempted to take advantage of those who sought its aid. Neither masters nor men could be imposed upon as they too often are by the proprietors of register offices. The committee should have nothing to do with wages, but content themselves with bringing men who want work, and masters who want men, into communication, and leave them to settle the question of wages. They should make it a rule never to assist either side where a strike is in progress. When the fight is over they may help either or both.

Finding employment for those who need it is by no means the only service which an office like mine may render to the working classes and to the public generally. There are many matters upon which labourers require advice, and if the man who manages it is well informed upon industrial questions, and experienced in social life, he will find many opportunities of rescuing men from danger, of removing their difficulties, mitigating their troubles, and furthering their interests.

WICKHAM TOZER.

Labour Bureau, Ipswich.

APPENDIX CXI.

ARTICLE ON THE SUBJECT OF LABOUR REGISTRIES IN "DAILY NEWS" OF THE
28TH OCTOBER 1891.

[To avoid displacement of type this is printed on p. 312.—G. D.]

APPENDIX CXII.

OUTLINE OF PROPOSED SCHEME.

A National Labour Bureau, being an extension of the Labour Department of the Board of Trade, or a separate department, in affiliation with the Factory Inspectors' Department and with the Emigrations' Information Department, in connection with which it should be vested with special powers for dealing with questions of emigration.

The objects of this Bureau would be, first, to obtain and disseminate information on labour questions and general statistics of employment, and secondly, to act as a clearing house for the district labour bureaus.

County or District Labour Bureaus or Exchanges supported and controlled by the county councils, to act towards the local registries as the Government department would act towards the district bureaus.

Local Labour Registries or Public Agencies of Employment, established in every centre of population and industry, supported and controlled by the municipalities free and open to all.

Applicants to state wages to be given or required; the registry not to interfere in any way in the question of wages.

Applicants for employment to give their own credentials of character, if any. The registry not to be responsible in any case.

Other Registries connected with trade organisations or private registries should be invited to co-operate.

In the event of any labour dispute prevailing in the district no register to be entered either of employment or of employees required, or, if entered, a notification of the fact of such dispute should accompany the registration.

Information on all questions concerning the labour market, as well as inquiries with which the local registries cannot deal, to be sent regularly to the county or district bureaus.

Pending the creation of district or parish councils the rural post offices, in places remote from municipal centres, may be used for purposes of registration.

APPENDIX CXIII.

CLEARING HOUSE FOR THE UNEMPLOYED.

309, Regent Street, London, W.,
November 15th, 1892.

MY DEAR SIR,
Your letter, addressed to Mr. Hogg, has been referred to me, and I have much pleasure in answering your queries, but I would ask you to bear in mind that the statistics of our labour bureau in no sense represent the possibilities of this district, for we have not a secretary who can devote the whole of his time to the matter, nor have we means to place any sum of money at the disposal of the labour bureau in order to ensure its efficient working, and therefore the utility of the bureau naturally limits itself to an endeavour to find those of our members who are out of work, situations.

Our applications deal with every class of trade and profession, except domestic servants, and we are now receiving applications at the rate of 60 or 70 a month. As to the proportion of cases in which we are able to find work, I think it is somewhat higher than that of some labour bureaus, I find that out of 170 applications we have been able to find berths for 35.

I beg to enclose you particulars of the Clearing House or the Unemployed, from which you will see that an effort is being made to strengthen the hands of existing charitable organisations. Undoubtedly, a great deal of service could be done by the opening of a central office, midway between the east and west of London, where the whole of the papers (provincial and London) could be received in the early morning, a competent staff being set to work to analyse the "situations vacant," so that before eight in the morning complete lists of the vacant situations throughout London and England would be at the disposal of those out of work, but the difficulty which bars the way in every direction is the need of cash.

Our own plan is not to blackmail the unemployed in any way, charging only a small fee of 1s., and that payable only in the event of our securing a situation.

Any further information you may desire I shall be only too happy to afford.

E. T. Scammell, Esq.,
Exeter.

Yours, &c.
C. J. PEER.
Hon. Sec.

A CLEARING HOUSE FOR THE UNEMPLOYED.

Numbers.

As a class, the unemployed are the unfit, or the less fit members of the community. But when we look at their appalling numbers—60,000 to 90,000 in London

already, we may divide them by two or three, and still leave the substantial mass of 20,000 or 30,000 deserving and workless at the present time.

Causes.

The causes of undue suffering this winter are not far to seek. A bad harvest, unsettled trade, owing to the General Election and the McKinley tariff; the stagnation of river-side industries, owing to the cholera; foreign immigration, appreciation of gold, and the dull season in London, combine to deprive thousands of willing hands of the means of gaining the necessaries of life for themselves and their families.

London's Imperial Distress.

"Continuity of Policy" must be the rule here as in Uganda. We cannot let the deserving starve. London is the magnet that attracts the misery of the country and provincial towns, and her distress is imperial. Mansion House funds are obsolete, for they draw to London more poverty than they cure.

The Scheme has gone through the fire of criticism.

On the lines of the scheme suggested in a letter to the "Standard" some time ago, a plan has been matured for the formation of a central committee, the first initiatory meeting for the purpose of discussion was held at the Polytechnic, on Wednesday, 9th instant, at 3 p.m. One hundred critics attended, and the scheme, after copious discussion, was unanimously adopted.

The Plan.

The following is a practical suggestion, which will, by decentralising, avoid the evils of a charitable fund, will meet the wants of the needy, and will bring them into direct contact with the well to do, without requiring new charitable machinery. It is this:—

1. Let any person who is willing to help a family, whose bread-winner is out of work through no fault of his own, to tide over the winter, send in his or her name to the *Central Committee* of the Clearing House, Polytechnic, London, simply stating what charitable body is to introduce and to vouch for the requirements of the family, and to distribute weekly, the help when necessary.
2. The functions of the committee are purely those of a clearing house, and will consist in communicating the name of the willing giver to the clergyman, pastor, priest, rabbi, guru, moulvie, salvationist, C.O.S. committee, or other spiritual or lay

agency of repute already in existence. Subsequent communications as to the specific family or individual chosen for relief, as to the amount of relief, and the method of administration, will take place direct between the giver and the agency he has chosen, the clearing house committee have nothing whatever to do with administration, but merely guaranteeing the competence and good faith of the agency.

3. In cases where no agency is chosen by the giver, his name would be communicated to the C.O.S., the Society for the Relief of Distress, or other reputable lay agency of the kind. The committee of the Clearing House will not themselves touch the administration of relief.
4. It would be necessary, for obvious reasons, to restrict aid under this scheme to persons who have been in London over six months, who are not on strike, and who are subjects of the Queen.
5. There are thousands of persons who will aid a live man in great distress whom they can reach, who will, nevertheless, refuse to help clamorous but abstract societies. By the simple means described, such people will be placed in direct contact with cases of real distress, personally known to and vouched for by responsible workers in the neighbourhood. In such contact, the personal friendship of the well-to-do will be as much prized as their material aid. Fifty thousand helpers of one family each, would tide over the winter, and would avert untold misery from as many homes of the most pitiable class in England. By preventing that slow starvation which accounts for half the deaths in hospitals, and by preventing the pawning of furniture and tools, many men would be kept in the ranks of the respectable workers instead of inevitably sinking into the irredeemable classes of loafer and casual.

Many persons living in the country or wintering away from home in ease and brightness, would greatly add to their happiness by feeling they were not cut off from a practical share in lightening the load of London's misery. With such examples before us as that of the homeless workers in the Salvation Army Shelters, who contributed towards the relief of distress nearly 70% in their week of Self Denial, by giving up their penny meals or their halfpenny cups of coffee, may we, of the upper and richer classes, not also help those honest workers who are temporarily deprived of their sustenance?

ARNOLD WHITE.

Francis P. Fletcher Vane, *Treasurer*.

O. J. Peer, *Hon. Sec.*, Clearing House,
Polytechnic, London,

To whom all communications should be addressed.

Reprinted from "The Morning Post," 10th November
1892.

A CLEARING HOUSE FOR THE UNEMPLOYED.

A conference was held at the Polytechnic, Regent Street, yesterday afternoon, in order to discuss a scheme for dealing with the question of the unemployed, which has been suggested by Mr. Arnold White. The attendance was but a small one, numbering less than 100 persons. Canon Barker presided, and among those present were the Archbishop of Westminster, Lord Chelmsford, Mr. D. Naoroji, M.P., Mr. Lough, M.P., and Mr. Ben Tillett.

The chairman, in opening the proceedings, stated that the meeting had been called for the purpose of hearing an explanation from Mr. Arnold White of his scheme for the formation of a clearing-house to promote the relief of distress in London. They could not disguise from themselves the fact that during the coming winter there would be a considerable amount of distress, and the plan proposed, though it would not prove a panacea, if adopted to the extent that was hoped, would cope largely with the necessities of the case, besides doing away with the need for a Mansion House fund—a system which did not work well in any respect.

Mr. White's plan was a simple one, the main idea being to place the donor in personal relationship with the recipient. No new society was to be established, and no appeal made for contributions, but a central committee was to be formed for the purpose of working more effectually the existing organisations, it being thought that hundreds of persons would help a family in distress though they were indisposed to contribute to a society.

Mr. Arnold White, after pointing out the magnitude of the question, there being at present from 60,000 to 90,000 unemployed in London, stated that the following was a practical suggestion which would, by decentralising, avoid the evils of a charitable fund, would meet the wants of the needy, and would bring them into direct contact with the well-to-do without requiring new charitable machinery. Let any person who was willing to help a family, whose bread-winner was out of work by no fault of his own, to tide over the winter, send in his or her name to a central committee, simply stating what charitable body was to introduce and vouch for the requirements of the family and to distribute weekly the help when necessary. The functions of the committee would be purely those of a clearing-house, and would consist in communicating the name of the willing giver to the clergyman, pastor, priest, rabbi, guru, moulvie, Salvationist, Charity Organisation Society's committee, or other spiritual or lay agency of repute already in existence. Subsequent communications as to the amount of relief and the method of administration would take place direct between the giver and the agency he chose, the clearing-house committee having nothing whatever to do with administration. If no agency was chosen by the giver, his name would be communicated to the Charity Organisation Society, the Society for the Relief of Distress, or some similar reputable lay society. Thousands of persons who would refuse to help abstract societies would aid a man in great distress, and such persons would, by the means he had described, be placed in direct contact with cases of real distress, personally known to and vouched for by responsible workers in the neighbourhood. The function of the central committee, in fact, would be, by means of existing agencies, to turn the fine confused generosity which existed throughout the Empire, on to specific cases of imminent want—in other words, it would act as a switchboard in a central exchange. Under the scheme aid would be restricted to persons who were out of work through no fault of their own, who had been in London over six months, who were not on strike, and who were subjects of the Queen. The constitution of the central committee would be as far as possible representative of each of the chief religious bodies as well as the existing lay agencies, and if the system was adopted he hoped it would surmount the "overlapping" difficulty which now existed, owing to the many societies in the field. Fifty thousand helpers of one family each would tide over the winter and avert untold misery from as many homes of the most pitiable class in England. He concluded by moving a resolution expressing the desirability, in view of the outlook for the coming winter, of swelling the resources of existing and competent agencies for the distribution of help in London by the establishment of a clearing-house for the unemployed.

Mr. Fletcher Vane seconded the motion, and a long discussion on points of detail ensued, in which Mr. Frank Bryan, of the Dockers' Union, the Rev. Mr. Sherwell (West London Mission), Dr. Forman, Mr. Raphael, the Rev. H. Wilson, the Rev. Mr. Bell, the Rev. P. Thompson, Mr. Wood, of the Fabian Society, and others took part. The general opinion was highly favourable to the scheme, and the Archbishop of Westminster welcomed it in the heartiest manner as a means of bridging the enormous chasm between the West and the East End of London.

The resolution was carried unanimously, and Mr. Arnold White having announced that the Archbishop of Westminster had signified his willingness to join the Committee, stated that all persons wishing to carry out the objects of the scheme should send their names and addresses to Mr. Peer, Secretary of the Clearing-house Committee, The Polytechnic, Regent Street, W.

The proceedings then terminated.

APPENDIX CXIV.

THE SALVATION ARMY.

SOCIAL WING.

Telegraphic Address—
"Salvation, London."
International Headquarters—
101, Queen Victoria Street, E.C.

Head Quarters—
Queen Victoria Street,
London, E.C.,
April 1891.

MY DEAR COMRADE,

Some little time since you consented to act as local agent in your district for the social wing, for the purpose we have of forming a

NATIONAL UNEMPLOYED LABOUR INTERCHANGE AND
BUREAU.

You will remember our object is to secure in connection with each corps, and in every locality throughout the kingdom, some sympathetic, level headed comrade who will undertake in his district—(1) the registration of the unemployed (men and women); (2) registering the needs of employers; and (3) where possible, bringing employers and unemployed into contact with each other. We will supply you with circulars, &c., which you will please send to employers apprising them of what we are doing.

We shall be glad if you will make a beginning at once, by collecting all the names of the "out-of-works." You should ascertain (1) Name, (2) Address, (3) Trade or Profession, (4) Married or Single, (5) Number of children, (6) Time out of work, and any other particulars you think likely to be useful.

With regard to employers, you would seek to ascertain (1) Name, (2) Address, (3) Trade, (4) Number of workpeople required, and (5) Whether they would be willing to defray travelling expenses, in the event of men having to come to them from a distance.

You will take what other means your judgment dictates—with the exception of calling or holding public meetings, which must only be done by written consent of headquarters, after sending in full particulars—for enabling the unemployed to know that you are willing to act in the capacity of registrar of their needs. We propose, however, sending you—on receiving a line from you, as to its practicability and usefulness in your district—bills, which you can get put up in the most public places to which the unemployed resort. It would also be a good thing to get them placed on Y.M.C.A., Church, Chapel, and Town Hall Notice Boards, if you could obtain permission.

I would suggest to you that it would be as well to set apart certain definite hours for this work, either morning or evening, as most convenient. When you have done this, I should be glad if you would let me know what those hours are. You will, of course, suit your times to the needs, &c., of these men.

We are sending you forms for the purpose of making weekly reports, which you must send to headquarters, so as to reach us on the Monday of each week. We shall be sending you proper registers eventually, for the purpose of entering the particulars of the men who come for registration; but just at first please keep a duplicate copy of the form you send in to us, so that you may have the names, &c., for reference, or other purposes.

The work may seem, and may even be, difficult at first, but as you take hold of it with confidence in God, you will find your difficulties disappear. Remember always in all things pertaining to the salvation of the bodies or souls of men, our sufficiency is alone of God, and coupled with that also it will strengthen you in any time of depression or weakness, to remember that some day Christ shall say to you "Inasmuch as ye did it unto one of the least of these my brethren, ye did it unto me."

Yours, for the Salvation of Mankind,
ELIJAH CADMAN,
Commissioner.

P.S.—If you would like copies of the two other circulars first sent you, we shall be pleased to forward them. If you are in difficulty, or want advice with regard to the work at any time, write us, stating as briefly and clearly as possible what your difficulty is. We shall be pleased to hear from you at any time if you have anything of interest or importance to communicate.

THE SALVATION ARMY.

SOCIAL WING.

Telegraphic Address—
"Salvation, London."
International Headquarters—
101, Queen Victoria Street, E.C.

Headquarters—
Queen Victoria Street,
London, E.C.,
May 1891.

MY DEAR SIRS,

You will doubtless remember that in General Booth's Book, "Darkest England and the Way Out," a section was devoted to the

"REGIMENTATION OF THE UNEMPLOYED."

We have been seeking, as you may be aware, to do something in this direction in London for some time past, and now we are anxious to push out into the country. We propose (eventually) to establish throughout the country

"LABOUR REGISTRATION OFFICES,"

and by a system of local agents, under the general direction of our field officers, and control from headquarters, to attain our two main objects—(1) To create and maintain throughout the country the circulation and interchange of unemployed labour; (2) To render it easy to know the classes and numbers of the unemployed, and their whereabouts.

We shall by means of these local agents create a system of reporting to headquarters, by which means a weekly journal of unemployed would (eventually) be published, printed, and circulated. By this means we hope to be able to place our hand at once on any surplus labour, and transfer it forthwith where there is a dearth of such labour.

Of course our beginning must be largely tentative, and necessarily small compared with the crying needs, but we have learned never to despise the day of small things.

We have appointed an agent in your district who will forward you this circular, with his name and address thereon. If you will be good enough at any time you are wanting labour to kindly communicate your needs to him (or if you prefer, to us direct) we should be glad, and hope to be able to help you.

Trusting you may see your way to help us in this effort to benefit our less fortunate fellow creatures, and only waiting to add that we shall be very glad to receive any practical suggestions you may be good enough to offer.

Believe me,
Yours faithfully,
ELIJAH CADMAN,
Commissioner.

Name of Local Agent _____

Address _____

Town _____

County _____

THE SALVATION ARMY.

SOCIAL WING.

Headquarters—
101, Queen Victoria Street,
E.C.,
November, 1892.

Telegraphic Address—
"Salvation, London."

THE UNEMPLOYED—A PRACTICAL SUGGESTION.

DEAR SIR,

In the terrible prevailing and wide-spread distress (which we have verified for ourselves by searching personal investigation) it has occurred to us that a strenuous effort should be made to provide employment for the large, and alas, ever-increasing number of men out of work.

Especially do we feel this, in the case of married men with wives and families dependent on them, who are now undergoing the most awful sufferings, amounting to literal slow starvation in many instances, on account of the bread-winner being totally unable to obtain employment of any kind.

We have a practical suggestion to make in this direction. It is that of advertising by means of sandwich or board men, and circular or handbill distribution from house to house, &c. We are convinced that this plan might be extensively and advantageously adopted by many firms who have hitherto not adopted, or adopted only in a very limited measure, this cheap, ready, and effective method of advertising. We earnestly bespeak your co-operation, in the name and

on behalf of these suffering men, women, and children. If 100 firms could be induced to employ 100 men each for this purpose, employment would be at once forthcoming for 10,000 men.

We, as a labour exchange and bureau agency, have had large experience in this work, and could readily arrange to supply reliable men with boards at 12s. 6d. per week at least. Twelve shillings of this would go direct to the men, we retaining the 6d. per man as a nominal fee for registration, loan of boards, supervision, &c. We would undertake the organisation of the whole plan, and furnish the men in any sized batches, from 10 upwards, to any desired district in London or the suburbs, and also provide reliable supervision to see the work carried out properly.

We do sincerely bespeak your earnest consideration, and, if at all possible, practical co-operation in the furtherance of this object.

We will send a private representative to wait upon you to discuss details if you so desire. Please let us hear from you at the earliest possible moment.

I am, Sir,

Your obedient Servant,

E. CADMAN,

Commissioner.

November 1892.

Suggestions as to duration of employment of men—

- I. One week at once, or later.
- II. One week each month for three months.
- III. One month's work.
- IV. Three months' constant.

&c.

MEN'S LABOUR BUREAU ADVICE NOTE.

PERMANENT

189

To _____

Name of Person sent _____

Address _____

No. on Applicant's Register _____

Situation vacant _____

No. on Employer's Register _____

Remarks _____

THE SALVATION ARMY.

LABOUR BUREAU.

36, Upper Thames Street, E.C.,

189

LABOUR BUREAU ADVICE NOTE.

To _____

We have advised _____

of _____

to apply to you for the _____

work you informed us of on the _____ inst.

Unless we hear from you to the contrary, we shall conclude that you have engaged the bearer.

Yours faithfully,

Please note:—

In selecting an applicant for a vacant situation we do our best to select the applicant who is likely to be most suitable to the employer.

As a rule, only one applicant is sent after each vacancy. If this applicant is found to be unsuitable, kindly drop us a card stating No. on our employer's register.

The question of wages is left for employer and applicant to settle.

[The above is printed on pink paper; the only difference in a "Women's Advice Note" is that it is printed on yellow paper, and headed "Women's Labour Bureau Advice Note, Temporary."—G. D.]

No. 744.

THE SALVATION ARMY.

SOCIAL REFORM WING.

Temporary Headquarters,
36, Upper Thames Street,
London, E.C.

189

LABOUR DEPARTMENT.

Name of Boardman _____

When wanted _____

Particulars of Job _____

Instructed by _____

For E. CADMAN,
Commissioner.

* No. 744.

THE SALVATION ARMY.

SOCIAL REFORM WING.

Temporary Headquarters, 36, Upper Thames Street,
London, E.C.

International Headquarters—
101, Queen Victoria Street,
London, E.C.

189

LABOUR DEPARTMENT.

BOARDMEN'S ENGAGEMENT FORM.

Name of Boardman _____

When wanted _____

Particulars of Job _____

Instructed by _____

For ELIJAH CADMAN,
Commissioner.

[The originals of the following three forms, marked A, B, and C, respectively, are all printed on the same sheet of paper side by side, thus

A	B	C
---	---	---

. It is, however, impossible to here reproduce this form exactly.—G. D.]

A

THE SALVATION ARMY.

Branch No. _____

SOCIAL WING.

NATIONAL LABOUR EXCHANGE.

All parts of the Return must be carefully filled up.

Tickets are current for one month only from date of issue.

PARTICULARS OF APPLICANT.

Name _____

Address _____

Trade _____

Married or Single _____

Number of Children _____

How long Out of Work _____

References _____

Recording Officer's Name _____

<table border="1" style="width: 100%; height: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center; font-size: small;">Issuing Office Stamp.</td> </tr> <tr> <td style="height: 40px;"> </td> </tr> </table>	Issuing Office Stamp.		Remarks _____ _____ _____
Issuing Office Stamp.			

N.B.—If *Renewal*, it must be stated how often since 1st December of previous year by defacing figure in the column.

1	2	3	4	5	6	7	8	9	10	11	12
---	---	---	---	---	---	---	---	---	----	----	----

B

Branch No.

THE SALVATION ARMY.

SOCIAL WING.

NATIONAL LABOUR EXCHANGE.

Telegraphic Address—
o.o. Salvation,
London.

<p style="text-align: center; margin-top: 5px;"><i>Issuing Office Stamp.</i></p>
--

Central Offices—

101, Queen Victoria Street,

London, E.C.

This Ticket is current for one Calendar Month only from date of Issue.

LONDON BRANCHES.

- 272, Whitechapel Road, E.
- 21, West India Dock Road, E.
- 61A, St. John's Square, Clerkenwell, E.C.
- 2, Burne Street, Edgware Road, W.
- 83, Horsferry Road, Westminster.
- 16, Blackfriars Road, S.E.
- 96, Southwark Street, S.E.
- 8 & 9, Stanhope Street, Drury Lane, W.C.
- 119 & 121, Green Street, Bethnal Green.
- 51 & 53, Royal Mint Street, Ratcliffe Highway, E.

We do not guarantee to find you work. Endeavour to get work yourself apart from what we may do on your behalf, as we only promise to do our best to find employment for you. Give this Ticket up at the end of a month and obtain a new one if you are still out of work. This is absolutely necessary, as your name will be taken off the Register on the expiration of this Ticket.

PROVINCIAL BRANCHES.

- Peel Street, Leeds Road, Bradford.
- 36, Lisbon Street, Wellington Road, Leeds.
- 48, Castle Street, Bristol.

Name _____

Trade _____

N.B.—If *Renewal*, it must be stated how often since 1st December of previous year by defacing figure in the column.

1	2	3	4	5	6	7	8	9	10	11	12
---	---	---	---	---	---	---	---	---	----	----	----

This part must be sent on to the Central Offices at once.

THE SALVATION ARMY.

SOCIAL WING.

NATIONAL LABOUR EXCHANGE.

Central Offices—

101, Queen Victoria Street,
London, E.C.

Branch No. _____

<p style="text-align: center; margin-top: 5px;"><i>Issuing Office Stamp.</i></p>
--

PARTICULARS OF APPLICANT.

Name _____

Address _____

Trade _____

Married or Single _____

Number of Children _____

How long Out of Work _____

References _____

Recording Officer's Name _____

Remarks _____

The Officer in charge is responsible for the Registration of every man applying during the hours set apart for Registration, and for the daily despatch to the Central Offices of the particulars so taken. In the event of employers procuring men direct from your Branch, the particulars of each man must be sent, and in every case where an employer makes application to you, the separate return provided for that purpose must be sent.

N.B.—If *Renewal*, it must be stated how often since 1st December of previous year by defacing figure in the column.

1	2	3	4	5	6	7	8	9	10	11	12
---	---	---	---	---	---	---	---	---	----	----	----

APPENDIX CXV.

CENTRAL YOUNG MEN'S CHRISTIAN ASSOCIATION.

EMPLOYMENT BUREAU.

Exeter Hall, Strand, W.C., London, 20th January 1892.

DEAR SIR,

We beg to notify the close of the first year's operations of the Employment Bureau. During the year upwards of 13,000 applicants were interviewed; but the results of inquiries as to character and capacity allowed of only 617 being placed on the register. Appointments were secured for 491 up till 14th instant. The number registered will give some idea as to the care exercised in registering applications.

We also undertake for an inclusive fee to advertise on behalf of employers, interview all candidates, selecting the best six for their choice. We are greatly extending the operations of the Employment Bureau, and while heartily thanking you for your support in the past we again invite your generous co-operation.

Your obedient Servant, J. McDONALD, Manager.

COPY OF LEAFLET FOR DISTRIBUTION.

(FRONT.)

CENTRAL YOUNG MEN'S CHRISTIAN ASSOCIATION. E. J. Kennedy, Gen. Sec.

EMPLOYMENT BUREAU. Exeter Hall, 372, Strand, W.C. J. McDONALD, Manager.

Register kept of suitable candidates for all kinds of commercial employment. Only candidates possessing good character and qualifications are registered.

First consultation free.

Registration fee for One Month, 5s., payable on entry.

Applicants having no engagement through the bureau or otherwise, and removing their names from the register at the end of the four weeks, may, on application, have 2s. 6d. refunded.

Office Hours: Daily, 10 a.m. to 5 p.m., excepting Saturday, 10 to 1 p.m. Office Hours also Tuesday & Friday, 7 to 9 p.m.

EDUCATIONAL CLASSES.

Open to all.

PROSPECTUS FREE.

FACTS FOR APPLICANTS FOR EMPLOYMENT. Advantages.

- 1. Interviewing the applicant and advising as to future employment. 2. Registration and preservation of particulars. 3. Introduction to employers direct. 4. Constant effort, assistance, and advertising, in the Press and by circular, when advisable, to find employment. 5. Notice of applications for suitable employees as received daily. 6. Access to the bureau and Exeter Hall reading room for one month. 7. The return of half the registration fee as per conditions on other page.

Exeter Hall Employment Bureau. J. McDONALD, Manager.

NOTE.—Please enclose Stamped Envelope for Reply.

(BACK.)

This application can only be Registered for Employment on payment of the Entry Fee, 5s.

Copy of the Form of Application.

CENTRAL YOUNG MEN'S CHRISTIAN ASSOCIATION, Exeter Hall, Strand, W.C. EMPLOYMENT BUREAU.

No. 189 .

Confidential Application for Employment.

Your Name and Address in full for the next few months Married or Single State the Employment and Salary wanted Do you write Shorthand, and what speed What Languages do you speak or write besides your own Mention other qualifications References as to your qualifications and experience Give the name of a Clergyman or Minister or other two friends who have known you intimately If connected with any Y.M.C.A., state which

Age Nationality Salary, £

SITUATIONS HELD BY THE APPLICANT DURING THE PAST FIVE YEARS.

This information should be carefully stated, as it is important.

Table with 5 columns: Name and Address of the Firms, Business, Your Duties, Date of Entering, Date of Leaving.

P.S.—Please enclose stamped envelope for reply.

Signature.....

This application can only be Registered for Employment on payment of the Entry Fee, 5s.

CENTRAL YOUNG MEN'S CHRISTIAN ASSOCIATION,
Exeter Hall Strand, W.C.
EMPLOYMENT BUREAU.

No.....
189 .

Confidential Application for Employment.

**

Your Name and Address in full for the next few months			
Married or Single	Age	Nationality	
State the Employment and Salary wanted			Salary £
Do you write Shorthand, and what speed			
What Languages do you speak or write besides your own			
Mention other qualifications			
Give two references as to your business qualifications and experience			
Give the name of a Clergyman or Minister or other two friends who have known you intimately			
What Y.M.C.A. are you connected with			

SITUATIONS HELD BY THE APPLICANT DURING THE PAST FIVE YEARS.

This information should be carefully stated, as it is important.

Name and Address of the Firms.	Business.	Your Duties.	Date of Entering.	Date of Leaving.

NOTE.—First consultation, free. Registration for one month, 5s. payable on entry. Applicants not having secured employment during the first month through the Bureau, or by personal effort, may, on application, have 2s. 6d. refunded, and their names removed from the Register, or, at the end of the first month, by the further payment of 2s. 6d., the applicant may continue on the Register for the two following months. The registration receipt affords free admission to the Reading Room at Exeter Hall for one month, subject to the rules.

Applicant's signature in full _____

No. _____

STRICTLY PRIVATE AND CONFIDENTIAL REFERENCE.

From the
 Employment Bureau,
 Central Young Men's Christian Association,
 Exeter Hall, Strand, W.C.

To _____

London, _____ 189 .

Mr. _____ has applied for assistance in his efforts to find employment. May we trouble you to answer the questions asked below, and to return this document, giving such other information as you can in relation to him. We desire to act prudently and effectually in his case, and ask your help. Please address your reply to the Manager, Employment Bureau, Exeter Hall, Strand, London.

REPLY.

Address _____

How long have you known the applicant?	
Remarks as to his Honesty.	
Remarks as to his Truthfulness.	
Is he Steady and Sober in his habits?	
Is he of active and persevering habits?	
Is he reliable and trustworthy?	
Please state strong and weak points in his character, so far as you are able to judge.	

Further remarks.

No. _____

To the Employment Bureau,
 Young Men's Christian Association,
 Strand, W.C.

From _____

Date _____ 189 .

Required the Services of

State Class of Assistant _____
 Qualification required _____
 Salary (about) _____

[*Note paper is headed as follows.—G. D.*]

CENTRAL YOUNG MEN'S CHRISTIAN ASSOCIATION.

Exeter Hall, Strand, W.C.

COUNCIL :

President.—GEORGE WILLIAMS, Esq.

The Right Hon. THE EARL OF ABERDEEN.

J. DERBY ALLCROFT, Esq.

J. GURNEY BARCLAY, Esq.

Sir ARTHUR BLACKWOOD, C.B. ..

H. M. BOMPAS, Esq., Q.C.

BEVAN BRAITHWAITE, Esq.

JAMES S. BUDGETT, Esq.

T. A. DENNY, Esq.

E. M. DENNY, Esq.

Dr. J. H. GLADSTONE, F.R.S.

Mr. EDMUND J. KENNEDY, *General Secretary.*

GEORGE HANBURY, Esq.

QUINTIN HOGG, Esq.

H. M. MATHESON, Esq.

DONALD MATHESON, Esq.

JAS. E. MATHESON, Esq.

W. R. RICKETT, Esq.

S. GURNEY SHEPPARD, Esq.

Capt. W. E. SMITH.

Dr. HERBERT WATNEY.

Mr. CLARENCE HOOPER, *Financial Secretary.*

The Employment Bureau,

Exeter Hall, Strand, London, W.C.,

189

Manager, Mr. J. McDONALD.

Every care is exercised in the selection of candidates for employment.

Employers may rely on the Management recommending men of good character and business aptitude only.

Competent applicants for employment should record their names at Exeter Hall, because their Registration and Engagement is entirely covered by the fee of 5s.

The Exeter Hall Bureau is by far the best medium for finding situations, and also for supplying employers with suitable candidates.

The bureau is open to all applicants for employment.

Advertising undertaken, and candidates interviewed for the final selection of employers.

EMPLOYERS' FEES.

5s. upon Salaries to 25l.
10s. " " 50l.
21s. " " 70l.

And upwards, according to the work involved.

APPENDIX CXVI.

Extract from "The 48th Report of the CENTRAL YOUNG MEN'S CHRISTIAN ASSOCIATION for the Year ending December 31st, 1891."

THE EMPLOYMENT BUREAU.

The past year's work of the Exeter Hall Employment Bureau has been favourably commented upon by the leading journals all over the country.

The figures may be briefly stated thus:—

Interviewed	13,471
Placed on the register	617
Situations found	491

The Employment Bureau is undoubtedly a practical solution of one of the greatest social problems of the day, and its actual working deals with a fundamental fact, to which the attention of all public men, and particularly of Christian men, interested in the social situation, should be directed as a matter of urgent importance. Among those helped many were capable men, down at the base of humanity from various causes. Crowds are habitually out of work whose characteristics, generally speaking, may be stated to be indolence, thriftlessness, and incapacity. Perverting the virtue of patience, they are perennially content to wait for the moving of the waters. These are difficult to deal with from a business point of view, but

among them are many able men who have lapsed and would gladly be helped, are worthy of help, and for whom another way to employment is now opened up.

It was with the object of supplying a long-needed want of modern civilized life that the Central Young Men's Christian Association inaugurated the Employment Bureau at Exeter Hall. From its commencement it secured the confidence of the commercial and professional community. It was instinctively perceived that it bore the essential characteristics of respectability and responsibility. Those requiring additions to their working staff, and those desirous of securing suitable positions, were equally attracted by it. Experience has abundantly proved that the confidence was not misplaced. There was nothing pretentious or fictitious about the Exeter Hall Employment Bureau; what it promised it performed. A reference to the demonstrated facts will afford some idea of the magnitude, the hour, at the time, and the annoyance saved to employers—this may be inferred from the sifting and scrutinising process to which the personality or

the credentials of applicants for employment are subjected. There is, therefore, reasonable probability for assuming that this agency in meeting the desires of employers and employees will ultimately exert a widely extended and beneficent influence. The highest paid appointment obtained during the year was under a three years' engagement, averaging 400*l.* a year and free residence.

From the very first there was no intention to confine its operations exclusively to the Metropolis. Employers in the provinces would do well to communicate with the Exeter Hall Employment Bureau before filling up vacancies, and employees before coming to London in quest of situations.

Perhaps it is well to mention that no religious test is applied to applicants; it may not, however, be inappropriate to mention that to the spiritual results alone must be assigned a high portion in estimating the success of this department.

The step taken in the extension of the Employment Bureau at Exeter Hall is a decided beneficial advance; it is a means of help, and it bids fair in many ways to solve a difficult phase of a complex social question, and its future development and expansion cannot fail to be watched with the greatest interest.

The committee are thankful for the help so freely given by the press, to whose co-operation the employment bureau is greatly indebted. The committee also beg to gratefully acknowledge the courtesy always extended by the principals and managers of commercial houses to the applicants for employment sent from this department, and they venture to rely upon a continuance of their kindly favours.

RECEPTION COMMITTEE.

This important work is carried on with earnestness and zeal. Every evening in the week at least one of

the members of this committee is "on duty," that is, he is in the corridor or reading room, and is ready to welcome any stranger or new member, conduct them through the rooms of the Association, and explain the work generally. In this way a number of men are brought into direct contact with the work at Exeter Hall and the members seeking to arouse their interest and enlist their sympathy. As there are strangers coming from all parts of the world, who can tell what influence a five minutes' chat with one of the members may have on the Y.M.C.A. of the future? There are also a number of visitors from the country branches, and they, of course, are specially interested in the work of the central Y.M.C.A. The members had some very interesting conversations with several of these fellow-workers. One of the main objects of this committee, however, is to get hold of young men just coming to London from the provinces, and this in the mind and spirit of our Lord Jesus Christ.

EXETER HALL LITERARY AND DEBATING SOCIETY.

This society now numbers over 60 paying members, and remembering that it is distinctly an educational work, this result is considered most gratifying. The debates were a source of great interest, the average attendance being over 50, and on two occasions there were 100 and 150 present. The rules are elaborate but correct, and under such an able chairman as Mr. W. H. Mills (Deputy Chairman of the Paddington Vestry), the proceedings have been both business-like and instructive. The Right Hon. Lord Justice Fry is the President, and the Earl Compton, M.P., Mr. Justice Bruce, Q.C., Sir Albert Rollit, LL.D., M.P., and Professor Gladstone, Ph.D., are Vice-Presidents. The committee confidently look forward to increased support from those interested in such a useful work.

APPENDIX CXVII.

Extract from "A NATIONAL LABOUR BUREAU, with affiliated LABOUR REGISTRIES, and the Evidence given thereon before the ROYAL COMMISSION ON LABOUR by E. T. SCAMMELL, Honorary Secretary of the Exeter and District Chamber of Commerce."

NATIONAL BUREAU.

Since appearing before the Commission I have further conferred with one or two leading authorities upon the subject, and I have read the able article in "The Nineteenth Century," by Mr. John Burns, M.P., upon "The Unemployed." A careful consideration of the points raised thereby and of the questions asked by members of the Commission, has led me so far to amend the scheme which I submitted in my evidence, as to say that *the proposed National Bureau should be vested with powers to deal with the question of emigration*, so that what is now being attempted by General Booth's Over-sea Colony, Dr. Barnardo's work of emigration, and similar efforts, might be accomplished, upon a comprehensive national system, by a department subject to national control and working to the advantage alike of the colonies and the Mother Country. I see, too, that to render a labour registry scheme thoroughly workable, it will be necessary that *each county should have its central bureau or labour exchange*, to which all inquiries from the local or district registries, which those registries would be unable themselves to deal with, should be referred, and the county bureau or exchange alone should communicate with the Government Department. This would simplify the work of that department; and, while it would not limit the sphere of its operations, it would considerably lessen the detail work which such a department would be called upon to do. Thus the metropolis would have, as Mr. Burns suggests, its labour exchange, dealing with all the registries within its own area, and similarly each county or large industrial or agricultural centre throughout the kingdom would have its central labour department.

COST OF SCHEME.

It is impossible to say what is likely to be the *ultimate cost of working such a scheme*. But, from the experience of those who have been engaged in the work of labour registries—free and self-supporting—I should say that the expense would not be relatively great. Of course, the cost of the Government Department would depend upon its scope and efficiency. In

the United States, according to the evidence of Dr. Gould, who gave the Commission much valuable information on this and other labour questions, the annual charge of the Labour Statistical Department at Washington is 35,000*l.* This amount is expended in obtaining and disseminating information on labour questions alone. The present expenditure of the Labour Department of the Board of Trade, in this class of work, is about 5,000*l.* per annum. To render the proposed new or extended department efficient for this purpose only would mean, of course, a considerable increase of the present grant. But the financial, not to say the commercial and labour advantages that would accrue to the nation at large from an efficient bureau of this nature would amply justify the outlay. To this must be added the cost of the labour registry part of the scheme. Among the expenses of this section of the work of the bureau would be the issue of forms of inquiry, books of registration, &c., to the county labour exchanges for the use of the local registries, and the issue of the periodical journal. The expenses of local registries, such as offices, attendants, correspondence, stationery, &c., would, of course, be borne by the municipalities, and would come out of the rates. The cost of the county exchange might possibly be met by a grant from the technical education fund, the main object of which, I presume, is the encouragement of local industries. But, judging by the returns of existing registries, these expenses need not be heavy. For example, the registry at Egham, which deals with between three hundred and four hundred applicants annually, costs only 10*l.* or 11*l.* per annum, including 5*l.* for rent of office. In this case, however, the registrar, Mr. Gardiner, very kindly gives his services, and the management is entirely honorary. At Ipswich the registry, which is conducted so ably and energetically by its founder, the Rev. Wickham Tozer, and which deals with eight hundred or nine hundred applicants yearly, the expenses of rented offices, clerk, correspondence, stationery, occasional help in the way of railway fares, &c., amount to about 100*l.* per annum. The Chelsea registry, the first municipal registry in the kingdom which, from

October 5th, 1891, to August 31st, 1892, dealt with 1,987 male applicants, besides females, cost the municipality 182l. 15s. 7d., or less than 1s. per applicant. Mr. T. Smyth, the registrar, estimates that this amount will be reduced in time, as it includes items of expenditure which are not likely to recur. Among these "items," there would be the cost of providing forms of application, books, &c., which I think should be supplied from the Government department. The cost therefore, to the local municipal registries would not be large, not more probably than 6d. per applicant annually.

PERIODICAL REPORT.

One of the points raised by Mr. Mundella, which touches this question of expense, was in reference to the issue of a periodical journal containing information on questions affecting the labour market and statistics of employment. He inferred that such a report might be a costly and cumbersome thing. I admit that if each registry communicated direct with the Government department, and if that department had to tabulate all the statistics sent and to issue particulars of such to all the registries the country over, there would be great weight in the objection. But, if the local registries communicate only with their county bureaux, which would endeavour first to deal with all inquiries within their own area, and only, when they have exhausted the resources of their district, forward such inquiries to the central department, the objection is, to a large extent, removed. The central department would in that case have to deal only with the general returns, which would have been carefully tabulated by the county bureaux, and with those inquiries with which the county bureaux would be unable themselves to deal. This would, at once, simplify and lessen the work cast upon the Government department in the issue of the periodical report. Further, it might be desirable for large districts, or several neighbouring districts acting together, themselves to issue a periodical report or newspaper dealing with questions of labour and giving statistics of employment. For instance, there might be a journal printed and published at Bristol for the West of England, one at Birmingham for the midland counties, another at Manchester for the cotton district, another at Leeds for the woollen district, and others throughout the country. These journals, while furnishing such general returns as the Government Report would supply, would be able to deal with local labour matters of the greatest importance to the districts they served. The cost of such journals would be more than met by a small charge, and by advertisements. Were such a plan adopted, I would suggest that the editorial work of all the local journals should be done in London, say at the office of the Metropolitan Labour Exchange, from which all information on labour questions affecting the country at large could be supplied, accompanied by one or more high class articles contributed by experts. The sub-editing would, of course, be done in the localities where the journals are issued, and would deal with articles and information on local matters. Were such a system as this adopted, the circulation of the Government Report might be limited to the county bureaux, and to the representative institutions of capital and labour. This would still further lessen the difficulty and cost of the issue of such report, and so would largely meet the objection of Mr. Mundella.

EMPLOYMENT OF POST OFFICES.

In his article upon "The Unemployed," Mr. Burns suggests that the post offices would form good local inquiry offices for registration purposes, from which inquiries might be forwarded to local or district centres. I agree with him, if he proposes to restrict the use of these offices to the rural districts at a remote distance from the local municipal registries. But even this, I should regard as only a temporary measure, pending the creation of district and parish councils. It would be impossible for post offices as at present constituted to deal with inquiries of such a nature as would ensue in connexion with a labour registry. Nothing but a separate agency, controlled by the district itself, could possibly work out a complete and satisfactory registration scheme. Besides, the introduction of the postal department to any large extent would interfere with the element of voluntary action, which I think is vital to the whole thing. If the scheme is to secure the confidence of the people

generally, it must be supported by them, and be subject to their control. And then, too, if a Government department takes up the question of registration, and itself seeks employment for applicants, by inquiry or correspondence, a function which belongs only to the registries themselves, an impression might be created in the minds of many that the Government, able or unable, should and must find work for the unemployed. This would interfere materially with the success of the plan, which to render it useful to the community at large, must command the support of all.

PRIVATE REGISTRIES.

Before concluding my paper, it may be well to notice another point which closely concerns a question of labour. It may be asked, how will a national system such as that proposed, affect labour registries at present in operation, such as trades union, professional, domestic servants registries, and the like? It is impossible to say how in the end these would be affected. But my conviction is, that while the national system would effectually and almost immediately close bogus registries, it would be an aid and a valuable aid to genuine registries. Information might be obtained, and avenues of employment opened, which would be of the greatest service to them. The advantage would lie in the fact that, knowing where employment or employees might be found, such registries would be able to undertake the work of correspondence and of further inquiry as to character and local circumstances, which might prove of the greatest value to their clients. Many applicants, whose names might be on the local free registry, would be glad to avail themselves of their class or professional registries, in order to secure situations sooner than it would be possible for the local registry to obtain them, or to secure that priority which character and special capabilities might justify them in expecting.

IMPORTANCE OF PROMPT ACTION.

All these, however, are questions of detail, and do not affect the main principle involved in the creation of a National Labour Bureau with affiliated Labour Registries. Upon the importance of immediate action on the general question, I need only say that every labour organisation of note, every leader of the working classes, many associations of employers,—chambers of commerce, and others,—many members of Parliament, and the Press generally, have spoken and written strongly. The evidence that has been brought before the Royal Commission on Labour, though the subjects considered and the opinions expressed have been most diverse, has emphasized the urgency and importance of this question. So much so, indeed, that it is an open secret that the Commission proposes to make an effort towards realising, in some form, the object sought by the first part of this and similar schemes, dealing with the formation of an efficient state labour department. What that proposal may be, and what action Parliament may take as the result of the Commission's recommendation will be determined to some, if not to a large extent, by public opinion. It is therefore of the utmost moment that all who are interested in the question not only of the establishment of a labour bureau, but of labour registries, should give the matter their earnest and immediate attention. I hope that the Associated Chambers of Commerce, by which the question was referred to the Royal Commission as shown in my evidence, will lend its aid, at the forthcoming meetings in March, to the further elucidation of the subject, and that trades unions, boards of conciliation, and the press, will also discuss and urge it forward. It is eminently desirable that an early, emphatic, and definite opinion upon the subject should be formed and expressed. If this be done, there is little doubt that an effort will be made to deal with the question in a comprehensive and even generous spirit; a spirit above party on the one hand, and above mere labour theorising on the other.

But, while the subject is one of great and pressing moment, too much must not be laid upon, nor expected from it. It should be regarded as the first, necessarily the first step towards dealing fairly and rationally with the great question of labour; a question which should be approached, not as the battle ground of parties, nor as the signal of conflict between the classes and the masses, but as one of more than national importance, towards the solution of which men should bring the spirit of patriotism, justice, and brotherhood.

APPENDIX CXVIII.

AN ACT TO ESTABLISH A DEPARTMENT OF LABOUR.

[Public—No. 135.]

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That there shall be at the seat of Government a Department of Labour, the general design and duties of which shall be to acquire and diffuse among the people of the United States useful information on subjects connected with labour, in the most general and comprehensive sense of that word, and especially upon its relation to capital, the hours of labour, the earnings of labouring men and women, and the means of promoting their material, social, intellectual, and moral prosperity.

SEC. 2. That the Department of Labour shall be under the charge of a Commissioner of Labour, who shall be appointed by the President, by and with the advice and consent of the Senate; he shall hold his office for four years, unless sooner removed, and shall receive a salary of 5,000 dollars per annum.

SEC. 3. That there shall be in the Department of Labour: One chief clerk, at a salary of 2,500 dollars per annum; four clerks of class four, all to be statistical experts; five clerks of class three, one of whom may be a stenographer; six clerks of class two, one of whom may be a translator and one of whom may be a stenographer; eight clerks of class one; five clerks, at 1,000 dollars per annum; one disbursing clerk, who shall also have charge of accounts, at a salary of 1,800 dollars per annum; two copyists, at 900 dollars each per annum; two copyists, at 720 dollars each per annum; one messenger; one assistant messenger; one watchman; two assistant watchmen; two skilled labourers, at 600 dollars each per annum; two charwomen, at 240 dollars each per annum; six special agents, at 1,600 dollars each per annum; 10 special agents at 1,400 dollars each per annum; four special agents, at 1 200 dollars each per annum, and an allowance to special agents for travelling expenses not to exceed three dollars per day while actually employed in the field and outside of the District of Columbia, exclusive of actual transportation, including sleeping-car fares; and such temporary experts, assistants, and other employes as Congress may from time to time provide, with compensation corresponding to that of similar officers and employes in other departments of the Government.

SEC. 4. That during the necessary absence of the Commissioner, or when the office shall become vacant, the chief clerk shall perform the duties of Commissioner.

SEC. 5. That the disbursing clerk shall, before entering upon his duties, give bond to the Treasurer of the United States in the sum of 20,000 dollars, which bond shall be conditioned that the said officer shall render a true and faithful account to the Treasurer, quarterly, of all moneys and properties which shall be by him received by virtue of his office, with sureties to be approved by the Solicitor of the Treasury. Such bond shall be filed in the office of the First Comptroller of the Treasury, to be by him put in suit upon any breach of the conditions thereof.

SEC. 6. That the Commissioner of Labour shall have charge in the building or premises occupied by or appropriated to the Department of Labour, of the library, furniture, fixtures, records, and other property pertaining to it, or hereafter acquired for use in its business, and he shall be allowed to expend for periodicals and the purposes of the library, and for the rental of appropriate quarters for the accommodation of the Department of Labour within the District of Columbia, and for all other incidental expenses, such sums as Congress may provide from time to time.

SEC. 7. That the Commissioner of Labour, in accordance with the general design and duties referred to in Section one of this Act, is specially charged to ascertain, at as early a date as possible, and whenever industrial

articles at the time dutiable in the United States, in leading countries where such articles are produced, by fully-specified units of production, and under a classification showing the different elements of cost, or approximate cost, of such articles of production, including the wages paid in such industries per day, week, month, or year, or by the piece; and hours employed per day; and the profits of the manufacturers and producers of such articles; and the comparative cost of living, and the kind of living. "It shall be the duty of the Commissioner also to ascertain and report as to the effect of the customs laws, and the effect thereon of the state of the currency, in the United States, on the agricultural industry, especially as to its effect on mortgage indebtedness of farmers"; and what articles are controlled by trusts, or other combinations of capital, business operations, or labour, and what effect said trusts, or other combinations of capital, business operations, or labour have on production and prices. He shall also establish a system of reports by which, at intervals of not less than two years, he can report the general condition, so far as production is concerned, of the leading industries of the country. The Commissioner of Labour is also specially charged to investigate the causes of, and facts relating to, all controversies and disputes between employers and employes as they may occur, and which may tend to interfere with the welfare of the people of the different States, and report thereon to Congress. The Commissioner of Labour shall also obtain such information upon the various subjects committed to him as he may deem desirable from different foreign nations, and what, if any, convict-made goods are imported into this country, and if so, from whence.

SEC. 8. That the Commissioner of Labour shall annually make a report in writing to the President and Congress, of the information collected and collated by him, and containing such recommendations as he may deem calculated to promote the efficiency of the Department. He is also authorised to make special reports on particular subjects whenever required to do so by the President or either House of Congress, or when he shall think the subject in his charge requires it. He shall, on or before the 15th day of December in each year, make a report in detail to Congress of all moneys expended under his direction during the preceding fiscal year.

SEC. 9. That all laws and parts of laws relating to the Bureau of Labour created under the Act of Congress, approved June 27th, 1884, so far as the same are applicable and not in conflict with this Act, and only so far, are continued in full force and effect, and the Commissioner of Labour appointed under said Act, approved June 27th, 1884, and all clerks and employes in the Bureau of Labour authorised to be appointed by said Act or subsequent Acts, shall continue in office and employment as if appointed under the provisions of this Act, and until a Commissioner of Labour, other officer, clerks, and employes are appointed and qualified as herein required and provided; and the Bureau of Labour, as now organized and existing, shall continue its work as the Department of Labour until the Department of Labour shall be organized in accordance with this Act; and the library records, and all property now in use by the said Bureau of Labour, are hereby transferred to the custody of the Department of Labour hereby created, and on the organisation of the Department of Labour on the basis of this Act the functions of the Bureau of Labour shall cease.

SEC. 10. That on the passage of this Act the Commissioner of Labour shall at once submit estimates for the expenses of the Department of Labour for the next fiscal year, giving in detail the number and salaries of officers and employes therein.

Approved, June 13, 1888.

APPENDIX CXIX.

DEPARTMENTS AND BUREAUS OF LABOUR AND KINDRED OFFICES IN THE UNITED STATES.

State.	Title of Office. **	Estab- lished.	Reports published.	Title and Address of Chief Officer.
United States -	Department of Labour -	1885	Annually -	Commissioner of Labour, Washington, D.C.
Massachusetts -	Bureau of Statistics of Labour -	1869	Annually -	Chief of the Bureau of Statistics of Labour, Boston, Mass.
Pennsylvania -	Bureau of Industrial Statistics -	1872	Annually -	Chief of the Bureau of Industrial Statistics, Harrisburg, Pa.
Connecticut -	Bureau of Labour Statistics -	1873	Annually -	Commissioner of Labour, Hartford, Conn.
Missouri -	Bureau of Labour Statistics and Inspection.	1876	Annually -	Commissioner of Labour, Jefferson City, Mo.
Ohio -	Bureau of Labour Statistics -	1877	Annually -	Commissioner of Labour, Columbus, Ohio.
New Jersey -	Bureau of Statistics of Labour and Industries.	1878	Annually -	Chief of the Bureau of Statistics of Labour, &c., Trenton, N.J.
Illinois -	Bureau of Labour Statistics -	1879	Biennially -	Secretary of the Bureau of Labour Statistics, Springfield, Ill.
Indiana -	Bureau of Statistics -	1879	Biennially -	Chief of the Bureau of Statistics, Indianapolis, Ind.
New York -	Bureau of Labour Statistics -	1883	Annually -	Commissioner of Labour, Albany, N.Y.
California -	Bureau of Labour Statistics -	1883	Biennially -	Commissioner of Labour, San Francisco, Cal.
Michigan -	Bureau of Labour and Industrial Statistics.	1883	Annually -	Commissioner of Labour, Lansing, Mich.
Wisconsin -	Bureau of Labour Statistics -	1883	Biennially -	Commissioner of Labour, Madison, Wis.
Iowa -	Bureau of Labour Statistics -	1884	Biennially -	Commissioner of Labour, Des Moines, Iowa.
Maryland -	Bureau of Statistics of Labour -	1884	Biennially -	Chief of the Bureau of Statistics of Labour, Baltimore, Md.
Kansas -	Bureau of Labour Statistics -	1885	Annually -	Commissioner of Labour, Topeka, Kans.
Rhode Island -	Bureau of Labour Statistics -	1887	Annually -	Commissioner of Labour, Providence, R.I.
Nebraska -	Bureau of Labour and Industrial Statistics.	1887	Biennially -	Deputy Commissioner of Labour, Lincoln, Nebr.
North Carolina -	Bureau of Labour Statistics -	1887	Annually -	Commissioner of Labour, Raleigh, N.C.
Maine -	Bureau of Labour Statistics -	1887	Annually -	Commissioner of Labour, Augusta, Me.
Minnesota -	Bureau of Labour Statistics -	1887	Biennially -	Commissioner of Labour, St. Paul, Minn.
Colorado -	Bureau of Labour Statistics -	1887	Biennially -	Commissioner of Labour, Denver, Colo.
South Dakota -	Department of Labour and Statistics	1890	—	Commissioner of Labour, Aberdeen, S.D.
North Dakota -	Department of Agriculture and Labour.	1890	Biennially -	Commissioner of Labour, Bismarck, N.D.
Idaho -	Bureau of Immigration, Labour, and Statistics.	1890	—	Commissioner of Labour, Boise City, Idaho.
Utah -	Bureau of Statistics -	1890	—	Territorial Statistician, Salt Lake City, Utah.
Tennessee -	Bureau of Labour Statistics and Mines.	1891	—	Commissioner of Labour, Nashville, Tenn.
New Mexico -	Bureau of Immigration and Industrial Statistics.	1891	—	Secretary of the Bureau of Immigration and Industrial Statistics, Santa Fé, N.M.

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APPENDIX CXX.

INSTITUT INTERNATIONAL DE STATISTIQUE.

No. 11.

The PROGRESS of LABOUR STATISTICS in the UNITED STATES,

By E. R. L. GOULD, Ph.D., Statistical Expert, United States Department of Labour.

The United States was the first nation to officially recognise the utility of statistics in the investigation of labour problems. Statisticians and economists of both the Old and the New Worlds had previously applied the method to independent lines of research, but, so far as

I am aware, no Government office antedates the foundation of the Massachusetts Bureau of Labour Statistics in 1869. Furthermore, in no other country does the idea seem to have taken such deep root, or to have been carried to so complete a development. Within

the last 22 years a National Department of Labour and 25 State bureaus have been called into existence.

I do not intend to discuss here the organisation, powers, and duties of these various institutions. In an Appendix will be found a synopsis of their functions, drawn from the laws creating them. I prefer rather to review the progress which a score of years has disclosed.

One evidence of advance is the wide extension which the movement has assumed. In the Northern and Middle States, where social relations are most complex, these institutions have flourished best. Latterly also they have struck root in the virgin soil of the West and the industrial regions of the South. Were they not recognised as performing some useful function, their numbers would not have so steadily increased.

The United States afford a peculiarly favourable field of operations. The working classes are, generally speaking, well organised and intelligent. They are for the most part practical, accepting or combating actualities rather than allowing themselves to be carried away by the glamour of ideas incapable of realisation. There is amongst them a growing disposition to seek for accurate information regarding their present condition, and a deepening consciousness that their interests can best be furthered by progressive effort along lines where the necessity of reform is clearly understood. The policy of leaders in the labour movement is to seek for the justification of their aims through ascertained facts, rather than to found them upon considerations of theoretical justice. We may call them practical reformers, moving on step by step, and taking advantage of every opportunity to push their claims. I am speaking generally, of course, of those who most permanently continue in leadership. These, fortunately, have the ear of the great mass of the wage-earning population.

Another important fact, which must not be lost sight of, is that American employers of labour are much less secretive, and more ready to furnish information affecting their own and the interests of those they employ than in other countries. I do not claim for them, *a priori*, any credit on this ground. In the beginning they were cautious enough, but they have learned from experience that what would in many places be considered a business secret may be disclosed without any resulting harm, provided it is done impersonally, and in a way that the source of information cannot be identified. Impartiality, fair-dealing, and a respect for confidences bestowed, have not only disarmed suspicion, but engendered even willing co-operation. This happy result is due in an especial degree to the tact, the fairness, and the scrupulousness of Mr. Carroll D. Wright. He was called to office at a period when the feeling in regard to bureaus of labour statistics was very different from that prevailing to-day. First in the field, and divining correctly the future possibilities of this branch of inquiry, he took care to win the confidence and inspire the respect of employers and labourers alike. Not only has this enabled him to extend his efforts from a local to a national sphere, and to accomplish really admirable statistical results, but his conduct has strengthened the hands of those who wished other States to follow the example of Massachusetts, and furnished the best answer to opposing interests and prejudices. Had his judgment been less enlightened, his sense of obligation less strong, the progress of American labour statistics might have been indefinitely retarded. In America, therefore, four factors in combination account for the wide extension indicated at the beginning of this paragraph. They are: first, the desire of the labourer to make ascertained facts the basis of his claims; second, the comparative willingness of employers to contribute information; third, the presentation of facts without any particular advocacy; lastly, the proved utility of these agencies in influencing wise legislation, and in promoting a better understanding between capital and labour.

Concurrently with the growth of bureaus of labour statistics in point of numbers, there has been an appreciable augmentation in their resources. The commissioners of 16 of them have kindly furnished me with data showing the annual appropriations made for the maintenance of their departments during the first year of existence, and also for the present year. The figures include salaries of officials and clerks, office and travelling expenses, in fact, all items of outgo except the cost of printing the reports. This latter has not been included, for the obvious reason that the expenditure

varies greatly according to the size of the volume published and the number of copies printed.

State.	Designation of Bureau.	Date of Creation.	Amount of Appropriation for First Year of Existence.	Amount of Appropriation for the current Year.	Increase.
			Dollars.	Dollars.	Dollars.
United States	Department of Labour.	1885	26,000	168,270	142,270
Massachusetts	Bureau of Labour Statistics.	1866	9,500	10,800	1,300
New Jersey	Bureau of Statistics of Labour and Industries.	1878	8,700	7,700	2,000
Illinois	Bureau of Labour Statistics.	1870	3,000	8,500	5,500
Indiana	Bureau of Statistics.	1870	3,500	11,000	7,500
Michigan	Bureau of Labour and Industrial Statistics.	1883	8,500	11,800	3,300
Missouri	Bureau of Labour Statistics and Inspection.	1893	4,000	8,000	4,000
New York	Bureau of Statistics of Labour.	1883	6,700	25,000	18,300
Connecticut	Bureau of Labour Statistics.	1885	8,000	8,000	—
Kansas	Bureau of Labour Statistics.	1885	3,000	4,000	1,000
Colorado	Bureau of Labour Statistics.	1887	3,200	3,300	—
Maine	Bureau of Industrial and Labour Statistics.	1887	2,500	3,500	1,000
Minnesota	Bureau of Labour Statistics.	1887	3,000	6,500	3,500
Nebraska	Bureau of Labour and Industrial Statistics.	1887	2,100	4,000	1,900
Rhode Island	Bureau of Industrial Statistics.	1887	4,000	5,000	1,000
North Dakota	Department of Agriculture and Labour.	1890	4,500	4,500	—
	Total	—	97,900	390,470	192,570

This table makes an interesting exhibit. The amount of money spent originally in this branch of social inquiry was a respectable sum. Nevertheless the total is now three times as large. One can hardly maintain that usefulness advances in direct ratio to increased resources. Still it may be safely assumed that enlarged subsidies would not be accorded without compensatory results. To my mind these figures express a growing public consciousness that reliable statistical investigation must replace speculation in the treatment of so-called social problems.

Another and surer sign of progress is the improved character of the work done, judged from a scientific standpoint. The earlier reports of many of the bureaus are rather crude. The value of material presented is not much greater than that of hearsay evidence in a court of law. In fact, the interviewer rather than the statistician seems to be at the desk. This is not remarkable when one reflects that this kind of investigation in a comparatively new thing, and that many of the commissioners selected, though animated by the best intentions, had very little previous training to qualify them for the exercise of their functions. It can be said of those who have continued at their post that the quality of their work has improved as their official experience widened. Discursive and superficial treatment of a great variety of topics has given place to concentrated statistical effort upon one or two. Both sides of controversial subjects are more fully and impartially stated, and special pleading reduced to a minimum. The annual meetings of the commissioners have promoted this educative process.

Up to date about 150 separate reports emanating from the different bureaus have appeared. It would require too much space to enumerate the various subjects which have undergone treatment. At any rate it would be superfluous to attempt it, as the United States Department of Labour will shortly publish a complete topical analysis.

In round numbers 130,000 volumes of labour reports are annually printed in the United States. What becomes of all this literature? The question has been frequently asked me, and I have myself referred it to the different labour commissioners. The general trend of the response is, that about 70 per cent. go directly into the hands of working people, the remainder being absorbed by newspapers, public libraries, members of

the legislature, college professors and teachers, lawyers, clergymen, and manufacturers. It must be remembered that in the United States public documents are free and supplied upon demand. People who are interested enough to ask for them are pretty sure to read them. Quotations in legislative halls, in the press, in the pulpit, and from the proceedings of labour organisations show that their contents become more and more widely known.

The function of bureaux of labour statistics is mainly educative. It is, therefore, a difficult matter to estimate exactly the amount of influence they have exercised. A great deal of useful legislation stands as the direct result of their efforts. In Massachusetts, the establishment of a board of arbitration and conciliation, and laws relating to factory inspection, the length of the working day, the employment of children, employers' liability and accidents to labour; in Rhode Island, the weekly payment of wages and fire-escape laws; in Maine, the ballot reform and "labour day" enactments; in New York, the creation of a board of arbitration for industrial disputes; in New Jersey, the encouragement given to building associations; in Michigan, the 10-hour law, the prohibition of child labour, adequate provision against accidents, and a factory inspection Act; in Kansas, the establishment of industrial arbitration tribunals, payment of wages in cash, increased protection to miners, modification of the mechanics' lien law, and an enactment favouring the creation of co-operative societies; in Connecticut every law recommended by Commissioner of Labour has been passed. In Illinois repeal of contract labour in penitentiaries and other States, many useful measures in which labour is more or less directly interested, owe, if not their initiative, at least their passage to the active endorsement of the respective bureaux.

A final and most hopeful sign of progress is a marked growth of public confidence. It is a common mistake to suppose that bureaux of labour statistics were created to advocate solely the claims of working men. Labour organisations have everywhere demanded their foundation, but have always regarded them as organs of enlightenment, not as agencies of propaganda. None have more clearly understood that a disregard of the scientific function would lead to inevitable disaster. They have conceived them capable of accomplishing principally four things: First, to efficiently collect information, and impartially present it. Second, to furnish thereby scientific bases for legislation. Third, to ascertain if existing labour laws are properly enforced. Fourth, to educate public sentiment. Such a conception of duties throws an interesting side light upon the labour movement in America.

Public confidence has been shown in the addition of other functions than the investigation of the labour question as a social problem. The Massachusetts bureau is entrusted with the State census, and I violate no confidence when I say that the present federal census came very near falling to the lot of the United States Department of Labour. In some other States factory and mine inspection is carried on under the supervision of the Labour Commissioners. Leaving open the question whether such added prerogatives enhance or diminish the importance of the purely social function, it is nevertheless clear that their imposition implies a compliment to integrity as well as a trust in efficiency.

Some investigations which have been successfully undertaken afford a conspicuous evidence of public confidence. Let me instance two of such to illustrate my point. In the State of Connecticut a prevalent feeling had grown up that the profits of capital in industry bore a disproportionate ratio to the share of wages. In order to establish the truth or falsity of the idea, an investigation was made, several hundred manufacturers cordially co-operating by putting into the possession of the bureau the most private information regarding their business affairs. The Commissioner asserts that not a single complaint has been made to him of secrets violated or of harm done.

But the most remarkable feat yet performed, is the recently concluded investigation of the United States Department of Labour, which was pursued in Europe as well as in America. The subject-matter of the inquiry related to an analysed cost of production of plain units of manufacture in the industries of coal, coke, iron, steel, glass, cotton, woolen, silk, and linen goods, the relation of the labour cost to the total cost of manufacture, the earnings, efficiency, and cost of living of the working people employed. Here is a line

of facts, pregnant with interest in connection with tariff matters, yet they are exceedingly difficult to obtain because of the notion that trade secrets might be exposed, or commercial interests injuriously affected. Nearly three years of patient effort was necessary to place the department in the possession of adequate information, gleaned by its experts directly from the books of several hundred American, and a hundred or more European industrial establishments. This data when published will give really accurate knowledge upon comparative conditions of competition. In time it will undoubtedly exercise an important educative effect. It has had absolutely nothing to do with existing fiscal legislation, for the reason that the results of the inquiry have not yet been published. I have cited these cases to show that public confidence must exist in a very large degree to enable such difficult and delicate lines of inquiry to be successfully prosecuted.

I believe it to be true that a large part of industrial strife and social discord is due to a misconception of the facts involved. Agencies consecrating themselves to the acquisition and dissemination of reliable knowledge cannot fail to cultivate a better understanding, and to operate powerfully in the interest of social peace. Such being the work, American bureaux of labour statistics are seeking to perform, let us wish for them a success as conspicuous as their mission is exalted.

APPENDIX.

Giving a Résumé of the Provisions of the Laws defining the Duties of the several Commissioners of Labour.

UNITED STATES DEPARTMENT OF LABOUR.—The general duties of this department are to acquire and diffuse among the people of the United States, useful information on subjects connected with labour, in the most general and comprehensive sense of that word, and especially upon its relation to capital; the hours of labour; the earnings of labouring men and women; and the means of promoting their material, social, intellectual, and moral prosperity. The Commissioner is also specially directed to make investigations concerning the cost of producing staple articles at home and in the foreign countries exporting such articles to the United States, showing the elements of cost, the wages and hours of labour of working people, the profits of the manufacturers, and the comparative cost of living and kind of living in different countries, the effect of custom laws, the effect of the state of the currency on the custom laws, and on the agricultural industry of the country, especially as regards the mortgage indebtedness of farmers; concerning what articles are controlled by trusts, or other combinations of capital, business operations, or labour, and what effect such combinations have on production and prices; concerning the causes of, and facts relating to, disputes between employers and employed, as they may occur; concerning what, if any, convict-made goods are imported into the United States, and where from. He shall also obtain such information upon the various subjects committed to him from foreign nations as he may deem desirable. He shall also establish a system of reports by which, at intervals of not less than two years, he can report on the general condition, so far as production is concerned, of the leading industries of the country.

MASSACHUSETTS.—The law creating the bureau provided that its duties should be to collect and present statistical details relating to the departments of labour in the State, especially in relation to the industrial, social, intellectual, and sanitary condition of the labouring classes, and the prosperity of the industries of the State.

[The provisions of the laws of New York and Kansas are the same as those of Massachusetts.]

ILLINOIS.—The duties of the Board of Commissioners are to collect and present in biennial reports statistical details relating to all departments of labour in the State, especially in relation to the industrial, social, intellectual, and sanitary condition of the labouring classes, and to the prosperity of the industries of the State. The enforcement of the laws relating to the inspection of mines is also entrusted to the board.

INDIANA.—The duties of the bureau are to collect and present, in biennial reports, statistical details relating to all departments of labour in the State

including the penal institutions, and particularly of the number of labourers and apprentices; their wages, hours of labour, savings, nativities, ages, and sex, and their general condition, the number and character of accidents, the sanitary condition of institutions where labour is employed, the effects of different kinds of labour and of intemperance upon the labourer; the restrictions, if any, upon indentured apprentices; the proportion of married labourers who live in rented rooms, and the average amount of rent paid, the size of labourers' families, the amount of property owned by labourers coming into the State from foreign countries, on their arrival, and the length of time they have resided in the State; concerning co-operation, labour difficulties, trades unions, and their effects upon labour and capital, with such other information as the bureau may be able to collect relating to the condition of the labouring classes and the prosperity of the industries of the State.

[The provisions of the law of Michigan are similar to those of Indiana.]

MISSOURI.—The duties of this bureau are to collect and present statistical details relating to all the departments of labour in the State, and especially in relation to the industrial, social, intellectual, and sanitary condition of the labouring classes, and the prosperity of the industries of the State, and also to insure the inspection of all mines, factories, warehouses, workshops, foundries, machine shops, and other manufacturing establishments where persons are employed, for which purpose a State mine inspector and a State factory inspector are attached to the bureau.

CONNECTICUT.—The duties of the Commissioner are to collect information upon the subject of labour, its relation to capital, the hours of labour, and the earnings of labouring men and women; and the means of promoting their material, social, intellectual, and moral prosperity.

COLORADO.—The duties of the Commissioner are to collect and present, in biennial reports, statistical details relating to all departments of labour in the State, such as hours and wages of labour, cost of production, the estimated number of persons depending on daily labour for their support, the number of those employed in the several industries of the State; the effect of labour-saving machinery on hand labour, &c. It is also his duty, where a difference has arisen between an employer and his help, of a greater number than 25, and a strike has been caused or is likely to result, to visit the place, when requested to do so by 15 working people, and seek to mediate between the parties.

MAINE.—The duties of the bureau are to collect and present statistical details relating to all departments of labour in the State, especially in relation to the social, educational, industrial, and sanitary condition of the labouring classes, also to inquire into the causes of strikes, lock-outs, and other disturbances of the relations between employers and their help.

MINNESOTA.—The duties of the bureau are to collect and present, in biennial reports, statistical details relating to the different departments of labour in the State, and especially in relation to the social, industrial, intellectual, and sanitary condition of the labouring classes. The Commissioner is also required to visit factories, workshops, and other places where people are employed at any kind of labour, and see that all laws regulating the employment of children, minors, and women, and all laws established for the protection of the health and lives of operatives are enforced.

NEBRASKA.—The duties of the bureau are to collect and present statistical details relative to manufactures, industrial classes, and material resources of the State; and especially to examine into the relations between labour and capital, the means of escape from fire at factories, the protection of life and health in factories and workshops, mines, and other places, the illegal employment of children, the exaction of unlawful hours of labour from any labourer, the educational, sanitary, moral, and financial condition of labourers; the cost of food, fuel, clothing, and building material; the causes of strikes and lock-outs, as well as kindred subjects pertaining to the welfare of industrial interests and classes.

RHODE ISLAND.—The Commissioner, who is also *ex officio* superintendent of the census, is required to collect and present statistical details in relation to the condition of labour and industry in the State, and especially in relation to the social, educational, and sanitary condition of the labouring classes, with such other information as he may deem useful.

NORTH DAKOTA.—The duties of the Commissioner are to collect and present, in biennial reports, statistical details relating to all departments of labour in the State, such as the number of employed; their wages, hours of labour, and cost of living; the operation of labour-saving machinery upon hand labour; the sanitary condition of shops and dwellings; the number, condition, and habits of Chinese in the State; the number, condition, and employment of inmates of penal institutions in the State; a description of labour organisations in the State, &c. The Commissioner is also the State statistician, and as such is required to collate and present statistics showing local indebtedness, the assessed valuation of property; the amount of mortgage indebtedness; and general agricultural and mining statistics. It is his duty to look after and devise means to advance immigration to the State, and to promote the settlement of the State. It is also his duty, where a difference has arisen between an employer and his help of a greater number than 25, and a strike has been caused, or is likely to result, to visit the place when requested to do so by 15 labourers, and seek to mediate between them. The Commissioner also has charge of any exhibit of the products and resources of the State which may be made at any fair or exhibition in the United States.

APPENDIX CXXI.

TOPICS investigated by the various BUREAUS of LABOUR STATISTICS in the UNITED STATES, by STATES, without reference to the Years in which the Investigations were conducted.

CALIFORNIA.

Condition of labour in the State. Description of the State by counties. Cost of living of *employés* in various occupations. Retail prices of necessaries in San Francisco. Laws regarding convict labour. Chinese labour. Labour and statistical problems of the farm. California brandy and wine reports. Statistics of agriculture. Trade interests. The eight-hour law. School statistics. An account of mining in the State. Earnings of *employés* in various industries. Labour-saving machinery. Statistics of manufactures. Cost of living in various countries. Statistics of railroads. Price paid for prison labour. Comparison of wages paid in various States and in California. Co-operative societies. Wages paid, hours of labour, and classes of labour in the State. Condition of working women. Trades unions and labour organisations. The appren-

ticeship system. Manual and technical training. Building and loan associations and co-operative farming. Co-operative insurance associations.

COLORADO.

Historical sketch of the labour movement in this country and in Europe. Strikes and lock-outs, 1861-86. Sketch of arbitration in Europe and in the United States. Employers' liability. Condition of wage workers in the State. Statistics of agriculture. Manufactures and mines. Statistics of convicts in the State. Labour laws of the State. Car-coupler accidents. The detective system (of corporations). Deception of working men. Criminal statistics. Foreign immigration. Employment offices. Chinese labour in Colorado.

CONNECTICUT.

Various forms of cheap labour. Health and morals of *employés*. Working men's homes. Advantages of weekly payments of wages. Hours of labour, wages, sex, and age of *employés*. Industrial legislation in Connecticut. Papers on discontent among the labouring classes. Labour organisations in the State. Strikes and lock-outs in the State, 1881-86. Statistics of manufactures. Receipts and expenses of wage-earners. Statistics of agriculture. The secret ballot. The fisheries industry. Statistics of street railways. Wages of city, town, and borough *employés*. Method of preventing and adjusting labour difficulties. Constitution and bye-laws of the Danbury trade associations.

ILLINOIS.

Prison labour statistics. Earnings and expenses of *employés* in various occupations. Statistics of manufactures. Factory and workshop inspector's report. Rise and growth of communism in Illinois. Coal mine inspectors' returns. Laws governing child labour in other States and countries. Industrial co-operative societies in Great Britain. Account of school savings banks in Europe. Value of labour statistics. Statistics of railway *employés*. Wages, homes, and social condition of miners. Discussions of co-operative and loan associations in Illinois, of truck stores, of trade societies and wages, of municipal regulation of factories in Chicago, and of women's work. History and agricultural resources of Illinois. Statistics of population. Statistics of coal production. Review of lead-mining in the State. Public indebtedness of the State. Strikes and lock-outs in Chicago and vicinity in 1882. Statistics of wages, rents, and cost of living. Strikes, their evils and remedies. The school system in Illinois. State loan and building associations. Labour laws of Illinois. Time and wages, profits and earnings in manufactures. Earnings, expenses, and condition of working men and their families. The manufacture of drain tile. The economic experiment conducted by the Pullman Palace Car Company. Account of trade and labour organisations in Illinois. Account of the eight-hour movement in Illinois. The fining system in factories, stores, &c. Statistics of mortgage indebtedness of Illinois for 1870, 1880, and 1887. Statistics of strikes and lock-outs, 1881-86 (from United States Report). Earnings of coal mine *employés*. Foreclosures of mortgages, judgments, and land values.

INDIANA.

History, products, and natural and commercial advantages of the State. Value of statistics. Statistics of agriculture. Statistics of dealers. Statistics of manufactures. Statistics of banks, of toll roads, of newspapers, of mortgages, and of liens and real estate transfers. Rate of taxation. County expenditures. Wages in various occupations. Statistics relating to education, marriages, and churches. Municipal statistics. Vital statistics. Population of the State. Importance of statistics and geology. Number of real estate owners. Railroad statistics. Report of the State health commission. Geological formation of the State. Miscellaneous fauna of Indiana. Paleontology. Cost of provisions. Illiteracy in Europe and in the United States. Farm machinery and value of production. Aid to railroads. Prices in New York of grain, mess pork, and beef, 1825-80. Condition of county asylums. Criminal statistics. Meteorological statistics. Statistics of gravel roads. Mineral statistics. Statistics of asylums. Internal revenue statistics. Pension statistics. Exports, imports, and immigration. Natural gas in Indiana. Consumption of liquors and wines in the United States. Building and loan associations. Statistics of divorces. Strikes and lock-outs in Indiana, 1881-86 (from United States Report).

IOWA.

Labour organisations in the State. Co-operative societies in Europe and in America. Technical education. A sketch of Pullman, Illinois. Convict labour. Strikes and arbitration. Statistics of immigration. Statistics of agriculture. Condition of working men. The coal screen question. Wages and cost of living of school teachers. Street railway statistics. Railroad statistics. Mining statistics. Wages and cost of living. Statistics of manufactures. Internal improvements. Taxation and assessments. City, town, and county finances. Statistics relating to working women.

Strikes and lock-outs, 1881-86 (from United States Report). Savings banks statistics. Condition of child labour in the State.

KANSAS.

Sketch of Pullman, Illinois. Chemistry and economy of foods. Industrial conciliation and arbitration. Sketch of labour organisations in the United States. Condition of working men. Convict labour. Statistics of mining. Statistics of manufactures. Comparative wages in Kansas and in Massachusetts. Statistics of flouring mills. Earnings and cost of living of *employés* in various occupations. Growth of manufacturing industries in Kansas. Account of "Exodusters" (Negroes). Employed and idle labour in Topeka, December 12th, 1885. Statistics of railroads. Review of the report on industrial depressions. Strikes, boycotts, and blacklists. Chattel mortgages. Statistics of mining. Profit-sharing. Labour laws. Pauperism. State charities and organised charitable institutions. Statistics of strikes. Labour and education. Industrial education. Building and loan associations. Statistics of manufactures. Statistics of newspapers. Statistics relating to working women. Labour organisations in the State. Statistics of street railways. Child labour. Trade organisations in the State.

MAINE.

Wages, cost of living, &c. of wage workers. Statistics of manufactures. Account of labour organisations. Valuation of property. Ship building industry. Social condition of working men. Statistics relating to working women. Labour laws of Massachusetts. Account of the granite, lime, and slate industries. Labour laws. Valuation of property and taxation. Statistics of agriculture. Statistics of abandoned farms. Account of strikes, 1890. Report of factory inspector. Population of Maine. Tonnage and shipping of the State.

MARYLAND.

Condition of labour. Population of the State. Statistics of manufactures. Statistics of agriculture. Wages of *employés* in various industries. Account of strikes. Labour laws. Papers on distributive co-operation. Railroad *employés'* relief association. Strikes and arbitration. Statistics of convict labour. Female labour in factories. Statistics of industrial establishments in Baltimore and in the State.

MASSACHUSETTS.

Condition of labour and of labour legislation in England and in Massachusetts. Laws relating to labour. Accounts of guilds of ancient times, and trades unions of modern times. Account of strikes. Earnings, habits, morals, &c. of factory operatives. Children in factories and half-time schools. Earnings and cost of living of *employés* in various industries. Statistics of savings banks. Chinese labour. The truck system. Accidents by unprotected machinery. Effects of factory labour. Accounts of strikes. Homes of the working classes. Schools for factory children. Co-operative associations in Germany. Accounts of schools in Prussia. Taxation and assessment. Trades unions. Eight-hour movement. Discussion of co-operation. Educational condition of the State. Education and employment of young persons and children. Statistics relative to professional men. Sanitary condition of working people. Comparative rates of wages and hours of labour in Massachusetts and in foreign countries. Condition of textile fabric manufactories in Massachusetts. Prices of provisions, &c. in Massachusetts and in Europe. Account of the Women's Economical Garden Homestead League. The education of working children. Special effects of certain forms of employment upon female health. Factory legislation. Condition of working men's families. Industrial arbitration and conciliation. Motive power in Massachusetts. The afflicted classes. Pauperism and crime. Comparative condition of manufactures and labour. Growth of Massachusetts manufactures. Relative importance of private establishments and corporations in manufacturing industries. Conjugal condition, nativities, and ages of married women and mothers. Nativities, ages, and illiteracy of various wage workers. The unemployed in Massachusetts. Convict labour. Wages and prices, 1860, 1872, and 1878. Hours of labour. Statistics of drunkenness and liquor selling. Strikes in Massachusetts, 1832-79. Statistics of crime.

Divorces, 1860-78. Social life of workmen. Employers' liability for personal injuries to their *employés*. Profits and earnings of manufacturers. Early factory labour in New England. Condition of the working girls of Boston. Comparative wages, Massachusetts and Great Britain. Comparative prices and cost of living, Massachusetts and Great Britain. Sketch of Pullman, Illinois. Sunday labour. Historical review of wages and prices, 1752-1860. Health statistics of female college graduates. Biography of Henry Kemble Oliver. Co-operative distribution in Great Britain. Profit-sharing. Quantities, costs, and nutrients of food materials. Value of art in industry. Strikes and lock-outs, 1881-86 (from United States Report). Citizens and aliens. Relation of wages to the cost of production. Markets, transportation, imports, exports, and competition. Condition of *employés*. Classified weekly wages. Daily working time. Women in industry. Influence of intemperance upon crime. The Canadian French in New England. Citizenship. Social and industrial statistics of Fall River, Lowell, and Lawrence. Wages, prices, and profits.

MICHIGAN.

Statistics of penal institutions. Labour organisations. Wage workers, their earnings, &c. Condition of labour. Population of the State. Statistics of agriculture. Valuation of property. Pauperism. Immigration. Statistics of manufactures. Statistics of copper mining. Decennial census. Strikes and combinations. Child labour. Manual training in public schools. School statistics. Ownership of real estate. Statistics of iron mining. Statistics of railroads. Statistics of telegraph lines. Statistics of banks. Account of Pullman, Illinois. Convict labour. Ownership, acreage, valuation, and mortgage indebtedness of farms. Nativity of farmers and comparative prosperity by nationalities. Strikes and lock-outs, 1881-86 (from United States Report). Statistics of the fire-clay, slate, coal, grindstone, gypsum, building stone, and copper industries. Comparison of wages in the Old Country with wages in Michigan. The furniture industry of the State. Wages, &c. of *employés* in agricultural implement and iron-working industries.

MINNESOTA.

Condition of working women. Co-operative industries. Strikes. Necessity of statistics. Statistics of school attendance. Child labour. Manual and technical training. Working men's earnings and expenses. Mine inspection. Labour laws.

MISSOURI.

Statistics of agriculture. Wages earnings, and employment. Wages and modes of payment. Earnings and expenses. Pecuniary condition of working men. Condition of mining and of mines. Sanitary condition of workshops and factories, and diseases incident to in and out-door labour. Child labour and the apprentice system. Fire escapes, accidents by machinery, &c. Hours of labour. Trades unions, strikes, and arbitration. Co-operation. Convict labour. Statistics of agriculture. Strikes. Apprenticeship system. Insurance societies among working men. Manual training. Statistics of breweries. Valuation of property. Labour and capital. Wages, &c. of *employés* in different occupations. Factory laws of England. Pension and benefit societies in industrial establishments. Labour laws. Mine inspectors' reports. Railroad statistics. Street railway statistics. Sketch of Pullman, Illinois. The printing industry. Statistics of manufactures. Imports and building improvements. Unemployed labour in St. Louis. Harsh and unnecessary conditions imposed on the workman. Boycotting. Statistics of food consumption. Profit-sharing. Cost of growing tobacco. Trades unions. Strikes and lock-outs, 1881-86 (from United States Report). Coal mine explosions. Condition of miners. The truck system. Obedience to mining laws. General conditions of labour. Inspection of factories and workshops.

NEBRASKA.

Labour organisations. Strikes. Arbitration. Manual training. Compulsory education. Causes for the failure of farmers. Convict labour. Statistics of farming. Statistics of manufactures. Statistics of railroads. Statistics of school attendance. Unskilled wage workers' cost of living. Instructions for home book-keeping. Wages and general condition of working men. Building and loan associations. Farm mortgages. The eight-hour

day. The Australian ballot system. The beet-sugar industry.

NEW JERSEY.

Considerations regarding labour. Education and welfare of labourers. Employment and schooling of children. Agricultural development. Statistics of agriculture. Forestry, rural and village adornment. Co-operation. Savings banks. Climate and sanitary condition of New Jersey. Pottery, flax, hemp, and cranberry industries. Railroad wages. Labour laws. Prices of commodities. Educational condition of convicts. Statistics of the industries of New Jersey. Statistics of population. State development. Earnings and expenses, &c. of *employés* in various industries. Industrial development. Trade arbitration. Fibre industries. Ensilage. Irrigation. Construction of roads. Condition of labour in Europe and in the United States. Composition of various articles of food. Loan and building associations. Trades unions and labour organisations. Statistics of specific State industries. Iron and steel production in New Jersey. The dairy interest. Carp and carp culture. Oyster interests of New Jersey. Statistics of the wealth of New Jersey. Jail statistics. Strikes. Pauperism. Industrial education. Sketch of Pullman, Illinois. Manufacture of sugar from sorghum. Profit-sharing. The chemistry and economy of foods. Account of the Patrons of Husbandry. Growth and present condition of Camden, Jersey City, Newark, Paterson, and Trenton. Labour organisations in America and in England. The policy, benefit features, and strike regulations of labour organisations. Strikes and lock-outs. Account of the hat industry in the State. Railroad casualties, American and foreign. Employers' liability for personal injuries to their *employés*. Wage statistics. School statistics. Effect of occupation on the health and duration of the trade-life of workmen. Real estate, mortgage indebtedness, and foreclosure executions. Industrial co-operative legislation in England and in the United States.

NEW YORK.

Contract convict labour. Statistics of prisons. Child labour. Sketch of Pullman, Illinois. Wages of factory *employés* at Manchester in New Hampshire. Labour laws of different States. Statistics relating to working-women in New York city. Strikes. Boycotting. Arbitration. Foreign labour in the State. Reduction of hours of labour. Labour organisations. The apprenticeship system. Manual training. Technical institutions and trade schools. Street car *employés*. Early closing and holidays. Conspiracy prosecutions and conspiracy laws. Wages and working hours. Causes of the rise and fall of wages.

NORTH CAROLINA.

Earnings, cost of living, &c. of *employés* in various occupations. Statistics of various industries. Condition of farm labourers. Statistics of cotton manufactories. Statistics of tobacco manufactories. Statistics of railroads. Convict labour. Labour and social organisations. Apprenticeship. Manual and technical training. Public roads. Statistics of agriculture.

NORTH DAKOTA.

Culture of sugar beets. Statistics of coal mining. The sheep industry. Statistics of agriculture. Vital statistics. Temperature and precipitation. Ownership of real estate by individuals as distinguished from corporations. Municipal indebtedness. Statistics of the deaf and dumb, blind, idiotic, and insane. County finances. Population of the State. School statistics. Statistics of mechanical and manufacturing industries. Statistics of educational, religious, and charitable institutions. Church statistics. Public lands in the State. Postal guide of North Dakota. Relief appropriation.

OHIO.

Trade unions in the United States and in Great Britain. Statistics of manufactures. Arbitration. Statistics of railroads. Wages of *employés* in various occupations. Earnings and expenses of *employés* in various occupations. Statistics of agriculture. Prison labour. Co-operation. Condition of labour. Statistics of coal mines. Statistics of the iron industry. Payment of wages. Female labour. Cost of living. Hours of labour. Sanitary condition of the labouring classes in Cincinnati. The apprenticeship system. The industries of Cincinnati. Wages and cost of living in

Europe. Labour legislation. The leading industries of Akron. Wages, &c. of farm labourers. Trade and labour organisations. Condition of women wage earners. Building and loan associations. Strikes. Statistics of coal mining. Statistics of various industries. Child labour and education. Boiler explosions. Sunday work of railroad employes. Accidents, conflagrations, and boiler explosions. Strikes and arbitration. Education and crime. Statistics of population. Street railway statistics. Labour troubles. Contract convict system. System of screening coal. Sketch of Pullman, Illinois. The scrip system of paying wages. Statistics of food consumption. The chemistry and economy of foods. Manufacturers' profits and earnings. Co-operation and profit-sharing. Boycotts. Mortgage indebtedness. Trusts and combinations. Mechanics' liens. Employment agencies. Labourers' competitors.

PENNSYLVANIA.

Statistics of population. Destruction of our native forests. Statistics of agriculture. Statistics of manufactures. History and financial condition of the State. Statistics of banks. Statistics of railroads. Educational, charitable, and reformatory institutions. Statistics of newspapers. Statistics of school attendance. Mineral statistics. Trade and industries of Philadelphia, Pittsburgh, and Erie. Labour troubles. Wages in various industries. Educational statistics. The lumber industries. Drainage of Pennsylvania. The tanning and leather industries. Production of petroleum. Vital statistics. Taxation. Statistics of insurance companies. Statistics of canals and telegraphs. Foreign trade of Pennsylvania. Flax culture. Prices of commodities. Earnings and expenditures. Crime and its causes. Statistics of coal mines. Condition of the labouring classes. Noxious insects. Report of the Centennial Exposition. Production of tobacco. Strikes. Description of the valley of the Schuylkill. Valuation, taxation, and indebtedness. Paper and its manufacture. Statistics of churches. Iron and steel production. Arbitration and conciliation. The anthracite coal-fields of Pennsylvania and their exhaustion. Condition of agriculture in the State. Imports and exports of the United States. Statistics of immigration. Building and loan associations. The available tonnage of the bituminous coalfields of Pennsylvania. Fire escapes. Payment of wages. Factory regulations. Labour laws. The tariff of 1883. Mining laws of Great Britain. Flour milling industry. Slate industry. Statistics of street railways. Temporary methods of treating injured persons. Conspiracy laws. Wages in Europe and in Pennsylvania. Wages, cost of living, &c. of employes in various occupations. Importation of contract labourers. Sketch of Pullman, Illinois. The manual training and technical school of Philadelphia. The glass sand industry of the Juniata valley. Homes for working people. Employment of children. School

education of convicts. The alleviation of distress among working men. Labour in the Connellsville coke region. Statistics of strikes (from United States Reports). The Amalgamated Association of Iron and Steel Workers. History of the Knights of Labour organisation in Pennsylvania. School of industrial art in Philadelphia. Organisations of glass workers. American and foreign labour organisations compared. Farming and farm values. Growth of the carpet industry. The apprenticeship system.

RHODE ISLAND.

Statistics of cotton mills. Woollen and worsted industries. Jewellery manufacturing foundries and machine shops. Earnings, cost of living, &c. of employes in various industries. Statistics of strikes. Weekly payment of wages. Free text-books. Labour laws. Labour organisations. Statistics of manufactures. Statistics of railroads. General condition of fisheries, of coal mines, and of the oleomargarine industry. Wages of children. Child labour and school attendance. Moral condition of factory help. Statistics relating to working women. School attendance and absentees. Associations for the benefit of working women. Elaborate statistics relating to citizenship.

WISCONSIN.

Statistics of population. Statistics of manufacturing establishments. Statistics of agriculture. State prison and other institutions—convict labour. Apprenticeship system. Trades and labour unions. Strikes. Natural diversity of occupations. Labour laws. Prices of commodities. Sketch of Pullman, Illinois. Distributive and industrial co-operation. The eight-hour day. Boycotting. Arbitration tribunals. Foreign immigration. Bonus agreements and cut-throat contracts. Report of State factory inspector. Home ownership. Trade organisations. Improvement of the trades. Earnings, &c. of employes in various industries. Employers' statistics. Inspection of factories, shops, &c. Statistics of the building trades. Development of manufacturing industries.

UNITED STATES.

Industrial depressions in the United States and foreign countries. Earnings and expenses of wage receivers in Europe. Convict labour. Advantages and disadvantages of various systems of convict labour. The economic employment of criminals in different countries, and at different periods. Strikes and lock-outs, 1881-6. Accounts of strikes and lock-outs prior to 1881. Decisions of courts and legislation concerning strikes, combinations, conspiracies, boycotts, &c. General condition of working women in large cities. Statistics relating to railroad labour. The relation of employes and railroad corporations. Elaborate statistics relating to marriage and divorce, 1867-86.

APPENDIX CXXII.

Department of Labour,
Washington, D.C.,
February 23, 1893.

MY DEAR SIR,

I have the honour to forward herewith, a brief memorandum relating to the methods pursued by the United States Department of Labour at Washington, in the practical conduct of investigations. I have accompanied it with an almost complete set of schedules of questions, placed in the hands of our expert field force, in the prosecution of one particular inquiry, viz., that relating to cost of production. I trust members of the Commission may find a perusal of these of service in connection with the memorandum.

I beg that you will thank His Grace the Duke of Devonshire for courteously affording me the present opportunity.

I am,
Yours most truly,
(Signed) E. R. L. GOULD.

Geoffrey Drage, Esq.,
Secretary of the Royal Commission on Labour,
London.

MEMORANDUM OF METHODS PURSUED BY THE UNITED STATES
DEPARTMENT OF LABOUR IN THE COLLECTION AND
TABULATION OF DATA.

Whenever Congress orders a special investigation, like that concerning the cost of production, or the Commissioner of Labour takes up a subject coming within the scope of the organic law of the Department, the first step is to give the subject of the contemplated investigation a thorough and careful study as to the character of facts to be collected and the feasibility of collecting them. The sources of information are also carefully studied. A tentative schedule is then prepared, put into the hands of experts, and submitted to those most thoroughly informed upon the subject of the investigation, the desire being to have the schedule adjusted exactly to existing conditions, and to the possibilities relative to securing the desired information. Advice is taken, special experts interviewed, manufacturers consulted, and all parties supposed to be able to give advice, or to make suggestions appealed to, all with a view to the construction of a scientific and harmonious schedule that shall stand criticism when used in service. The tentative schedule is then revised along the lines of the specific information secured.

After the schedule is determined upon, careful instructions are prepared to accompany it, and the schedule and instructions are put into the hands of trained experts.

In the investigation of the cost of production and like inquiries, the agents, *i. e.*, the field force, are instructed to take no information except that gained from books of account, pay-rolls, and permanent records, so that there shall be no question as to the accuracy of the information gained. All manufacturers will not give this information directly from their books, but usually there are enough who understand the value of statistics ready to offer all facilities to the Department. In the investigation relative to railroad labour, the largest railroad corporations in the country readily turned over a year's pay-rolls, being signed vouchers, to the custody of the Department, that the pay-rolls themselves might be tabulated, and the returns as to wages accurately determined. In the cost of production investigation, all facts relating to wages are taken from actual pay-rolls, the receipts of the men for their pay.

The construction of the schedule is harmonious. By this is meant, that such facts must, in the aggregate, equal other statements, and all be in harmony with expert knowledge, relative to the particular industry involved. For instance, if the footings of the pay-rolls of a year do not fairly or approximately agree with the total sum given from the books as paid for labour, the discrepancy is at once detected and the explanation sought. So in tabulating and classifying all facts, the office having the possession of the returns from individual works, is also in possession of the name of the proper officer with whom to correspond, and should there be any inharmony as between the capital invested and the product, the relative proportions being known in the office, correspondence is at once entered into and the defects explained.

An agent cannot deceive the Department, not because of the supreme knowledge of the Department, but because of the mathematical balancing of the schedules. To illustrate: \$100,000 invested in the cotton manufacturing business results in about \$100,000 worth of product, we will say. Now should the schedule report \$150,000 worth of product, or \$75,000 worth of product on \$100,000 worth of capital invested, the inharmony appears at once, and effort is made to ascertain the truth. When any of the leading features of production, like capital invested, total wages paid, total raw material purchased, total product are given, an expert who understands the relations of each of these items to the others can readily tell within a few dollars what the others not given are. The statement, therefore, that the Department cannot be deceived holds good through years of practical experience. The least suspicious element of a figure or statement always lead to verification and re-verification of that figure or statement.

After the tables are all prepared, through careful processes of tabulation, analysis, verification, &c., every statement in the tables is again verified, to the end that no errors may have crept in. After the tables are sent to the press verifications again occur in proof-reading.

It may be said that experts or agents collecting information may have some motive in returning distorted statements, these motives being political or otherwise. As a matter of fact, nothing of the kind has ever occurred, nor can it occur without detection. Agents of both parties work side by side. They also work independently in different localities, and the motive of one, if he projected it into his work, being different from that of the other, would soon disclose their motives and the incorrectness of their work. The same is true of the tabulators. Politics has nothing to do with the Department of Labour; the clerical force being made up from civil service lists, their politics is not known. It is true, however, that they represent all parties, and work side by side. In order to distort figures there would occur the necessity of collusion among a hundred people. The impossibility of such a collusion is apparent upon the face of the matter. Whatever motives one may have in starting in statistical work, he soon loses them, unless he is a rank partisan and a thoroughly dishonest man. If the latter were the case, it would be detected in a very short time, and the party allowed to retire. A statistician soon learns to care nothing for what the facts show, but simply to know that his statements are facts.

In the eight years' history of the Department only one case of deliberate falsification of a schedule has occurred. That falsification showed at once upon the

face of the returns. The agent was called to account, and he insisted that he had the authority of the manufacturing concern involved for his statements, and in writing. An examination of the copy-books of the establishment, however, showed that he did not. All the establishments which he had investigated were then re-investigated, and it was found that while he was one of the best agents of the Department, he had simply been ambitious to send in a large amount of work. He had no political motive, but only ambition "to make a record." His connection with the Department was promptly severed, and all the facts re-collected. This instance proves conclusively that the method of the Department is the correct one, and that no attempt to deceive it can succeed. Errors may be made in transcription or in type, but they are errors, and not the results of motive.

Any attempt to secure by correspondence the results attained by the Department of Labour through its methods would meet with abject failure, as it always has in this or in any other country where it has been attempted. No scientific reliance can be placed upon statistics of wages, production, or any other vital features, obtained through correspondence, when the writer only is responsible for the statements. The great body of American and foreign statistics collected in this way furnishes constant and abundant proof of the correctness of this statement.

The almost complete set of schedules relating to the cost of production inquiry, which are forwarded herewith, as a public exhibit for the use of the members of the committee, will give perhaps a better idea than anything else of the methods applied in the practical conduct of an inquiry. From these schedules and the accompanying instructions it is easy to see how impossible it is for the special agent to inject any personal bias in the information returned. He is held to obtain specific answers to specific questions. He does not take evidence, neither does he interview. His rôle is that of a fact gatherer, not that of a reporter, still less that of a juror. With the checks on his integrity and the veracity of his information which have been already outlined in the preceding pages, it does not seem to be difficult to understand the superiority of the method of utilizing special agents as collectors of information, over that of obtaining it from correspondence.

Another important advantage of the use of the specially prepared schedules when placed in the hands of an expert field force, is the possibility of securing a uniformity in classification, which all who have been engaged in work of this kind know, is so extremely difficult to do when matters are left to the individual discretion of the correspondent. Many of the difficulties which only disclose themselves when tabulations are being undertaken, are thus avoided, and a far greater surety of the accuracy and harmony of the results set forth is gained. It is true that the maintenance of an expert field force has been a costly affair in comparison with the other system of collection of information by correspondence, it undoubtedly is; but it has compensating advantages which fully justify its employment. If the dictum that experience is the best teacher and the safest guide, holds true, then the American system is amply justified for the reason that everywhere where resources have permitted it, the system of fact gathering by individuals has been substituted for that of gathering through correspondence. Unfortunately, however, with the exception of the National Department at Washington, and but a small number of the States, financial considerations have not permitted its full application.

But no matter how excellent the methods or how generous the resources, the statistician is always painfully conscious of the limitations which attend his work. It is true that if he confines himself to a comparatively narrow sphere, and is content with compilations as distinguished from original inquiry, the difficulties he meets with are comparatively few and unimportant. But in such a case it seems to me that he does not rise at all to the full utilisation of his opportunities, nor does he accomplish what should be expected of him. There is undoubtedly a ground for honest divergence of opinion as to the proper sphere of the labour statistician. The American view has always been that he should not confine himself within too narrow a sphere, so that by differentiating his activities he might hew out new paths, even though he does not grade them and make them easier to travel, rather than direct his steps continually in one well

beaten pathway. This may be called possibly, missionary effort; but it is necessary, if the public are to have confidence in the capacity and utility of these agencies of social inquiry. Furthermore, it has the distinct advantage of stimulating the minds of private investigators to take up and follow out the lines of study for which individual savants are peculiarly fitted: in other words, it assists progress along lines of original social inquiry, rather than favours the development of a routine of statistical statement. Not only do difficulties but dangers also present themselves along this line of effort. The dangers are not so much that inaccuracies of statement may occur, but that results as presented may not be sufficiently broad to be representative. The only corrective for this state of affairs is to represent clearly and carefully the scope which has been covered by the investigation, so that all who seek to gather conclusions from the results presented, may know the breadth of the ground which has been covered, and the probable soundness which general conclusions based upon the existing data should have. This is a limitation inherent in all forms of statistical effort, except the census, and is well enough understood to deceive none of the initiated. It ought not, it seems to me, to be urged as an objection to a grand extension of effort. In a sphere of activity so broad as, for example, the National Department of Labour at Washington, has set itself to operate in, it is hopeless to expect that all sides of the problems whose investigation is undertaken will be fully exposed. Care must be taken that what is done must be outlined on the correct basis, and executed with proper method, and the result set forth with integrity and fearlessness as to consequences. Growing familiarity with the utility of this institution as an agent of social inquiry, and enhanced confidence on the part of the constituency from whom its information is drawn, will enable it in time to accomplish far more than if its ideal had been more narrowly conceived, and it had been content to tread along a narrow, well-beaten pathway. Certainly in no other way could it reach the exalted function of understanding and presenting the facts as well as the processes of social development.

E. E. L. GOULD.

(D. L.—104.)

United States Department of Labour, 1890.

COST OF PRODUCTION—NEW SERIES.

COTTON GOODS.

Instructions.

For convenience, these instructions, in their general wording (unless otherwise stated), are written as if applicable to Schedule No. 1, and the inquiry numbers referred to are those on No. 1, but they are intended to answer in a general way for all other schedules relating to cost of production, textiles, iron, &c. The less number of inquiries on most of the schedules, and the consequent difference in numbering will not interfere with the ready recognition of inquiries similar in object.

It is important to get answers to all the inquiries on the schedule, and to save the necessity of sending for lacking data this should be kept constantly in mind; see further along what is said about the use of the No. 2 schedule in cases where a No. 1 cannot be fully filled. The most vital point, however, to be kept in view is, that you are securing facts from which to arrive at the cost of a unit, as one yard or one pound of staple cotton textiles or yarns; another very important fact can be worked out from a properly filled schedule, that is, the efficiency of labour—the amount of production per *employé* per day (or better, per hour) for the mill.

Thoroughly complete and reliable schedules from representative establishments making well-known lines of goods should be secured. Partially filled or hastily and carelessly prepared ones are of no value whatever.

The agent should bear in mind that he can never present the facts for an establishment in too great detail. By this is meant that extra information beyond the schedule inquiries should often be given. These data will refer almost wholly to explanatory points necessary to make the answers clear.

Supplementary information not called for by the schedules, but which may be of value, such as wage-lists adopted by workmen's unions or manufacturers'

associations, as well as pamphlets, circulars, or printed material of any sort relating to the mill or its productions, should be secured and forwarded with the schedules when possible. Likewise, samples of the goods reported upon should be obtained, when convenient.

Your time should generally be given to large representative establishments engaged in the production of sheeting, shirting, print cloth, drilling, calico, gingham, and other staple cotton fabrics, or the yarn used in them, or engaged in printing them. The best range of yarn numbers for drillings and sheetings is from 14 to 24; for print cloths and ginghams from 28 to 40; for fine print cloths, satines, muslins, and other fine goods, from 50 to 75, and even to 100.

If it is found that any essential inquiry has been omitted from the schedule, it should be supplied and the information called for by it obtained.

Answers representing values may be expressed in the money of the country, as pounds, shillings, pence, francs, or marks. Erase the dollar-mark in these cases, to prevent any possible mistake in the office during tabulation. So, answers representing quantities may be given in kilogrammes (kilos) or metres, erasing the word pounds or yards, and *vice versa*.

Experience teaches that manufacturers will frequently request the schedule to be left for them to fill out and forward. Schedules so filled are generally worthless. Yet in some cases it may seem necessary to leave the schedule for this purpose, but the agent should call for it in person, and carefully go over it with the manufacturer, criticising each doubtful point, thus perfecting and completing it.

In most well-managed mills it will be found that a printed form is used for making a report, at brief intervals of a fortnight or so, to the directors, of the cost of a unit, and of various matters relating to the labour, material, expenditures, &c. When such reports on their own forms are proffered they should be accepted, but not in lieu of a completely filled schedule, as the latter contains many inquiries that will not be found on any such form and is intended to cover a longer period than that for which these are supposed to be made.

Schedules should be forwarded to the Department as rapidly as they are secured.

Three schedules have been prepared for cotton manufacturing.

Schedule No. 1 is meant for use in an establishment which makes one or more varieties of woven goods, doing both spinning and weaving, but keeping only one general account for both operations; or for a weaving mill making one or more varieties of goods fairly similar in fineness and texture and in destined use. It cannot be employed in an establishment making such widely different sorts of fabrics as cotton duck, average sheetings, shirtings, fine percale, and satines. This schedule, when properly filled out, will furnish the data whereby the cost in detail of each of the principal products enumerated under questions 90 to 105, inclusive, may be worked out and entered upon No. 2 schedules. On such an investigation as this the working out of the cost of the unit by the agent while he is on the spot would seem to be quite important, for he can then obtain the manufacturer's statement of the items of cost in a unit, and place in the parallel column of Schedule No. 2, and if there are discrepancies learn the cause. This Schedule No. 2 also answers (as is mentioned further along) in those mills where cost of the unit in detail is all that can be obtained.

With reference to establishments that produce several kinds or grades of goods in a single year, it may be found that they run a fixed portion of the year on one kind, and then change to another. In such cases the elements of cost for each can readily be obtained. The facts in all cases should be secured for as long a period as possible, not exceeding one year, as data obtained for a year or six months are manifestly more valuable from which to work out cost of production, or for any economic purpose, than if for only one month or one week. The period selected should be the latest one for which figures can be obtained.

Although the schedule is designed as if for the entry of data relating to several grades of goods fairly similar in quality and use, it is desired, in establishments where a single kind or grade is made for a definite period, that only the facts for this particular product be entered on that schedule, and a fresh schedule used for any kind or grade made in a different period, so as to secure a complete and independent exhibit for each.

In an establishment manufacturing two or several kinds or grades of goods fairly similar at the same time, only one schedule need be used, but this schedule must be completely filled, or it will not be of any use.

The period mentioned in all questions relating to time is the period given in answer to inquiry 6. If the answer obtained, in any instance, covers a different time, erase period and insert the proper term.

The most of the inquiries are self-explanatory, but such as seem to need explanation are herewith noted:—

Inquiries 1 to 5 are designed to secure the full and complete address of the proper official for the Department to address by letter in case additional information is wanted. You are authorised to say to all manufacturers that under no circumstances will the names of their establishments be made public, the results when published indicating only the State or country within which they are situated.

Inquiry 6. Period of time covered by this return.—The kind of answer required is obvious, but in this connection see what has already been said relative to the time to be covered.

Inquiry 7. Days of running time (in full time) for this period.—If the establishment ran quarter time, half time, two-thirds time, or other fractional part of a full day, during any portion of the period, such fractions should be reduced to full days in computing the answer. In brief, such a reply is wanted as would be obtained by dividing the entire hours of running time in the period by the number of running hours in a full day.

Inquiry 10. Rent paid for water-power (if any) for period.—If the establishment owns the water-power, get the best approximate statement of its annual renting value and insert. This will be valuable in making comparison with other establishments which actually hire water-power.

Inquiries 11 and 12, relating to fuel.—The answers to 11 and 12 should be in tons for the United States and Great Britain, and in thousand kilogrammes for the Continent of Europe. In the former cases it should also be stated whether long or short ton is meant.

Inquiries 20, 29, 64, 70, 79, 109, 122, and 128. Earnings per week, full time.—This will be noticed as a new inquiry. It is also an important one. It means the actual (not average) earnings of one person working full time for one week. To illustrate its application in practice, let us turn to page 6 and consider the spinners, who are usually paid by the piece. If there are 10 spinners employed, and the conditions are exactly the same for each under the five inquiries 62 to 66, a single line only across the page will be needed for the entry, putting 10 under inquiry 61, male or female, as the case may be, under 62, the rate per piece under 63, the actual earnings per week on full time of one of them under 64, the number of mules for one under 65, and the number of spindles for one under 66. But if the conditions are unlike for some of them, these would have to be separated and put on another line. Perhaps the sex would be different for some, or the piece price, or the number of mules, or the number of spindles. In other words, the 10 spinners are to be separated into classes, the conditions for all in a class being identical, but the conditions of one class differing from those of another in one or more respects. It is believed that usually not more than two or three classes will be found, so that the spaces left between occupations will be ample; but sometimes interlineation may be necessary. One important point to be gained by this method is that for all piece workers the efficiency of labour will be brought out very clearly. As, for instance, in the above illustration, if there are six spinners in one class, having the price per pound or hank, and the actual earnings of one of them in a week on full time, we can calculate the quantity of his production and have a figure of positive value to compare with the production of spinners in other mills. Even for day workers the method has its distinct advantages.

Inquiry 15. How many operations of picking.—Both operations are to be considered in answering this question.

Inquiry 19 and others similar.—Erase in the box-heading the inapplicable words. If the pay is by the piece, describe in the margin what constitutes the piece.

The names of occupations may be found slightly different in different localities. In these cases insert

the new terms in parentheses after the one used in the schedule which covers the same labour, leaving the printed term un erased. If occupations are discovered not mentioned on the schedule, insert between lines or in place of other not needed terms.

The agents on the Continent of Europe are desired to give the foreign language equivalents of the names of all occupations and all machines mentioned in the schedule. These may be inserted in parentheses, as noted—or better, made up as separate sheets, with the American terms in a parallel column. There should also be made out a brief statement of the exact operations performed by the foreign machines where the operations differ from American machines in results accomplished or number of persons required to tend them.

The wage slips and the classification of labour in the schedules must not be filled up as separate and independent pieces of work having no relation to each other. If this course is pursued there is certain to be error in one or the other. In the cotton, woollen, and iron industries, which we are now investigating, as bearing on this question, the following points may be stated as a very close approximation to fact:—

1. With some of them the works run continuously night and day.

2. With the rest when they do run they run as a whole; that is, they either close wholly for a time, or are running with the full force.

3. It is apparent then in either case that if a workman dies or is sick or absent another is hired temporarily to take his position. In other words, his place is persistent and must be filled or the works cannot run. It results from this that whatever number is necessary in one week of the period would be necessary in another (supposing of course there was no enlargement or diminution of the plant). Now, in filing the classification of labour, what is wanted is this persistent number of necessary employes (or rather necessary places), and the manufacturer should be questioned as to the correctness of the above supposition, and if it is found untrue and that a varying number is employed at different times, then the average number for the period of each occupation should be entered. This would be the equivalent of a persistent number had the conditions been as supposed. But in filing the wage slips you will cover the entire number of different persons employed during the period, so it is likely almost always that the total number represented by the wage slips will be greater than the number shown in the classification of labour. Take note whether it is so or not; also whether rates of pay appear to harmonize with the earnings given in the classification of labour. Again, every occupation mentioned on the wage slips should be mentioned in the classification of labour. Take note of this also.

Inquiries 90 to 105.—This table takes the place of the former inquiries 8 and 9, "Name of goods" and "Full technical and commercial description," and has, combined with these, various other points, all of which will be readily understood. The sum of the answers to 95, 97, and 98 should be the weight of one yard of the goods, the number of which to the pound is called for by inquiry 100.

Inquiry 133. Grand total of salaries and wages paid during period.—The answer to this question should be the total of all wages and salaries in the establishment. The agents should make sure that the amounts given at different points on the schedule, added together, make this sum, and also that the sum is what it appears to be—the total of all salaries and wages for the time covered.

Inquiry 135. Kind and grade of cotton used.—An example of the answer required would be "New Orleans strict middling."

Inquiries 137, 146, and 147.—Supposing 100 pounds of cotton are used, and a yarn product of 80 pounds is obtained. The per cent. of waste (gross) is 20. A part of this waste, say three-fourths, or 15 per cent., has saleable value. The per cent. of waste (net) is, therefore, 5.

Inquiries 138 to 141. Price paid for yarns per pound, delivered, if any bought.—Where the return is made for a mill which does weaving only, obviously these questions must be answered and inquiry 136 neglected.

Inquiry 152. Cost of mill supplies.—In all cases the agent should obtain the cost of supplies in detail, as indicated. Otherwise, extensive repair supplies, as well as materials for new buildings, &c., might be entered. All ordinary repairs necessary to keep the mill in

running order are proper to come in here. If everything is entered in detail, the office is then able to exclude from consideration what is manifestly inappropriate to put under this head. In the unit tables which are provided in the iron and other schedules, and which have a single column headed "Mill supplies," this instruction must be kept in mind. Also in these unit tables, as no column is prepared for cost of water power, when such power is used, it is best to put this under "mill supplies," with a footnote showing the amount included.

Inquiry 157. Cost of dyeing, &c.—State which is used as a basis for this cost—the short—skein or the long skein.

Inquiry 158. Names of goods.—The entry here should correspond with those under inquiry 90.

Inquiry 159. Cost of bleaching or printing per yard.—By cost of bleaching or printing is meant the price that is paid if the bleaching or printing is hired or "let out"; or, if the establishment does its own bleaching or printing, the actual cost, when obtainable, or if unobtainable, then what would be paid if let out. Erase whichever term is inapplicable.

Inquiry 160. Transportation cost per yard or pound of delivering finished goods into the hands of the purchaser.—Different systems of selling the newly manufactured product prevail. In some localities the manufacturer has no further expense after the goods are baled at the factory ready for shipment. In others he must deliver them to the commission merchant at his (the manufacturer's) expense. This point of delivery is sometimes at a quite distant commercial centre, and the cost of transportation an important item to the producer.

Inquiry 161. Cost per bale or package (give weight of cloth in package) for transportation from the factory to the docks at the usual place of shipment to the United States.—This inquiry applies only in European countries. The name of the place of shipment should be given, as well as the cost.

Inquiry 162. Names of goods.—The entry here should correspond with those under inquiry 90.

Inquiry 163. Place of sale, &c.—Insert the word "Factory," or the name of the place where deliverable by the terms of sale, as explained under 160.

Inquiry 164. Net selling price, &c.—The actual amount of money paid for a yard must be entered. By this is meant that you make sure that all discounts are deducted.

Schedule No. 2 is supplementary to No. 1. It is meant to be used where the unit has been already calculated either by the agent himself (as before mentioned, from No. 1, which he has already obtained), or where such calculation appears upon the books of the manufacturer, and the agent is unable to obtain the full data to fill No. 1.

When the former is the case the agent should fill the column designated for his use, and insert in the other the manufacturer's statement of items of cost of a unit as he may have worked it out for his own information. Important discrepancies may, in this way, be discovered and corrected, or at least explained. In case the agent has not been able to fill a No. 1 schedule for a mill, but can get the items of unit cost for the manufacturer's column, and the answers to the 18 preceding inquiries relating to description of goods, and the eight following on various points, this schedule becomes very handy. Such cases have been found quite numerous. In the iron and steel schedules two lines (instead of columns) are given, one of which can be used for the agent's calculation and the other for the manufacturer's.

In the latter case care must be taken that any costs not exactly and specifically enumerated in the schedule be omitted, or else entered on the margin by their specific names. For instance, some manufacturers under mill supplies might include very extensive improvements, and even new buildings, and similarly under other inquiries. These things must be guarded against.

Schedule No. 3 is designed for use (1) in a cotton yarn or thread spinning mill, or (2) to determine all necessary facts about spinning in a combined spinning and weaving establishment where a separate and distinct account is kept for the spinning department. This is quite commonly the custom in European mills, and may be found occasionally in this country.

The inquiries relating to royalty in the iron and steel schedules are not applicable in the United States, but may be found to apply in some foreign countries.

CARROLL D. WRIGHT,
Commissioner

In filling out wage slips for piece workers give the time (as well as the rate per piece, number of pieces, and earnings) if possible to obtain it.

(D. L.—105.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 1.

COTTON GOODS.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Period of time covered by this return? _____
7. Days of running time (in full time) for period? _____
8. Days of running time (in full time) for last fiscal year? _____

Motive Power.

9. Kind of motive power? _____
10. Rent paid for water-power, if any, for period? \$ _____
11. Cost of coal at factory per ton? \$ _____
12. Total cost at factory of coal used during _____
13. Means of lighting? _____
14. Cost of lighting for period? \$ _____

Opening and Picking.

15. How many operations of picking? _____
16. Pounds of cotton put through picking machines for period? _____

Classification of Labour in Opening and Picking.

Occupations.	17. Number.	18. Sex.	19. Rate of Pay per Day, Week, or Piece.	20. Earnings per Week, Full Time.
Overseers			\$	\$
Second hands				
Openers				
Pickers				
Labourers				
Others				

21. Total wages paid in opening and picking department for period? \$ _____
22. Hours of labour per week in opening and picking department? _____

Carding, Combing, Drawing, and Roving.

23. Is single or double carding done? _____
24. Is combing done? _____
25. Number of operations of roving? _____

Classification of Labour in Carding, Combing, Drawing, and Roving.

Occupations.	26. Number.	27. Sex.	28. Rate of Pay per Day, Week or Piece.	29. Earnings per Week, Full Time.	30. Number of Spindles per Operative.
Overseers			\$	\$	
Second hands					
Section hands					
Card grinders					
Card strippers					
Card minders					
Combers					
Railway hands					
Can carriers					
Drawing-frame tenders					
Slubbing-frame tenders					
Intermediate frame tenders					
Roving frame tenders					
Fine fly-frame tenders					
Labourers					
Others					

31. Total wages paid in carding, combing, drawing, and roving departments for period? \$ _____
 32. Hours of labour per week in carding, combing, drawing, and roving departments? _____

Spinning.

33. Different kinds of spinning done in the establishment?
 34. Total number of frame spindles in operation during period?
 35. Total number of mule spindles in operation during period?

Frame-spinning—Warp.

36. Numbers of Yarns.	37. Spindles per Frame in operation.	38. Revolutions per Spindle per Minute.	39. Production per Spindle per Day (Pounds).	40. Piece Price paid for Spinning per Pound.	Amount of preceding Price going to—	
					41. Spinner.	42. Doffer.
				\$		\$

Frame-spinning—Weft.

				\$	\$	\$
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Mule-spinning—Warp.

43. Numbers of Yarns.	44. Spindles per Mule in operation.	45. Length of Stretch (Inches).	46. Stretches per Minute.	47. Revolutions of Spindles per Minute.	48. Production per Spindle per Day (Pounds).	49. Piece Price paid for Spinning (per Pound).	AMOUNT OF PRECEDING PRICE GOING TO—			
							50. Spinner.	51. First Piecer.	52. Second Piecer.	53. Back Boy.
						\$	\$	\$	\$	\$

Mule-spinning—Weft.

						\$	\$	\$	\$	\$
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54. Total pounds of warp produced in establishment for period? _____
 55. Total pounds of weft or filling produced in establishment for period? _____
 56. Do frame-spinners clean, oil, and doff their frames? _____
 57. Do mule-spinners clean, oil, and doff their mules? _____
 58. Do mule-spinners have piecers and back boys to assist? _____
 59. Do they pay them out of their own (the spinners') wages? _____
 60. If so, what proportion of their own (the spinners') wages? _____

Classification of Labour in Mule-spinning.

Occupations.	61. Number.	62. Sex.	63. Rate of Pay per Day, Week, or Piece.	64. Earnings per Week, Full Time.	65. Number of Mules per Operative.	66. Number of Spindles per Operative.
Overseers -			\$	\$		
Second hands -						
Section hands -						
Spinners -						
Piecers -						
Doffers -						
Roving carriers -						
Back boys -						
Creelers -						
Labourers -						
Others -						

Classification of Labour in Frame-spinning.

Occupations.	67. Number.	68. Sex.	69. Rate of Pay per Day, Week, or Piece.	70. Earnings per Week, Full Time.	71. Number of Sides per Operative.	72. Number of Spindles per Operative.
Overseers -			\$	\$		
Second hands -						
Section hands -						
Spinners -						
Doffers -						
Roving Carriers -						
Labourers -						
Others -						

73. Total wages paid in frame-spinning department for period ? \$

74. Total wages paid in mule-spinning department for period ? \$

75. Hours of labour per week in spinning department ?

Spooling and Dressing.

(In England, Winding, Beaming, and Dressing.)

Classification of Labour in Spooling and Dressing.

Occupations.	76. Number.	77. Sex.	78. Rate of Pay per Day or Week.	79. Earnings per Week, Full Time.	80. Number of Spindles per Operative.
Overseers -			\$	\$	
Second hands -					
Section hands -					
Slasher tenders -					
Slasher tenders' helpers -					
Spoolers or winders -					
Warpers or beamers -					
Drawers-in -					
Bobbin-boys -					
Labourers -					
Others -					

81. Total wages paid in spooling and dressing department for period ? \$.

82. Hours of labour per week in spooling and dressing department ?

Rate of Piece-work Pay for Warping, for Winding or Spooling, and for Drawing-in.

WARPING.		WINDING OR SPOOLING.			DRAWING-IN.	
83. Number of Yarn.	84. Price per Pound.	85. Number of Yarn.	Price per Pound.		88. Number of Yarn.	89. Price per 1,000 Threads.
			86. Ring.	87. Mule.		
	\$		\$	\$		\$

Weaving—Goods produced.

80. Commercial Name.	91. Width (Inches).	Picks per Inch.		Yarns used.			
		92. Warp.	93. Weft.	94. Numbers of Warp.	95. Weight of Warp in One Yard.	96. Numbers of Weft.	97. Weight of Weft in One Yard.

Weaving—Goods produced.

Sizing in Warp.		100. Yards per Pound.	Production per Loom per Week.		103. Speed of Looms—Picks per Minute.	104. Piece Price per Cut for Weaving.	105. Length of Cut in Yards.
98. Weight in One Yard.	99. Per Cent.		101. Pounds.	102. Yards.			
						\$	

Classification of Labour in Weaving Department.

Occupations.	106. Number.	107. Sex.	108. Rate of Pay per Day, Week, or Piece.	109. Earnings per Week, Full Time.
Overseers			\$	\$
Second hands				
Loom fixers				
Weavers (1 loom)				
(2 looms)				
(3 looms)				
(4 looms)				
(5 looms)				
(6 looms)				
(7 looms)				
(8 looms)				
Filling carriers				
Harness menders				
Labourers				
Others				

Classification of Labour in Cloth Room.

Occupations.	119. Number.	120. Sex.	121. Rate of Pay per Day, Week, or Piece.	122. Earnings per Week, Full Time.	123. Hours of Labour per Week.
Overseer			\$	\$	
Second hands					
Folders					
Balers					
Markers or ticketers					
Packers					
Labourers					
Others					

124. Total wages paid in cloth room department for period? \$

Miscellaneous Labour.

Occupations.	125. Number.	126. Sex.	127. Rate of Pay per Day, Week, or Piece.	128. Earnings per Week, Full Time.	129. Hours of Labour per Week.
Overseers			\$		
Packers					
Packers' assistants					
Weighers					
Engineers					
Firemen					
Coal wheelers					
Machinists					
Carpenters or joiners					
Masons					
Warehousemen					
Watchmen					
Teamsters					
Porters or messengers					
Elevator men					
Yard hands					
Labourers					
Others					

110. Total wages paid in weaving department for period? \$

111. Hours of labour per week in weaving department?

112. Number of looms in operation during period?

113. Total production of woven goods for period, in pounds? ; in yards?

114. Do weavers have helpers to assist?

115. Do they pay them out of their own (the weavers') wages?

116. If so, what proportion of their own (the weavers') wages?

117. Do weavers clean and oil their looms?

118. Do they have any other duties, and what?

- 130. Total wages paid in miscellaneous department for period? \$ _____
- 131. Number of salaried officials and clerks? _____
- 132. Total amount paid to such salaried officials and clerks for period? \$ _____
- 133. Grand total of salaries and wages paid during period? \$ _____

Materials entering into the Goods.

134. Commercial Name of Goods.	135. Kinds and Grades of Cotton used.	136. Cost of Cotton per Pound at Mill.	137. Per Cent. of Net Waste from Cotton to Finished Goods.	PRICE PAID FOR YARNS PER POUND DELIVERED, IF ANY BOUGHT.			
				Warp.		Weft.	
				138. Number.	139. Price.	140. Number.	141. Price.
		\$		\$		\$	

- 142. Pounds of cotton used to make the product of the period? _____
- 143. Total cost of cotton used to make the product of the period? \$ _____
- 144. Total cost of yarns used (if any bought) to make the product of the period? \$ _____
- 145. Total value of yarn sold (if any) manufactured during period? \$ _____
- 146. Per cent. of waste (gross) from raw cotton to the woven product, not including bagging and ties? _____
- 147. Total value of all waste for period? \$ _____
- 148. Is sizing done by hand or machinery? _____
- 149. Cost of sizing material used during period? \$ _____
- 150. Cost of dyeing material used during period? _____
- 151. Cost of oil for period? \$ _____
- 152. Cost of mill supplies (not including fuel, lighting, and materials previously given) for period? _____
- a. \$ _____ d. \$ _____
- b. \$ _____ e. \$ _____
- c. \$ _____ f. \$ _____
- 153. Cost of insurance for period? \$ _____
- 154. Amount of taxes for period? \$ _____
- 155. Amount of interest for period? _____
- 156. Amount of depreciation for period? \$ _____
- 157. Cost of dyeing different colours, per 100 pounds? _____
- In the skein \$ _____
- In the piece \$ _____

Bleaching or Printing the Goods heretofore described.

158. Names of Goods.	159. Cost of Bleaching or Printing, per Yard.
1.	
2.	
3.	
4.	
5.	
6.	
7.	

- 160. Transportation cost per yard or pound of delivering finished goods into the hands of the purchaser? \$ _____
- 161. Cost per bale or package (give weight of cloth in package) for transportation from the factory to the docks at the usual place of shipment to the United States? \$ _____
- Weight of cloth in package? _____

162. Names of Goods.	163. Place of Sale—Factory or Customary Place of Market. (Give Name.)	164. Net Selling Price at such Place, per Yard.
1.		
2.		
3.		
4.		
5.		
6.		
7.		

(D.L.—44.)

United States Department of Labour, 1890.

C. OF P., No. 2.—WAGES SLIP.

Estab. name _____	Post Office _____	Hours W. Day.
State _____	Goods made _____	Hours Sunday.
Description of piece _____		
Li. _____	Na. _____	Oc. _____

Months.	Hours, Days, Months, Pieces.	Rate.	Amount.
January			
February			
March			
April			
May			
June			
July			
August			
September			
October			
November			
December			
Total			

Special Agent _____

(D.L. 60—.)

United States Department of Labour, 1889.

COST OF PRODUCTION—No. 2.

WAGES SLIP.

Instructions.

1. The design of this wages slip is to obtain the earnings of all the different workpeople in the very establishments from which the facts are obtained relating to cost of production, and for the same period. Its purpose is similar to that of the one recently used in the railroad work.

2. You will notice that the blank is made large enough so that weekly or fortnightly payments can be entered, as you are quite likely in manufacturing establishments to find payments are made at less intervals than one month.

3. In the column of hours, days, months, piece, erase the unnecessary words.

4. By "description of piece," near the top of the slip, is meant a description of the piece referred to when it is stated in the column below that wages are paid on that basis.

5. As soon as you have made arrangements in a mill to obtain cost of production, notify the Department how many of these will be wanted, and they will be immediately mailed; or a quantity can be ordered in advance if deemed best.

CARROLL D. WRIGHT,
Commissioner.

(D.L.—106.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 2.

COTTON GOODS.

Inquiries.

1. State ?
2. Locality (post office) ?
3. Name of establishment ?
4. Name of official to address ?
5. Title of official to address ?
6. Year when this product was manufactured ?
7. Days of running time (in full time) for the last fiscal year ?

Description of One Yard of the Goods (the Unit)

8. Commercial name ?
9. Width in inches ?
10. Number of picks per inch—warp ?
11. Number of picks per inch—weft ?
12. Number of yarn used as warp ?
13. Weight of warp ?
14. Number of yarn used as weft ?
15. Weight of weft ?
16. Weight of sizing in warp ?
17. Per cent. of sizing in warp ?
18. Number of yards to the pound ?

Analysed Cost of producing One Yard of the Goods (the Unit).

Items of Cost.	Agent's Calculation.	Manufacturer's Calculation.
19. Cost of carding ?	\$	\$
20. Cost of spinning warp ?		
21. Cost of spinning weft ?		
22. Cost of spooling ?		
23. Cost of warping ?		
24. Cost of dressing ?		
25. Cost of drawing-in ?		
26. Cost of weaving (actual weavers) ?		
27. Cost of weaving (all others in weaving department) ?		
28. Cost of cloth-room labour ?		
29. Cost of miscellaneous labour ?		
30. Total labour cost ?		
31. Cost of salaries (officials and clerks) ?		
32. Cost of cotton ?		
33. Cost of warp when bought ?		
34. Cost of weft when bought ?		
35. Cost of materials for sizing ?		
36. Cost of fuel and lighting ?		
37. Cost of oil ?		
38. Cost of mill supplies ?		
a.		
b.		
c.		
d.		
e.		
f.		
39. Cost of insurance ?		
40. Cost of taxes ?		
41. Cost of interest ?		
42. Cost of depreciation ?		
43. Grand total cost of the unit ?		

Various Inquiries.

44. Transportation cost per 100 pounds to point of free delivery ?
45. Production per spindle per day of warp yarn used in this unit ?
46. Production per spindle per day of weft yarn used in this unit ?
47. Speed of looms—picks per minute in weaving this unit ?
48. Production per loom per day (in yards) of this unit ?
49. Piece price per cut for weaving this unit ?
50. Length of cut (in yards) ?
51. Number of looms run by weaver in weaving this unit ?

(D.L.—51.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—No. 3.

WORKING MEN'S BUDGETS.

Name : _____ Name of establishment : _____
 Year ending : _____ Locality : _____

The Family.	Sex.	Age.	Occupation.	Year's Earnings.
1. Husband -				
2. Wife -				
3. Eldest child -				
4. Next child -				
5. Next child -				
6. Next child -				
7. Next child -				
8.				
9.				
10.				
Total -				
Do you own a house ? _____				Year's income from all other sources ? _____

Cost of Living.

Items.	Quantity.	Cost.
Rent		
Fuel		
Lighting		
Taxes		
Property insurance		
Life insurance, husband		
Life insurance, wife		
Clothing for husband		
Clothing for wife		
Clothing for _____ children		
Furniture and utensils		
Religion		
Charity		
Labour organisations		
Other associations		
Books and newspapers		
Sickness		
Amusements		
Vacation		
Intoxicating liquors		
Tobacco		
Sundries (not above specified)		
FOOD.		
Total -		
Surplus or deficit ?		

What have you done with the surplus ? _____
 How have you met the deficit ? _____

Remarks.

(D.L.—61.)

United States Department of Labour, 1889.

COST OF PRODUCTION—No. 3.

WORKING MEN'S BUDGETS.

Instructions.

1. The name of establishment asked for is that in which the man works. Quite generally it should be an establishment from which cost of production has been obtained; but this is by no means absolutely necessary.
2. The year ending should be, if possible, for the same year as that for which the cost of production was obtained.
3. Under year's earnings, on each line, are to be placed only the earnings from the occupation mentioned on the corresponding line. Any additional earnings of the family should be lumped together and inserted in answer to "Year's income from all other sources."
4. Numbers 8 and 9 are left blank to insert any relatives who are members of the family. If you are dealing with a family which has a boarder or two, what they pay for board should be put under "Year's income from all other sources," since their cost of living will have to be included with that of the family proper; but as far as possible avoid families that have any boarders.
5. In addition to any earnings from another occupation than the one given on the slip which you have been instructed to put under "Year's income from all other sources," include also, in answer to this same inquiry, any other family income, as from savings banks' deposits, &c.
6. Under cost of living about all of the miscellaneous expenditures of a family are provided for; but in case you find, as peculiar to foreign countries, certain other items which it seems best to specify separately, it may be done by interlining between some of the printed items. Avoid, however, too much of this. Whenever a working man owns real estate upon which there is an annual expenditure for mortgage, erase the word "Rent" and insert "mortgage." Against the word "Fuel" write "wood" or "coal," whichever is mainly used. Against the word "Lighting" insert "gas" or "oil," whichever is mainly used. At some convenient place before the entries for "Food" interline the expenditures for intoxicating liquors and for tobacco, (separately). The column headed quantity quite often cannot be filled with reference to the printed items, but when possible proper entry should be made, as, under rent, the number of rooms should be stated, &c.
7. Spaces are left to write in the various kinds of food consumed. These should be given with reasonable fulness of detail, leading articles of meats, of vegetables, and of groceries being specified by name. It will probably nearly always be possible to fill the column headed quantity under food. Avoid using general terms, such as groceries, provisions, &c.
8. If there is objection to answering the two questions relating to surplus and deficit, under the parallel rules, they may be passed by.
9. All money values on the blank may be entered in the money of the country; we will make the change into United States money here in the office.
10. Inquiries should be made in markets and groceries occasionally as to prices of commodities consumed by families, to see that statements closely approximate to the truth are made to you by the families themselves.
11. The space under remarks may be used or not, as seems advisable. If there are conditions surrounding the family not sufficiently illustrated by the answers to the inquiries mentioned on the blank they may be brought out in this space. Nationality should be mentioned here. Scattered miscellaneous information, however, is not wanted, and if this space is used at all it should be used with reference to only two or three essential points, and applied universally to all families.
12. An addition of earnings and of cost of living should be made while you are on the spot, so that any error made by the family in giving information may be brought out and corrected.
13. Finally, after filling the blank, read it all over aloud to the party from whom you are getting the information, to make sure that he or she thoroughly understands what has been stated, and assents to it.
14. Thus far what has been said relates to filling the blank No. 3. Working Men's Budgets, which are intended to secure the necessary facts about working men's

families; but information should also be furnished to the office on the cost of living of unmarried persons. All that will be necessary on this point is the price charged for board (room and meals) to unmarried men and to unmarried women in boarding houses owned or controlled by the mill proprietors and in other boarding houses or private families; also the price charged for room and the price charged for meals separately. A sufficiently full and explicit statement, on a separate sheet, covering these points for each locality visited should be forwarded to the department with the budget returns for that locality.

CARROLL D. WRIGHT,
Commissioner.

(D.L.—107.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 3.

COTTON YARN AND THREAD.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Period of time covered by this return? _____
7. Days of running time (in full time) for this period? _____
8. Days of running time (in full time) for last fiscal year? _____

Yarn and Thread Manufactured.

NUMBERS OF YARN AND THREAD.

9. Warp.	10. Weft.	11. Thread.

12. Average number of yarn spun during this period? _____
13. Average number of thread spun during this period? _____

Motive Power.

14. Kind of motive power? _____
15. Rent paid for water power (if any) for period? \$ _____
16. Cost of coal at factory per ton? \$ _____
17. Total cost at factory of coal used during period? \$ _____
18. Means of lighting? _____
19. Cost of lighting for period? \$ _____

Opening and Picking.

20. How many operations of picking? _____
21. Pounds of cotton put through picking machines for period? _____

Classification of Labour in Opening and Picking.

Occupations.	22. Number.	23. Sex.	24. Rate of Pay per Day, Week, or Piece.	25. Earnings per Week, Full Time.
Overseers			\$	\$
Second hands				
Openers				
Pickers				
Labourers				
Others				

26. Total wages paid in opening and picking department for period? \$ _____
27. Hours of labour per week in opening and picking department? _____

Carding, Combing, Drawing, and Roving.

28. Is single or double carding done? _____
 29. Is combing done? _____
 30. Number of operations of roving? _____

Classification of Labour in Carding, Combing, Drawing, and Roving.

Occupations.	31. Number.	32. Sex.	33. Rate of Pay per Day, Week, or Piece.	34. Earnings per Week, Full Time.	35. Number of Spindles per Operative.
Overseers			\$	\$	
Second hands					
Section hands					
Card grinders					
Cardstrippers					
Card minders					
Combers					
Railway hands					
Can carriers					
Drawing-frame tenders					
Intermediate-frame tenders					
Roving-frame tenders					
Fine fly-frame tenders					
Labourers					
Others					

36. Total wages paid in carding, drawing, combing, and roving department for period? \$ _____

37. Hours of labour per week in carding, combing, drawing, and roving department? _____

Spinning.

38. Different kinds of spinning done in the establishment? _____
 39. Total number of frame spindles in operation during period? _____
 40. Total number of mule spindles in operation during period? _____

Frame-spinning—Warp.

41. Numbers of Yarn.	42. Spindles per Frame in operation.	43. Revolutions per Spindle per Minute.	44. Production per Spindle per Day (Pounds).	45. Piece Price for Spinning per Pound.	AMOUNT OF PRECEDING PRICE GOING TO—	
					46. Spinner.	47. Doffer.
				\$	\$	\$

Frame-Spinning—Weft.

41. Numbers of Yarn.	42. Spindles per Frame in operation.	43. Revolutions per Spindle per Minute.	44. Production per Spindle per Day (Pounds).	45. Piece Price for Spinning per Pound.	46. Spinner.	47. Doffer.
				\$	\$	\$

Mule-spinning—Warp.

48. Numbers of Yarn.	49. Spindles per Mule in operation.	50. Length of Stretch (Inches).	51. Stretches per Minute.	52. Revolutions per Spindle per Minute.	53. Production per Spindle per Day (Pounds).	54. Piece Price paid for Spinning per Pound.	AMOUNT OF PRECEDING PRICE GOING TO—			
							55. Spinner.	56. First Piecer.	57. Second Piecer.	58. Back Boy.
						\$	\$	\$	\$	\$

Mule-spinning—Weft.

48. Numbers of Yarn.	49. Spindles per Mule in operation.	50. Length of Stretch (Inches).	51. Stretches per Minute.	52. Revolutions per Spindle per Minute.	53. Production per Spindle per Day (Pounds).	54. Piece Price paid for Spinning per Pound.	55. Spinner.	56. First Piecer.	57. Second Piecer.	58. Back Boy.
						\$	\$	\$	\$	\$

59. Total pounds of warp produced in the establishment for period? _____

60. Total pounds of weft or filling produced in the establishment for period? _____

Classification of Labour in Mule-spinning.

Occupations.	61. Number.	62. Sex.	63. Rate of Pay per Day, Week, or Piece.	64. Earnings per Week, Full Time.	65. Number of Mules per Operative.	66. Number of Spindles per Operative.
Overseers			\$	\$		
Second hands						
Section hands						
Spinners						
Piecers						
Doffers						
Roving carriers						
Back boys						
Creelers						
Labourers						
Others						

Classification of Labour in Frame-spinning.

Occupations.	67. Number.	68. Sex.	69. Rate of Pay per Day, Week, or Piece.	70. Earnings per Week, Full Time.	71. Number of Sides per Operative.	72. Number of Spindles per Operative.
Overseers			\$	\$		
Second hands						
Section hands						
Spinners		..				
Doffers						
Roving carriers						
Labourers						
Others						

73. Total wages paid in frame-spinning department for period? \$

74. Total wages paid in mule-spinning department for period? \$

75. Hours of labour per week in spinning departments? _____

Classification of Labour in Winding, Doubling, and Twisting.

Occupations.	76. Number.	77. Sex.	78. Rate of Pay per Day, Week, or Piece.	79. Earnings per Week, Full Time.
Overseers			\$	\$
Second hands				
Doublers				
Twisters				
Gasers or singers				
Twiners				
Labourers				
Others				

80. Total wages paid in winding, doubling, and twisting department? \$

81. Hours of labour per week in winding, doubling, and twisting department? _____

Miscellaneous Labour.

Occupations.	82. Number.	83. Sex.	84. Rate of Pay per Day, Week, or Piece.	85. Earnings per Week, Full Time.	86. Hours of Labour per Week.
Overseers (or foremen)			\$	\$	
Packers					
Packers' assistants					
Watchers					
Engineers					
Firemen					
Coal wheelers					
Machinists					
Carpenters or joiners					
Masons					
Warehousemen					
Watchmen					
Teamsters					
Porters or messengers					
Elevator men					
Yard hands					
Labourers					
Others					

87. Total wages paid in miscellaneous department for period? \$

88. Number of salaried officials and clerks? _____

89. Total amount of money paid to such salaried official and clerks for period? \$

90. Grand total of salaries and wages paid during period? \$

Waste Account.

Departments.	91. Pounds of Waste.	92. Value of Waste per Pound.	93. Total Value of Waste.	94. Per Cent. of Waste in different Departments.
Opening and picking		\$	\$	
Single carding				
Double carding				
Combing				
Drawing, roving, and spinning				
Total				

95. Do frame-spinners clean, oil, and doff their frames? _____

96. Do mule-spinners clean, oil, and doff their mules? _____

97. Do mule-spinners have piecers and back boys to assist? _____

98. Do they pay them out of their own (the spinners') wages? _____

99. If so, what proportion of their own (the spinners') wages? _____

Materials entering into the Goods; also other Supplies, &c.

100. Pounds of cotton used to make the product of the period? _____

101. Total cost of cotton used during the period? _____

Cost of Cotton per Pound used in making different Yarns and Threads.

102. Numbers of Yarn and Thread.	103. Kind and Grade of Cotton used.	104. Cost per Pound.
		\$

105. Cost of oil for period? \$

106. Cost of mill supplies (not including fuel, lighting, or materials previously given) for period? _____

- a. \$
- b. \$
- c. \$
- d. \$
- e. \$
- f. \$

107. Cost of insurance for period? \$

108. Amount of taxes for period? \$

109. Amount of interest for period? \$

110. Amount of depreciation for period? \$

111. Cost of transportation per 100 pounds to point of free delivery? \$

Analysed Cost of Producing One Pound (the Unit) of Yarn and Thread of different Numbers.

Numbers of Yarn and Thread.			115. Cost of Cotton.	116. Cost of Opening and Picking.	117. Cost of Carding, Drawing, and Roving.	118. Cost of Frame Spinning.	119. Cost of Mule Spinning.	120. Cost of Winding, Doubling, and Twisting.	121. Cost of Miscellaneous Labour.	122. Total Labour Cost.	123. Cost of Salaries (Officials and Clerks).
112. Warp.	113. Weft.	114. Thread.									
			\$	\$	\$	\$	\$	\$	\$	\$	\$

124. Cost of Oil.	125. Cost of Mill Supplies.	126. Cost of Fuel and Lighting.	127. Cost of Insurance.	128. Cost of Taxes.	129. Cost of Interest.	130. Cost of Depreciation.	131. Grand Total Cost of Unit.
\$	\$	\$	\$	\$	\$	\$	\$

(D.L.—108.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 4.

WOOLLEN AND WORSTED GOODS.

Inquiries.

- State? _____
- Locality (post office)? _____
- Name of establishment? _____
- Name of official to address? _____
- Title of official to address? _____
- Period of time covered by this return? _____
- Days of running time (in full time) for this period? _____
- Days of running time (in full time) for last fiscal year? _____

Motive Power.

- Kind of motive power? _____
- Rent paid for water-power (if any) for period? \$ _____
- Cost of coal at factory per ton? \$ _____
- Total cost, at factory, of coal used during period? \$ _____
- Means of lighting? _____
- Cost of lighting for period? \$ _____

Classification of Labour in Wool Sorting.

Occupations.	15. Number.	16. Sex.	17. Rate of Pay per Day, Week, or Piece.	18. Earnings per Week, Full Time.
Overseers -			\$	\$
Second hand -				
Sorters -				
Labourers -				
Others -				

- Total wages paid in wool-sorting department for period? \$ _____
- Hours of labour per week in wool-sorting department? _____

Classification of Labour in Scouring and Dyeing.

Occupations.	21. Number.	22. Sex.	23. Rate of Pay per Day, Week, or Piece.	24. Earnings per Week, Full Time.
Overseers -			\$	\$
Second hands -				
Scourers -				
Dyers -				
Driers -				
Pickers -				
Labourers -				
Others -				

- Total wages paid in scouring and dyeing department for period? \$ _____
- Hours of labour per week in scouring and dyeing department? _____

Classification of Labour in Carding and Combing.

Occupations.	27. Number.	28. Sex.	29. Rate of Pay per Day, Week, or Piece.	30. Earnings per Week, Full Time.
Overseers (carding)			\$	\$
Second hands (carding)				
Overseers (combing)				
Secondhands (combing)				
Card feeders -				
Card strippers -				
Card grinders -				
Preparers -				
Finishers -				
Gill-box tenders -				
Back washers -				
Combers -				
Labourers -				
Others -				

- Total wages paid in carding and combing department for period? \$ _____
- Hours of labour per week in carding and combing department? _____

Spinning.

33. Different kinds of spinning done in the establishment? _____
 34. Total number of frame spindles in operation during period? _____
 35. Total number of mule spindles in operation during period? _____

Frame-spinning—Warp.

36. Runs, or Numbers, of Yarns.	37. Spindles per Frame in Operation.	38. Revolutions per Spindle per Minute.	39. Production per Spindle per Day (Pounds).	40. Piece Price for Spinning per Pound.	AMOUNT OF PRECEDING (PRICE GOING TO—	
					41. Spinner.	42. Doffer.
				\$	\$	\$

Frame-spinning—Weft.

				\$	\$	\$
--	--	--	--	----	----	----

Mule-spinning—Warp.

43. Runs, or Numbers, of Yarns.	44. Spindles per Mule in Operation.	45. Length of Stretch (Inches).	46. Stretches per Minute.	47. Revolutions of Spindles per Minute.	48. Production per Spindle per Day (Pounds).	49. Piece Price paid for Spinning (per Pound).	AMOUNT OF PRECEDING PRICE GOING TO—			
							50. Spinner.	51. First Piecer.	52. Second Piecer.	53. Back Boy.
						\$	\$	\$	\$	\$

Mule-spinning—Weft.

						\$	\$	\$	\$	\$
--	--	--	--	--	--	----	----	----	----	----

54. Total pounds of warp produced in the establishment for period? _____
 55. Total pounds of weft or filling produced in the establishment for period? _____
 56. Do frame spinners clean, oil, and doff their frames? _____
 57. Do mule spinners clean, oil, and doff their mules? _____
 58. Do mule spinners have piecers and back boys to assist? _____
 59. Do they pay them out of their own (the spinners') wages? _____
 60. If so, what proportion of their own (the spinners') wages? _____

Classification of Labour in Spinning.

Occupations.	61. Number.	62. Sex.	63. Rate of Pay per Day, Week, or Piece.	64. Earnings per Week, Full Time.	65. Number of Spindles per Operative.
Overseers -			\$	\$	
Second hands -					
Yarn inspectors					
Spinners (frame)					
Doffers (frame)					
Spinners (mule)					
First piecer (mule)					
Second piecer (mule)					
Doffers (mule)					
Back boys					
Twisters -					
Winders (skein or hank)					
Labourers					
Others -					

67. Hours of labour per week in spinning department? _____

Classification of Labour in Winding, Warping, and Dressing.

Occupations.	68. Number.	69. Sex.	70. Rate of Pay per Day, Week, or Piece.	71. Earnings per Week, Full Time.
Overseers -			\$	\$
Second hands -				
Slasher tenders -				
Twisters -				
Winders -				
Warpers -				
Drawers-in -				
Handers-in -				
Labourers -				
Others -				

66. Total wages paid in spinning department for this period? \$ _____

72. Total wages paid in winding, warping, and dressing department for period? \$ _____

73. Hours of labour per week in winding, warping, and dressing department? _____

Weaving—Goods Produced.

74. Commercial Name of Goods.	75. Width (Inches).	Number of Picks per Inch.		Yarns used.			
		76. Warp.	77. Weft.	78. Runs, or Numbers, of Warp.	79. Weight of Warp in One Yard.	80. Runs, or Numbers, of Weft.	81. Weight of Weft in One Yard.

Sizing in Warp.		84. Yards per Pound.	Production per Loom per Week.		87. Speed of Looms— Picks per Minute.	88. Piece Price per Cut for Weaving.	89. Length of Cut in Yards.
82. Weight in One Yard.	83. Per Cent.		85. Pounds.	86. Yards.			
					\$		

90. Total production in pounds? _____; in yards? _____

91. Total number of looms in operation during this period? _____

Classification of Labour in Weaving Department.

Occupations.	92. Number.	93. Sex.	94. Rate of Pay per Day, Week, or Piece.	95. Earnings per Week, Full Time.
Overseers -			\$	\$
Second hands -				
Loom fixer -				
Weavers (1 loom)				
Weavers (2 looms)				
Weavers (pattern)				
Chain makers				
Filling carriers				
Harness cleaner				
Cloth inspector				
Designer				
Labourers -				
Others -				

96. Total wages paid in weaving department for this period? \$ _____

97. Hours of labour per week in weaving department? _____

Classification of Labour in Finishing and Picking, Department.

Occupations.	98. Number.	99. Sex.	100. Rate of Pay per Day, Week, or Piece.	101. Earnings per Week, Full Time.
Overseers			\$	\$
Second hands				
Shearers				
Burlers				
Fullers				
Giggers				
Sewers-in				
Pressers				
Measurers				
Packers				
Labourers				
Others				

102. Total wages paid in finishing and packing department for period ? \$ _____
 103. Hours of labour per week in finishing and packing department ? _____

Miscellaneous Labour.

Occupations.	104. Number.	105. Sex.	106. Rate of Pay per Day, Week, or Piece.	107. Earnings per Week, Full Time.	108. Hours of Labour per Week.
Engineers			\$	\$	
Firemen					
Coal wheelers					
Machinists					
Carpenters					
Masons					
Warehousemen					
Watchmen					
Teamsters					
Porters					
Elevator men					
Yard hands					
Labourers					
Others					

109. Total wages paid in miscellaneous department for period ? \$ _____
 110. Number of salaried officials and clerks ? _____
 111. Total amount of money paid to such salaried officials and clerks for period ? \$ _____
 112. Grand total of salaries and wages paid during period ? \$ _____

Materials entering into the Goods.

113. Commercial Name of Goods.	114. Kind and Grades of Wool used.	115. Cost of Wool per Pound at Mill.	116. Per Cent. of net Waste from Wool to finished Goods.	PRICE PAID FOR YARNS PER POUND DELIVERED, IF ANY BOUGHT.			
				Warp.		Weft.	
				117. Number.	118. Price.	119. Number.	120. Price.
		\$		\$		\$	

121. Pounds of wool used to make the product of the period ? _____
 122. Total cost of wool used to make the product of the period ? \$ _____
 123. Total cost of yarns used (if any bought) to make the product of the period ? \$ _____
 124. Total value of yarn sold (if any) manufactured during period ? \$ _____
 125. Per cent. of waste (gross) from wool in the grease to finished goods ? _____
 126. Total value of all waste for period ? \$ _____
 127. Per cent. of waste (net) from wool in the grease to finished product ? _____
 128. Is sizing done by hand or machinery ? _____
 129. Cost of sizing material used during period ? \$ _____
 130. Cost of dyeing material used during period ? \$ _____
 131. Cost of oil for period ? \$ _____
 132. Cost of mill supplies (not including fuel, lighting, and material previously given) for period ?
 a. \$ _____
 b. \$ _____
 c. \$ _____
 d. \$ _____
 e. \$ _____
 f. \$ _____
 133. Cost of insurance for period ? \$ _____
 134. Amount of taxes for period ? \$ _____
 135. Amount of interest for period ? \$ _____
 136. Amount of depreciation for period ? \$ _____
 137. Cost of dyeing different colours per 100 pounds ? \$ _____

Bleaching or printing the Goods heretofore described.

138. Names of Goods.	139. Cost of Bleaching or Printing per Yard (Metre).	
1.		
2.		
3.		
4.		
5.		
6.		
7.		

140. Transportation, cost per yard or pound of delivering finished goods into the hands of the purchaser ? \$ _____
 141. Cost per bale or package (give weight of cloth in package) for transportation from the factory to the docks at the usual place of shipment to the United States ? \$ _____
 Weight of cloth in package ? _____

142. Names of Goods.	143. Place of Sale—Factory or Customary Place of Market (Give Name).	144. Net selling Price at such Place, per Yard (Metre).
	1.	
2.		
3.		
4.		
5.		
6.		
7.		

(D.L.—109.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 5.

WOOLLEN AND WORSTED GOODS.

Inquiries.

1. State ? _____
2. Locality (post office) ? _____
3. Name of establishment ? _____
4. Name of official to address ? _____
5. Title of official to address ? _____
6. Year when this product was manufactured ? _____
7. Days of running time (in full time) for that fiscal year ? _____

Description of One Yard of the Goods (the Unit).

8. Commercial name ? _____
9. Width in inches ? _____
10. Number of picks per inch—warp ? _____
11. Number of picks per inch—weft ? _____
12. Number of yarn used as warp ? _____
13. Weight of warp ? _____
14. Number of yarn used as weft ? _____
15. Weight of weft ? _____
16. Weight of sizing in warp ? _____
17. Per cent. of sizing in warp ? _____
18. Number of yards to the pound ? _____

Analysed Cost of producing One Yard of the Goods (the Unit).

Items of Cost.	Agent's Calculation.	Manufacturer's Calculation.
	\$	\$
19. Cost of sorting	-	-
20. Cost of scouring and dyeing	-	-
21. Cost of carding	-	-
22. Cost of combing	-	-
23. Cost of spinning warp	-	-
24. Cost of spinning weft	-	-
25. Cost of spooling	-	-
26. Cost of warping	-	-
27. Cost of dressing	-	-
28. Cost of weaving (actual weavers)	-	-
29. Cost of weaving (all others in weaving department)	-	-
30. Cost of cloth-room labour	-	-
31. Cost of miscellaneous labour	-	-
32. Total labour cost	-	-
33. Cost of salaries (officials, clerks, &c.)	-	-
34. Cost of wool	-	-
35. Cost of warp when bought	-	-
36. Cost of weft when bought	-	-
37. Cost of material for dyeing	-	-
38. Cost of fuel and lighting	-	-
39. Cost of oil	-	-
40. Cost of mill supplies	-	-
a.	-	-
b.	-	-
c.	-	-
d.	-	-
e.	-	-
f.	-	-
41. Cost of insurance	-	-
42. Cost of taxes	-	-
43. Cost of interest	-	-
44. Cost of depreciation	-	-
45. Grand total of cost of the unit	-	-

Various Inquiries.

46. Transportation cost per 100 pounds to point of free delivery ? _____
47. Production per spindle per day of warp yarn used in this unit ? _____
48. Production per spindle per day of weft yarn used in this unit ? _____
49. Speed of looms—picks per minute in weaving this unit ? _____
50. Production per loom per day (in yards) of this unit ? _____
51. Piece price per cut for weaving this unit ? _____
52. Length of cut (in yards) ? _____
53. Number of looms run by weaver in weaving this unit ? _____

(D.L.—110.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 6.

WOOLLEN AND WORSTED YARNS.

Inquiries.

1. State ? _____
2. Locality (post office) ? _____
3. Name of establishment ? _____
4. Name of official to address ? _____
5. Title of official to address ? _____
6. Period of time covered by this return ? _____
7. Days of running time (in full time) for this period ? _____
8. Days of running time (in full time) for last fiscal year ? _____

Yarns manufactured.

Runs, or Numbers, of Yarns.

	9. Warp.	10. Weft.

11. Average number of runs of woollen yarns spun during period ? _____
12. Average number of worsted yarns spun during period ? _____

Motive Power.

13. Kind of motive power ? _____
14. Rent paid for water-power (if any) for period ? \$ _____
15. Cost of coal at factory, per ton ? \$ _____
16. Total cost at factory of coal used during period ? \$ _____
17. Means of lighting ? _____
18. Cost of lighting for period ? \$ _____

Classification of Labour in Wool Sorting.

Occupations.	19. Number.	20. Sex.	21. Rate of Pay per Day, Week, or Piece.	22. Earnings per Week. Full Time.
Overseers	-	-	\$	\$
Second hand	-	-	-	-
Sorters	-	-	-	-
Labourers	-	-	-	-
Others	-	-	-	-

Classification of Labour in Scouring and Dyeing.

Occupations.	19. Number.	20. Sex.	21. Rate of Pay per Day, Week, or Piece.	22. Earnings per Week. Full Time.
Overseers	-	-	\$	\$
Second hands	-	-	-	-
Scourers	-	-	-	-
Dyers	-	-	-	-
Driers	-	-	-	-
Pickers	-	-	-	-
Labourers	-	-	-	-
Others	-	-	-	-

23. Total wages paid in wool-sorting department for period? \$ _____
24. Hours of labour per week in wool-sorting department? _____
25. Total wages paid in scouring and dyeing department for period? \$ _____
26. Hours of labour per week in scouring and dyeing department? _____

Spinning.

33. Different kinds of spinning done in the establishment? _____
34. Total number of frame spindles in operation during period? _____
35. Total number of mule spindles in operation during period? _____

Classification of Labour in Carding and Combing.

Occupations.	27. Number.	28. Sex.	29. Rate of Pay per Day, Week, or Piece.	30. Earnings per Week, Full Time.
Overseers (carding)			\$	\$
Second hands (carding)				
Overseers (combing)				
Second hands (combing)				
Card feeders				
Card strippers				
Card grinders				
Preparers				
Finishers				
Back-washers				
Combers				
Gill-box tenders				
Labourers				
Others				

31. Total wages paid in carding and combing department for period? \$ _____
32. Hours of labour per week in carding and combing department? _____

Frame-spinning—Warp.

36. Runs, or Numbers, of Yarns.	37. Spindles per Frame in operation.	38. Revolutions per Spindle per Minute.	39. Production per Spindle per Day (Pounds).	40. Piece Price for Spinning per Pound.	AMOUNT OF PRECEDING PRICE GOING TO—	
					41. Spinners.	42. Doffers.
				\$	\$	\$

Frame-spinning—Weft.

36. Runs, or Numbers, of Yarns.	37. Spindles per Frame in operation.	38. Revolutions per Spindle per Minute.	39. Production per Spindle per Day (Pounds).	40. Piece Price for Spinning per Pound.	AMOUNT OF PRECEDING PRICE GOING TO—	
					41. Spinners.	42. Doffers.
				\$	\$	\$

Mule-spinning—Warp.

43. Runs, or Numbers, of Yarns.	44. Spindles per Mule in operation.	45. Length of Stretch (Inches).	46. Stretches per Minute.	47. Revolutions per Spindle per Minute.	48. Production per Spindle per Day (Pounds).	49. Piece Price paid for Spinning (per Pound).	AMOUNT OF PRECEDING PRICE GOING TO—			
							50. Spinner.	51. First Piecer.	52. Second Piecer.	53. Back Boy.
						\$	\$	\$	\$	\$

Mule-spinning—Weft.

43. Runs, or Numbers, of Yarns.	44. Spindles per Mule in operation.	45. Length of Stretch (Inches).	46. Stretches per Minute.	47. Revolutions per Spindle per Minute.	48. Production per Spindle per Day (Pounds).	49. Piece Price paid for Spinning (per Pound).	AMOUNT OF PRECEDING PRICE GOING TO—			
							50. Spinner.	51. First Piecer.	52. Second Piecer.	53. Back Boy.
						\$	\$	\$	\$	\$

54. Total pounds of warp produced in the establishment for period? _____
55. Total pounds of weft or filling produced in the establishment for period? _____

Analyzed Cost of producing One Pound (the Unit) of Yarns of different Runs or Numbers—continued.

102. Cost of Salaries (Officials and Clarks).	104. Cost of Oil.	105. Cost of Mill Supplies.	106. Cost of Fuel (and Lighting).	107. Cost of Insurance.	108. Cost of Taxes.	109. Cost of Interest.	110. Cost of Depreciation.	111. Grand Total Cost of Unit.
\$	\$	\$	\$	\$	\$	\$	\$	\$

(D.L.—53.)

United States Department of Labour, 1889.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 7.

IRON ORE.

Inquiries.

- State ?
- Locality (post office) ?
- Name of establishment ?
- Name of official to address ?
- Title of official to address ?
- Period of time covered by this return ?
- Days of running time (in full time) for this period ?
- a. Days of running time (in full time) for last fiscal year ?
- Does this establishment also operate blast furnaces ?
- If so, give the location (post office) of such furnaces where the ore from this mine is melted ?
- Average depth of mines ?
- How are they worked ?
- Average thickness of the veins ?
- Is the ore hard or soft ?

Kinds and Quantity of Ore produced for Period.

14. Kinds of Ore (as Hematite, Magnetic, Specular, &c.) ?	15. Tons (1,000 Kilos) produced ?
1.	
2.	
3.	

Analysis of Ores.

Kinds of Ore (1, 2, 3, as mentioned above).

1.		2.		3.	
16. Constituents.	17. Per Cent.	16. Constituents.	17. Per Cent.	16. Constituents.	17. Per Cent.
Iron -		Iron -		Iron -	
Sulphur -		Sulphur -		Sulphur -	
Silica -		Silica -		Silica -	
Phosphorus -		Phosphorus -		Phosphorus -	
Water -		Water -		Water -	

- Distance from mines to place of free delivery to purchaser ?
- Name of such place of free delivery ?
- Means of transportation to place of free delivery ?
- Cost of transportation per ton (1,000 kilos) to place of free delivery ?
- Name of shipping point to the United States ?
- Cost of transportation per ton (1,000 kilos) from place of free delivery to such shipping point ?
- Cost of supplies in detail used during period :—
a. \$
b. \$

- Amount of taxes for period ? \$
- Cost of insurance for period ? \$
- a. Amount of interest for period ? \$
- b. Amount of depreciation for period ? \$

Classification of Labour.

27. Occupation.	28. Number.	29. Sex.	Rate of Pay per Day, Week, or Piece.	Earnings per Week, FullTime.	Hours of Labour per Week.
Mine bosses -			\$	\$	
Bankmen -					
Blacksmiths -					
Blacksmiths' helpers -					
Brakemen -					
Carpenters -					
Cartmen -					
Drivers -					
Dumpers -					
Engineers -					
Firemen -					
Greasers -					
Labourers -					
Miners -					
On-setters -					
Ore cleaners -					
Pumpmen -					
Stablemen -					
Strikers -					
Timbermen -					
Trappers -					
Tub cleaners -					
Watchmen -					
Wighers -					
Water boys -					
Others -					

- Average number of wage-workers employed for period ?
- Total wages paid wage-workers for period ? \$
- Average number of officials, clerks, and other salaried employes for period ?
- Total wages paid such salaried officials, clerks, &c. for period ? \$
- Grand total of all wages and salaries for period ? \$
- Total amount paid { government ? \$
as royalty for period to { owners of the soil ? \$
- Average output per mine per day for period—tons (1,000 kilos) ?
- Daily hours of labour { above ground ?
under ground ?

Analysis of Cost of producing One Ton.

Labour.	Salaries (Officials and Clerks).	Royalty.	Fuel and Lighting.	Supplies.	Taxes.	Insurance.	Interest.	Depreciation.	Grand Total.

(D.L.—54.)

United States Department of Labour, 1889.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 8.

PIG IRON.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Period of time covered by this return? _____
- 6a. Days of running time (in full time) for the last fiscal year? _____

7. Whole number of turns for period? }
- 8-hour _____
 - 9-hour _____
 - 10-hour _____
 - 11-hour _____
 - 12-hour _____

Kinds and Quantity produced.

Full Technical and Commercial Description.	Tons (1,000 Kilos).
1. _____	
2. _____	
3. _____	
4. _____	
5. _____	
6. _____	
7. _____	

10. Does this establishment operate—

—	Through Ownership?	Through Rental?
1. Coal mines - - -		
2. Ore mines - - -		
3. Limestone quarries - - -		
4. Coke ovens - - -		

Distances, Means, and Cost of Transportation between Blast Furnaces and Mines, Quarries, or Ovens from which Supplies are drawn.

—	11. Distances.	12. Means of Transportation.	13. Cost of Transportation of Product per Ton (1,000 Kilos.)
1. Coal mines -			
2. Ore mines -			
3. Limestone quarries } -			
4. Coke ovens -			

14. Distance from blast-furnace to place of free delivery of product? _____
15. Name of such point of free delivery? _____
16. Cost of transportation per ton (1,000 kilos) to point of free delivery? \$ _____
17. Name of shipping point to United States? _____
18. Cost of transportation per ton (1,000 kilos) from point of free delivery to such shipping point? \$ _____
19. Number of blast furnaces? _____
- 19a. Diameter of bosh (in England, boshes)? _____
- 19b. Height of furnace? _____
20. Output of furnaces per turn of 12 hours?
 - a. _____ furnaces, _____ tons (1,000 kilos) each.
 - b. _____ furnaces, _____ tons (1,000 kilos) each.
 - c. _____ furnaces, _____ tons (1,000 kilos) each.
 - d. _____ furnaces, _____ tons (1,000 kilos) each.
21. Number of blowing-engines per furnace? _____
22. Number of heating-stoves or ovens per furnace? _____
23. Average period of time furnaces are in blast without being re-lined? _____
24. Kinds of stoves or ovens in use? _____
25. Kinds of fuel used to run engines? _____ Cost for period? \$ _____
26. Kinds of fuel used to operate blast? _____ Cost for period? \$ _____

Materials charged into the Furnace during Period.

27. Kind of Ore.	28. Analysis of Ores (per Cent.).	29. Tons (1,000 Kilos) of Ore charged.	30. Whole Cost of Ore at Furnace.	31. Tons (1,000 Kilos) of Limestone charged.	32. Whole Cost of Limestone at Furnace.	33. Tons (1,000 Kilos) of Coke charged.	34. Whole Cost of Coke at Furnace.	35. Tons (1,000 Kilos) of Coal charged.	36. Whole Cost of Coal at Furnace.
{ Iron { Phosphorus { Sulphur { Silica { Water { Iron { Phosphorus { Sulphur { Silica { Water			\$		\$		\$		\$

Materials charged into the Furnace during Period—continued.

27. Kind of Ore.	28. Analysis of Ores (per Cent.).	29. Tons (1,000 Kilos) of Ore charged.	30. Whole Cost of Ore at Furnace.	31. Tons (1,000 Kilos) of Limestone charged.	32. Whole Cost of Limestone at Furnace.	33. Tons (1,000 Kilos) of Coke charged.	34. Whole Cost of Coke at Furnace.	35. Tons (1,000 Kilos) of Coal charged.	36. Whole Cost of Coal at Furnace.
			\$		\$		\$		\$
}	Iron								
	Phosphorus								
	Sulphur								
	Silica								
	Water								
}	Iron								
	Phosphorus								
	Sulphur								
	Silica								
	Water								
}	Iron								
	Phosphorus								
	Sulphur								
	Silica								
	Water								
}	Iron								
	Phosphorus								
	Sulphur								
	Silica								
	Water								

- 36a. Tons of scrap, cinder, &c. charged for period P _____
- 36b. Whole cost of same at furnace P _____ \$.
37. Whole cost of supplies in detail for blast furnace:
- a. _____ \$
- b. _____ \$
- c. _____ \$
- d. _____ \$
38. Cost of insurance (blast furnace) P _____ \$.
39. Cost of taxes (blast furnace) P _____ \$.
- 39a. Amount of interest for period P _____ \$.
- 39b. Amount of depreciation for period P _____ \$.
40. Average number of men employed per turn to each furnace P _____

Classification of Labour in Blast Furnace.

41. Occupation.	42. Number.	43. Sex.	Rate of Pay per Day, Week, or Piece.	Earnings per Week, Full Time.	Hours of Labour per Week.	41. Occupation.	42. Number.	43. Sex.	Rate of Pay per Day, Week, or Piece.	Earnings per Week, Full Time.	Hours of Labour per Week.
Superintendent			\$	\$		Locomotive engineers			\$	\$	
Foreman						Locomotive firemen					
Keepers						Locomotive brake-					
Helpers						men					
Moulders						Machinists					
Engineers						Carpenters					
Water-tenders						Blacksmiths					
Stockers						Watchmen					
Top fillers						Engineers, dinkey					
Cagemen						Brakemen, dinkey					
Fillers						Cinder tappers					
Stove men						Slagmen					
Hot-blast men						Iron handlers					
						Labourers					

46. Average number of workmen employed in blast furnace during period P _____
47. Total wages paid to workmen for period P _____ \$
48. Average number of officials, clerks, and other salaried persons employed in blast furnace during period P _____
49. Total wages paid to salaried officials, clerks, &c. for period P _____ \$
50. Grand total of all wages and salaries in blast furnace for period P _____ \$

Analysis of Cost of producing One Ton.

Jre.	Materials.				Labour.	Salaries (Officials and Clerks).	Royalty.	Fuel and Lighting.	Supplies.	Taxes.	In-surance.	Interest.	Deprecia-tion.	Grand Total.
	Scrap, &c.	Lime-stone.	Coke.	Coal.										

(D. L.—55.)

United States Department of Labour, 1889.

Special Agent.

COST OF PRODUCTION.—NEW SERIES, No. 9.

MUCK BAR-IRON.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Period of time covered by this return? _____
- 6a. Days of running time (in full time) for the last fiscal year? _____

7. Whole number of turns for period? }
- 8-hour _____
 - 9-hour _____
 - 10-hour _____
 - 11-hour _____
 - 12-hour _____

8. Number of puddling-furnaces? _____

9. _____

10. _____

11. Whole cost of mix for lining puddling-furnaces for period? \$ _____

12. Kind of fuel used to heat furnaces? _____

13. _____

14. Number of trains of muck-bar rolls? _____

15. _____

16. _____

17. _____

Description and Quantity of Muck Bar-Iron produced during Period.

18. Kind (Full Technical and Commercial Description).	19. Size.	20.	21. Tons (1,000 Kilos).
1. _____			
2. _____			
3. _____			
4. _____			

Description, Quantity, and Cost of Metals used during the Period.

22. Kind (Full Technical and Commercial Description).	23. Tons used during Period.	24. Whole Cost.	25. Proportion of each per Ton of Muck Bar Iron.
1. _____		\$ _____	
2. _____			
3. _____			
4. _____			
5. _____			
6. _____			
7. _____			
8. _____			
9. _____			
10. _____			
11. _____			
12. _____			

29a. Total number of tons of coal used for the period? _____

30. Whole cost of fuel used to heat puddling and heating furnaces and for all other purposes during period? \$ _____

31. _____

32. Cost of insurance during period? \$ _____

33. Cost of taxes during period? \$ _____

33a. Amount of interest for period? \$ _____

33b. Amount of depreciation for period? \$ _____

34. Whole cost of supplies in detail during period (not including sums already given in answer to inquiries 11 and 30):

- a. \$ _____
- b. \$ _____
- c. \$ _____
- d. \$ _____
- e. \$ _____
- f. \$ _____

35. Distance from establishment to place of free delivery of product? _____

36. Name of such point of free delivery? _____

37. Cost of transportation per ton (1,000 kilos) to such point of free delivery? \$ _____

38. Name of shipping point to United States? _____

39. Cost of transportation per ton (1,000 kilos) from point of free delivery to such shipping point? \$ _____

Classification of Labour.

40. Occupation.	41. Num-ber.	42. Sex.	Rate of Pay per Day, Week, or Piece.	Earnings per Week, Full Time.	Hours of Labour per Week.
Blacksmiths			\$ _____	\$ _____	
Blacksmiths' helpers					
Carpenters					
Engineers					
Firemen					
Finishers					
Heaters					
Heaters' helpers					
Inspectors					
Foremen of labourers					
Labourers					
Millwrights					
Puddlers					
Puddlers' helpers					
Filers					
Roughers					
Shearmen					
Shearmen's helpers					
Straighteners					
Watchmen					
Weighers					
Hookers-up (Muck)					
Hookers-up (Bar)					
Rollers (Muck)					
Rollers (Bar)					
Drag-outs					
Teamsters					
Roll turners					
Masons					
Machinists					
Others					

45. Average number of workmen employed for period? _____
 46. Total wages paid to workmen during period? \$ _____
 47. Average number of officials, clerks, and other salaried persons employed for period? _____

48. Total wages paid to salaried officials, clerks, &c. for period? \$ _____
 49. Grand total of all wages and salaries in puddling and rolling-mills for period? \$ _____
 50. Total value of scrap, cinder, &c. for period? \$ _____

Analysis of Cost of producing One Ton.

Materials (Net).	Labour.	Salaries (Officials and Clerks).	Fuel and Lighting.	Supplies.	Taxes.	Insurance.	Interest.	Depreciation.	Grand Total.

(D.L.—55.)

United States Department of Labour, 1889.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 10.

FINISHED BAR-IRON.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Period of time covered by this return? _____
- 6a. Days of running time (in full time) for the last fiscal year? _____
7. Whole number of turns for period?

8-hour	_____
9-hour	_____
10-hour	_____
11-hour	_____
12-hour	_____
8. Number of puddling-furnaces? _____
9. _____
10. _____
11. Whole cost of mix for lining puddling-furnaces for period? \$ _____
12. Kind of fuel used to heat furnaces? _____
13. _____
14. Number of trains of muck-bar rolls? _____
15. _____
16. Number of trains of finishing-bar rolls? _____
17. _____

Description, Quantity, and Cost of Metals used during the Period.

18. Kinds (full Technical and Commercial Description).	19. Tons used during Period.	20. Whole Cost.	21. Proportion of Each per Ton of Finished Bar-Iron
1. _____		\$ _____	
2. _____			
3. _____			
4. _____			
5. _____			

Description and Quantity of Finished Bar-Iron produced during Period.

22. Kind (full Technical and Commercial Description)?	23. Size.	24. Length.	25. Tons (1,000 Kilos).
1. _____			
2. _____			
3. _____			
4. _____			
5. _____			
6. _____			
7. _____			
8. _____			
9. _____			
10. _____			
11. _____			
12. _____			

26-29.

- 29a. Total number of tons of coal used for the period? _____
 30. Whole cost of fuel used to heat puddling and heating-furnaces and for all other purposes during period? \$ _____
 31. _____
 32. Cost of insurance during period? \$ _____
 33. Cost of taxes during period? \$ _____
 33a. Amount of interest for period? \$ _____
 33b. Amount of depreciation for period? \$ _____
 34. Whole cost of supplies in detail during period (not including sums already given in answer to inquiries 11 and 30):

- a. \$ _____
 b. \$ _____
 c. \$ _____
 d. \$ _____
 e. \$ _____
 f. \$ _____

35. Distance from establishment to place of free delivery of product? _____
 36. Name of such point of free delivery? _____
 37. Cost of transportation per ton (1,000 kilos) to such point of free delivery? \$ _____
 38. Name of shipping point to United States? _____
 39. Cost of transportation per ton (1,000 kilos) from point of free delivery to such shipping point? \$ _____

Classification of Labour.

40. Occupation.	41. Number.	42. Sex.	Rate of Pay per Day, Week, or Piece.	Earnings per Week, Full Time.	Hours of Labour per Week.	40. Occupation.	41. Number.	42. Sex.	Rate of Pay per Day, Week, or Piece.	Earnings per Week, Full Time.	Hours of Labour per Week.
Blacksmiths			\$	\$		Catchers (muck)			\$	\$	
Blacksmiths' helpers						Drag-outs (muck)					
Carpenters						Hookers-up (muck)					
Engineers						Heaters (bar)			•		
Firemen						Heaters' helpers (bar)			•		
Finishers						Rollers (bar)			•		
Stocker						Boughars (bar)			•		
Squeezermen						Catchers (bar)			•		
Watchman						Stick-ins (bar)			•		
Weighers						Hookers-up (bar)			•		
Inspectors						Straighteners (bar)			•		
Foremen of labourers						Teamsters					
Labourers						Roll turners					
Millwrights						Masons					
Puddlers						Machinists					
Puddlers' helpers						Others					
Rollers (muck)											

* For the bar mills *employés'* rate of pay per piece should be on base sizes only; specify in footnotes what the sizes are.

45. Average number of workmen employed for period? _____

46. Total wages paid to workmen during period? _____

47. Average number of officials, clerks, and other salaried persons employed for period? _____

48. Total wages paid to salaried officials, clerks, &c. for period? \$ _____

49. Grand total of all wages and salaries in puddling and rolling-mills for period? \$ _____

50. Total value of scrap, cinder, &c. for period? \$ _____

Analysis of Cost of producing One Ton.

Materials (Net).	Labour.	Salaries (Officials and Clerks).	Fuel and Lighting.	Supplies.	Taxes.	Insurance.	Interest.	Depreciation.	Grand Total.

(D.L.—56.)

United States Department of Labour, 1889.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 11.

STEEL INGOTS.

Inquiries.

- State? _____
- Locality? _____
- Name of establishment? _____
- Name of official to address? _____
- Title of official to address? _____
- Period of time covered by this return? _____
- Days of running time (in full time) for the last fiscal year? _____
- Whole number of turns for period?

8-hour	_____
9-hour	_____
10-hour	_____
11-hour	_____
12-hour	_____
- Process of making steel? _____

- Number of converters? _____
- Output of converters?
 - _____ converter _____ tons (1,000 kilos) each, per turn of _____ hours.
 - _____ converter _____ tons (1,000 kilos) each, per turn of _____ hours.
 - _____ converter _____ tons (1,000 kilos) each, per turn of _____ hours.

Description, Quantity, and Cost of Metals used during the Period.

11. Kinds (full Technical and Commercial Description).	12. Tons used during Period.	13. Whole Cost.	14. Proportion of each (Pounds or Kilos) per Ton (1,000 Kilos) of Steel.
1		\$	
2			
3			
4			
5			

15. Kind of fuel used for heating? _____
16. Cost of fuel for period? \$ _____
17. Tons (1,000 kilos) of steel produced during period? _____
18. _____
19. Whole cost of supplies in detail during period (not including sums already given in answer to inquiry 16):
 - a. \$ _____
 - b. \$ _____
 - c. \$ _____
 - d. \$ _____
20. Cost of insurance during period? \$ _____
21. Cost of taxes during period? \$ _____
- 21a. Amount of interest during period? \$ _____
- 21b. Amount of depreciation during period? \$ _____
22. Numbers of charges made into the converters per turn of _____ hours? _____
23. Distance from establishment to place of free delivery of product? _____
24. Name of such point of free delivery? _____
25. Cost of transportation per ton (1,000 kilos) to point of free delivery? \$ _____
26. Name of shipping point to United States? _____
27. Cost of transportation per ton (1,000 kilos) from place of free delivery to such shipping point? \$ _____

Classification of Labour.

28. Occupation.	29. Number.	30. Sex.	Rate of Pay per Day, Week, or Piece.	Earnings per Week, Full Time.	Hours of Labour per Week.
Heaters			\$		
Iron stackers					
Iron melters					
Iron melters' helpers					
First runner					
Second runners					
Scraper and recorder					
Ladle cleaner					
Weighers					
Iron pourers					
Manganese heaters					
Manganese heaters' helpers					
First vesselmen					

Classification of Labour—continued.

28. Occupation.	29. Number.	30. Sex.	Rate of Pay per Day, Week, or Piece.	Earnings per Week, Full Time.	Hours of Labour per Week.
Second vesselmen			\$	\$	
Gindermen					
Mould setters					
Mould swingers					
Ingot loaders					
Pit cleaners					
First ladlemen					
Second ladlemen					
Stopper maker					
Stopper makers' helpers.					
Stopper carriers					
Stopper setters					
Steel pourers					
Steel blowers					
Regulators					
Bottom builders					
Bottom builders' helpers.					
Agitator					
Test catcher					
Vessel repairers					
Mould repairers					
Mechanics					
Labourers					
Watchmen					
Others					

33. Average number of wage-workers employed for period? _____
34. Total wages paid wage-workers during period? \$ _____
35. Average number of officials, clerks, and other salaried employes for period? _____
36. Total wages paid such salaried officials, clerks, &c. for period? \$ _____
37. Grand total of all wages and salaries for period? \$ _____
38. Total value of scrap, cinder, &c., for period? \$ _____

Analysis of Cost of producing One Ton.

Materials (Net).	Labour.	Salaries (Officials and Clerks).	Royalty.	Fuel and Lighting.	Supplies.	Taxes.	Insurance.	Interest.	Depreciation.	Grand Total.

(D.L.—57.)

United States Department of Labour, 1889.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 12.

STEEL BLOOMS, BILLETS, BARS, RAILS, PLATES, RODS, WIRE, &c.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____

4. Name of official to address? _____
5. Title of official to address? _____
6. Period of time covered by this return? _____
- 6a. Days of running time (in full time) for the last fiscal year? _____
7. Whole number of turns for this period?
 - 8-hour _____
 - 9-hour _____
 - 10-hour _____
 - 11-hour _____
 - 12-hour _____
8. Process of making steel? _____
9. _____
10. Kind of fuel used for heating? _____
11. Cost of fuel for period? _____

(D.L.—112.)

Classification of Labour—continued.

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 13.

COAL.

Inquiries.

1. State ? _____
2. Locality (post office) ? _____
3. Name of establishment ? _____
4. Name of official to address ? _____
5. Title of official to address ? _____
6. Period of time covered by this return ? _____
7. Days of running time (in full time) for this period ? _____
8. Days of running time (in full time) for the last fiscal year ? _____
9. Kind of coal mined ? _____
10. Number of tons mined for this period ? _____
11. Perpendicular depth from surface to working level of mine ? _____
12. Distance from mine workings to surface of mine ? _____
13. Size of coal vein (thickness) ? _____
14. Size of screens ? _____
15. How are check-weighmen selected (if any) ? _____
16. Are coal-cutting machines used ? _____
17. Cutting capacity per machine per day ? _____
18. Average number of tons of coal mined by miner per week ? _____
19. Price paid to miner per ton (of _____ pounds to the ton) ? _____ \$
20. Does the miner pay out any part of this to help ? _____
21. If so, what proportion per ton ? _____
22. Do miners provide their own tools ? _____
23. Does the miner pay for tool sharpening ? _____
24. If so, how much does he pay per week ? _____ \$
25. Does the miner pay for oil ? _____
26. If so, how much does he pay per week ? _____ \$
27. Does the miner pay for powder ? _____
28. If so, how much does he pay per week ? _____ \$
29. Does the miner bear any other expenses, and what ? _____
30. If so, how much does he pay per week ? _____ \$
31. Is the miner allowed his rent free ? _____
32. If so, what would be a fair rental value per week ? _____ \$
33. Is there any allowance of coal to miner ? _____
34. If so, how much per week _____, and value of same ? _____ \$
35. Total amount of wages paid for period ? _____ \$
36. Total amount paid to salaried officials and clerks for period ? _____ \$
37. Grand total of all wages and salaries for period ? _____ \$
38. Total cost of timber used for period ? _____ \$
39. Total cost of fuel used for period ? _____ \$
40. Cost of other supplies in detail for period :

a. _____ \$	d. _____ \$
b. _____ \$	e. _____ \$
c. _____ \$	f. _____ \$
41. Amount paid for royalties for period ? _____ \$

To Government _____ \$
To owners of the soil _____ \$
42. Amount of taxes for period ? _____ \$
43. Amount of interest for period ? _____ \$
44. Amount of depreciation for period ? _____ \$
45. Cost of transportation per ton (of _____ pounds) to point of free delivery ? _____ \$

Classification of Labour

Occupation.	46. Number.	47. Sex.	48. Rate of Pay per Day, Week, or Piece.	49. Earnings per Week, Full Time.	50. Hours of Labour per Week.
Mine boss (overman)					
" " "					
Assistant (deputy) overman					
" " "					

Occupation.	46. Number.	47. Sex.	48. Rate of Pay per Day, Week, or Piece.	49. Earnings per Week, Full Time.	50. Hours of Labour per Week.
Miners					
" "					
Miners' helpers					
" "					
Heading cutters					
" "					
Coal-cutting machine operators					
Stonemen					
" "					
Labourers (inside)					
" "					
Slate pickers					
" "					
Drivers					
" "					
Door boys					
" "					
Trappers					
" "					
Dumpers					
" "					
Greasers (or oilers)					
" "					
Trimmers					
" "					
Track layers					
" "					
Mine pumpers					
" "					
Switch keepers					
" "					
Lamp keepers					
" "					
Stable keepers					
" "					
Screeners					
" "					
Loaders					
" "					
Dockers					
" "					
Weightmen					
" "					
Inspectors					
" "					
Timber men					
" "					
Enginemen (locomotive)					
" "					
" "					
" "					
" (winding)					
" (pumping)					
" (hauling)					
" (fan)					
Firemen					
" "					

Classification of Labour—continued.

Classification of Labour—continued.

Occupation.	46. Number.	47. Sex.	48. Rate of Pay per Day, Week, or Piece.	49. Earnings per Week, Full Time.	50. Hours of Labour per Week.	Occupation.	46. Number.	47. Sex.	48. Rate of Pay per Day, Week, or Piece.	49. Earnings per Week, Full Time.	50. Hours of Labour per Week.
Firemen						Blacksmiths					
"						Blacksmiths' helpers					
Cagemen						Carpenters					
"						"					
Incline brakemen						Masons					
"						"					
Banks men						Masons' helpers					
"						"					
Furnace men						Pick carriers					
"						"					
Slack haulers						Bank-head men					
"						"					
Plate layers						Bank-bottom men					
"						"					
Machinists						Labourers (outside)					
"						Others					

Analysis of Cost of producing One Ton.

Miners.	Miners' Helpers.	Other Labour.	Total Labour.	Salaries (Officials and Clerks).	Supplies.		Royalty.	Coal for Engines and Flues.	Taxes.	Interest.	Depreciation.	Grand Total.
					Timber.	Other Supplies.						

(D.L. 113.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 14.

COKE.

Inquiries.

1. State ? _____
2. Locality (post office) ? _____
3. Name of establishment ? _____
4. Name of official to address ? _____
5. Title of official to address ? _____
6. Period of time covered by this return ? _____
7. Days of running time (in full time) for this period ? _____
8. Days of running time (in full time) for the last fiscal year ? _____

9. Tons of coke produced for this period ? _____
10. Pounds to the ton ? _____
11. Total amount of wages paid for this period ? _____ \$
12. Total amount paid to salaried officials and clerks for this period ? _____ \$
13. Grand total of all wages and salaries for this period ? _____ \$
14. Tons of coal used in making product of period ? _____
15. Total cost of coal (not including coal used as fuel), delivered at the ovens, for making product of period ? _____ \$
16. Kind of fuel used ? _____
17. Cost of fuel used for this period ? _____ \$
18. Cost of other supplies in detail for the period :

a. _____ \$	d. _____ \$
b. _____ \$	e. _____ \$
c. _____ \$	f. _____ \$
19. Amount of taxes for period ? _____ \$
20. Amount of interest for period ? _____ \$
21. Amount of depreciation for period ? _____ \$
22. Cost of transportation per ton of _____ pounds to point of free delivery ? _____ \$

Classification of Labour.

Occupation.	23. Number.	24. Sex.	25. Rate of Pay per Day, Week, or Piece.	26. Earnings per Week, Full Time.	27. Hours of Labour per Week.
Foremen (overmen) -					
" " -					
" " -					
Assistant foremen (deputy overmen).					
" " -					
" " -					
Chargers -					
" -					
" -					
Drawers -					
" -					
" -					
" -					
Forkers -					
" -					
" -					

Classification of Labour—continued.

Occupation.	23. Number.	24. Sex.	25. Rate of Pay per Day, Week, or Piece.	26. Earnings per Week, Full Time.	27. Hours of Labour per Week.
Forkers -					
Levellers -					
" -					
" -					
Weighers -					
" -					
Loaders -					
" -					
" -					
Masons -					
Carpenters -					
Labourers -					
Others -					

Analysis of Cost of producing One Ton.

Labour.	Salaries (Officials and Clerks).	Coal (for Coking).	Fuel and Lighting.	Supplies.	Taxes.	Interest.	Depreciation.	Total.

Inquiry Numbers.

1	26
2	27
3	28
4	29
5	30
6	31
7	32
8	33
9	34
10	35
11	36
12	37
13	38
14	39
15	40
16	41
17	42
18	43
19	44
20	45
21	46
22	47
23	48
24	49
25	50

(D.L.—114.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 15.

APPLICATION FOR LACKING DATA IN _____

To _____

This sheet is designed to obtain information now lacking on the schedules sent in. Against each inquiry number is placed the answer found on the schedule. As answers are wanted to every inquiry you are desired to visit the establishment at once and obtain the lacking data. Also ample and lucid explanations are wanted of whatever is noted below as doubtful or obscure. This application is generally made to the agent nearest to the establishment, whether he filled the original schedule or not. When the space against the inquiries is insufficient for proper answer put the replies on the succeeding pages. All explanations, &c. should also be written within, and not embodied in a separate letter.

CARROLL D. WRIGHT,
Commissioner.

(D.L. 115.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 16.

WINDOW GLASS.

[One ultimate object of this schedule is to arrive at the cost of producing certain sizes of window glass, and it is prepared on the following plan: All labour, materials, and other items of expenditure for the establishment (except those labour and material items which vary with the size of the glass—as blowing, flattening, gathering, cutting, packing, and packing boxes), are to be charged to the cost of producing glass melted in the pots; when the cost of the actual weight of glass in a box of any particular size is thus determined we may add to it the cost of these omitted items for that size and have the cost of a box of the finished product. In this way, though a hundred different units are made at once, we may obtain the cost of each. Of course, inquiries 31 and 32 refer to *all* workmen except those covered by 47 to 51.

In determining the answer to inquiry 42, inquiries 35 and 38 should not be considered, as they are not an essential part of the cost of production.

Give precedence to obtaining the facts for the sizes mentioned under inquiry 43.

As a general thing window glass should average about 55 pounds per box of 50 square feet for single strength, and 80 pounds for double strength, free of package, but to provide for possible variations from these weights inquiry 44 is inserted.]

Inquiries.

1. State ? _____
2. Locality (post office) ? _____
3. Name of establishment ? _____
4. Name of official to address ? _____
5. Title of official to address ? _____
6. Period of time covered by this return ? _____
7. Days of running time (in full time) for this period ? _____
8. Days of running time (in full time) for the last fiscal year ? _____
9. _____
10. Number of melting furnaces in operation during period ? _____
11. Total number of pots in furnaces ? _____
12. Number of tanks in operation during period ? _____
13. Total capacity of tanks (pounds) ? _____
14. Number of blowing furnaces in operation ? _____
15. Whole number of blowings made during period ? _____
16. Length of time for a blowing (hours) ? _____
17. Number of flattening ovens in operation ? _____
18. Number of pot arches ? _____
19. Number of sand ovens ? _____
20. Kind of fuel used in melting furnaces ? _____
21. Kind of fuel used in flattening ovens ? _____
22. Kind of fuel used in blowing furnaces ? _____

Materials charged into the Furnaces during Period.

23. Description.	24. Quantity.	25. Cost Delivered at Factory.
Sand		\$
Soda ash		
Salt cake		
Lime		
Salt		
Glass*		

* This refers to old glass or cullet purchased from outside sources, and not to that which accumulates in the establishment. No account is to be taken of the latter, as it is held to be a permanent quantity, constantly being remelted.

Fuel used during Period.

26. Kind.	27. Quantity.	28. Cost Delivered at Factory.
Coal		\$
Coke		
Gas		
Oil		
Wood		

All other Materials and Supplies except Packing Boxes used during Period.

29. Description.	30. Cost delivered at Factory.
Pots	\$
Fire clay	
Materials for repairs and rebuilding of furnaces	
Materials for repairs to buildings	
Straw and other packing material	

31. Total wages paid workmen to produce the glass, melted in the pots, during period. (This includes all workmen except those covered by inquires 48 to 52) ? _____ \$ _____
32. Average number of such workmen employed for period ? _____
33. Total salaries paid salaried officials and clerks during period ? _____ \$ _____
34. Number of such salaried officials and clerks ? _____
35. Cost of insurance during period ? _____ \$ _____
36. Cost of taxes during period ? _____ \$ _____
37. Amount of interest for period ? _____ \$ _____
38. Amount of depreciation for period ? _____ \$ _____
39. _____
40. _____
41. Total weight of this product (pounds) ? _____
42. Cost of this product, melted in the pots, for period per pound ? _____ \$ _____

Cost for certain Sizes of Quality "A" for Period from the Melting Pot to the delivery of the finished Product in Boxes of 50 square feet.

[Single strength and double strength are indicated by s. s. and d. s.]

43. Sizes.	44. Pounds of finished Glass per Box.	45. Cost per Box for Glass in Pots.	46. Cost per Box for Packing Boxes.	LABOUR COST PER BOX FOR—					52. Total Cost per Box.
				47. Blowing.	48. Flattening.	49. Gathering.	50. Cutting.	51. Packing.	
8 x 10, s. s.		\$	\$	\$	\$	\$	\$	\$	
10 x 15, s. s.									
12 x 18, s. s.									
16 x 24, s. s.									
24 x 30, s. s.									
24 x 36, s. s.									
26 x 40, s. s.									
28 x 44, s. s.									
32 x 40, s. s.									
12 x 18, d. s.									
16 x 24, d. s.									
24 x 36, d. s.									
30 x 41, d. s.									
36 x 51, d. s.									
39 x 60, d. s.									
40 x 66, d. s.									
40 x 70, d. s.									

Number of Boxes of 50 square feet produced during the Period.

[The distribution of the various sizes into what are technically termed "brackets" is supposed to be common.]

Description.	53. BRACKETS.										Total.
	6 x 8 to 8 x 10.	8 x 11 to 10 x 15.	10 x 16 to 12 x 18.	12 x 19 to 16 x 24.	16 x 25 to 24 x 30.	24 x 31 to 24 x 36.	24 x 37 to 26 x 40.	26 x 41 to 28 x 44.	28 x 45 to 32 x 49.	All Above.	
Single strength											

Description.	6 x 8 to 12 x 18.	12 x 19 to 16 x 24.	16 x 25 to 24 x 36.	24 x 37 to 30 x 41.	30 x 42 to 36 x 51.	36 x 52 to 39 x 60.	40 x 60 to 40 x 65.	40 x 66 to 40 x 70.	All Above.	Total.
	Double strength									

54. Average number of workmen employed in the immediately preceding operations (47 to 5) beginning with blowing for period?

55. Total wages paid such workmen during period?

56. Average number of turn men per turn employed during period?

57. Distance from works to place of free delivery of product?

58. Name of such place of free delivery?

59. Cost of transportation per box of 50 square feet to such place of free delivery? \$

60. Name of shipping point to United States?

61. Cost of transportation per box (50 square feet) from place of free delivery to such shipping point? \$

approximate statement of their average earnings per week during the period.]

Occupation.	62. Number.	63. Sex.	64. Rate of Pay per Day, Week, or Piece.	65. Earnings per Week, Full Time.	66. Hours of Labour per Week.
Foremen			\$	\$	
Foremen, assistant					
Blowers (single strength)					
Blowers (double strength)					
Blowers' helpers					
Gatherers (single strength)					
Gatherers (double strength)					
Flatteners					

Classification of Labour.

[Omit nothing relating to the piece-workers for lack of space. If they work at several different rates use an extra sheet, and give these rates with the amount earned on full time in a week at each rate; also an

Classification of Labour—continued.

Occupation.	63. Number.	63. Sex.	64. Rate of Pay per Day, Week, or Piece.	65. Earnings per Week, Full Time.	66. Hours of Labour per Wages.
Cutters			\$	\$	
Master teasers					
Teasers					
Mixers					
Batch wheelers					
Sand burners					
Layers-in					
Layers-on					
Takers-off					
Dippers					
Pot makers					
Pot shell pickers					
Clay trampers					
Clay grinders					
Roller boys					
Roller carriers					
Box makers					
Packers					
Fillers-in					
Leersmen					
Coal wheelers					
Blacksmiths					
Blacksmiths' helpers					
Engineers					
Teamsters					
Watchmen					
Labourers					
Others					

11. Total number of pots in furnaces? _____
12. Number of tanks in operation during period? _____
13. Total capacity of tanks (pounds)? _____
14. Number of tempering ovens? _____
15. Number of tempering leers? _____
16. Number of pot arches? _____
17. Number of sand ovens? _____
18. Kind of fuel used in melting furnaces? _____
19. Kind of fuel used in tempering ovens or leers? _____
20. Do blowers work on stem or clean pipe? _____

Materials charged into the Furnaces during Period.

21. Description.	22. Quantity.	23. Cost Delivered at Factory.
Sand		\$
Soda-ash		
Lime		
Glass*		

* This refers to old glass or cullet purchased from outside sources, and not to that which accumulates in the establishment. No account is to be taken of the latter, as it is held to be a permanent quantity, constantly being re-melted.

Fuel used during Period.

24. Kind.	25. Quantity.	26. Cost Delivered at Factory.
Coal		\$
Coke		
Gas		
Oil		
Wood		

All other Materials and Supplies used during Period, except Boxes for packing the finished Product.

27. Description.	28. Cost Delivered at Factory.
Pots	\$
Fire clay	
Materials for repairs and rebuilding of furnaces	
Materials for repairs to buildings	
Straw and other packing material	

(D.L.—122.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 17.

GREEN GLASS BOTTLES.

[This Schedule is prepared on the same plan as that for window glass (New Series, No. 16), which see for explanation.]

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Period of time covered by this return? _____
7. Days of running time (in full time) for this period? _____
8. Days of running time (in full time) for the last fiscal year? _____
9. Whole number of _____ hour turns in blowing for period? _____
10. Number of furnaces in operation during this period? _____

29. Total wages paid workmen to produce the glass, melted in the pots, during period. (This includes wages of all workmen except blowers)? _____ \$ _____
30. Average number of such workmen employed for period? _____
31. Total salaries paid salaried officials and clerks during period? _____ \$ _____
32. Number of such salaried officials and clerks? _____
33. Cost of insurance for period? _____ \$ _____
34. Cost of taxes for period? _____ \$ _____
35. Amount of interest for period? _____ \$ _____
36. Amount of depreciation for period? _____ \$ _____
37. Pounds of product made during period? _____
38. Cost of this product, melted in the pots, for period per pound? _____ \$ _____

Cost for certain Kinds for Period from the Melting Pot to the Delivery of the finished Product.

39. Kinds of Bottles.	40. Gross produced.	41. Pounds of Glass per gross.	42. Cost per gross for Glass in Pots.	43. Cost per Box for packing Boxes.	44. Labour cost per gross for blowing.	45. Total cost per gross.
Quart export beer bottles, weighing 24 ounces each			\$	\$	\$	\$
Pint export beer bottles, weighing 14 ounces each						
Quart champagne beer bottles						
Pint champagne beer bottles						
Hook wine bottles—5 to gallon						
Hook wine bottles—6 to gallon						
Schnapps or sarsaparilla bottles—quarts						
Schnapps or sarsaparilla bottles—6 to gallon						
Half-pint soda or mineral water bottles, weighing 14 ounces each						
Quart apollinaris bottles						
Full quart brandy bottles, weighing 28 ounces each						
Half-gallon standard fruit jars						
Quart standard fruit jars						

46. Average number of turn men per turn (blowers) employed during period ?
 47. Total wages paid blowers during period ? \$
 48. Distance from works to place of free delivery of product ?
 49. Name of such place of free delivery ?
 50. Cost of transportation per gross to such place of free delivery ? \$
 51. Name of shipping point to United States ?
 52. Cost of transportation per gross from place of free delivery to such shipping point ? \$

(D.L.—123.)

United States Department of Labour, 1890.

Special Agent.

Classification of Labour.

[Omit nothing relating to the piece workers for lack of space. If they work at several different rates use an extra sheet, and give these rates with the amount earned on full time in a week at each rate; also an approximate statement of their average earnings per week during the period.]

Occupation.	53. Number.	54. Sex.	55. Rate of Pay per Day, Week, or Piece.	56. Earnings per Week, Full Time.	57. Hours of Labour per Week.
Blowers			\$	\$	
Teasers					
Mixers					
Teamsters					
Master teasers					
Packers					
Blacksmiths					
Engineers					
Filters					
Sand burners					
Pot makers					
Assistant pot makers					
Carpenters					
Gathering boys					
Carrying-in boys					
Mould boys					
Stick-up boys					
Ware boys					
Labourers					
Others					

COST OF PRODUCTION—NEW SERIES, No. 18.

FLINT GLASS BOTTLES.

[This schedule is prepared on the same plan as that for window glass (New Series, No. 16), which see for explanation.]

Inquiries.

1. State ?
2. Locality (post office) ?
3. Name of establishment ?
4. Name of official to address ?
5. Title of official to address ?
6. Period of time covered by this return ?
7. Days of running time (in full time) for this period ?
8. Days of running time (in full time) for the last fiscal year ?
9. Whole number of _____-hour turns in blowing for period ?
10. Number of furnaces in operation during this period ?
11. Total number of pots in furnaces ?
12. Number of tanks in operation during period ?
13. Total capacity of tanks (pounds) ?
14. Number of tempering ovens ?
15. Number of tempering leers ?
16. Number of finishing ovens or glory holes ?
17. Number of pot arches ?
18. Kind of fuel used in melting furnaces ?
19. Kind of fuel used in tempering ovens or leers ?
20. Kind of fuel used in finishing ovens or glory holes ?
21. Do blowers work on stem or clean pipe ?

Materials charged into the Furnaces during Period.

22. Description.	23. Quantity.	24. Cost Delivered at Factory.
Sand		\$
Soda ash		
Lime		
Glass*		

* This refers to old glass or cullet purchased from outside sources, and not to that which accumulates in the establishment. No account is to be taken of the latter, as it is held to be a permanent quantity, constantly being re-melted.

Fuel used during Period.

25. Kind.	26. Quantity.	27. Cost Delivered at Factory.
Coal		\$
Coke		
Gas		
Oil		
Wood		

All other Materials and Supplies used during Period, except Boxes for packing the finished Product.

28. Description.	29. Cost Delivered at Factory.
Pots	\$
Fire-clay	
Materials for repairs and rebuilding of furnaces	
Materials for repairs to buildings	
Straw and other packing material	

- 30. Total wages paid workmen to produce the glass, melted in the pots, during period. (This includes wages of all workmen except blowers) ? \$
- 31. Average number of such workmen employed for period ?
- 32. Total salaries paid salaried officials and clerks during period ? \$
- 33. Number of such salaried officials and clerks ?
- 34. Cost of insurance for period ? \$
- 35. Cost of taxes for period ? \$
- 36. Amount of interest for period ? \$
- 37. Amount of depreciation for period ? \$
- 38. Pounds of product made during period ?
- 39. Cost of this product, melted in the pots, for period per Pound ? \$

Cost for certain Kinds for Period from the Melting Pot to the delivery of the finished Product.

40. Kinds of Bottles.	41. Gross produced.	42. Pounds of Glass per Gross.	43. Cost per Gross for Glass in Pots.	44. Cost per Box for Packing Boxes.	45. Labour Cost per Gross for Blowing.	46. Total Cost per Gross.
4-oz. prescription bottles—French squares			\$	\$	\$	\$
6-oz. prescription bottles—French squares						
8-oz. prescription bottles—French squares						
10-oz. prescription bottles—French squares						
12-oz. prescription bottles—French squares						
16-oz. prescription bottles—French squares						
32-oz. prescription bottles—French squares						
Druggists' pint packing bottles						
Druggists' quart packing bottles						
Druggists' half-gallon packing bottles						
Half-pint flasks						
Pint flasks						
Quart flasks						
Brandy bottles—5 to gallon						
Pint champagne beer bottles						
Quart champagne beer bottles						

- 47. Average number of turn men per turn (blowers employed during period) ?
- 48. Total wages paid blowers during period ? \$
- 49. Distance from works to place of free delivery of product ?
- 50. Name of such place of free delivery ?
- 51. Cost of transportation per gross to such place of free delivery ? \$
- 52. Name of shipping point to United States ?
- 53. Cost of transportation per gross from place of free delivery to such shipping point ? \$

approximate statement of their average earnings per week during the period.]

Occupation.	54. Number.	55. Sex.	56. Rate of Pay per Day, Week, or Piece.	57. Earnings per Week, Full Time.	58. Hours of Labour per Week.
Blowers				\$	\$
Teasers					
Mixers					
Teamsters					
Packers					
Blacksmiths					
Engineers					
Boys					
Laborers					
Pot makers					

Classification of Labour.

[Omit nothing relating to the piece workers for lack of space. If they work at several different rates use an extra sheet, and give these rates with the amount earned on full time in a week at each rate; also an

(D.L.—124.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 19.

POLISHED PLATE GLASS.

[The plan used in the window glass schedule is not applied to this, as the unit here is simply 100 square feet of polished plate glass.]

Inquiries.

1. State ? _____
2. Locality (post office) ? _____
3. Name of establishment ? _____
4. Name of official to address ? _____
5. Title of official to address ? _____
6. Period of time covered by this return ? _____
7. Days of running time (in full time) for this period ? _____
8. Days of running time (in full time) for the last fiscal year ? _____
9. Whole number of _____-hour turns for period ? _____
10. Number of furnaces at this establishment ? _____
11. Number of furnaces in operation during this period ? _____
12. Total number of pots in furnaces ? _____
13. Number of kilns or tempering ovens ? _____
14. Total horse-power of engines ? _____
15. Kind of fuel used in melting furnaces ? _____
16. Kind of fuel used in tempering ovens ? _____
17. Kind of fuel used for making steam ? _____
18. Number of grinding and polishing machines ? _____

Materials charged into the Furnaces during Period.

19. Description.	20. Quantity.	21. Cost Delivered at Factory.
Sand		\$
Soda ash		
Salt cake		
Lime		
Salt		
Glass*		

* This refers to old glass or cullet purchased from outside sources, and not to that which accumulates in the establishment. No account is to be taken of the latter, as it is held to be a permanent quantity, constantly being re-melted.

Fuel used during Period.

22. Kind.	23. Quantity.	24. Cost Delivered at Factory.
Coal		\$
Coke		
Gas		
Oil		
Wood		

All other Materials and Supplies used during Period.

25. Description.	26. Cost Delivered at Factory.
Pots	\$
Fire-clay	
Materials for grinding and polishing	
Materials for repairs of machinery and furnaces	
Materials for repairs to buildings	
Boxes, straw, and other material for packing the product	

27. Total wages paid all workmen during period ? \$ _____
28. Average number of such workmen employed for period ? _____
29. Average number of turn men per turn employed during period ? _____
30. Total salaries paid salaried officials and clerks during period ? \$ _____

31. Number of such salaried officials and clerks ? _____
32. Cost of insurance for period ? \$ _____
33. Cost of taxes for period ? \$ _____
34. Amount of interest for period ? \$ _____
35. Amount of depreciation for period ? \$ _____
36. Square feet of polished plate glass produced during period ? _____
37. Cost per 100 square feet ? \$ _____
38. Distance from furnace to place of free delivery of product ? _____
39. Name of such point of free delivery ? _____
40. Cost of transportation per 100 square feet to such point of free delivery ? \$ _____
41. Name of shipping point to United States ? _____
42. Cost of transportation per 100 square feet from place of free delivery to such shipping point ? \$ _____
- 42a. Square feet of rough cast plate produced during period ? _____
- 42b. Value of rough cast plate produced during period ? _____

Classification of Labour.

[Omit nothing relating to the piece workers for lack of space. If they work at several different rates use an extra sheet, and give these rates with the amount earned on full time in a week at each rate; also an approximate statement of their average earnings per week during the period.]

Occupation.	43. Number.	44. Sex.	45. Rate of Pay per Day, Week, or Piece.	46. Earnings per Week, Full Time.	47. Hours of Labour per Week.
Founders or master } teasers			\$	\$	
Teasers					
Mixers					
Pot makers					
Pot makers' helpers					
Pot fillers					
Teamsters					
Casters					
Kiln dressers					
Cutters					
Carriers					
Footage recorders					
Casting hall foremen					
Grinding foremen					
Grinding layers					
Sand wheelers					
Canal men					
Shop cleaners					
Matchers					
Foremen examiners					
Examiners					
Rubbers					
Foremen polishers					
Polish layers					
Shop wheelers					
Bench boys					
Warehouse foreman					
Packers					
Box makers					
Chief engineers					
Assistant chief en- gineers					
Engineers					
Machinists					
Blacksmiths					
Blacksmiths' helpers					
Labour foreman					
Labourers					
Watchmen					
Timekeepers					

(D.L.—128.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 20.

SILK GOODS.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Year when this unit was manufactured? _____
7. Days of running time (in full time) for the last fiscal year? _____

Description of One Yard of the Goods (the Unit).

8. Commercial name? _____
9. Width in inches? _____
10. Number of picks per inch—organzine? _____
11. Number of picks per inch—tram? _____
12. Number of ply—organzine? _____
13. Number of ply—tram? _____
14. Weight of organzine? _____
15. Weight of tram? _____
16. Weight of sizing? _____
17. Number of yards to the pound? _____

Analysis of Cost of Production of One Yard.

18. Cost of winding (hard silk)? \$ _____
19. Cost of spinning? \$ _____
20. Cost of dyeing? \$ _____
21. Cost of winding (soft silk)? \$ _____
22. Cost of warping and beaming? \$ _____
23. Cost of quilling? \$ _____
24. Cost of weaving (actual weavers)? \$ _____
25. Cost of weaving (others in weaving department)? \$ _____
26. Cost of finishing and packing? \$ _____
27. Cost of other labour? \$ _____
28. Total labour cost (18 to 27)? \$ _____
29. Cost of salaries (officials and clerks)? \$ _____
30. Cost of raw silk? \$ _____
31. Cost of organzine and tram? \$ _____
32. Cost of materials for sizing and dyeing? \$ _____
33. Cost of oil? \$ _____
34. Cost of mill supplies? \$ _____
 - a. \$ _____
 - b. \$ _____
 - c. \$ _____
35. Cost of fuel and lighting? \$ _____
36. Cost of insurance? \$ _____
37. Cost of taxes? \$ _____
38. Cost of interest? \$ _____
39. Cost of depreciation? \$ _____
40. Grand total cost of the unit (28 to 39)? \$ _____

Various Inquiries.

41. Kind of silk used in the organzine? _____
42. Cost of same per ounce at the factory? \$ _____
43. Kind of silk used in the tram? _____
44. Cost of same per ounce at the factory? \$ _____
45. Are hand or power looms used in weaving this unit? _____
46. Production per loom per week in weaving this unit? _____
47. Speed of looms—picks per minute in weaving this unit? _____
48. Number of looms run by weaver in weaving this unit? _____
49. Piece-price per yard paid to weaver for weaving this unit? \$ _____
50. Transportation cost per 100 lbs. to point of free delivery? \$ _____

Classification of Labour.

Occupation.	51. Number.	52. Sex.	53. Rate of Pay per Day, Week, or Piece.	54. Earnings per Week, Full Time.	55. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Winders (hard silk)					
Winders (soft silk)					
Spinners					
"					
"					
"					
Doublers (hard silk)					
Doublers (soft silk)					
Reelers					
Dyers					
Driers (or finishers)					
Labourers (dye house)					
Quillers					
Warpers					
Beamers					
Drawers-in					
Weavers (hand loom)					
"					
"					
"					
Weavers (power loom)					
Loom fixers					
Pickers					
Inspectors					
Finishers					
Engineers					
Firemen					
Carpenters					
Machinists					
Masons					
Watchmen					
Porters					
Labourers					
Others					

(D.L.—129.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 21.

SEWING SILK AND TWIST.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Year when this product was manufactured? _____
7. Days of running time (in full time) for the last fiscal year? _____

Description of the Unit.

SEWING SILK.

8. Full Technical and Commercial Description.	9. Yards in the Ounce.

MACHINE TWIST.

8. Full Technical and Commercial Description.	9. Yards in the Ounce.

Analysis of Cost of Production of One Pound.

- 10. Cost of winding (hard silk) P \$ _____
- 11. Cost of winding (soft silk) P \$ _____
- 12. Cost of spinning P \$ _____
- 13. Cost of dyeing P \$ _____
- 14. Cost of other labour P \$ _____
- 15. Total labour cost (10 to 14) P _____
- 16. Cost of salaries (officials and clerks) \$ _____
- 17. Cost of raw silk P \$ _____
- 18. Cost of materials for sizing and dyeing P \$ _____
- 19. Cost of oil P \$ _____
- 20. Cost of mill supplies P _____
 - a. \$ _____
 - b. \$ _____
 - c. \$ _____
 - d. \$ _____
 - e. \$ _____
- 21. Cost of fuel and lighting P \$ _____
- 22. Cost of insurance P \$ _____
- 23. Cost of taxes P \$ _____
- 24. Cost of interest P \$ _____
- 25. Cost of depreciation P \$ _____
- 26. Grand total cost of the unit (15 to 25) P \$ _____

Various Inquiries.

- 27. Kind of silk used in the manufacture of this sewing silk ? _____
- 28. Cost of same per pound at the factory P \$ _____
- 29. Kind of silk used in the manufacture of this machine twist ? _____
- 30. Cost of same per pound at the factory P \$ _____
- 31. Transportation cost per 100 pounds to point of free delivery P \$ _____

Classification of Labour.

Occupation.	32. Number.	33. Sex.	34. Rate of Pay per Day, Week, or Piece.	35. Earnings per Week, Full Time.	36. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Winders (hard silk)					
Doublers (hard silk)					
Spinners					
Reelers					
Stretchers					
Dyers					
Driers					
Winders (soft silk)					
Doublers (soft silk)					
Skeinners					
Enginemen					
Firemen					
Carpenters					
Machinists					
Masons					
Watchmen					
Porters					
Sweepers					
Labourers					
Others					

(D.L.—130.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 22.

JUTE GOODS.

Inquiries.

- 1. State P _____
- 2. Locality (post office) P _____
- 3. Name of establishment P _____
- 4. Name of official to address P _____
- 5. Title of official to address P _____
- 6. Year when this product was manufactured P _____
- 7. Days of running time (in full time) for the last fiscal year P _____

Description of One Yard of the Goods (the Unit).

8. Full Technical and Commercial Description.	9. Picks to the Inch.		10. Number of Yarn.		13. Yards to the Pound.
	9. Warp.	10. Weft.	11. Warp.	12. Weft.	

Analysis of Cost of Production of One Yard.

- 14. Cost of preparing (includes batching, carding drawing, roving) P \$ _____
- 15. Cost of spinning warp P \$ _____
- 16. Cost of spinning weft P \$ _____
- 17. Cost of reeling, winding, twisting, warping, drawing-in P \$ _____
- 18. Cost of dressing and beaming P \$ _____
- 19. Cost of weaving (actual weavers) P \$ _____
- 20. Cost of weaving (others in weaving department) P \$ _____
- 21. Cost of finishing and packing P \$ _____
- 22. Cost of miscellaneous labour P \$ _____
- 23. Total labour cost (14 to 22) P \$ _____
- 24. Cost of salaries (officials and clerks) P \$ _____
- 25. Cost of jute P \$ _____
- 26. Cost of warp yarn (if bought) P \$ _____
- 27. Cost of weft yarn (if bought) P \$ _____
- 28. Cost of oil P \$ _____
- 29. Cost of mill supplies P _____
 - a. \$ _____
 - b. \$ _____
 - c. \$ _____
 - d. \$ _____
- 30. Cost of fuel and lighting P \$ _____
- 31. Cost of insurance P \$ _____
- 32. Cost of taxes P \$ _____
- 33. Cost of interest P \$ _____
- 34. Cost of depreciation P \$ _____
- 35. Grand total cost of the unit (23 to 34) P \$ _____

Various Inquiries.

- 36. Speed of looms—picks per minute P \$ _____
- 37. Number of looms run by weaver in weaving this unit P \$ _____
- 38. Piece price per out for weaving this unit P \$ _____
- 39. Length of cut in yards P \$ _____
- 40. Production per loom per week in weaving this unit P \$ _____
- 41. Transportation cost per 100 pounds to point of free delivery P \$ _____

Classification of Labour.

BATCHING, CARDING, DRAWING, AND ROVING.

Occupation.	42. Number.	43. Sex.	44. Rate of Pay per Day, Week, or Piece.	45. Earnings per Week, Full Time.	46. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Selectors					
Handlers (jute)					
Batchers					
Weigher					
Card grinder					
Card stripper					
Card minder					
Drawers					
Doffers					
Rovers					
Sweepers					
Labourers					
Others					

SPINNING.

Occupation.	42. Number.	43. Sex.	44. Rate of Pay per Day, Week, or Piece.	45. Earnings per Week, Full Time.	46. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Oilers					
Spinners					
Pickers					
Bobbin boys					
Shifters					
Labourers					
Others					

REELING, WINDING, TWISTING, WARPING, DRESSING, AND DRAWING-IN.

Occupation.	42. Number.	43. Sex.	44. Rate of Pay per Day, Week, or Piece.	45. Earnings per Week, Full Time.	46. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Bundlers					
Reelers					
Winders					
Twisters					
Warpers					
Slasher tenders					
Slasher tenders' helpers					
Drawers-in					
Labourers					
Others					

Classification of Labour—continued.

WEAVING.

Occupation.	42. Number.	43. Sex.	44. Rate of Pay per Day, Week, or Piece.	45. Earnings per Week, Full Time.	46. Hours of Labour per Week.
Overseers			\$	\$	
Tenters					
Undertenters					
Weavers (1 loom)					
Weavers (2 looms)					
Pickers					
Loom fixers					
Inspectors (or drawers)					
Labourers					
Others					

FINISHING AND PACKING.

Occupation.	42. Number.	43. Sex.	44. Rate of Pay per Day, Week, or Piece.	45. Earnings per Week, Full Time.	46. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Croppers					
Calenderers					
Manglers					
Measurers					
Lappers					
Packers					
Labourers					

MISCELLANEOUS LABOUR.

Occupation.	42. Number.	43. Sex.	44. Rate of Pay per Day, Week, or Piece.	45. Earnings per Week, Full Time.	46. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Enginemen					
Firemen					
Coal wheelers					
Fitters (machinists)					
Millwrights					
Joiners or carpenters					
Masous					
Warehousemen					
Watchmen					
Porters					
Teamsters					
Elevator men					
Yard hands					
Labourers					
Others					

(D.L.—132.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 23.

LINEN GOODS.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Year when this product was manufactured? _____
7. Days of running time (in full time) for the last fiscal year? _____

Description of One Yard of the Goods (the Unit).

8. Full Technical and Commercial Description.	9. Picks to the Inch.		10. Number of Yarn.		13. Yards to the Pound.
	9. Warp.	10. Weft.	11. Warp.	12. Weft.	

Analysis of Cost of Production of One Yard.

14. Cost of preparing? \$ _____
15. Cost of spinning? \$ _____
16. Cost of winding, dressing, and warping? \$ _____
17. Cost of weaving? \$ _____
18. Cost of bleaching, finishing, and packing? \$ _____
19. Cost of miscellaneous labour? \$ _____
20. Total labour cost (14 to 19)? \$ _____
21. Cost of salaries (officials and clerks)? \$ _____
22. Cost of line? \$ _____
23. Cost of warp yarn (if bought)? \$ _____
24. Cost of weft yarn (if bought)? \$ _____
25. Cost of oil? \$ _____
26. Cost of mill supplies? _____
 a. \$ _____
 b. \$ _____
 c. \$ _____
 d. \$ _____
27. Cost of fuel and lighting? \$ _____
28. Cost of insurance? \$ _____
29. Cost of taxes? \$ _____
30. Cost of interest? \$ _____
31. Cost of depreciation? \$ _____
32. Grand total cost of the unit (20 to 31)? \$ _____

Various Inquiries.

33. Kinds of flax used in making this unit? _____
34. Cost of same at the factory? \$ _____
35. Cost of warp yarn per pound (if bought) used in this unit? \$ _____
36. Cost of weft yarn per pound (if bought) used in this unit? \$ _____
37. Production of hackling machines per day, stating number of hackles to the machine? _____
38. Speed of looms—picks per minute? _____
39. Piece price per out for weaving this unit? \$ _____
40. Length of out in yards? _____
41. Number of looms operated by weaver in weaving this unit? _____
42. Transportation cost per 100 pounds to point of free delivery? \$ _____

75448.

Classification of Labour.

HACKLING DEPARTMENT.

Occupation.	43. Number.	44. Sex.	45. Rate of Pay per Day, Week, or Piece.	46. Earnings per Week, Full Time.	47. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Hand dresser					
Rougher					
Machine boys					
Sorter					
Labourers					
Others					

SPREADING, DRAWING, AND ROVING.

Occupation.	43. Number.	44. Sex.	45. Rate of Pay per Day, Week, or Piece.	46. Earnings per Week, Full Time.	47. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Spreaders					
Drawers					
Rovers					
Doffers					
Oilers					
Sweepers					
Labourers					
Others					

SERVANTS OF INDIA SOCIETY'S
BRANCH LIBRARY
BOMBAY

SPINNING.

Occupation.	43. Number.	44. Sex.	45. Rate of Pay per Day, Week, or Piece.	46. Earnings per Week, Full Time.	47. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Spinners					
Doffers					
Band-tiers					
Oilers					
Sweepers					
Labourers					
Others					

WINDING, DRESSING, AND WARPING.

Occupation.	43. Number.	44. Sex.	45. Rate of Pay per Day, Week, or Piece.	46. Earnings per Week, Full Time.	47. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Winders or spoolers					
Warpers					
Slasher tenders					
Slasher tenders' helpers					
Labourers					
Others					

M m

When the total wages given below are more than those given in answer to inquiry 9, erase such occupations and amounts below as are not properly chargeable to the product reported on the schedule, or specify in what way the amount of wages given on the schedule should be increased.]

14. Occupation.	15. Working Days in Period.	16. Average Daily Rate of Wages.	Employees.		19. Total Days employed.	20. Total Earnings.	21. Daily Hours of Labour.
			17. Total.	18. Average.			
		\$				\$	
Total							

(D.L.—134.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 25.

LINEN THREAD.

Inquiries.

1. State? _____
2. Locality (post office)? _____
3. Name of establishment? _____
4. Name of official to address? _____
5. Title of official to address? _____
6. Year when this product was manufactured? _____
7. Days of running time (in full time) for the last fiscal year? _____

Description of the Unit (One Pound).

8. Full Technical and Commercial Description.	9. Number of Thread.	10. Number of Ply.

Analysis of Cost of Production of One Pound.

11. Cost of preparing? \$ _____
12. Cost of spinning? \$ _____
13. Cost of twisting, spooling, and reeling? \$ _____
14. Cost of other labour? \$ _____
15. Total labour cost (11 to 14)? \$ _____
16. Cost of salaries (officials and clerks)? \$ _____
17. Cost of line? \$ _____
18. Cost of oil? \$ _____
19. Cost of mill supplies? \$ _____
 - a. \$ _____
 - b. \$ _____
 - c. \$ _____
 - d. \$ _____
 - e. \$ _____
 - f. \$ _____
20. Cost of fuel and lighting? \$ _____
21. Cost of insurance? \$ _____
22. Cost of taxes? \$ _____
23. Cost of interest? \$ _____
24. Cost of depreciation? \$ _____
25. Grand total cost of the unit (15 to 24)? \$ _____

Various Inquiries.

26. Kinds of flax used in making this unit? _____
27. Cost of same per pound at the factory? \$ _____
28. Production of hackling machines (stating number of tools to machine) in pounds per day? _____
29. Average number of spindles operated by spinner? _____
30. Production per spindle per day of this unit? _____
31. Transportation cost per 100 pounds to point of free delivery? \$ _____

Classification of Labour.

HACKLING DEPARTMENT.

Occupation.	32. Number.	33. Sex.	34. Rate of Pay per Day, Week, or Piece.	35. Earnings per Week, Full Time.	36. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Hand dressers					
Rougher					
Machine boys					
Sorters					
Labourers					
Others					

SPREADING, DRAWING, AND ROVING.

Occupation.	32. Number.	33. Sex.	34. Rate of Pay per Day, Week, or Piece.	35. Earnings per Week, Full Time.	36. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Spreaders					
Drawers					
Rovers					
Doffers					
Oilers					
Sweepers					
Labourers					
Others					

SPINNING.

Occupation.	32. Number.	33. Sex.	34. Rate of Pay per Day, Week, or Piece.	35. Earnings per Week, Full Time.	36. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Spinners					
Doffers					
Band-tiers					
Oilers					
Sweepers					
Labourers					
Others					

10. Return of Rates of Wages in the Principal Textile Trades of the United Kingdom, 1886, C. 5807 of 1889.
11. Third Report on Trade Unions, C. 5806 of 1889.
12. Report on the Strikes and Lock-outs of 1888, C. 5809 of 1889.
13. Returns of Expenditure by Working Men, C. 5861 of 1889.
14. Return of Rates of Wages in the Minor Textile Trades of the United Kingdom, C. 6161 of 1890.
15. Report on the Strikes and Lock-outs of 1889, C. 6176 of 1890.
16. Return "Trades (Hours of Work)," Parliamentary Paper 375 of 1890.
17. *Annual Report on Emigration and Immigration for 1890, Parliamentary Paper 147 of 1891.
18. Report on Profit-Sharing, C. 6267+ of 1891.
19. Return of Rates of Wages in the Mines and Quarries of the United Kingdom, C. 6455 of 1891.
20. Fourth Report on Trade Unions, C. 6475 of 1891.
21. Report on the Strikes and Lock-outs of 1890, C. 6476 of 1891.
22. Report on the Relation of Wages in certain Industries to the Cost of Production, C. 6535 of 1891.
23. *Annual Report on Emigration and Immigration for 1891, Parliamentary Paper 134 of 1892.
24. Return of Rates of Wages paid to Police and to Persons employed on Roads, and at Gas and Water Works, C. 6715 of 1892.
30. The Co-operative Congress, Report on, June 1889.
31. Dock Labourers Agitation at Hamburg, June 1889.
32. Wages of the Working Classes in Japan (Statistical Sketch of Japan), July 1889.
33. Inspection of Industrial Establishments in Belgium, August 1889.
34. Housing of the Working Classes in Belgium, August 1889.
35. Housing of the Working Classes in Austria, August 1889.
36. Workmen's Wages in Germany, September 1889.
37. Wages of Farm Labourers in Ontario, September 1889.
38. Housing of the Working Classes in Belgium—(continued), September 1889.
39. New Labour Regulations in Turkey, October 1889.
40. Strikes in France since 1874, October 1889.
41. Employment of Children in German Factories, November 1889.
42. Factory Inspection in Austria, November 1889.
43. Cost of Living in the Transvaal, December 1889.
44. Factory Inspection in Bohemia, December 1889.
45. House Industries of Germany, January 1890.
46. The working of the Liège Labour Bureau, January 1890.
47. Co-operative Societies in Germany, January 1890.
48. Labour and Wages in China, February 1890.
49. Belgium Law regulating Female and Child Labour in Factories, February 1890.
50. Arbitration Courts for settling Labour Disputes in Germany, March 1890.
51. European Legislation affecting Accidents to Workmen, April 1890.
52. French Councils Prud'hommes, May 1890.
53. The Paris Labour Exchange, May 1890.
54. The Co-operative Congress at Glasgow, Report on, June 1890.
55. The Labour Congress at Ötten, June 1890.
56. German Coal Miners' Wages, June 1890.
57. New York State Labour Statistics, June 1890.
58. Labour Laws of Europe, July 1890.
59. Canadian Labour Statistics, July 1890.
(Text of an Act providing for the Collection and publication of Labour Statistics).
60. Condition of Miners in Hungary, July 1890.
61. German Workmen's Budgets, August 1890.
62. French Miners' Wages, August 1890.
63. Co-operative Labour in Bulgaria, August 1890.
64. Berlin House Industry, October 1890.
65. German Coal Miners' Wages, November 1890.
66. Parisian Industries, Wages, and Hours of Labour in, December 1890.
67. Condition of Miners in Hungary, February 1891.
68. Swiss Factory Law, February 1891.
69. Wages of Italian Workmen, April 1891.
70. Condition of French Agricultural Labourers, April 1891.
71. Wages of Berlin Industrial Classes, May 1891.
72. Cost of Production of Piece Dyed Satins at Lyons, May 1891.
73. Cost of Living in Germany, May 1891.
74. Food of the Working Classes in Italy, May 1891.
75. Labour Legislation in Germany, June 1891.
76. Labour Legislation in New York State, July 1891.
77. Condition of Weavers in Prussian Silesia, July 1891.
78. Watch-making Industries of Switzerland, September 1891.
79. Swiss Factory Operatives, September 1891.
80. New Labour Bureau in France, September 1891.
81. Comparison of Domestic Budgets of Miners in Germany and England, October 1891.
82. Accidents to Austrian Workmen, November 1891.
83. Condition of the German Labouring Classes, November 1891.
84. Condition of the Italian Labouring Classes, November 1891.
85. Labour in Ecuador, November 1891.
86. French Miners' Wages, December 1891.
87. Industrial Wages in Mexico, January 1892.
88. Russian Hours of Labour and Rates of Wages, February 1892.
89. Cost of Living in Pig-iron Producing Countries, March 1892.

B.

MISCELLANEOUS NOTICES IN BOARD OF TRADE JOURNAL.

1. Wages and Hours of Labour in Belgium, October 1886.
2. Hours of Labour in Germany, November 1886.
3. The Labouring Classes in Austria, November 1886.
4. Wages and Taxation of the Working Classes in Italy, February 1887.
5. Belgian Commission to inquire into the Condition of the Industrial Classes, April 1887.
6. Factory Operatives of Germany, May 1887.
7. Regulations affecting the Introduction of Foreign Labour into the United States, May 1887.
8. Belgian Commission to inquire into the Condition of the Industrial Classes—(continued), August 1887.
9. The New York Labour Bureau, Summary of Report for 1886, September 1887.
10. Protection of the Earnings of Clerks and Workmen in Belgium, October 1887.
11. Payment of Workmen's Wages in Belgium, November 1887.
12. Institution of Councils of Industry and Labour in Belgium, November 1887.
13. Labour and Wages of Agricultural and other Labourers in the South-Eastern Counties, November 1887.
14. Industrial Legislation in Belgium, January 1888.
15. Female Labour in the Manufacture of Ready-made Clothing in Germany, May 1888.
16. Belgian Inquiry into the Condition of the Industrial Classes—(continued), May 1888.
17. Factory Operatives in Germany, June 1888.
18. Memorandum on Co-operative Congress, June 1888.
19. Establishment of a Department of Labour in the United States, July 1888.
20. Condition of Labour in the State of New York, July 1888.
21. Establishment of a Department of Labour in the United States—(continued), August 1888.
22. French Legislation for regulating Female and Child Labour, August 1888.
23. Accident and Sick Insurance of Agricultural Labourers in Saxony, September 1888.
24. Labour Statistics in Denmark, October 1888.
25. The Netherlands Labour Commission, December 1888.
26. The Housing of the Working Population in the Principal Cities of Germany, April 1889.
27. Female Labour in Silesia, May 1889.
28. Canadian Labour Commission, May 1889.
29. The Housing of the Working Population in the Principal Cities of Germany—(continued), May 1889.

* These are inserted in the List as dealing to a considerable extent with the question of the immigration of pauper aliens.

- 90. Labourers Accident Insurance in Austria, March 1892.
- 91. French Mining Industries, April 1892.
- 92. Coal Fields of Northern France, April 1892.
- 93. Brussels Labour Bureau, June 1892.
- 94. New Zealand Bureau of Industries, June 1892.
- 95. Industrial Labour in Southern Russia, June 1892.
- 96. Labour Institutions in Belgium, July 1892.
- 97. Labour Legislation in the United States, July 1892.
- 98. The Condition of Labour in Austria, September 1892.
- 99. State of Labour in New York, October 1892.
- 100. Wages in Canada, October 1892.

C.

SHORT REPORTS on the STATE of the SKILLED LABOUR MARKET have appeared in the following Numbers of the "Board of Trade Journal."

1887, November	1
1888, January, February, March, May, June, July, August, November, December.	9
1889, January, February, March, April, May, June, July, August, September, November, December.	19
1890, January, February, March, April, May, June, July, August, September, October, November, December.	12
1891, January, February, March, April, May, June, July, August, October, November, December.	11
1892, January, February, March, April, May, June, July, August, October, November, December.	11
1893, January	1

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APPENDIX CXXIV.

I.—NUMBER AND PERCENTAGE OF PERSONS EMPLOYED AT VARIOUS RATES OF WAGES.

No. 1.—TABLE showing the AVERAGE NORMAL WAGES paid to MEN in the under-mentioned EMPLOYMENTS, and the PROPORTION of MEN paid at different RATES.

[Deducted from Returns of Rates of Wages published in Parliamentary Papers C. 5807, of Session 1889; C. 6161, of Session 1890; C. 6455, of Session 1891; and C. 6715, of Session 1892, and the preceding Tables Nos. I. to XV.]

	Under 10s.	Of 10s. and under 15s.	Of 15s. (and under 20s.	Of 20s. and under 25s.	Of 25s. and under 30s.	Of 30s. and under 35s.	Of 35s. and under 40s.	Above 40s.	Total.	Average Wages per Head.	
	No.	No.	No.	No.	No.	No.	No.	No.	No.	s.	d.
Cotton Manufacture	2	370	8,798	8,822	4,525	7,283	2,304	—	32,189	25	8
Woolen	—	146	3,377	5,559	1,725	705	736	—	12,248	23	2
Worsted and Stuff Manufacture.	—	885	1,705	909	2,635	879	42	—	7,005	23	4
Linen Manufacture	192	780	2,952	2,070	416	290	107	—	6,807	19	9
Jute	—	565	1,038	964	127	53	52	—	2,799	19	4
Hemp, &c.	—	25	300	581	168	39	94	25	1,282	23	6
Silk	—	324	881	367	278	121	278	4	2,248	22	8
Carpet	—	—	130	183	834	100	15	30	1,292	26	7
Hosiery	—	—	296	458	51	190	75	—	1,070	24	5
Lace	—	—	38	142	306	62	4	41	593	27	3
Small Wares	—	493	880	808	418	98	16	21	2,734	20	2
Flock and Shoddy Manufacture.	—	23	103	143	42	4	15	—	330	21	2
Coal, Iron Ore, and Ironstone Mines.	—	427	13,117	32,902	19,821	863	160	139	67,429	22	11
Metalliferous Mines	—	562	4,168	310	6	—	—	—	5,046	16	6
Shale Mines, &c.	—	—	426	860	1,643	50	4	18	3,091	25	0
Slate Mines and Quarries	—	83	1,797	4,956	38	40	19	—	6,938	22	1
Granite Quarries and Works	9	35	742	930	535	57	7	—	2,315	21	11
Stone Quarries	—	115	612	1,447	1,356	418	8	—	3,956	23	10
China Clay, &c. Works	—	—	442	57	—	—	—	—	499	18	8
Police	—	—	474	16,194	22,878	9,893	1,874	1,369	52,682	27	5
Roads, Pavements, and Sewers	235	1,914	9,644	8,948	1,583	1,411	385	156	24,276	20	9
Gasworks	60	374	2,362	10,176	4,857	4,580	4,609	947	27,965	27	2
Waterworks	—	13	574	2,659	1,034	615	210	82	5,187	24	9
Pig Iron Manufacture	—	215	1,108	1,163	872	496	157	145	4,156	24	0
Engineering and Machinery Works, &c.	—	125	3,482	2,421	2,670	2,424	1,043	479	12,644	25	8
Shipbuilding—Iron and Steel	—	—	1,638	737	1,386	1,671	420	942	7,295	28	8
Tin Plate Works	—	—	244	202	107	133	326	502	1,514	33	5
Saw Mills	—	58	485	655	404	329	102	55	2,088	24	3
Brass Works	—	18	138	332	433	523	198	201	1,838	29	7
Shipbuilding, Wood	—	2	50	84	66	198	45	9	454	28	4
Cooperage Works	—	1	20	46	76	89	62	33	327	30	5
Coach and Carriage Building	—	68	182	437	398	376	105	98	1,664	26	6
Boot and Shoe Making*	—	36	310	1,421	663	317	96	59	2,302	24	3
Breweries	—	113	2,079	3,098	1,578	682	369	447	8,366	24	3
Distilleries	—	136	807	546	143	87	55	21	1,795	20	4
Brick and Tile, &c. Making	—	97	789	1,262	588	367	50	35	3,188	22	10
Chemical Manure Works	—	45	307	292	271	91	30	18	1,054	23	0
Railway Carriage and Waggon Building.	—	35	503	548	507	581	35	30	2,239	25	2
	498	8,033	66,983	113,709	75,938	36,115	14,198	5,906	321,380	24	7

* Factory workers only.

Classification of Labour—continued.

WINDING, DOUBLING, AND TWISTING.

Occupation.	32. Number.	33. Sex.	34. Rate of Pay per Day, Week, or Piece.	35. Earnings per Week, Full Time.	36. Hours of Labour per Week.
Overseers			\$	\$	
Second hands					
Doublers					
Twisters					
Twiners					
Labourers					
Others					

MISCELLANEOUS LABOUR.

Occupation.	32. Number.	33. Sex.	34. Rate of Pay per Day, Week, or Piece.	35. Earnings per Week, Full Time.	36. Hours of Labour per Week.
Enginemen			\$	\$	
Firemen					
Coal wheelers					
Machinists					
Carpenters					
Masons					
Warehouse men					
Watchmen					
Teamsters					
Porters					
Elevator men					
Labourers					
Yard hands					
Others					

(D.L.—140.)

United States Department of Labour, 1890.

Special Agent.

COST OF PRODUCTION—NEW SERIES, No. 26.

LAMP CHIMNEYS.

[This schedule is prepared on the same plan as that for window glass (New Series, No. 15), which see for explanation. The following is a description of the different chimneys referred to: No. 1 bulb, crimp top, for sun burner, is 7½ inches in height, fits a burner 2½ inches in diameter, and one dozen weighs 44 ounces; No. 2 bulb, crimp top, for sun burner, is 8½ inches in height, fits a burner 2½ inches in diameter, and one dozen weighs 54 ounces; No. 1 bulb, plain top, for sun burner, is 7½ inches in height, fits a burner 2½ inches in diameter, and one dozen weighs 44 ounces; No. 2 bulb, plain top for sun burner, is 8½ inches in height, fits a burner 2½ inches in diameter, and one dozen weighs 54 ounces; No. 1. student is 10½ inches in height, fits a burner 1½ inches in diameter, and one dozen weighs 48 ounces; No. 2 student is 10 inches in height, fits a burner 1½ inches in diameter, and one dozen weighs 34 ounces.]

Inquiries.

1. State ?
2. Locality (post office) ?
3. Name of establishment ?
4. Name of official to address ?
5. Title of official to address ?
6. Period of time covered by this return ?

7. Days of running time (in full time) for this period ?
8. Days of running time (in full time) for the last fiscal year ?
9. Whole number of _____-hour turns for period ?
10. Number of melting furnaces in operation during period ?
11. Total number of pots in such furnaces ?
12. Number of tanks in operation during period ?
13. Total capacity of tanks (pounds) ?
14. Number of glory holes or finishing ovens in operation during period ?
15. Number of leers or tempering ovens in operation during period ?
16. Kind of fuel used to heat melting furnaces or tanks ?
17. Kind of fuel used to heat glory holes or finishing ovens ?
18. Kind of fuel used to heat leers or tempering ovens ?
19. Kind of glass made (lead or lime) ?

Materials charged into the Furnaces during Period.

20. Description.	21. Quantity.	22. Cost Delivered at Factory.
Soda ash		\$
Pot ash		
Lime		
Lead		
Sand		
Other chemicals		
Old glass *		

* This refers to old glass or cullet purchased from outside sources, and not to that which accumulates in the establishment. No account is to be taken of the latter, as it is held to be a permanent quantity, constantly being re-melted.

Fuel used during Period.

23. Kind.	24. Quantity.	25. Cost Delivered at Factory.
Coal		\$
Coke		
Gas		
Oil		
Wood		

All other Materials and Supplies used during Period.

26. Description.	27. Cost Delivered at Factory.
Pots, and clay for pots	\$
Materials for repairs and rebuilding of furnaces	
Materials for repairs to buildings	
All other materials for period (except boxes)	

28. Total wages paid workmen to produce the glass, melted in the pots, during period. (This includes all workmen except those covered by inquiries 43 to 47) ? \$
29. Average number of such workmen employed for period ?
30. Total salaries paid salaried officials and clerks during period ? \$
31. Number of such salaried officials and clerks ?
32. Cost of insurance for period ? \$
33. Cost of taxes for period ? \$
34. Amount of interest for period ? \$
35. Amount of depreciation for period ? \$
36. Total expenses for period (except that covered by inquiries 42 to 47) ? \$
37. Quantity of finished product for period (pounds) ?
38. Cost of this product, melted in the pots, for period, per pound ? \$

Cost for certain Kinds of Chimneys for Period from the Melting-pot to the delivery of the finished Product in Boxes of Six Dozen each.

[Blowing and gathering refer to each kind of chimney mentioned, but crimping, &c. may not.]

39. Description.	40. Weight of Six Dozen (pounds).	41. Cost of Glass in Pot for Six Dozen.	42. Cost of packing Box.	Labour Cost per Box (of Six Dozen) for—					46. Total Cost of Six Dozen.
				43. Blowing.	44. Gathering.	45. Crimping.	46.	47.	
No. 1 bulb, crimp top, for sun burner		\$ **	\$	\$	\$	\$	\$	\$	\$
No. 2 bulb, crimp top, for sun burner									
No. 1 bulb, plain top, for sun burner									
No. 2 bulb, plain top, for sun burner									
No. 1 student									
No. 2 student									

49. Average number of workmen employed in the immediately preceding occupations (43 to 47), beginning with blowing, for period? _____
 50. Total wages paid such workmen during period? \$ _____
 51. Distance from works to place of free delivery of product? _____

52. Name of such place of free delivery? _____
 53. Cost of transportation per 100 lbs. to such place of free delivery? \$ _____
 54. Name of shipping point to United States? _____
 55. Cost of transportation per 100 lbs. from place of free delivery to such shipping point? \$ _____

Classification of Labour.

Occupation.	56. Number.	57. Sex.	58. Rate of Pay per Day, Piece, Turn, or Week.	59. Earnings per Week, Full Time.	60. Hours of Labour per Week.
Blowers			\$	\$	
Gatherers					
Crimpers					
Mixers					
Teasers					
Furnace-men					
Coal wheelers					
Firemen					
Engineers					

Classification of Labour—continued:

Occupation.	56. Number.	57. Sex.	58. Rate of Pay per Day, Piece, Turn, or Week.	59. Earnings per Week, Full Time.	60. Hours of Labour per Week.
Leersunen			\$	\$	
Packers					
Wrappers					
Blacksmiths					
Cutters					
Grinders					
Teamsters					
Labourers					

Efficiency of Turn Labour in producing certain Kinds of Chimneys.

[Blowing and gathering refer to each kind of chimney mentioned, but crimping, &c. may not.]

61. Description.	62. Persons in a Crew.	63. Hours in a Turn.	64. Chimneys produced per Turn per Crew.	Labour Cost for Chimneys produced per Turn per Crew for—				
				65. Blowing.	66. Gathering.	67. Crimping.	68.	69.
No. 1 bulb, crimp top, for sun burner				\$	\$	\$	\$	\$
No. 2 bulb, crimp top, for sun burner								
No. 1 bulb, plain top, for sun burner								
No. 2 bulb, plain top, for sun burner								
No. 1 student								
No. 2 student								

APPENDIX CXXIII.

A.

LIST OF PARLIAMENTARY PAPERS, &c. ON LABOUR STATISTICS.

1. Memorandum on the Immigration of Foreigners into the United Kingdom, Parliamentary Paper 112 of 1887.
2. First Report on Trade Unions, with Tables, C. 5104 of 1887.
3. Returns of Wages published between 1830 and 1886, C. 5172 of 1887.

4. Report on the Short Time Movement in the Lancashire Cotton Trade (Departmental).
5. Report on the Sweating System at the East End of London, Parliamentary Paper 331 of 1887.
6. Rates of Wages and Working Men's Expenditure in Belgium, C. 5269 of 1888.
7. Report on the Sweating System in Leeds, C. 5513 of 1888.
8. Second Report on Trade Unions, with Tables, C. 5505 of 1888.
9. Report on the Condition of Nail Makers and Small Chain Makers, Parliamentary Paper 385 of 1888.

I.—NUMBER AND PERCENTAGE OF PERSONS EMPLOYED AT VARIOUS RATES OF WAGES.

No. 1.—TABLE showing the AVERAGE NORMAL WAGES paid to MEN in the under-mentioned EMPLOYMENTS and the PROPORTION of MEN paid at different RATES—continued.

	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Of 25s. and under 30s.	Of 30s. and under 35s.	Of 35s. and under 40s.	Above 40s.	Total.	Average Wages per Head.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	s. d.
Cotton Manufacture	—	1·2	27·8	27·4	14·1	22·6	7·4	—	100·0	25 3
Woolen	—	1·2	27·6	45·4	14·1	5·7	6·0	—	100·0	28 2
Worsted and Stuff Manufacture	—	11·9	24·3	13·0	37·6	19·6	0·6	—	100·0	28 4
Linen Manufacture	2·8	11·4	48·4	30·4	8·1	4·3	1·6	—	100·0	19 9
Jute	—	20·3	37·1	34·4	4·5	1·9	—	—	100·0	19 4
Hemp, &c.	—	2·0	24·4	47·2	13·6	3·2	7·6	2·0	100·0	23 6
Silk	—	14·4	39·2	16·8	12·4	5·4	12·1	0·2	100·0	22 3
Carpet	—	—	10·1	14·2	64·5	7·7	1·2	2·3	100·0	26 7
Hosiery	—	—	27·7	49·8	4·8	17·7	7·0	—	100·0	24 5
Lace	—	—	6·4	23·9	51·6	10·5	0·7	6·9	100·0	27 8
Smallwares	—	18·0	32·2	29·5	15·3	3·6	0·6	0·8	100·0	30 2
Flock and Shoddy Manufacture	—	7·0	31·2	43·3	12·7	1·2	4·6	—	100·0	31 2
Coal, Iron Ore, and Ironstone Mines.	—	0·6	19·5	48·8	29·4	1·8	0·2	0·2	100·0	22 11
Metalliferous Mines	—	11·1	32·6	5·2	0·1	—	—	—	100·0	16 6
Shale Mines, &c.	—	—	14·1	29·1	54·4	1·7	0·1	0·6	100·0	25 0
Slate Mines and Quarries	—	1·2	25·9	71·5	0·5	0·6	0·3	—	100·0	22 1
Granite Quarries and Works	0·4	1·5	32·0	40·2	23·1	2·5	0·3	—	100·0	21 11
Stone Quarries	—	2·9	15·5	36·6	34·3	10·5	0·2	—	100·0	23 10
China Clay, &c. Works	—	—	88·6	11·4	—	—	—	—	100·0	18 8
Police	—	—	0·9	30·7	43·4	18·8	3·6	2·6	100·0	27 5
Roads, Pavements, and Sewers	1·0	7·9	39·7	36·9	6·5	5·8	1·6	0·6	100·0	20 9
Gasworks	0·2	1·3	8·4	36·4	17·4	16·4	16·5	3·4	100·0	27 2
Waterworks	—	0·2	11·1	51·8	19·9	11·9	4·0	1·6	100·0	24 9
Fig Iron Manufacture	—	5·2	26·6	28·0	21·0	11·9	3·8	3·5	100·0	24 0
Engineering and Machinery Works, &c.	—	1·0	27·5	19·1	21·1	19·2	8·3	3 8	100·0	25 8
Shipbuilding—Iron and Steel	—	—	32·4	10·1	25·9	22·9	5·8	12·9	100·0	28 8
Tin Plate Works	—	—	16·1	13·3	7·1	8·8	21·5	33·2	100·0	33 5
Saw Mills	—	2·8	23·2	31·4	19·3	15·8	4·9	2·6	100·0	24 8
Brass Works	—	1·0	7·2	18·1	23·6	28·4	10·8	10·9	100·0	29 7
Shipbuilding—Wood	—	0·5	11·0	18·5	14·5	43·6	9·9	2·0	100·0	23 4
Cooperage Works	—	0·3	6·1	14·1	23·2	27·2	19·0	10·1	100·0	30 5
Coach and Carriage Building	—	4·1	10·9	28·3	23·9	22·6	6·3	5·9	100·0	26 6
Boot and Shoe Making*	—	1·2	10·7	49·0	22·9	10·9	3·3	2·0	100·0	24 3
Breweries	—	1·4	24·8	37·0	18·9	8·2	4·4	5·3	100·0	24 3
Distilleries	—	7·6	45·0	30·4	7·9	4·8	3·1	1·2	100·0	20 4
Brick and Tile, &c. Making	—	3·0	24·8	39·6	18·4	11·5	1·6	1·1	100·0	22 10
Chemical Manure Works	—	4·3	29·1	27·7	25·7	8·6	2·9	1·7	100·0	23 0
Railway Carriage and Waggon Building.	—	1·6	22·5	24·5	22·6	25·9	1·6	1·3	100·0	25 2
	0·1	3·9	25·7	30·4	20·4	11·5	4·9	3·1	100·0	24 7

* Factory workers only.

No. 2.—TABLE showing the AVERAGE NORMAL WAGES paid to LADS and BOYS in the under-mentioned EMPLOYMENTS and the PROPORTION of LADS and BOYS paid at different RATES.

	Half-timers.	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Total.	Average Wages per Head.
	No.	No.	No.	No.	No.	No.	s. d.
Cotton Manufacture	5,440	6,947	9,151	2,278	16	23,832	9 4
Woolen	391	2,757	1,362	10	—	4,540	8 6
Worsted and Stuff Manufacture	2,070	3,030	467	3	—	5,570	6 6
Linen Manufacture	669	3,417	99	—	—	4,185	6 3
Jute	621	1,757	177	—	—	2,555	6 3
Hemp, &c.	116	680	39	—	—	835	6 0
Silk	151	442	286	—	—	829	7 2
Carpet	13	239	181	11	—	444	8 4
Hosiery	—	89	50	—	—	139	9 6
Lace	—	180	71	41	—	292	9 4
Smallwares	110	1,178	110	—	—	1,398	6 9
Flock and Shoddy Manufacture	—	11	22	—	—	33	10 5
Coal, Iron Ore, and Ironstone Mines	—	3,922	6,322	552	—	10,722	10 9
Metalliferous Mines	—	962	89	—	—	1,051	7 0
Shale Mines, &c.	—	43	22	5	—	70	10 6
Slate Mines and Quarries	—	387	25	—	—	482	8 0
Granite Quarries and Works	—	290	25	—	—	315	8 3
Stone Quarries	—	136	140	—	—	276	9 10
China Clay, &c. Works	—	12	5	—	—	17	8 9
Roads, Pavements, and Sewers	—	406	215	68	—	689	9 6
Gasworks	—	175	321	207	2	705	12 3
Waterworks	—	38	39	9	2	88	11 1

(continued over.)

No. 2.—TABLE showing the AVERAGE NORMAL WAGES paid to LADS and BOYS in the under-mentioned EMPLOYMENTS and the PROPORTION OF LADS and BOYS paid at different RATES—*continued.*

	Half-timers.	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Total.	Average Wages per Head.
	No.	No.	No.	No.	No.	No.	s. d.
Pig Iron Manufacture	—	91	83	4	—	178	9 8
Engineering and Machinery Works	—	2,153	1,014	171	5	3,343	8 9
Shipbuilding—Iron and Steel	—	500	781	277	177*	1,735	12 10
Tin-Plate Works	—	249	292	157	—	698	11 3
Saw Mills	—	289	148	30	—	467	8 10
Brass Works	—	584	221	80	2	887	8 5
Shipbuilding—Wood	—	216	26	2	—	244	6 5
Cooperage Works	—	111	36	6	—	153	7 9
Coach and Carriage Building	—	448	92	8	—	548	6 8
Boot and Shoe Making†	—	548	204	49	—	801	8 4
Breweries	—	288	228	25	—	536	9 9
Distilleries	—	6	6	—	—	12	9 10
Brick and Tile, &c. Making	—	658	305	33	—	996	9 0
Chemical Manure Works	—	54	36	11	—	101	9 10
Railway Carriage and Waggon Building	—	199	280	37	—	466	10 6
	9,581	38,492	22,885	4,022	204	70,184	9 2

* Including 20 big lads at 25s. 4d. per week employed on piece-work.
 † Factory workers only.

No. 2.—TABLE showing the AVERAGE NORMAL WAGES paid to LADS and BOYS in the under-mentioned EMPLOYMENTS, and the PROPORTION OF LADS and BOYS paid at different RATES—*continued.*

	Half-timers.	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Total.	Average Wages per Head.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	s. d.
Cotton Manufacture	22·8	29·1	38·4	9·6	0·1	100·0	9 4
Woolen	8·6	60·7	30·5	0·2	—	100·0	8 6
Worsted and Stuff Manufacture	37·2	54·4	8·4	—	—	100·0	6 6
Linen Manufacture	16·0	81·6	2·4	—	—	100·0	6 3
Jute	24·8	68·8	6·9	—	—	100·0	6 8
Hemp, &c.	13·9	81·4	4·7	—	—	100·0	6 0
Silk	18·2	53·3	28·5	—	—	100·0	7 2
Carpet	2·9	53·8	40·8	2·5	—	100·0	8 4
Hosiery	—	64·0	36·0	—	—	100·0	9 6
Lace	—	61·6	24·3	14·1	—	100·0	9 4
Smallwares	7·9	84·2	7·9	—	—	100·0	6 9
Flock and Shoddy Manufacture	—	33·3	66·7	—	—	100·0	10 5
Coal, Iron Ore, and Ironstone Mines	—	36·5	58·3	5·2	—	100·0	10 9
Metalliferous Mines	—	91·5	8·5	—	—	100·0	7 0
Shale Mines, &c.	—	61·4	31·4	7·2	—	100·0	10 6
Slate Mines and Quarries	—	80·3	19·7	—	—	100·0	8 0
Granite Quarries and Works	—	92·1	7·9	—	—	100·0	8 3
Stone Quarries	—	49·3	50·7	—	—	100·0	9 10
China Clay, &c. Works	—	70·6	29·4	—	—	100·0	8 9
Roads, Pavements, and Sewers	—	58·9	31·3	9·9	—	100·0	9 6
Gasworks	—	24·8	45·5	29·4	0·3	100·0	12 3
Waterworks	—	43·2	44·3	10·2	2·3	100·0	11 1
Pig Iron Manufacture	—	51·1	46·6	2·3	—	100·0	9 8
Engineering and Machinery Works	—	64·4	30·3	5·1	0·2	100·0	8 9
Shipbuilding—Iron and Steel	—	28·8	45·0	16·0	10·2*	100·0	12 10
Tin Plate Works	—	35·7	41·8	22·5	—	100·0	11 3
Saw Mills	—	61·9	31·7	6·4	—	100·0	8 10
Brass Works	—	69·8	26·4	3·6	0·2	100·0	8 5
Shipbuilding—Wood	—	88·5	10·7	0·8	—	100·0	6 5
Cooperage Works	—	72·6	23·5	3·9	—	100·0	7 9
Coach and Carriage Building	—	82·5	16·9	0·6	—	100·0	6 8
Boot and Shoe Making†	—	68·4	25·5	6·1	—	100·0	8 4
Breweries	—	58·7	41·6	4·7	—	100·0	9 9
Distilleries	—	50·0	50·0	—	—	100·0	9 10
Brick and Tile, &c. Making	—	66·1	30·6	3·3	—	100·0	9 0
Chemical Manure Works	—	53·5	35·6	10·9	—	100·0	9 10
Railway Carriage and Waggon Building	—	42·7	49·4	7·9	—	100·0	10 6
	4·1	60·1	30·5	4·9	0·4	100·0	9 2

* Including 20 big lads at 25s. 4d. per week employed on piece-work.
 † Factory workers only.

No. 3.—TABLE showing the AVERAGE NORMAL WAGES paid to WOMEN in the under-mentioned EMPLOYMENTS, and the PROPORTION of WOMEN paid at different RATES.

	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Of 25s. and under 30s.	Total.	Average Wages per Head.
	No.	No.	No.	No.	No.	No.	s. d.
Cotton Manufacture	776	81,459	22,707	8,174	192	63,306	15 8
Woollen "	1,372	11,175	4,082	10	—	16,639	18 8
Worsted and Stuff Manufacture	4,086	12,714	125	—	—	16,925	11 11
Linen Manufacture	17,115	4,696	128	—	—	21,939	6 11
Jute "	8,023	2,866	—	—	—	10,909	9 7
Hemp, &c. "	657	635	6	—	—	1,298	9 8
Silk "	2,848	2,193	151	—	—	5,192	10 1
Carpet "	240	997	89	—	—	1,326	11 1
Hosiery "	558	1,360	278	—	—	2,196	11 6
Lace "	168	557	143	—	—	868	12 8
Smallwares "	1,879	5,900	9	—	—	7,788	10 9
Flock and Shoddy Manufacture	236	159	—	—	—	395	9 9
Coal, Iron Ore, and Ironstone Mines	365	4	—	—	—	369	8 2
Metalliferous Mines	251	—	—	—	—	251	5 10
China Clay, &c. Works	8	—	—	—	—	8	6 9
Roads, Pavements, and Sewers	52	—	—	—	—	52	9 0
Tin Plate Works	202	305	—	—	—	507	10 4
Brass Works	39	41	11	18	2	110	12 11
Boot and Shoe Making*	164	474	212	13	4	867	12 6
Distilleries	2	9	—	—	—	11	9 5
Brick and Tile, &c. Making	166	70	24	—	—	260	9 4
Chemical Manure Works	29	4	—	—	—	33	8 9
Railway Carriage and Waggon Building	—	8	4	—	—	12	18 8
	39,235	75,646	27,969	8,215	198	151,263	12 8

No. 4.—TABLE showing the AVERAGE NORMAL WAGES paid to GIRLS in the under-mentioned EMPLOYMENTS, and the PROPORTION of GIRLS paid at different RATES.

	Half-timers.	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Total.	Average Wages per Head.
	No.	No.	No.	No.	No.	No.	s. d.
Cotton Manufacture	7,469	11,534	3,694	697	15	28,405	6 10
Woollen "	322	2,424	561	—	—	3,307	7 5
Worsted and Stuff Manufacture	2,559	4,367	—	—	—	6,926	6 2
Linen Manufacture	1,269	5,432	—	—	—	6,691	4 11
Jute "	957	1,322	—	—	—	2,279	4 8
Hemp, &c. "	51	208	—	—	—	259	5 1
Silk "	343	1,470	—	—	—	1,813	5 8
Carpet "	38	488	—	—	—	526	6 11
Hosiery "	—	150	44	—	—	194	8 3
Lace "	9	260	—	—	—	269	6 2
Smallwares	221	2,030	—	—	—	2,251	5 9
Flock and Shoddy Manufacture	—	6	—	—	—	6	4 6
Coal, Iron Ore, and Ironstone Mines	—	119	—	—	—	119	5 7
Metalliferous Mines	—	113	—	—	—	112	4 9
Tin Plate Works	—	180	—	—	—	180	6 11
Brass Works	—	87	4	—	—	41	6 2
Boot and Shoe Making*	—	320	18	1	—	338	5 6
Brick and Tile, &c. Making	—	37	9	—	—	46	7 7
Railway Carriage and Waggon Building	—	4	—	—	—	4	7 0
	13,238	30,500	4,321	698	15	48,772	7 0

* Factory workers only.

No. 3.—TABLE showing the AVERAGE NORMAL WAGES paid to WOMEN in the under-mentioned EMPLOYMENTS, and the PROPORTION of WOMEN paid at different RATES—continued.

	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Of 25s. and under 30s.	Total.	Average Wages per Head.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	s. d.
Cotton Manufacture	1.2	49.7	35.9	12.9	0.3	100.0	15 8
Woollen "	8.2	67.2	24.5	0.1	—	100.0	18 8
Worsted and Stuff Manufacture	24.2	75.1	0.7	—	—	100.0	11 11
Linen Manufacture	78.0	21.4	0.6	—	—	100.0	6 11
Jute "	73.5	26.5	—	—	—	100.0	9 7
Hemp, &c. "	50.6	48.9	0.5	—	—	100.0	9 8
Silk "	54.9	42.2	2.9	—	—	100.0	10 1
Carpet "	18.1	75.2	6.7	—	—	100.0	11 1
Hosiery "	25.4	61.9	12.7	—	—	100.0	11 6
Lace "	19.3	64.2	16.5	—	—	100.0	12 8

(continued over.)

No. 3.—TABLE showing the AVERAGE NORMAL WAGES paid to WOMEN in the under-mentioned EMPLOYMENTS, and the PROPORTION of WOMEN paid at different RATES—*continued*.

	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Of 25s. and under 30s.	Total.	Average Wages per Head.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	s. d.
Smallwares Manufacture	24.1	75.8	0.1	—	—	100.0	10 9
Flock and Shoddy Manufacture	59.7	40.3	—	—	—	100.0	9 9
Coal, Iron, Ore, and Ironstone Mines	92.9	1.1	—	—	—	100.0	8 2
Metalliferous Mines	100.0	—	—	—	—	100.0	5 10
China Clay, &c. Works	100.0	—	—	—	—	100.0	6 9
Roads, Pavements, and Sewers	100.0	—	—	—	—	100.0	9 0
Tin Plate Works	39.8	60.2	—	—	—	100.0	10 4
Brass Works	34.5	37.3	10.0	16.4	1.8	100.0	12 11
Boot and Shoe Making*	18.9	54.7	24.5	1.5	0.4	100.0	12 6
Distilleries	18.2	81.8	—	—	—	100.0	9 5
Brick and Tile, &c. Making	68.9	26.9	9.2	—	—	100.0	9 4
Chemical Manure Works	87.9	12.1	—	—	—	100.0	8 9
Railway Carriage and Waggon Building	—	66.7	33.3	—	—	100.0	18 3
	47.8	43.0	7.7	1.4	0.1	100.0	12 8

* Factory workers only.

No. 4.—TABLE showing the AVERAGE NORMAL WAGES paid to GIRLS in the under-mentioned EMPLOYMENTS, and the PROPORTION of GIRLS paid at different RATES—*continued*.

	Half-timers.	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Total.	Average Wages per Head.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	s. d.
Cotton Manufacture	81.9	49.3	15.8	3.0	—	100.0	6 10
Woollen "	9.7	73.8	17.9	—	—	100.0	7 5
Worsted and Stuff Manufacture	36.9	63.1	—	—	—	100.0	6 2
Linen Manufacture	19.0	81.0	—	—	—	100.0	4 11
Jute "	41.8	58.2	—	—	—	100.0	4 8
Hemp, &c. "	19.7	80.3	—	—	—	100.0	5 1
Silk "	18.9	81.1	—	—	—	100.0	5 8
Carpet "	7.2	92.8	—	—	—	100.0	6 11
Hosiery "	—	77.3	22.7	—	—	100.0	8 3
Lace "	3.3	96.7	—	—	—	100.0	6 2
Smallwares Manufacture	9.8	90.2	—	—	—	100.0	5 9
Flock and Shoddy Manufacture	—	100.0	—	—	—	100.0	4 6
Coal, Iron Ore, and Ironstone Mines	—	100.0	—	—	—	100.0	5 7
Metalliferous Mines	—	100.0	—	—	—	100.0	4 9
Tin Plate Works	—	100.0	—	—	—	100.0	6 11
Brass Works	—	90.2	9.8	—	—	100.0	6 2
Boot and Shoe Making*	—	95.8	3.9	0.3	—	100.0	5 6
Brick and Tile, &c. Making	—	80.4	19.6	—	—	100.0	7 7
Railway Carriage and Waggon Building	—	100.0	—	—	—	100.0	7 0
	10.4	84.7	4.7	0.3	—	100.0	7 0

* Factory workers only.

No. 5.—SUMMARY of preceding FOUR TABLES.

	MEN.									Average Rate of Wages.*
	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Of 25s. and under 30s.	Of 30s. and under 35s.	Of 35s. and under 40s.	Above 40s.	Total.	
Total Numbers	498	6,038	66,983	113,709	75,938	86,115	14,198	5,906	321,380	24s. 7d.
Proportions of total numbers paid at different rates:—	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	
Mean of percentages given in Table.	0.1	3.9	25.7	30.4	20.4	11.5	4.9	3.1	100.0	24s. 6d.
Average percentage of aggregate numbers dealt with.	0.2	2.5	20.9	35.4	23.6	11.2	4.4	1.8	100.0	24s. 7d.

* These rates are based on the figures in the preceding columns, the mean rate in each group being taken for the purpose of the calculation. In the case of Men, the group under 10s. has been taken at 7s. 6d., and that above 40s. at 47s. 6d. For Lads and Boys and for Girls, "half-timers" have been taken at 3s., and the group under 10s. at 7s. 6d. For Women, the group under 10s. has been taken at 7s. 6d., and that above 25s. at 37s. 6d.

No. 5.—SUMMARY of preceding FOUR TABLES—continued.

		LADS AND BOYS.						
		Half-timers.	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Total.	Average Rate of Wages.*
Total Numbers		9,581	33,492	22,865	4,092	204	70,184	9s. 2d.
Proportions of total numbers paid at different rates:—		Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	
Mean of percentages given in Table.		4·1	60·1	30·5	4·9	0·4	100·0	9s. 5d.
Average percentage of aggregate numbers dealt with.		18·7	47·7	32·6	5·7	0·3	100·0	9s. 2d.
		WOMEN.						
		Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Above 25s.	Total.	Average Rate of Wages.*
Total Numbers		89,285	75,646	27,969	8,215	198	151,363	12s. 8d.
Proportions of total numbers paid at different rates:—		Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	
Mean of percentages given in Table.		47·8	48·0	7·7	1·4	0·1	100·0	10s. 8d.
Average percentage of aggregate numbers dealt with.		26·0	50·0	18·5	5·4	0·1	100·0	12s. 8d.
		GIRLS.						
		Half-timers.	Under 10s.	Of 10s. and under 15s.	Of 15s. and under 20s.	Of 20s. and under 25s.	Total.	Average Rate of Wages.*
Total Numbers		13,286	30,500	4,321	698	15	48,772	6s. 10d. *
Proportions of total numbers paid at different rates:—		Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	
Mean of percentages given in Table.		10·4	84·7	4·7	0·2	—	100·0	7s. 3d.
Average percentage of aggregate numbers dealt with.		27·2	62·5	8·9	1·4	—	100·0	6s. 10d.

* These rates are based on the figures in the preceding columns, the mean rate in each group being taken for the purpose of the calculation. In the case of Men, the group under 10s. has been taken at 7s. 6d., and that above 40s. at 47s. 6d. For Lads and Boys and for Girls, "half-timers" have been taken at 3s., and the group under 10s. at 7s. 6d. For Women, the group under 10s. has been taken at 7s. 6d., and that above 25s. at 27s. 6d.

II.—TABLE showing the TOTAL NUMBER of PERSONS employed in the under-mentioned TRADES on 1st October 1886, and the TOTAL AMOUNT paid in WAGES to them in 1885, as given in the RETURNS made by EMPLOYERS, together with the AVERAGE ANNUAL AMOUNT per HEAD deduced from these figures, classed according to AMOUNT.

TRADES.	Number of Returns giving Particulars.	Number employed 1st October 1886.	Amount paid in Wages in 1885.	Amount per Head, i.e., dividing Amount paid in 1885 by Numbers employed as at 1st October 1886.
<i>Of 70l. and above.</i>				
Pianofortes, manufacture of	6	347	29,930	86
Portmanteaux, Bags, &c.	11	299	22,919	77
Astronomical, Optical, Mathematical, Meteorological, &c. Instruments.	20	725	54,928	76*
Organ Building	11	871	28,281	76
Steel, manufacture of	17	9,343	691,905	74
Gas Works	306	28,670	2,080,090	73
Pig Iron (Blast Furnaces)	54	7,173	524,908	73
Railway Carriage Wagon Building	22	8,145	280,834	73
Vinegar Works	6	185	9,877	73
Shipbuilding Trade (Iron and Steel)	42	16,118	1,185,280	70
Typefounders, Electrotypers, and Stereotypers	5	69	4,847	70
Totals and Average	500	66,390	4,813,776	73

* Average of Indoor Workers only, so far as could be seen from the Returns.

(continued over.)

II.—TABLE SHOWING THE TOTAL NUMBER OF PERSONS employed in the under-mentioned TRADES on 1st October 1886, and the TOTAL AMOUNT paid in WAGES to them in 1885, as given in the RETURNS made by EMPLOYERS, together with the AVERAGE ANNUAL AMOUNT per HEAD deduced from these figures, classed according to AMOUNT—*continued.*

TRADES.	Number of Returns giving Particulars.	Number employed 1st October 1886.	Amount paid in Wages in 1885.	Amount per Head, i.e., dividing Amount paid in 1885 by Numbers employed as at 1st October 1886.
<i>Of 60l. and under 70l.</i>				
Chemical Manures	58	1,689	117,171	69
Clock and Watchmakers (Manufacturers)	11	506	35,048	69
Docks	31	21,310	1,471,855	69
Shale Mines and Paraffin Oil Works	5	3,091	212,618	69
Puddling Furnaces and Iron Rolling Mills	39	10,789	730,985	68
Oil Mills (Seed-crushing Works)	17	878	58,972	67
Water Works	167	5,275	353,869	67
Chemicals	100	14,976	983,421	66
White Lead, Paint, Colour, Varnish, and Japan Works	53	1,403	89,131	64
Bicycles and Tricycles	9	781	48,871	63
Sugar Refining	15	2,242	140,470	63
Baskets, Wicker Furniture	16	140	8,622	62
Lime and Cement Works	60	3,382	209,997	62
Coal Yards	55	858	53,950	61
Totals and Average	636	67,320	4,512,680	67
<i>Of 50l. and under 60l.</i>				
Brewing Trade	361	15,793	937,915	59
Flour Mills	202	3,392	201,122	59
General Engineering, Iron and Brass Foundries, and Machinery Trades.	554	58,502	3,468,540	59
Glass, manufacture of	45	7,002	414,163	59
Packing Cases, Boxes, &c.	36	836	49,328	59
Cooperage Works	31	518	29,530	58
Silver, Electro-plated and Britannia-metal Goods, &c.	13	777	45,089	58
Asphalte (making and laying down of)	10	482	24,626	57
Distilleries	95	2,763	156,229	57
Nails (machine made only)	4	168	9,516	57
Printing and Engraving Trades	152	9,098	510,934	56
White Salt Works	16	680	38,287	56
Wood Shipbuilding Trade	32	899	50,642	56
Gunpowder	4	448	24,534	55
Leather	177	5,220	286,204	55
Sewing Machines	10	1,381	70,058	55
Wire Works	23	1,404	77,475	55
Brass Work and Metal Wares	128	4,992	269,521	54
India-rubber, Gutta-percha, Ebonite, &c.	8	2,455	132,039	54
Tinplate Works	18	5,800	314,818	54
Art Ware, General Stoneware, Terra Cotta and Crucibles	85	3,074	161,465	53
Bakers, Confectioners, and Pastrycooks	73	1,438	75,825	53
Hollow-ware, Stoves, Ranges, Bedsteads, and General Hardware, manufacture of.	46	3,823	202,001	53
Ironmongery, manufacturing	85	1,184	63,143	53
Saddlery and Harness (wholesale)	23	686	36,294	53
Scales and Weighing Machines, manufacture of	6	76	3,992	53
Slate Mines and Quarries	47	7,415	390,133	53
Tramway and Omnibus Proprietors	54	8,177	433,711	53
Bill Posting, &c.	7	63	3,279	52
Candles, manufacture of	30	788	40,794	52
Coal and Ironstone Mining	296	78,646	4,080,207	52
Printing Trade	318	6,425	332,559	52
Saw Mills (sawing, planing, moulding, &c.)	193	4,725	246,438	52
Coach and Carriage Building (including Van, Cart, Wagon, and Wheel Works).	252	3,929	202,307	51
Glue, Size, &c.	6	198	10,068	51
Roads, Pavements, and Sewers (making, repairing, and cleaning).	265	25,017	1,276,644	51
Canals (repairing and working)	15	500	24,307	50
Fellmongers, Woolstaplers, &c.	42	774	38,858	50
Paper-hangings	12	1,800	89,375	50
Tubes, &c.	9	1,468	72,697	50
Totals and Average	3,730	272,656	14,894,617	55

(continued over.)

II.—TABLE showing the TOTAL NUMBER of PERSONS employed in the under-mentioned TRADES on 1st October 1886, and the TOTAL AMOUNT paid in WAGES to them in 1885, as given in the RETURNS made by EMPLOYERS, together with the AVERAGE ANNUAL AMOUNT per HEAD deduced from these figures, classed according to AMOUNT—*continued.*

TRADES	Number of Returns giving Particulars.	Number employed 1st October 1886.	Amount paid in Wages in 1885.	Amount per Head, i.e., dividing Amount paid in 1885 by Numbers employed as at 1st October 1886.
<i>Of 40l. and under 50l.</i>				
Cabinet-makers and Upholsterers (retail)	50	893	43,988	49
Edge Tools, Spades, Saws, &c.	11	439	21,511	49*
Granite Quarries and Works	38	2,630	128,856	49
Cabinet-making and Upholstery Trades (wholesale)	16	1,297	62,335	48
Floor Cloth (Oilcloth, Linoleum, Kamptulicon, &c.)	9	718	34,500	48
Soap	60	1,995	96,487	48
Saddlers and Harness Makers, &c. (retail)	178	573	26,956	47
Stone Quarries	126	4,232†	191,513†	47†
Bricks, Tiles, &c.	216	6,960‡	323,609	46
Cards, &c. (for Machinery)	18	788	34,294	46
Shuttles, Bobbins, &c.	14	420	19,334	46
General Carriers by Land (other than Railway Companies).	29	3,320	148,190	45
Chairs, manufacture of	18	780	34,602	44
Paper, manufacture of	64	7,760	343,272	44
Printing, Dyeing, and Bleaching Cotton Goods, &c.	29	8,820	384,237	44
Mineral Waters, &c.	115	1,593	67,707	43
Bleaching and Dyeing Works	75	8,758	363,468	42
Miscellaneous Trades	177	13,585	573,043	42
Calendering and Finishing Works	32	1,788	73,427	41
China Clay and Stone Works	6	524	20,983	40
Totals and Average	1,271	67,818	2,990,712	44
<i>Of 30l. and under 40l.</i>				
Dyeing and Cleaning Works (Garments, Feathers, Curtains, Carpets, &c.)	31	2,838	107,158	38
Screws, Bolts, Nuts, &c.	17	813	31,130	38
Silk and Felt Hats	27	3,784	144,781	38
Bookbinding Trade, &c.	79	2,549	94,092	37
Porcelain, China, and Earthenware	29	4,399	164,315	37
Tobacco, Cigars, Cigarettes, &c., Snuff, manufacture of	45	1,953	72,157	37
Cotton	526	142,734	5,152,846	36
Brushes and Brooms	30	805	28,477	35‡
Carpet Manufacture	14	3,588	126,559	35
Needles, Fish Hooks, Pins, Hairpins, &c.	7	741	25,955	35
Woolen	266	36,734	1,295,132	35
Clay Tobacco Pipes, manufacture of	12	149	5,107	34
Flock and Shoddy, manufacture of	16	764	25,890	34
Hosiery	21	3,599	123,692	34
Jams, Pickles, &c.	19	2,033	69,087	34
Metalliferous Mines and Tin Stream Works	77	6,460	216,980	34
Manufacturing Stationers, &c.	42	1,593	51,837	33
Umbrellas and Parasols, manufacture of	10	281	9,411	33‡
Hemp, &c.	153	3,624	116,058	32
Biscuits, &c.	13	1,611	49,936	31
Starch, Cornflour, Blue, &c.	9	696	21,639	31
Artificial Flowers	3	149	4,481	30
Laundries	40	1,955	57,969	30
Totals and Average	1,486	228,852	7,994,679	36
<i>Under 30l.</i>				
Elastic Web, &c.	9	758	22,123	29
Worsted and Stuff	118	36,426	1,022,514	28
Boxes (Plain and Fancy for Drapers, &c.)	30	1,102	29,297	27
Lamp and Candle Wick	4	227	6,231	27
Silk	71	10,082	268,070	27
Smallwares (Sewings, Sewing Cottons, Linen Threads, Braids, &c.)	39	14,171	389,262	27
Sugar Confectionery	20	1,329	36,083	27
Jute	45	13,552	483,456	26
Caps and Tweed Hats	5	185	4,696	25
Linen	130	39,623	977,114	25
Hair	6	641	14,381	23
Matches	4	1,695	38,698	20
Ribs and Stretchers, &c. (for Umbrellas and Parasols)	5	1,190	23,127	19
Totals and Average	486	125,980	3,310,752	26

* Average of Indoor Workers only, and exclusive of all Returns including Filemakers.

† The Average Annual Amount was obtained by dividing 191,513. by 4,109, because the Amount paid to 123 persons could not be ascertained for the year 1885.

‡ Number employed 7th May 1887.

§ Average of Indoor Workers only, so far as could be seen from the Returns.

(continued over.)

II.—TABLE showing the TOTAL NUMBER of PERSONS employed in the under-mentioned TRADES on 1st October 1886, and the TOTAL AMOUNT paid in WAGES to them in 1885, as given in the RETURNS made by EMPLOYERS, together with the AVERAGE ANNUAL AMOUNT per HEAD deduced from these figures, classed according to AMOUNT—*continued.*

TRADES.	Number of Returns giving Particulars.	Number employed 1st October 1886.	Amount paid in Wages in 1885.	Amount per Head, i.e., dividing Amount paid in 1885 by Numbers employed as at 1st October 1886.
<i>Government Works.</i>				
Royal Carriage Department	1	1,782	308,052	114
Royal Gun Factory	1	2,027	178,115	88
Royal Small Arms Factories	2	2,370	191,172	81
Royal Gas Factory	1	54	4,907	74
Royal Laboratory	1	5,764	419,462	73
Inspectors of Works Department	1	163	10,920	67
Royal Gunpowder Factory	1	387	24,217	63
Dockyards at Home*	1	23,728	1,472,497	62
Victualling Yards at Home*	3	784	45,449	62
Army Clothing Depot	1	1,463	78,124	53
Totals and Average	13	38,472	2,627,015	68
<i>Summary.</i>				
Of 70 <i>l.</i> and above	500	66,390	4,818,776	73
" 60 <i>l.</i> and under 70 <i>l.</i>	636	67,320	4,512,880	67
" 50 <i>l.</i> " 60 <i>l.</i>	3,730	272,656	14,894,617	55
" 40 <i>l.</i> " 50 <i>l.</i>	1,271	67,818	2,990,712	44
" 30 <i>l.</i> " 40 <i>l.</i>	1,486	223,852	7,994,679	36
Under 30 <i>l.</i>	486	125,980	3,310,752	26
Totals, Private Works	8,109	824,016	38,517,416	47
Totals, Government Works	13	38,472	2,627,015	68
Grand Totals	8,122	862,488	41,144,431	48

* Established Men on discharge for any cause, except misconduct receive—provided they have 10 years' service—a pension according to their length of service at the rate of one-sixtieth for each year of service, the maximum pension allowed being two-thirds of the pay. Non-established men after 20 years' service are eligible for gratuities calculated at the rate of one week's pay for each year if weekly wage exceeds 1*l.*, or 1*l.* for each year if weekly wage does not exceed 1*l.*, the maximum gratuity allowed being one year's wages.

APPENDIX CXXV.

CLASSIFIED STATEMENT of the ESTIMATED INCOMES of PRUSSIA, subject to the *Classensteuer*.
By A. Soetbeer.

[From "Vierteljahrsschrift für Volkswirtschaft," &c., 1891, p. 120.]

Einkommensklassen.	Zahl der Census.				Betrag des Einkommens.			
	Ohne Angehörige.		Mit Angehörigen.		Im Ganzen.		Pro Census.	Pro Kopf.
	Personnen.	%.	Personnen.	%.	M.	%.	M.	M.
Dürftige Einkommen bis 525 M.	1,429,399		8,718,330		714,649,500			
	2,665,129		2,665,129		932,795,150			
	4,094,428	40·11	8,383,359	28·82	1,647,444,650	16·58	402	197
Kleine Einkommen, 526--2,000 M.	5,517,828	54·05	18,562,145	68·81	5,119,735,640	51·53	928	276
Mässige Einkommen, 2,001--6,000 M.	490,541	4·81	1,778,155	6·12	1,593,074,721	16·03	3·248	896
Mittlere Einkommen, 6,001--20,000 M.	98,512	0·90	317,193	1·09	882,105,000	8·88	9·639	2·781
Grosse Einkommen, 20,001--100,000 M.	12,521		43,400		474,174,000	4·77	37·855	11·027
Sehr grosse Einkommen über 100,000 M.	1,069	0·13	3,681	0·16	219,609,809	2·21	206·789	59·666
Zusammen	10,207,892	100·00	29,087,933	100·00	9,936,143,811	100·00	978	348

APPENDIX CXXVI.

EXTRACT FROM REPORT of the UNITED STATES COMMISSIONER of LABOUR for 1889 (with reference to Railroad Labour), pages 160-2.

"On the 60 roads there were employed 224,570 individual men, whose services could be reduced to actual time. They were employed on an average 147 days each, and they received \$243 average actual earnings for the year employed. Now these men (224,570) were employed to fill 105,807.14 positions; in other words, if 105,807.14 men had been employed on full time they would have accomplished the same results that were accomplished by the greater number working on an average but 147 days each during the year. The differences in the variation between the actual and necessary number of employees, as indicated by the occupation, are such as might occur to one's mind. Bringing forward the results for each of the 17 selected occupations, we have the following:—

"ACTUAL and THEORETICAL NUMBER of EMPLOYEES compared in Leading Occupations of 60 Systems or Roads.

Occupations.	Actual Condition—Different Employees.	Theoretical Condition—Necessary Employees.	Ratio of Necessary to Actual Employees.
Baggagemasters	1,104	822.54	1 to 1.34
Baggagemen	989	635.63	1 " 1.56
Blacksmiths	1,435	947.54	1 " 1.51
Brakemen	20,117	7,276.18	1 " 2.76
Carpenters	8,277	4,348.50	1 " 1.90
Conductors	5,184	3,431.54	1 " 1.51
Engineers	2,974	2,254.63	1 " 1.32
Enginemen	998	771.98	1 " 1.29
Firemen	5,717	2,855.20	1 " 2.02
Flagmen	1,989	1,308.19	1 " 1.52
Foremen	7,085	5,576.50	1 " 1.27
Labourers	89,429	27,938.89	1 " 3.20
Machinists	4,508	2,777.08	1 " 1.63
Masons	874	258.78	1 " 3.38
Painters	1,583	859.89	1 " 1.84
Switchmen	4,262	2,390.13	1 " 1.78
Telegraph operators	4,216	2,262.55	1 " 1.91

"The last column in the foregoing statement means, under baggage-masters for instance, that to one necessary employee, or to one employee necessary to perform the duty of the position for a whole year, there were employed during the year of the investigation 1.34 employees. The larger proportions are brakemen, 2.76 employees to one necessary employee; firemen, 2.02 employees to one necessary employee; and labourers, which constitute the largest class of railroad labour, 3.20 actual employees to one necessary employee. The largest ratio in the column is for masons, it being 3.38 actual employees to one necessary employee; but this large proportion is easily understood from the fact, that masons oftener than others, perhaps, are called in to do particular jobs of work, and are not in any sense steady railway employees.

"I do not remember having seen this feature, the tendency of labour to migration, brought out statistically on any extended scale before. This constitutes a new phase in the labour question. What were the men doing the remainder of the year? Were they unemployed? Did they shift from one position to another

on the same road? Did they work a while on one road and then enlist in the service of another? Were there concentrations of labour at certain seasons of the year? These are questions which cannot be answered at present. It is true that many of the men, especially those employed as trackmen, have to lose much time in waiting; others, unskilled laborers, in the same way lose much time; but the higher grades must be quite constantly employed—in fact, the tables would indicate it. It was impossible, however, from the pay-rolls to ascertain either the causes of lost time or the extent to which men shift their positions, or the extent to which men are recounted. If a man borne on the rolls of Railroad No. 50 worked but 88 days in the year, and then worked 20 days on Road No. 51, 60 days on Road No. 52, and a month on Road No. 53, he would appear in the whole number of employees as four men, and he might have been employed among them all perhaps a full year or nearly a full year. To determine this migratory habit was impossible under the present investigation, and in order to settle the question as to the cause or causes of this fluctuation in railroad labour additional investigations would have to be made. Whether this serious fluctuation in railroad labour compares favourably or unfavourably with like features in productive industry cannot at present be stated. In the series of reports which this department will issue during the next few months opportunity will be secured for comparisons in this respect, as between railroad labour and labour in the great iron, cotton, and woollen industries, not only in this country but also in other countries, which will show the extent of the movement of labour, and a series of comparisons thus instituted may lead to a line of investigation which will throw some light upon the causes.

"It will be remembered that, as stated by the Interstate Commerce Commission, the whole number of employees on the railroads of the United States, June 30, 1889, was 689,912 approximately. This number represents the average number of employees in the service of all the roads of the country. The average number of employees means the number required to fill all the positions necessary for the management of the railroads. Applying the same ratio of necessary to actual employees, as was ascertained by the investigation of the 60 roads, it would require 1,462,613 men to perform the labour on the railroads of the country during one year; that is to say, if 689,912 men were employed, on an average, during a year, in the service of the railroads of the United States, there must have been about 1,462,613 different individuals employed during the same time in the same service. No one should conclude from these statements that there are constantly out of employment 700,000 or 800,000 railroad men every year, because no such conclusion can be sustained by anything contained in this report; in fact, as just stated, this feature of labour offers a new problem for discussion and for investigation, and it must be left to further study before the exact amount of idleness can be stated, in contradistinction to the exact amount of migration."

APPENDIX CXXVII.

CONSPIRACY LAW AMENDMENT BILL

[To avoid displacement of type this is printed on p. 295.—G. D.]

APPENDIX CXXVIII.

LABOUR ASSOCIATION.

LIST OF MEMBERS AND SUBSCRIBERS.

Aberdare, Right Hon. Lord.	Connell, A. K.	Hervey, H.	Parnell, W.
Agar, E. L.	Constable, Rev. J.	Hervey, Lord John.	Parry, C. H. H.
Alford, Rev. B. H.	Cotton, Mrs.	Hill, F.	The late the Very Rev. Dean of St. Paul's.
Allsop, T.	Cousins, E.	Hole, James.	Pember, G. H.
Anonymous.	Coventry Distributive Society.	Holmstrom, C.	Pembroke, The Right Hon. the Earl of.
Austin, —	Crowder, A. J., J.P.	Holland, J. B.	Phillips, S. W.
Baker, A., M.A.	Currie, Sir P.	Hoskins, E. J.	Pirie, F. Logie.
Ball, A. J. A.	Dalmas, G. De St.	Hubbard, J.	Podmore, F.
Ballard, F.	Dawson, J. T.	Hulme, E. W.	Pollington, Right Hon. Viscount.
Bancroft, J.	Debenham, Frank, Alderman, L.C.C.	Hunt, Mrs. F.	Potter, R.
Barbour, W., M.P.	Derby, Right Hon. the Earl of.	Jones, E.	Pratt, Hodgson.
Barnes, F. G.	Dickinson, G. L.	Jones, W. Brittain.	Rawlings, A.
Bartlett, Rev. E. R.	Donville, W. H.	Kennedy, B. E.	Rawson, H. G.
Beever, Sir Hugh.	Donaldson, J. H.	Langley Mill Society.	Ripon, Right Hon. the Marquis of.
Behrens, A.	Durham, The Right Rev. the Lord Bishop of.	Lawrence, W. F., M.P.	Robinson, A.
Belluvehi, E.	Eccles Quilt Society.	Lawrenson, Mrs.	Robinson, W. L.
Bennel, F. J.	Elder, T. E.	Livesey, G.	Rosebery, Right Hon. the Earl of.
Bennett, Miss.	Eley, T.	London, The Right Rev. the Lord Bishop of.	Schloss, D. F.
Benson, Miss Margaret.	Ellice, W.	Longstaff, Dr. G. B.	Scrimgeour, W.
Blandford, Thomas.	Everard, C. H.	Lucas, F. L.	Sharland, Miss.
Blandell, H.	Farrer, Sir Thomas.	Mackail, J. W.	Sidgwick, A.
Bodenham, J.	Forbes, W. H.	Mackenzie, J. S.	Simpson, W.
Bonafield, W.	Forster, H. O.	Macmillan, G.	Simonds, R. H.
Brassey, Lord.	Fort, J. A.	Makovski, S.	Smith, G. A.
Brassey, Hon. T. A.	Fortescue, Hon. D.	Manchester, The Right Rev. the Lord Bishop of.	Smith, S., M.P.
Broomhall, W.	Foxwell, Prof. H. S.	Mann, Tom.	Stamford, The Earl of.
Brownfield, A.	Fry, E. P.	Marshall, Prof. A.	Stocks, L.
Buchanan, W.	Fyffe, C. A.	Mather, J.	Sullivan, Sir Arthur.
Bulwer, General Sir Ed.	Galbraith, W.	Matheson, P. E.	Tangyes, Messrs.
Burroughs, S. M.	Gandar, F. J.	Martineau, Miss L. E.	Tatton, R. G.
Bushill, T.	Gaskell, R.	Martineau, The Rev. Dr. James.	Thompson, W. W.
Carlisle, Right Rev. the Lord Bishop of.	Grainger, W.	Mayne, Rear-Admiral R., M.P.	Thompson, Mrs. Percy.
Carpenter, W.	Granger, R.	Mocatta, F. W.	Thomson and Sons.
Carter, J. Bonham.	Greening, E. W.	Moxon, C. F.	Thomson, B. K.
Chamberlain, S. G.	Greenwood, J.	Muir, A.	Timson, J.
Chance, W.	Grenfell, W. H.	Naoroji, Hon. D.	Tollenache, H. J., M.P.
Chancellor, C.	Grey, Albert.	Nash, A.	Trower, H. S.
Chancellor, H. G.	Grice, Dr.	Neale, E. V.	Underwood Coal Society.
Chaplin, A.	Griffith, M. Gwynne.	Nelson, E. M.	Vivian, H. H.
Chitty, E.	Gronwick, W.	Neville, Ralph, M.P.	Wedgwood, A.
Clarke, Lieut. - General Sir A.	Gull, Sir W. C.	Newell, —	"Wellwisher, A."
Clements, A. J.	Hall, J.	Nickalls, Mrs. P.	Whitelaw, T.
Clements, C.	Hare, Thomas.	Orwin, J. F.	Williams, Aneurin.
Clements, G. N.	Hardy, James.	Palmer, G. E.	Wilson, H. J., M.P.
Clifford, Dr. J.	Harrow, H.		
Cockerell, S. P.	Herbert, W.		
Cohen, N. L.			

LIST OF SOCIETIES MEMBERS.

Agricultural and Horticultural Association.	Northamptonshire Productive Society.
Alcester Needle Society.	Norwich Boot and Shoe Society.
Brighton Artisans' Society.	Paisley Manufacturing Society.
Co-operative Builders' Society.	Scotch Tweed Society.
Coventry Watch Society.	Sheffield Cutlery Society.
Eccles Quilt Society.	Airedale Worsted Society.
Edinburgh Printing Society.	Midland Tinplate Society.
Gorton Sundries Society.	Wm. Thomson and Sons, Limited.
Hobden Bridge Fustian Society.	Walsall Padlock Society.
Finchley Hosiery Society.	Burnley Self-Help Society.
Keighley Ironworks Society.	Productive Federation.
Kettering Boot Society.	General Builders.
Leicester Boot and Shoe Society.	Coal Porters' Society.
London Productive Society.	Co-operative Bookbinders.
Leicester Hosiery Society.	

APPENDIX CXXIX.

LABOUR ASSOCIATION.

LIST OF SUCCESSFUL SOCIETIES IN EXISTENCE BEFORE 1883.

Sabden Company.	Dudley Nail Manufacturing.
Hobden Bridge Fustian Manufacturing.	Coventry Watch Manufacturing.
Leicester Hosiery.	Sheffield Cutlery.
Sheepshed Hosiery.	Manchester Co-operative.
Eccles Manufacturing.	Dumfermline Manufacturing.
Leek Silk Twist Manufacturing.	Paisley Manufacturing.
Airedale Manufacturing, Bradford.	Edinburgh Printing Company.
Northamptonshire Productive, Wollaston.	

APPENDIX CXXX.

LIST OF CO-OPERATIVE PRODUCTIVE SOCIETIES SHARING PROFITS AND MANAGEMENT WITH WORKERS.

Established.	Name.	Business.	Members.	Workers.	Share and Loan Capital.	Reserves.	Profits.	Loss.	Profit to Labour.	Year ending.	Remarks.
1860	Eccles Manufacturing Society -	£ 20,450	311	98	£ 22,564	500	1,140	—	—	1891	
1862	Paisley Manufacturing Society -	50,825	1,014	250	39,057	1,194	5,059	—	556	June 30, 1892	
1867	Agricultural, &c., Association -	86,326	3,057	125	42,077	4,371	4,280	—	799	July 30, 1892	
1869	Manchester Printing Society -	63,140	607	330	32,130	5,691	6,030	—	447	1891	
1870	Hebden Bridge Fustian Society -	48,164	742	200	23,589	4,305	5,376	—	618	Dec. 31, 1892	
1872	Airedale Worsted Manufacturing Society.	14,100	265	30	3,797	669	913	—	26	Dec. 31, 1892	
1872	Dunfermline Manufacturing Society -	1,006	95	16	1,002	203	101	—	11	1891	
1872	North Seaton Farming Society -	649	104	—	330 (etc)	195	92	—	—	1891	
1873	Walsall Padlock Society -	14,722	63	200	2,533	1,303	1,029	—	700	Dec. 31, 1891	
1873	Sheffield Cutlery Society -	2,121	66	60	512	350	273	—	19	June 30, 1892	
1873	Newcastle Furnishing Society -	14,255	73	98	15,657	—	505	—	—	Sept. 30, 1891	Division of profits not stated.
1873	Edinburgh Printing Society -	9,467	139	73	15,766	1,000	995	—	129	1891	
1874	Leek Silk Twist Society -	8,985	41	41	1,796	156	301	—	85	1891	
1874	Dudley Nailmakers' Society -	300	12	15	52	—	2	—	—	1891	
1876	Coventry Watchmakers' Society -	3,990	105	40	2,000	667	193	—	70	—	
1876	Leicester Hosiery Society -	24,036	297	180	16,456	680	1,020	—	44	June 30, 1892	
1881	Northamptonshire Boot Society -	16,982	43	129	1,764	200	633	—	274	1891	
1882	Midland Nailmakers' Society -	356	8	15	268	18	25	—	—	1891	
1883	Assington Farm Society -	1,217	281	—	3,381	—	35	—	—	1891	Division of profits not stated.
1884	Hinckley Hosiery Society -	1,463	50	—	240	—	30	—	—	1891	
1885	London Bookbinders' Society -	587	81	6	408	4	—	24	—	Dec. 31, 1891	
1885	Norwich Boot and Shoe Society -	2,000	198	15	352	3	80	—	6	1891	
1885	Co-operative Sundries Manufacturing Society.	12,127	174	50	5,213	—	—	107	34	Oct. 8, 1892	
1885	Keighley Ironworks Society -	5,261	200	24	5,467	150	400	—	34	Dec. 31, 1892	
1886	Finedon Boot and Shoe Society -	19,881	27	134	2,127	—	597	—	—	1891	Division of profits not stated.
1886	W. Thomson and Sons -	31,983	235	130	17,716	150	1,572	—	468	Dec. 31, 1892	
1886	Burnley Self-Help Society -	57,755	270	200	6,993	679	998	—	137	Dec. 31, 1892	
1887	Leicester Boot and Shoe Society -	33,000	606	250	6,666	800	1,254	—	678	Dec. 31, 1892	
1887	Walsall Cart-Gear Society -	576	22	5	220	—	31	—	—	1891	
1887	Midland Tinplate Society -	3,532	78	50	917	—	—	124	—	1890	
1887	Raunds Boot and Shoe Society -	14,529	19	160	1,290	312	342	—	—	1891	Division of profits not stated.
1887	London Productive Society -	2,724	162	10	2,547	—	73	—	—	Dec. 31, 1892	
1888	Tingdene Boot and Shoe Society -	12,083	26	—	647	—	55	—	—	1890	
1888	Alcester Needle Society -	699	124	25	1,049	21	29	—	—	Dec. 31, 1891	
1888	Dudley Bucket and Fender Society -	6,341	19	30	929	167	493	—	156	1891	
1888	Kettering Boot and Shoe Society -	17,471	358	150	3,083	219	1,275	—	430	July 6, 1892	
1888	Bromsgrove Nail Forgers' Society -	398	145	38	253	32	21	—	—	Dec. 31, 1891	
1888	Brighton Artisans' Society -	102	35	23	32	—	2	—	—	1891	
1888	Co-operative Builders' Society (Brixton).	25,945	180	170	4,056	908	216	—	—	1891	
1889	Bristol Pioneers' Boot Society -	4,249	77	—	626	—	—	30	—	1891	
1890	Scotch Tweed Manufacturing Society -	19,972	355	100	24,934	112	886	—	—	Oct. 29, 1892	
1890	Atherston Hat Society -	5,352	64	55	1,822	50	177	—	—	1891	Division of profits not stated.
1890	Hinckley Boot Society -	—	21	—	270	—	—	—	—	1891	Return incomplete.
1891	Lye Sheet-iron Works Society -	4,466	92	40	1,219	—	—	—	—	1891	
1891	Bradford Cabinet Makers' Society -	1,875	40	10	443	26	68	—	—	1891	Division of profits not stated.
1892	Nottingham Tailors' Society -	165	—	9	173	—	4	—	—	—	Only twelve weeks.
1892	London Leather Manufacturers' Society.	122	—	11	172	—	7	—	—	—	One quarter.
		665,633	11,050	3,653	326,339	24,946	37,896	295	5,326		
					Deduct 143,783	being Loan Capital upon which interest has been allowed before calculating profit.					
					Total Share Capital 182,556	the average profit on the same made being about 20 per cent.					

NEW SOCIETIES.

Estab.	Name.	Estab.	Name.
1892	Walsall Horse Collar Society.	1892	Shirtmakers' (London) Society.
1892	Bo'ness Pottery Society.	1892	Sheffield Tailors' Society.
1892	Walsall Bridle Bit Society.	1892	Brownfield's Guild Pottery Society.
1892	General Builders' (London) Society.	1892	Liverpool Tailors' Society.
1892	London Coal Porters' Society.	1892	Medway Barge Builders' Society.
1892	Union Confectioners' Society.	1892	Scotch Co-operative Wholesale Society.

APPENDIX CXXXI.

LEADING FEATURES CONNECTED WITH THE HISTORY OF SOME OF THE CO-OPERATIVE SOCIETIES.

The following particulars from certain societies are selected to show how various are the conditions under which many of them start, and go to prove that the principle is applicable in a large number of different circumstances. The Wolverhampton Plate Locksmiths is an instance of a society failing, registered in 1864, its object being to raise the condition of the workers in the trade, the average wages being not more than 12s. per week. The society started with a capital of 13*l.*, but the society was so well managed that by October 1864 they had over 50 men at work, the total employed in the trade being only about 250. The employers became alarmed, and endeavoured to ruin the society by reducing prices below the cost of production, and by trying to prevent them from getting raw material and by discharging their shareholding employees. The public came to their aid, and, amongst others, Mr. J. S. Mill, and they survived. In 1877 they had 120 men at work, over 100 of whom were shareholders holding from 30 to 40 shares each, and they were earning double the wages they had earned previous to the society starting. But a great depression came in the trade. This led to an accumulation of stock, owing to misjudgment, and as trade did not revive they could not meet their liabilities with cash, and being pressed for payment they went into liquidation, although "virtually solvent."

The Paisley Manufacturing Society was started in 1862 by a few weavers and others that had had some experience in co-operative distribution, and has been a success from the commencement. The society manufactures dress stuffs, skirtings, &c. The consumers are strongly represented in this society, and receive a large share of the profits.

In 1870 the capital was 1,177*l.*, and sales 2,463*l.*

In 1891 the capital was 33,754*l.*, and sales 48,361*l.*

The Walsall Padlock society is an instance of co-operative production being very successful in a sweated industry. Starting in 1872 with a capital of 83*l.*, it now claims to be doing two-thirds of the total trade. It is purely a producers' society, and sends its goods into various parts of the world. The society was the result of a strike, and met with great opposition from the masters. When the society was started it was the custom in the trade for most of the work to be done in small workshops or in the homes of the workers, but the society has led the way in centralising the work, and has built what is undoubtedly one of the finest lock factories in the neighbourhood, and only 20 out of the 200 workers employed are now out-workers.

The society has frequently helped other workers in the trade to improve their position, and pays a higher rate of wages than other firms, often amounting to 10 per cent.

The capital in 1891 was 2,333*l.*, trade 14,722*l.*, and profit 1,029*l.*, 700*l.* of which went to the workers, being about 10 per cent. on wages earned.

The Coventry Watch Society is an instance of success in high-class work. The society was started by a small number of working watchmakers, and registered in 1876. The trade has steadily increased. The workers control the society. Reductions in the price of work have taken place, but were accepted by the workers without any friction whatever.

The Burnley Self-help Cotton Spinning Manufacturing Society was registered in 1886, and deserves special attention, for two reasons: First, because of the fact that the workers guarantee the interest on capital out of their wages; secondly, they have, since 1889, themselves agreed to a fixed manager for ten years. The workers paid two half-year's losses, amounting to 10 per cent. of their wages earned during the previous six months in each case; and on another occasion losses amounting to 16½ per cent. on the wages earned in the previous quarter. Since 1889 the society has greatly improved its financial position, and, besides wiping off all previous losses, has placed to reserve fund over 1,000*l.*, and has paid a share of profit to workers and customers. The society employs 200 workpeople.

The Scottish Co-operative Wholesale Society is a consumers' society that has gradually adopted our principle. For some years they have given a bonus to their workers, but did not allow them to take shares or participate in management. They have, within the last two months, amended their rules, so that the workers may take shares and capitalise their profit, allowing them to elect one delegate for each 150 working shareholders. As these rules affect some 3,000 workers, we think this is a great advance, and more especially seeing that the Labour Association has for some years been striving to secure the same rights for the workers employed by the English Co-operative Wholesale Society, but up to now that body has declared such a step to be impracticable.

Wm. Thomson and Sons is an instance of a private employer converting his business into a society upon our basis. As Mr. Thomson has already given evidence before the Commission,* little remains to be said, except that when Mr. Thomson presented his evidence he could not report that they had made much profit to divide. We wish to say that in each financial year since that time they have shared considerable profits among the workers; in 1891, amounting to 10*l.*, and in 1892, 1*l.* 3*s.* in the £ on labour.

* See Minutes of Evidence, Vol. II, Group C.

APPENDIX CXXXII.

DETAILS CONCERNING STRIKES IN CO-OPERATIVE WORKSHOPS.

MEMORANDUM from the LEICESTER CO-OPERATIVE BOOT AND SHOE MANUFACTURING SOCIETY, LIMITED, to the CO-OPERATIVE SOCIETY, LABOUR ASSOCIATION, Leicester, November 1st, 1892.

GENTS,

Re yours of the 27th. I only know to one strike at C.W.S., previous to 1876, the year we started. A year or two ago the girls were out on strike for a few days. And this year the whole of the workpeople struck against one of the foremen. Independent of the cases mentioned above, there has been hundreds of cases at C.W.S. where the trade officials have had to be called in to insist on the workmen being paid the right price for his work. It is a well-known fact a few years ago the name of C.W.S. used to appear on our trade balance sheet oftener than that of any private manufacturer, for men paid for loss of time through having work in dispute. You ask, could I give you any evidence of the effects of our system upon the character of the workers. First, you would find a higher moral tone in our workshops to that of any similar establishment in Leicester, and you would not find 10 per cent. of the gambling that exists at the average workshops of the town. We find, from experience that our workers, as their interest in the society increases (which it does automatically), take a far more intelligent interest in its management and welfare, and are more anxious to join other progressive movements. All our workmen are members of the trade union on principle. Yet the society has never cost the Union a penny during the whole time we have been in existence. It only requires that similar societies to our own be established in every trade. Then trade unions, instead of wasting their funds in strikes, would be able to go into co-operative production, and existing difficulty between capital and labour would be on the highway to a permanent solution.

Yours respectfully,
(Signed) R. POTTER.

STATEMENT OF CASE OF THE LEICESTER WORKERS LATELY ON STRIKE AT THE WHOLESALE SOCIETY'S WEST-END BOOT AND SHOE WORKS.

The workers express themselves as greatly aggrieved by the wilful misrepresentation to which they have been subjected, and by the difficulty they experience in getting their real grievances properly before their actual employers and the co-operative public.

They denounce as untrue the official paragraph which appeared in the "Co-operative News," stating that the strike was a technical difficulty amongst themselves, and not against the management. They assert it was entirely a strike against the management and was the outcome of long-standing grievances and many complaints. They state that before they were driven to strike their complaints to the management were systematically concealed or perverted, and that the workmen who complained were cowed by threats, or cajoled or bullied.

They instance the complaints in the clicking department which were published in the "Co-operative News" as far back as April—May last.

They speak in the strongest terms of Mr. Butcher's statements at the London meeting on May 29th that he knew nothing of those grievances. They assert that, on the contrary, he called the men together the evening before that meeting, and did his best to terrify them into withdrawing their complaints by threatening libel proceedings, winding up by saying he should go to London and tell the delegates that nothing of the kind complained of existed, and that the men were all satisfied. He was told in reply that the foreman had admitted the existence of the evils, and that if the evils were not known to him (Mr. Butcher) before, they were now. He only pook-pooked this, and repeated his declared intention to put his foot down on it, &c. The men say they felt then very strongly the way they were being dealt with, and thought of sending to the meeting through me, a telegram containing the facts; but that Mr. Butcher's manner had cowed many of them at the moment.

The men admit that the Board have made inquiry into some of their complaints, but they say it has been done in such a way as would lead to nothing better than a momentary smoothing over of difficulties. They

say the foreman and manager are heard at full length in the absence of the men, and then the men are called down to be told that the committee regret there has been a little unpleasantness lately, but hope a better state of things now exists, &c. This "cuts the ground," they say, "from under their feet," making them appear anxious to open an old wound if they attempt to go into the facts of their late complaints, and so they have never been able to get their real feelings either before the delegates or the Board. They charge Mr. Hind, especially, with constantly misrepresenting them and their complaints, and afterwards at interviews with the committee, &c., preventing them from discussing and making known their real views.

Passing to the dispute which eventually culminated in the late strike, they say the grievance goes back a long time, at least 10 years before the adoption of the present agreed list of working prices in November 1885 and February 1886.

Shortly stated, it is not a question of prices or of disputes between two sections of workers as has been asserted, but is an objection to the plan adopted at the West End works of playing off two bodies of workers against each other, so as to screw down and injure both.

The men assert that years ago whilst the old list was in force, the authorities at the West End works commenced to employ a "sweater" of the name of * * * to take out work to the village of Enderby, and got it done there by village hands at prices below the rates then agreed to between the Wholesale Society and the Trades Unions at Leicester.

As it has been denied on behalf of the Wholesale, that Mr. * * * was a "sweater," I quote upon this point the words of the employees as literally as possible.

They say "Mr. * * * had the work (given) out to himself. He booked the work out (at Enderby) at any price he liked to give, and to anybody he could get to do it. He also bought all grindery, and compelled his hands to buy it from him or have no work to do, and he charged them 3d. per lb. more for brass than the retail price in Leicester."

This arrangement with Mr. * * * having been some time ago publicly denounced, was professedly abolished, but of this the men say:—

"Now see the effect when the manager had done away with the middleman. It was not one whit the better for the workers, for the manager simply transferred the profit from Mr. * * * to the society, who bought a horse and van and conveyed the work to and fro themselves. They got rid of the middleman but kept up the system for their own benefit, and this is how they were enabled to boast about abolishing the middleman at Leicester."

In connection with this statement, the hands very strongly denounce Mr. Hind's assertion in the "Co-operative News" of March 1st, 1885, that never since the works started had there been a middleman of whom the committee had any cognisance. They add that Mr. Butcher, when he first returned to the management, admitted this evil of the middleman, stating that he saw the evil and intended to put his foot down on it, and keep it down.

This being their statement of the original grievance, the workers proceed to say that about a year ago their grievance being pressed by them, they were told in reply that they (the workers) were being paid more for their work in Leicester under the then "statement" or agreed list than was being paid by private workshops in the town. To meet this they agreed to a reduced "statement," with the understanding from the manager "that he would not try to undersell our labour in the future by sending it into the country at a reduced rate from our price."

They proceed to say this understanding was broken.

First. By the work being by-and-bye again booked out at Enderby below the "statement" prices.

Second. By the same thing being attempted at Leicester.

When the men receiving the work at Leicester resented the attempt, they were told they could either take the work at the incorrect price or leave it, and it would be sent out to be done in the country.

As this brings me to the actual cause of the strike, I will very carefully quote the facts as given by the workers. They say that work was given out to be

done at Enderby under wrong classifications. Thus work, which at Leicester was admitted to be first-class, was given out at Enderby as second-class work; whilst work which at Leicester was classified second, was given out at Enderby as third and fourth. This difference in classification made a great reduction in the wages paid. But beyond this "extras" were not properly allowed. As regards these they explain that the list is compiled by fixing a "groundwork" price for all classes of goods, and that additions are made for the extra work required to be put into more complicated boots and shoes. Thus—

Plain side-spring boots may be 5s. per dozen, and this 5s. will then be the "groundwork" price.

Then lace boots will be, say 6d. per dozen extra; buttons, 6d.; puff toe, 1s.; leather lined, 1s.; broad welts, 6d. and 9d.; high leg, 6d., and so on.

In giving out work at Enderby, they say it would be often booked out at "groundwork" prices when extras ought to have been allowed, which would have made a difference in the wages paid of from 10 to 40 per cent. Thus nominally the list was adhered to, but really broken in practice.

As regards the attempts at Leicester, the hands say that "scores of times during the past 12 months the men at Leicester have had work booked out to them at less than the list price, and when they have asked for the correct price, they have been told that if they insist on having that price the work will go to the country to be made. Time after time men have taken work back upon the West-End works refusing to pay the list price, and it has been sent into the country to be made at a reduction."

About 14 days before the strike a man at Leicester received a dozen of boots out to rivet, booked to him at less than list price. He went back to ask for correct list price, when the foreman told him if he wanted that price to bring the work back at once. Turning then to a boy at his side, the foreman told him to go and tell the booker-up not to book up any more work of that class for Leicester, but send it all to the country. During that week several more men had work booked out to them below list prices.

The result was the men decided to elect a deputation to wait on the manager for explanation. The meeting took place on September 14th. Mr. Butcher and Mr. Hind were present. The men stated their case and pressed to know on what principle the men were paid at Enderby? Mr. Butcher replied 'any price the men at Enderby liked to ask for,' by which the deputation understood that the men at Enderby had to look after themselves to obtain proper prices. But Mr. Butcher added that the Wholesale did not send the work to Enderby on purpose to get it done cheaper than at Leicester. Eventually the interview ended by Mr. Butcher saying, in the presence of Mr. Hind, that the Wholesale were perfectly willing to pay the men at Enderby the same list price as was paid at Leicester, charging only for the cost of conveying the goods out and in by van, and that if the Enderby men disapproved of the charges for conveyance, the option would be given them of delivering their own work.

This being perfectly satisfactory the deputation withdrew, and communicated the result arrived at to the men at Enderby, who held a meeting on September 16th, and declaring themselves much gratified at the result, resolved that, in future, they would act in unison with the men at Leicester for the maintenance of their common rights.

Next day (September 17th) the Enderby men sent a deputation to the West-End works to have the understanding properly confirmed with themselves. Mr. Butcher met this deputation before it reached his office, and refused to discuss matters with them in Leicester, saying he wanted to see them privately, and was coming over to Enderby on Tuesday, September 21st. On the Monday, however, he had the foreman over from Enderby and told him to make the following proposals to the men at Enderby on the Tuesday morning.

- 1st. They could have the same list prices as the men at Leicester; but they must allow 1s. per dozen carriage on the work, and they would not be permitted to employ boys to help them.
- 2nd. They could continue as they were receiving varying prices as bargained for and arranged from time to time.
- 3rd. If they would not accept either of these two alternatives no more work would be sent out to Enderby.

The foreman who conveyed the proposal added that the men at Leicester did not care about the men at Enderby receiving same prices as themselves; but that what they wanted was to stop the work going to Enderby altogether. He insisted, too, on an immediate reply to the proposals, thus giving the men at Enderby no opportunity to compare notes with their co-workers at Leicester.

On the above offers the Leicester men remark that the first was a monstrous proposal to overcharge, as 1s. per dozen for conveying boots and delivery of work would amount to a deduction of 20 per cent. on the wages for some classes of work. They add, too, that this and the second were both breaches of the understanding arrived at with themselves five days before. The condition that the Enderby men would be allowed to employ boys if they worked below list, but not if they insisted on being paid full list prices was a temptation to "sweating" in the eyes of the men.

They proceed:—"You need not be surprised, Sir, to hear that the men at Enderby, most of them men with families, finding themselves threatened with loss of their work, and seeing no possibility of obtaining further employment in the village, decided to accept Mr. Butcher's terms, to break off with the men at Leicester, and in future act as best they could for themselves."

The Leicester deputation went over to Enderby on Tuesday, September 21st, to learn the final issue of the negotiations, and, hearing the above facts from the Enderby men, returned home, called a meeting of the men after work at night and told them what they had heard.

The workers at Leicester were so exasperated by the proceedings of the foreman, and stung by the apparent deceptions of the manager, that they would not even wait to be drawn off in the usual routine by the officers of the Union, but resolved unanimously to strike work until the men at Enderby were conceded the same price for the same class of work as is paid at Leicester.

Two days later on, Thursday, September 23rd, a very large meeting was held of the branch of the Union, when it was unanimously resolved to support the West-End men in their strike.

During the next 12 days deputations met the manager and the directors of the Wholesale and made them acquainted with the facts and the views of the men.

On Tuesday, October 5th, Mr. Butcher met the President of the Union and representatives of the men, and in their presence signed an undertaking to pay the men at Enderby full list prices for the same class of work as paid to the men at Leicester, never deducting more than 6d. per dozen in any case for conveyance of the boots to and fro.

On the same evening at a meeting of the Enderby men, held at the local store, the men of Leicester were thanked for the action they had taken to secure to the men of Enderby their rights.

The Leicester representatives repeat very emphatically that it is perfectly false to say they have any objection to, or quarrel with, the men at Enderby. They only object to this system of lowering the Enderby wages and then using the reductions to lower wages at Leicester.

The men say that if these facts are denied, they challenge the production of the books at Enderby and Leicester, and pledge themselves thereupon to produce a hundred witnesses to prove the truth of their assertions.

Compiled from the statements of the workers by
EDWARD OWEN GREENING.

MEMORANDUM from the LEICESTER CO-OPERATIVE BOOT AND SHOE MANUFACTURING SOCIETY, LIMITED, to the CO-OPERATIVE SOCIETY.

DEAR SIRS,

May 5th, 1891.

Yours of the 3rd to hand. The first question you ask is: How many workers from the West End have joined our society?—From 150 to 200.

2nd question. How many have come to work for us from first to last?—Forty-three.

3rd. How many have come of their own choice?—The whole of them.

4th. How many have come because they were discharged by C.W.S.?—None.

5th. How many have come back of their own free will?—One.

To Mr. E. O. Greening.

{ JOHN POTTER, *President*.
{ R. POTTER, *Secretary*.

APPENDIX CXXXVI.

REMARKS from one of the BRITISH SOCIETIES upon the effects of CO-OPERATIVE PRODUCTION in developing temperate, provident, and other good habits.

As, in tabulating the Appendices, this document was not found to be in the possession of the Commission, Mr. Vivian was applied to for a copy. In a letter dated September 28th, he stated as follows:—"The remark " We intended to have put in as being more important

" than the others was as follows: ' You would not find " ' one-tenth of the gambling amongst the workers in " ' our society that you would find amongst workers " ' engaged in the same industry outside.'—G. D."

APPENDIX CXXXVII.

FACTS CONCERNING THE FAMILISTERE, AT GUISE, WHICH IS ORGANISED UPON THE BASIS OF SHARING RESULTS BETWEEN CAPITAL AND LABOUR, FOUNDED BY M. GODIN.

It is an iron foundry, employing over 1,500 workers; started sharing profits in 1877; took the workers into partnership in 1880. The amount standing to their credit at that date was 10,490l., the total capital being 184,000l. Method adopted for division of results—5 per cent. is first paid on capital; of the remainder, 25 per cent. to intelligence, 75 per cent. to labour and capital, *pro rata* on the salaries of each. Since the foundation of the association—

Spent on education annually, 1,500l.

A member of the association earning 4s. a day will, at the end of 30 years' work, find himself in the following monetary position:—

	£
Capital has received above its wages	122,222
Labour, besides its wages	128,458
Insurance fund	22,544

The whole of the capital has now passed into the hands of the workers.

Shares in the society	540	0	0
Yielding, per annum, with interest and profit	30	0	0
Entitled to receive from pension fund. per annum	36	10	0
Total income	£64	10	0.

APPENDIX CXXXVII.

CONSPIRACY LAW AMENDMENT.

A BILL TO AMEND THE LAW OF CONSPIRACY.

(Prepared and brought in by Mr. Edward Robertson, Mr. Shaw Lefevre, Mr. Broadhurst, and Mr. William Hunter.)
Ordered, by The House of Commons, to be Printed, 28 November 1890.

MEMORANDUM.

A BILL TO AMEND THE LAW OF CONSPIRACY.

A.D. 1891.

By the Conspiracy and Protection of Property Act, 1875, it is provided (section 3) that "an agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute between employers and workmen shall not be indictable as a conspiracy, if such act committed by one person would not be punishable as a crime."

The object of this Bill is to make the foregoing enactment general by omitting the words printed in italics.

The other provisions of section 3 of the Conspiracy and Protection of Property Act, 1875, are reproduced in clause 3 of the Bill, with some alterations, the most important of which is the introduction of certain additional exceptions, viz., *conspiracies to bring false accusations, conspiracies to pervert justice, conspiracies to defile women, conspiracies to defraud, and conspiracies to prevent by force the collection of rates and taxes.*

The clause will thus declare the law of criminal conspiracy substantially in the terms proposed by the Criminal Code Bill Commissioners (Lord Blackburn, Lord Justice Barry, the late Lord Justice Lush, and Mr. Justice Stephen) in 1879. The Commissioners reported as follows on the provisions relating to this subject in the Draft Code appended to their Report:—

"We have taken the responsibility of recommending that crimes should no longer be indictable at common law, but only under the provisions of the Draft Code or some other Act in force for the time being.

Section 5 will thus have the effect of preventing indictments at common law for conspiracy. The sections of the Draft Code which deal with this subject comprise treasonable conspiracies (section 79), seditious conspiracies (section 102), conspiracies to bring false accusations (section 126), conspiracies to pervert justice (section 127), conspiracies to defile women (section 149), conspiracies to murder (section 180), conspiracies to defraud (section 284), conspiracies to commit indictable offences (sections 419, 420), and conspiracies to prevent by force the collection of rates and taxes (section 421).

"There is not, perhaps, any distinct authority for the proposition that there are at common law any criminal conspiracies other than those referred to, but some degree of obscurity exists on the subject. An agreement to do an unlawful act has been said to be a conspiracy, but as no definition has been found of what constitutes unlawfulness, it seems to us unsatisfactory that there should be any indictable offence of which the elements should be left in uncertainty and doubt."

Be it enacted by the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:

1. This Act may be cited as the Conspiracy Law Amendment Act, 1891. Short title.

2. This Act shall come into operation on the first day of September one thousand eight hundred and ninety-one.

3. Subject to the provisions of this Act an agreement or combination by two or more persons to do or procure to be done any act shall not be punishable as a conspiracy if such act committed by one person would not be punishable as a crime. Amendment of the law of conspiracy.

Nothing in this Act shall affect the law relating to riot, unlawful assembly, breach of the peace or sedition, or any offence against the State or the Sovereign, or to conspiracies to bring false accusations, conspiracies to pervert justice, conspiracies to defile women, conspiracies to defraud, or conspiracies to prevent by force the collection of rates and taxes.

A crime for the purpose of this Act means an offence punishable on indictment, or an offence which is punishable on summary conviction, and for the commission of which the offender is liable under the statute making the offence punishable to be imprisoned either absolutely or at the discretion of the Court as an alternative for some other punishment.

When a person is convicted of an agreement or combination to do or procure to be done an act which is punishable only on summary conviction, and is sentenced to imprisonment, the imprisonment shall not exceed *three months* or such longer time, if any, as may have been prescribed by the statute for the punishment of the said act when committed by one person.

4. For the purposes of the seventh section of the Conspiracy and Protection of Property Act, 1875, intimidation shall mean and include only such intimidation as would justify a justice of the peace on complaint made to him in binding over the person so intimidating to keep the peace. Intimidation.

5. The third section of the Conspiracy and Protection of Property Act, 1875, is hereby repealed as from the commencement of this Act. Repeal.

APPENDIX CXXXVIII.

THE LONDON COUNTY COUNCIL'S WAGES BILL.

MARKET RATE OR FANCY RATE.

MEMORANDUM ORIGINALLY PRINTED FOR THE USE OF MEMBERS OF THE LONDON COUNTY COUNCIL, AND SINCE REVISED WITH CONSIDERABLE ADDITIONS UP TO DECEMBER, 1892.

By SIR T. H. FARRER, Bart.

ACTION OF THE COUNCIL WITH RESPECT TO LABOUR
IN THE PARKS.

On the 21st October, 1890, the Council resolved—not on the report of any Committee, or with any estimate before them, but upon a bare notice of motion—“That as regards the employees attached to the Asylums, Schools, Parks, Fire Brigade, Main Drainage stations and other places where continuous service is absolutely necessary, the details and hours of service shall be arranged so as to afford a reasonable relief from Sunday labour.”

An amendment to the effect “That a previous report should be obtained from the Committees concerned as to the practicability and extra expense of giving one day’s rest in seven, with power to make alternative suggestions” was summarily rejected.

Few, if any, members of the Council would be found to oppose the principle of Sunday rest. But if the members of the Council had been as cautious men of business as they were well-intentioned, they would scarcely have determined upon a change, which might prove to be a very sweeping change, without some careful report on its practicability, on its probable cost, on the effect it would have on the remuneration of its existing servants, and on their feelings towards it. The Council, however, determined on the change without any precautions of this kind.

On the 5th May, 1891, the Council, on the report of the Parks Committee, shortened the hours of their employees and increased their wages, making the wages of the gardeners 27s. a week for 48 hours in the three winter months, and 28s. for 54 hours a week in the remaining nine months, with 6½d. an hour for overtime, when required. They also made the wages of ordinary park constables 24s. a week for 48 hours in the three winter months, and 54 hours a week in the nine other months, with overtime at 6d. an hour, and a uniform valued at 5l. 10s. a year. The Council also increased the park labourers’ wages by a sum estimated at about 514l. a year.

The report of the Committee on which this action of the Council was founded, estimated the expense of labour necessary to make up overtime at 1,800l. a year, and they expressed their opinion that the increase of wages above mentioned would make up to the men for the loss of Sunday pay.

A motion was made to refer the report back to the Committee, but it was rejected and the report was adopted *en bloc*.

On the 3rd May, 1892, it was moved by Mr. Tims, and seconded by Mr. Henderson, that it be an instruction to the Parks Committee to pay all labourers, gate-keepers, and constables in the Council’s employ not less than 6d. an hour. The Chairman ruled that this motion, being a motion involving increase of expense, was out of order, and a resolution was carried that it be referred to the Parks Committee to bring up a report on the subject.

On the 20th May, 1892, the architect made a report to the Parks Committee in which he stated that a great deal of extra labour had been employed to make up for overtime reduced, but that there was still a good deal of overtime; and he estimated that the cost of labour necessary to make up for overtime and Sunday work would be 3,564l., in lieu of the 1,800l. which had been originally estimated by the Committee, and that the additional cost involved in making the rate of pay of all labourers and constables 6d. an hour would be 1,568l. In addition to this the Clerk to the Council estimated the increased cost of paying caretakers of disused burial grounds and constables on open spaces 6d. an hour, at 594l., making, with the 1,568l. for constables and labourers in the parks, 2,162l. Adding this to the 3,564l. increase for extra labour to make up for overtime, we have an aggregate addition to the cost

of the most ordinary kind of labour in the parks caused by abolition of overtime and the adoption of a rate of wages not less than 6d. an hour, of 5,726l. or nearly 6,000l. a year, and this, it will be remembered, is in addition to whatever sum was added to the wages of existing labourers by the resolution of the 5th May, 1891.

No report has ever been made to the Council on the merits of the proposal to pay all men 6d., an hour,* an omission which, considering that it is one of the most important proposals ever submitted to the Council, does not say much for the administrative capacity of the Committee to which it was referred.

But on the 14th October, 1892, the Parks Committee made a report concerning the men employed on certain small spaces taken over from the Metropolitan Gardens Association in April, 1890. These spaces were taken over reluctantly and temporarily. When other parishes were maintaining their own small open spaces, it was not considered fair to relieve the parishes in which these spaces were situated at the expense of the common fund. Lord Meath’s Association had prudently employed on these spaces men, often, I believe, in receipt of other means, at wages varying from 12s. to 22s. a week. But the report of the Parks Committee stated, without giving any reasons, that if the Council should determine to take over these places permanently, “it would be necessary to increase the amount allowed for maintenance, which was based in 1890 on wages varying from 12s. to 22s. a week, so that all able-bodied men may receive 24s. a week,” and they recommended therefore that this should be done until 31st October, 1894, thus increasing the expenditure on these spaces from 900l. to 1,400l. a year.

This was a very remarkable recommendation, considering that the Committee themselves only proposed to continue the arrangement till 1894; and that no reason whatever was given for the alleged necessity of the increase. On the contrary, the chairman himself stated in the Council that some of the men employed on these spaces had not enough to do.

The report came on for consideration on the 25th October, under circumstances which precluded the possibility of a full and satisfactory debate, and the Council adopted it, only shortening the period from two years to one.

Some hundreds a year have thus been wantonly added to the expenses of the Council, without any additional service rendered; and the difficulty of getting the local authorities to undertake the management of these places has been increased.

On the 8th July, 1892, the Parks Committee made a report in which, without any complete report of the above facts, without calling attention to the great and unexpected increase of expense caused by their previous recommendations, and without reference to the report of the architect, they simply recommended the Council to pay each labourer, gate-keeper, and day constable in their employ, 6d. an hour with half pay during sickness, and full pay during seven days’ leave each year; and this they said would cause an additional expenditure of about 1,828l. a year. This is about 334l. less than the estimate of the architect and clerk above referred to, and the difference is caused, I believe, by omitting the caretakers on disused burial grounds. But this is not explained in the report, and past experience shows that the anticipations of the Committee have not always been correct.

The report was withdrawn on the 19th July on a point of order, but was again brought forward on the 15th November, 1892, without any further explanation; without any reference to the circumstances mentioned in this memorandum; and without any reason for the proposed increase of payment. It was nevertheless adopted by the Council.

* On this point, see below.

RESULTS: ADDITIONAL EXPENSE; COUPLED
WITH DISCONTENT.

It will be observed that the result of the well-intentioned action of the Council in reducing overtime and Sunday work, and adopting a minimum rate of 6d. an hour is to add between 5,000l. and 6,000l. to the Labour Bill of the Council—besides the further additions made to the wages of the regular staff labourers by the resolution of the 5th May, 1891, of the actual amount of which we are not informed.

Now this would be a serious matter if it were a matter of expense alone. The aggregate pay of the whole staff of the parks, including the central staff, superior officers, gardeners and constables, and men and boys temporarily employed, is about 43,000l. a year, out of which the wages of ordinary gardeners and constables is between 24,000l. and 25,000l. a year, and the above addition of 6,000l. is nearly one-fourth of this latter sum.

But this is not all. If the above action of the Council had produced contentment among their men, there would be something to be said in its favour. But though the Committee in their report of the 8th July, 1892, take no notice of the matter, this is very far from being the case. The architect's report of the 20th May, 1892, contains the following passages:—

"The new regulations have not given satisfaction to the Councils employees. In fact, from reports made to me by the superintendents it is quite certain that the men prefer the old system of longer hours and more pay, and that they more especially object to standing off duty as a compensation for working on Saturday afternoons and Sundays, which system has become compulsory in order to comply with the rule that men shall not work more than six days in seven."

TRADES UNION OF LABOURERS OF THE COUNCIL.

A petition has lately been presented to the Council headed—

"United London County Council Employees
Labour Union.

For Gardeners, Park-keepers, and Labourers, in which the petitioners, after stating themselves to be the employees in the parks, gardens, and open spaces, make the following demands, viz:—

That the working hours per week, viz., 48 in winter and 54 in the rest of the year, should remain as at present.

That holidays should remain as at present, but should not be shortened on account of overtime.

That no reduction in the rate of wages (*sic*) should be made in winter.

That the rate of wages should be—for propagators, 35s.; for jobbing men, 35s.; for gangers, 33s.; and for park-keepers and labourers, 30s."

The wages thus demanded for propagators, jobbing men, and gangers are considerably more than the increased wages as fixed in 1891, and the wages demanded for park-keepers and labourers are, taking the year round, considerably over 6d. an hour.

Finally, the petitioners demand that union men be engaged in preference to others, and they give references to the places where union men can be heard of.

The following extract from the "Pall Mall Gazette" of the 18th August shows that this union was then still active—

"L.C.C. Employees.—Growth of the Union.

A meeting of men engaged in the parks and open spaces in the Metropolis under the management of the County Council was held last night at Clerkenwell, when Mr. Lawrence Stevens, L.C.C., presided. Mr. Dardan, L.T.C., moved, 'That in the opinion of this meeting it is necessary for all classes of workmen to combine and form themselves into a union. Only by organisation can workers compete with capital, and we congratulate the London County Council for the active support they have given to trade unionism.' Mr. G. D. Read (Rotherhithe Vestry) seconded the resolution, which was carried. Mr. Keeble (president of the union) gave an account of the work of the union, and said they had already five branches of the union in existence, with 500 members, and all this had been done in five weeks."

RECENT RESOLUTION OF THE COUNCIL IN FAVOUR OF
TRADES UNION WAGES.

In connection with this matter it is important to bear in mind the recent resolution concerning contractors'

labour, which, on the motion of Mr. Burns, was on the 27th May last adopted by the Council and referred to a Committee. That resolution is as follows:—

"That all contractors be compelled to sign a declaration that they pay the trades union rates of wages, and observe the hours of labour and conditions recognised by the trades unions in the place or places where the contract is executed."

If this resolution is to be taken in its literal sense, it means that as between the Council's contractors and their workmen the trades unions of workmen are alone to settle the rate of wages; and I distinctly understood Mr. Burns to state that this was his own meaning. If this be so, it is difficult to see why the same rule should not also be applied to men employed directly by the Council; why, in short, the labourers of the Council should not form themselves into a trades union, just like other labourers; or if other trades unions are to settle the terms on which their labour is to be purchased, why a trades union of the Council's labourers should not have the same power. This is, so far as I understand their report, the view taken by the so-called Fair Wages Committee, to which Mr. Burns' resolution was referred.

This Committee, have, at last, in the month of December, 1892, after six months' deliberation, made a report. In that report they distinctly recommend that the Council shall, in doing its own work, be bound to obey the rules of the trades unions. But they do not set out any scale of wages and hours in any one trade; they do not describe, except in the vaguest way, the works or trades to which the proposed rules are to apply; and they do not even specify the trades unions whose rules the Council is to follow. They do not attempt to tell us who our new masters are to be.

How serious this question is likely to be will be seen below. The Council will no doubt be a gigantic employer of labour; and for purposes connected with labour it will lose its independence, it will be run by trades unions, and will be bound hand and foot to obey their orders, without even knowing who or what they are.

However this may be, it is clear, as regards the immediate subject of this memorandum, that neither the arrangements made in May, 1891, nor the present proposals of the Committee, will content the park labourers, or settle the question so far as these particular workmen are concerned; and it is also clear that the action which the Council has hitherto taken in the matter has not been taken with full knowledge and consideration of the consequences.

EXCLUSION OF OLD OR INFERIOR WORKMEN.

Another criticism on the proposal to pay all workmen employed by the Parks Committee 6d. an hour is that it will, as shown by Mr. Æneas Smith in the recent debate on Mr. Burns' motion, have the effect either of excluding all men who are not of full strength from the service of the Council, or of paying to men who are not capable of doing a full day's work the same pay as is given to those who are. This is especially questionable in the case of caretakers, for some of whom, as stated in my hearing by the Chairman of the Parks Committee in the debate of the 25th of October, there is not enough to do.

MERITS OF THE PROPOSAL TO PAY 6d. AN HOUR.

Whether the above extra expense has been incurred in consequence of the shortening of the hours of work and pay, and the consequent discontent amongst the men; or in consequence of the pressure of men who have votes on the members of the Council; or in consequence of a theory that all men should be paid 6d. an hour without regard to the nature of their work or the market value of their labour, it is impossible, with nothing but the meagre reports of the Parks Committee before us, to tell. But I have taken some trouble to compare the above rates of wages with other wages given by public authorities in London.

Sixpence an hour, or 27s. per week of 54 hours, for nine months in the year, and 24s. per week of 48 hours for the remaining three, comes to 68l. 5s. a year. In addition there is for these men—

The possibility of overtime;

Seven days holidays;

Constant work;

Probable help towards superannuation;

In the case of constables a dress valued at 5l. 10s.

Mr. Giffen, in his valuable report on wages, gives as the average of yearly wages of workmen employed under local authorities in London,—

In Inner London, 55*l.* a year;

In Outer London, 53*l.* a year;

and he gives the following as the weekly wages of the under-mentioned classes of labourers employed by local authorities in Inner London, carters, 23*s.* 6*d.*; road sweepers, 19*s.* 2*d.*; road repairers, 22*s.*; and general labourers, 22*s.* 6*d.**

The labourers in the London parks receive from 21*s.* to 24*s.* a week, gangers more.

To make the pay of the workmen in the central parks 6*d.* an hour would be an addition of 6,000*l.* a year to the present aggregate sum of 20,000*l.*, now expended for that purpose out of the Imperial taxes.

At Kew the pay of labourers is from 18*s.* to 20*s.* a week, and there is no difficulty in getting any number of good men.

It is certainly not a little remarkable that facts such as these should not have been thought even worthy of notice by the Parks Committee or by the London County Council when adopting the sweeping changes above mentioned.

But this is not the first time that the Council has raised wages with what seems to be a strange lack of consideration. In 1891 the firemen and engineers of the Fire Brigade had petitioned for an increase of pay. On the 29th January, 1891, the Fire Brigade Committee made an elaborate report in which they compared the pay of these men with that of the Metropolitan Police,† showing that the pay in the Fire Brigade was the better of the two, reported against the increase. The Council adopted this report on the 3rd February, 1891, rejecting the petition of the men. But on the 13th March, a further petition was referred to the Committee, and for reasons which have never been stated (for this Committee did not think it worth while to answer their own previous report), they recommended an addition amounting to 5,200*l.* a year, which was adopted by the Council on the 23rd June, 1891. The addition would have been larger but for the efforts of the Chairman, Vice-Chairman, and Deputy-Chairman of the Council.

It is impossible under the above circumstances to say what were the reasons and motives which operated on the minds of members. But if it should be the case that it was to any extent due to pressure put upon them by men who have votes, it may be predicted, as I told the Council at the time, that the jobberies of kings and of aristocracies will prove to have been trifles in their effect compared with the probable jobberies of a democracy.

SALARY OF SUPERINTENDENT.

It is interesting to compare the action of the Council in the matter of these men with their reluctance to grant the salary of a superintendent, which has been repeatedly recommended by the Parks Committee. Whatever may be thought of the merits of this particular recommendation, it will be the opinion of most persons who have had experience in administration, that under-payment of brain labour engaged in superintendence would be as great an evil as over-payment of muscle labour, and that it would be likely to lead to results even more dangerous to the reputation of the Council.

EFFECT ON UNEMPLOYED—WAGES IN THE COUNTRY.

At the present moment one of the saddest and most alarming features of our industrial condition is the number of the unemployed in London. Work is falling off, and we have, according to those who know best, a season of much distress before us. The Council are, I am very glad to say, themselves taking action in the matter. At the same time, farmers and landowners in the country are in peculiar difficulty, and agricultural wages, never as high as could be desired, are going down, simply because employers cannot afford to pay. Now a farm labourer begins work early and leaves off late, and he is often a highly skilled workman, able to plow, and sow, and reap, to hedge and ditch, to build and thatch ricks, to tend horses, cattle, and sheep

* See Parliamentary Paper, C. 6715, 1892, pp. xviii, xx, xxxv.

† It is to be observed in connection with this, that in Mr. Giffen's report above referred to, the wages of the Metropolitan Police, as taken from a return of 1887, and therefore before the changes made in 1890 in the pay of the Metropolitan Police, was higher than that of any other class of labourers, except London gas-stokers.—Parliamentary Paper, C. 6715, p. xxxv.

kindly, skilfully, and well. Is it not preposterously unjust that whilst such a man is receiving 11*s.* or 12*s.* a week of precarious wages, the Council should be giving a good deal more than twice that sum, with fixity of service and other advantages, for such work as that of caretakers?

Nor does the matter end with the Council and its labourers. The example it is encouraging is already being followed by the labourers in the employ of other governing bodies in London and of the Central Government; and at a time when every penny those bodies can save is needed for the help of the unemployed, they are urged, and possibly compelled, to spend large additional sums on the wages of those who are well paid already.

But the injustice and extravagance of such a course are not its most dangerous features. It is notorious that London suffers by being made the sink into which unemployed country labour is drawn. It is the great object of politicians and philanthropists to keep country men in the country and prevent them from being attracted to the towns. Is it not suicidal under such circumstances for the chief governing authority of London to hold out to the poor agricultural labourer who has difficulty in getting 2*d.* or 3*d.* an hour in the country for very hard work, the possibility if he comes to London of getting 6*d.* an hour for very easy work? I am informed that the Richmond Council who, like the London County Council have adopted the 6*d.* an hour minimum, find its probable effect on the influx of strangers so great, that they are refusing to employ any but Richmond men.

THE COUNCIL'S FUTURE LABOUR BILL.

The question thus raised involves still larger issues. The labour employed on the parks is but a fraction of the whole labour at present employed by the Council; and much of it is not severe labour, or labour requiring great skill. The work of a superintending gardener is of course highly skilled labour, but the work of an ordinary gardening labourer is not. It is probably lighter and less skilled than that of an ordinary farm labourer. The work of a constable or caretaker can hardly be called labour at all. If, therefore, these men are all paid at the rate due to skilled labour, will there not be reasonable discontent and jealousy amongst other workmen now employed by the Council? It is obvious, at any rate, that to alter wages materially in one department of the Council's business must affect wages in other departments, and that the question of wages of the labour employed by the Council should be considered as a whole.

Even this is only a part of a still larger question. It is the just ambition of the Council to get transferred to itself the management of very large undertakings in which a vast amount of labour is employed, *e.g.*, the supply of water and of gas, the ownership and control of tramways, and possibly of other enterprises. In that case, the cost of the labour employed in the parks will form a very insignificant fraction of the Council's labour bill. The economies which may be effected in transferring the above-mentioned undertakings to the Council are no doubt large; but if in accepting the transfer the Council increase the labour bill to the same extent to which they are increasing it in the case of the parks, the increase in the labour bill will soon outrun those economies. Thus I find in an official analysis of the accounts of the London water companies for 1890, that the amount expended in services, of which wages are a principal element, was about 276,000*l.** The labour thus paid for will, in case of purchase by the Council, have to be employed by them, probably with large additions. If the cost of it is increased in anything like the proportion in which the cost of labour in the parks has been increased, that increase will very soon eat up any saving which may be made by amalgamation of staffs and suppression of salaries and directors' fees.

The case of gas is still more important. In that case the sum expended directly in wages and, so stated separately in the London companies' accounts was 415,435*l.*, whilst the sum expended on services in the cost of which wages are the principal element, was 625,658*l.*; and in coals—of which wages are also the principal element, 1,593,302*l.*—making altogether for the London gas companies a labour bill of between two and three millions.†

* See Report of Board of Trade on the relation of wages to cost of production.—C. 6536, 1891, p. 41.

† Same report, p. 12.

Besides gas and water there are the tramways, and probably other industries, of which the Council in the present state of public feeling is not unlikely to take the management as well as the ownership, and all of which must involve large employment of labour and a large outlay in wages. Were the Council, as has been frequently suggested, to undertake the working of the docks, it is difficult to say what their labour bill might not be.

The cost of labour employed in the parks, small as it may be in amount, is therefore very important, in the principles it involves and in the precedent it sets. The labour bill of the Council will, in the events above mentioned, be a very large one. It will form an important proportion of the whole expenses of the Council, and may even be no insignificant fraction of the whole labour bill, public and private, of London.

MUNICIPAL WORKSHOPS.

The Council's labour bill will be made still larger by the policy it has recently adopted of executing its own work instead of employing contractors. The history of that policy is interesting. On the 5th of March, 1889, the late Council adopted the policy of a fair-wages clause by passing the following resolution—

"That the Council shall require from any person or firm tendering for any contract with the Council a declaration that they pay such rates of wages and observe such hours of labour as are generally accepted as fair in their trade, and that in the event of any charges to the contrary being established against them their tender shall not be accepted."

It was found that this clause raised so many doubts and questions that good and careful contractors were unwilling to tender for the Council's contracts, and this was one strong reason for adopting the motion of Mr. Burns with respect to trades union wages which is quoted above. The Council amended Mr. Burns' original resolution by making it extend to country trades union rates as well as London trades union rates, but they refused to adopt an amendment proposed by Lord Monkswell to the effect that the rates and rules to be adopted should be those agreed upon for the time being between employers and trades unions, and the resolution passed in the form above quoted, placing the Council's contractors entirely in the hands of the trades unions. It was further resolved that the resolution in question should be referred to a Special Committee to consider and report as to the best means of carrying the same into effect. The Special Committee was accordingly appointed on the 31st May 1892, but they have only just reported, as above mentioned. The consequences of the resolution were, however, not long in showing themselves.

On the 11th October the Council adopted a recommendation by the Main Drainage Committee that a work of sewer reconstruction in Lambeth, estimated to cost 7,000*l.*, should be executed, not, as usual, by contract, but by the Council's own workmen.

On the 4th and again on the 11th October the Bridges Committee brought up a report stating that "Several tenders for the erection of dwellings on the Yabsley Street site (Blackwall Tunnel) had been referred to them; that they thought it would be more economical if the Council were to erect the dwellings, and that by so doing it would save the extra cost which would be represented by the contractor's profit, and also the expense of supervising the work." The Bridges Committee, after their peculiar fashion, gave in their report no account of the amount stated in the tenders, and no estimate of the cost if executed by the Council. In fact, upon a recommendation which involved one of the most important steps ever proposed to the Council, they gave the Council no information or assistance whatever. It was, however, stated in debate that the sums named in all the efficient tenders submitted to them were much larger than the estimates of the cost made by the Council's architect, and there can be little doubt that this excess was due to the action which the Council has been taking with respect to wages.

The proposal that the work should be done without a contractor came on in the Council on the 18th October and the Council adopted it, with an amendment instructing the General Purposes Committee to consider and report on the best manner in which works can be carried out in future, and to make proposals as to the necessary staff. The Council emphasised its decision to employ its own workmen in future by rejecting an amendment which would have left it open

to consider in what manner future works could be most advantageously executed.

The Council is therefore committed to the policy of doing its own work and erecting its own buildings without the intervention of a contractor; and the above cases show that it has been driven into this course, not only by *a priori* considerations of expediency, or by socialist theories of municipal action, but by its own previous dealings with contractors' wages, which had made it impossible for contractors to tender except at an exorbitant price. If any further proof of this were needed, it is to be found in a case dealt with on the 1st November last. In that case the Bridges Committee reported upon the reconstruction of Barking Road Bridge in the following terms:—

"We have considered the tenders for the reconstruction of this bridge which were referred to us by the Council on the 27th ultimo. On an examination of the tenders it was found that all the firms had not filled in the schedule of wages to be paid to the men who will have to be employed on the work. We accordingly asked each firm to state whether they would be prepared to adopt the rates of wages and hours of labour as fixed by the various trade unions concerned. The Thames Iron Works and Shipbuilding Company, whose tender is the lowest, stated in reply that they were prepared to do so, but that it would necessitate an increase in their tender by the sum of 5,750*l.*"

And they recommend that the tender of this company, amounting to 54,353*l.* should be accepted. This accordingly was done by the Council, who rejected an amendment asking for further inquiry. This case deserves special attention. *It shows that in consequence of the action of the Council in interfering between the contractors and their workmen, the ratepayers of London are to pay to a contractor nearly 6,000*l.* more, out of a total of 54,000*l.* than they would have paid but for that action.* If this is to be the result of the Council's dealings with contractors, it is indeed time to have done with contracts!

Now the question of abandoning the contract system and of setting up municipal workshops to do all the work of the Council is no matter of general experience as argued by Mr. Burns, still less a result of exact science as stated by Mr. Sidney Webb. The question is in each particular case a matter of expediency. The step taken by the Council may turn out a blessing, and it may turn out a curse. If the municipal workshops are managed with care, foresight, and economy, they may do good service, if not, they may prove a great evil.

But this, at any rate, may be said about them with certainty: they will enormously increase the staff of workmen and the direct labour bill of the Council; and if they are to be run, not in the interests of the ratepayer, nor in the interests of the whole of London, but in the sole interest of the workmen employed in them, they will very soon add to the expense of the Council's works in London very many times the expense which will be saved in contractors' profits.

EFFECT OF A WRONG STEP IN THE MATTER OF WAGES ON RATEPAYERS.

If the management of the parks were a commercial concern, and if the cost of labour employed by it were increased by one quarter for the purpose of improving the condition of the labourers, and if discontent and a demand for still higher wages were the result, the probable end of such a concern would be bankruptcy, with a permanent loss of profit to employers and of work and wages to the employed. In the case of the London County Council, there can be no bankruptcy, since there are the rates to fall back upon, but there may be great loss to the ratepayers, and who are the ratepayers? Some of them no doubt wealthy men, of whose expenditure rates form a very small part; but the bulk of them are small tradesmen, clerks, and other housekeepers, little, if at all, richer than the workmen whose wages they are paying.

EFFECT ON WORKMEN GENERALLY.

Even this is far from being the worst of unnecessary expenditure on municipal wages; the worst of it is its effect on labour and on workmen themselves.

If it should turn out that the Council, with the numerous body of men they are now employing, and the much more numerous body they may in future

employ, are paying higher wages than are paid to workmen in other employ, and if in addition to the higher money wages given by the Council, its workmen or many of them have, beside their pay, the advantages of constant employment, of uniform, of holidays, and of superannuation, not enjoyed by other workmen, will not there be jealousy on the part of other London workmen, and dissatisfaction with the Council?

And will not such dissatisfaction be amply justified?

There is apparently an opinion in some quarters that it is the business of the Council to set an example in the matter of wages, that this example will be followed by other employers, and that the result will be a general increase of all wages of all manual labour all round. Such opinions have been expressed in this Council, and I have seen it stated by an able advocate of the late Council as one of its principal claims to public favour, and especially to the favour of the workmen, that whilst it had saved about 2,000*l.* a year in the very moderate salaries paid for brain service, it had added 50,000*l.* to the wages of its labourers, i.e., to payment for muscle service.*

Now if this addition could be made without injuring the ratepayer, and, which is even more important, without injuring other industries and other classes of workmen, if wages could be raised all round by the mere will of a democratic government, it would indeed be a new argument in favour of democracy, and we should all hail the attempt to realise such an ideal. For many dreams—and especially for dreams which foreshadow the equalisation of human lots, and the raising and brightening the lives of those who toil—we must, if we have real human sympathies, feel the greatest respect. In the beautiful words of one of our own labour members—

“ ‘Dreamers of dreams!’ we take the taunt with gladness;

Knowing that time beyond the years you see
Has wrought the dreams that count to you for madness

Into the substance of the life to be.”

But dreamers of dreams must, if they walk in their sleep, take heed to their footing. No bright vision at the zenith or on the horizon will prevent the dreamer from falling into a well or stumbling over the stone that lies before his feet. No dream and no fiat of a democratic assembly can increase the funds out of which wages are paid or make the remuneration of labour greater than the product of labour. No such dream and no such fiat can alter facts or ward off the penalties which a power greater than that of Councils or Parliaments has annexed to extravagance—

Dreamers of dreams! no taunt is in our sadness,
Whatever our doubts, our hearts are with your cause;

God's mills grind slowly; thoughtless haste were madness;

To gain Heaven's ends, we dare not break Heaven's laws.

There is a notion abroad, arising probably out of the state of things in which workmen generally have been forced to combine in order to obtain a fair share of the produce of their own industry, that there is some unlimited fund, called capital or capitalized property, out of which all wages may be indefinitely raised if only workmen will all combine to raise them; a sort of cistern of infinite capacity, out of which any quantity may be drawn by an infinite number of taps without exhausting it or even lowering its level. No dream can be more baseless. Some margin of profit there often is upon which labour may safely draw; some fixed capital there is which may for a time bear drafts on it without being exhausted. It is the difficulty of ascertaining this margin which renders it almost impossible for outsiders to form sound judgments on the merits of most strikes and disputes about wages, and those who have most experience will be very cautious in paying too much attention to the outcries of frightened capital. But there is no such thing as an inexhaustible fund out of which to pay wages. The fund out of which wages as well as profits are paid is the constantly accruing produce of industry, and it is only by increasing this produce that wages can be increased all round. Further, any excessive demand on this fund by any one class of work and workmen must diminish the share of it which other classes would otherwise get, either by making the produce of their

own labour dearer, and thus lowering real wages; or by exhausting the fund, and thus lowering money wages as well; or by both processes.

If the colliers of the North, rightly or wrongly, get their wages doubled or reduce their output, it makes coal dearer to all other workmen, and limits employment wherever coals are used. If the building trades get more for their labour, it makes the housing of the working classes more difficult and more costly. If Government servants are paid in excess, taxation becomes more heavy, and private industries are checked and discouraged.

This is obvious enough in the case of the huge service of the Central Government—the Civil Service—with all its clerks; the Army and the Navy, with their hundreds of thousands of men: for it is a fact, though sometimes overlooked, that the real expenses of the services, compared to which all other expenses are trifles, is that of wages.

What is obviously true of the Central Government is really no less true of municipal governments in their degree. And though the amount now under discussion is a mere trifle, the aggregate labour bill of the London County Council is even now no trifle; and, if the legitimate aspirations of the Council, not to mention extreme socialist dreams, are realised, the labour bill of the Council will become no small item in the aggregate drafts made by labour on the productive powers of London.

In making the above observations I have not forgotten that there is a new source of income to be looked for in the taxation of capitalized property, an object no less desirable than difficult, on which in common with other members of the Council I have taken some trouble, and have made some suggestions including a very sweeping change, and very much heavier taxation on realised property than now exists. But it is obvious that any possible addition to the income of the Council to be obtained from this source is very limited in comparison with the expenses which the Council have before them. Nor, however much could be obtained from this source, would it be a simple addition to the fund applicable in payment of labour. The income of the Crown, the Ecclesiastical Commissioners, the Dukes of Bedford and Westminster, and of all the landlords in London, is now, for the most part, spent directly or indirectly on labour, and if a portion of it were diverted from these great landowners to the Council, to be by them spent in wages to their workmen, it might be spent on better, more remunerative, and more reproductive objects, though even this is doubtful. But however this might be, there would be a proportionate amount withdrawn from other workmen now employed, directly or indirectly, by the landowners, who would then have to find fresh work or to be maintained at the public expense.

Even if it were right or practicable to confiscate all rents and all profits, for the purpose of applying them in payment of wages, such a measure would not only not increase wages, but must in the end destroy the funds out of which wages are paid, by driving away the new capital without which no industry can for long be maintained, and by gradually eating up existing capital. There is, as I have said, no fund out of which wages can be permanently paid except the accruing profits of industry, and any reduction of this fund or any waste or misappropriation of it, whether by capitalists or by governments, must tend to reduce and to impoverish labour.

CONCLUDING REMARKS.

The above general observations on the principles which govern wages are, therefore, not superfluous and not out of place. They are made, not so much with the view of criticising the recent proposals of the Parks Committee, as of calling attention to the extreme importance of the course and direction of the Council's action in the matter of wages, to the necessity of more care and foresight than have been shown in the proceedings above referred to; and to the expediency above all of dealing with the question of wages upon some general principles applicable to all departments of the Council's work, and not upon hasty and ill-considered motions, or upon the isolated and possibly discordant recommendations of separate Committees.

A tendency to overpay muscle labour, to underpay brain labour, and to act both in these and other matters without due consideration, forethought, and consistency, seem to me to be among the most formidable of the dangers to which the Council is now exposed.

* “Daily Chronicle,” 6th February 1892.

That there should be such dangers is not surprising, especially when we take into account the eager and enthusiastic desire of the Council to lose no opportunity of bettering the condition of the mass of their fellow-citizens; and anxiety on the part of the writer that these dangers may be successfully encountered, will not, I feel sure, be regarded as signifying any want of hearty sympathy on his part with that desire.

It only remains for me to mention, by way of apology for the somewhat unusual course I am taking, two reasons which have induced me to circulate this memorandum. First, the fact that the Parks Committee in making their recommendations for an increase of wages have not brought the whole of the case in a collected form before the Council. They have, it is true, circulated the very valuable report of their architect; but they have not expressed any opinion on that report; and, as regards the above facts, I have not found them stated in any collected form in the reports of the Parks Committee, but have been forced

to pick them out, at the hazard of inaccuracy, from the scattered records of the Council's proceedings. Nor does their case stand alone. It seems, as will be seen from the cases mentioned above, to be a growing habit in the Council to adopt principles of extreme importance upon reports which contain very little information concerning the particular cases they deal with, and no discussion whatever of the consequences they involve, so that the Council may easily find itself committed to a doubtful course of proceeding by a hasty, ill-informed, and inconsiderate vote. My second reason is to be found in the extreme importance of the questions involved to the welfare and character of the Council as an administrative body, in which, though my own share in its doings must be short and limited, I take the deepest interest.

T. H. FARRER,
Abinger Hall,
December, 1892.

APPENDIX CXXXIX.

LONDON COUNTY COUNCIL.

ADJOURNED REPORT OF THE FAIR WAGES COMMITTEE.

(Deferred on 6th December.)

Payment of trade union rate of wages, form of contract, &c.

I.—On the 27th May 1892, the Council referred to us the following resolution passed on the motion of Mr. John Burns, M.P., and the amendment of Sir Thomas Farrer—that all contractors be compelled to sign a declaration that they pay the trades union rate of wages and observe the hours of labour and conditions recognised by the trades unions in the place or places where the contract is executed, and that the hours and wages be inserted in and form part of the contract by way of schedule, and that penalties be enforced for any breach of agreement.

The Council also referred the following proposals by Mr. Stockbridge:—

Should any workmen in the employment of the contractor be not paid the schedule wages, then the Council shall be at liberty to deduct from the money payable to the contractor under the contract a sum equal to double the amount of such deficiency, and the Council shall be at liberty out of such sums so deducted to pay the contractor's workmen any deficiency in their proper wages for the whole of the past term of the contract.

The contractor shall undertake to keep proper time books and wages books in connection with the contract work, and such books shall at all times be open to the inspection of such person or persons as may be appointed by the Council for this purpose, and the contractor shall, under a penalty, be bound to make and deliver to the Council whenever required a declaration that the hours and wages set out in the time and wages books are correct, and that he has paid the several sums charged therein.

And also the following proposal by Mr. Leon:—

“But London rates of wages shall be paid by every contractor to all workmen employed on any London County Council work within 20 miles of London.”

We have proceeded upon these resolutions at considerable length, and have endeavoured to ascertain from other public bodies how far they have proceeded in this direction. As we said in the former report, we have been unable to gain much or indeed any guidance from their proceedings, with the exception, perhaps, of some of the Government departments, which have at least to some extent adopted the system of scheduling rates of wages.

As the result of our deliberations, we have come to the conclusion that the best way in which the original resolution of the Council can be carried into effect is by the Council adopting the proposed standing orders appended hereto. It will be seen from these standing orders that we do not at present see our way to carry the resolution of the Council into effect with reference to contracts for clothing, owing to the absence of unanimity amongst the trade unions concerned. Indeed, after careful consideration of the facts relating to the clothing contracts, we do not find ourselves in a position to make a distinct recommendation to the

Council, beyond this—that we believe that the evils of “sweating,” of “home work,” and many other evils attendant on the present system of making clothing can only be obviated by the Council undertaking its own clothing work, and in the meantime we suggest that in all future contracts for the supply of clothing home-work be strictly prohibited.

The question of the Council's powers in this direction, and whether the quantity of clothing required by the Council is sufficient to justify the establishment of a separate factory, and whether (if it be not) other public bodies, *e.g.*, the Corporation of the City of London and the Receiver of the Metropolitan Police, &c., could be induced to join with the Council in directly manufacturing all clothing required by them will, no doubt, require consideration.

It will be seen from the perusal of the proposed standing orders that we are of opinion that the resolution of the 27th May should be extended, so that the principle shall apply to all work carried out by the Council under its recent regulations with respect to works to be executed without the intervention of a contractor. It is thought by the Committee that if the Council requires contractors to pay and observe the rates of wages and conditions of labour recognised by trades unions, it can hardly with justice object to be bound by a similar regulation.

It will also be seen that the proposed standing orders provide for the making and keeping of a wages and hours of labour log at the County Hall, and that this log shall be open at all times to public inspection. We have been unable to obtain sufficient information to enable us to compile a complete log for submission to the Council, and suggest that this task should be continued by the Works Committee, which, if the recommendation of this Committee is adopted, will be immediately concerned in the matter.

It will be seen from the proposed standing orders and the form of contract therein that we have adopted the second proposal by Mr. Stockbridge. After careful consideration, we have not thought it desirable to recommend the Council to adopt the first proposal, as we think that this proposal would be somewhat difficult to apply, and might be construed to suggest what we think is not the fact—that the Council has no direct or legitimate interest in the payment of good wages. We think that the Council is directly interested in the payment of good wages and the observance of proper conditions of labour for the purpose of securing good and substantial work.

With regard to Mr. Leon's proposal, we think that it should be adopted, and have inserted words in the proposed standing orders which we believe will carry it into effect.

It will be seen from the proposed standing orders that we have not thought it within the scope of our reference to prohibit overtime altogether, but the proposed clause only permits overtime where it is strictly in accordance with the rules of the trade union concerned.

The question of sub-contracting has engaged our attention on several occasions, and ultimately we have come to the conclusion that, although in any case of sub-contracting the stipulations and penalties with regard to rates of wages and hours of labour in the original contract should apply, it is not desirable that these stipulations should be set out in detail in the original contract. We have therefore come to the conclusion that the clause at present inserted in contracts for the purpose of preventing sub-contracting should be inserted in future in the manner set out in the proposed standing orders, and that, in the event of permission to sub-contract being applied for, such permission should only be given upon the contractor undertaking in the terms of the proposed Standing Order No. 6.

In order to show how stringently other public bodies have dealt with sub-contracting—no doubt with a view to its prevention—we may mention that the Corporation of Nottingham has adopted the following clause—"That every contractor who does not propose to carry out every part of the work himself, shall, with his tender, supply the name of every contractor he intends to employ." We have not, however, thought it necessary to go so far as this.

We are advised and believe that the penalties and stipulations we have inserted in the proposed form of contract would have full legal force and effect. We therefore recommend—

That for the purpose of carrying into effect the before-mentioned resolution of the Council of the 27th May, 1892, the following standing orders be adopted by the Council:—

FAIR WAGES CLAUSE.

Suggested standing orders as to contracts, except contracts for clothing.

1. There shall be kept at the County Hall, a list of the rates of wages and the hours of labour to be paid and observed by the Council in works which are in the nature of construction or manufacture, and which the Council may resolve to carry out without the intervention of a contractor.

The list shall be settled by the Council on the recommendation of the Works and Stores Committee, and shall be based on the rates of wages and hours of labour recognised by the various trade unions in London, and shall form part of the standing orders of the Council.

The list shall at all times be open to public inspection.

2. In inviting tenders for work to be executed within 20 miles of Charing Cross, the advertisements and instructions for tender shall state that in the case of all workmen to be employed by the contractor he will be required to pay wages at rates not less, and to observe hours of labour not greater than the rates and hours set out in the Council's list, and that such rates of wages and hours of labour will be inserted in a schedule and will form part of the contract, and penalties shall be enforced for any breach thereof.

3. When the contractor in connection with the works contracted for intends to employ labour at a greater distance than 20 miles from Charing Cross, he shall be required, in addition to the above, to insert in the said schedule the names of the various classes of labour which he intends to employ, together with the places where such labour will be employed, and the rates of wages and hours of labour to be paid and observed in respect to each class of labour, and no tender shall be accepted unless the rates of wages and hours of labour inserted in such schedule be proved to be the rates and hours recognised at the date of the tender by the trades unions of the district where the work is to be done, and such schedule will be added to and will form part of the contract, and penalties shall be enforced for any breach thereof.

4. In all contracts for the supply of any raw material or manufactured articles, other than clothing, a condition shall be inserted that with respect to all materials or articles produced or manufactured by the contractor, the contractor will, in the production or manufacture thereof, pay and observe the following rates of wages and hours of labour, viz. :—

(a.) Where the production or manufacture thereof is carried on within 20 miles of Charing Cross, the rates of wages and hours of labour appearing in the Council's list.

(b.) Where the production or manufacture thereof is carried on at a greater distance than 20 miles from Charing Cross, the rates of wages and hours of labour recognised by the trade unions of the district where it is carried on.

Provided that this standing order shall not apply to the supply of articles not manufactured by the contractor.

5. All instructions for tender and contracts under these standing orders shall be respectively, as far as possible, in the following forms:—

CONTRACT NO.

Instructions for Tender.

Tenders must be on the printed form and be accompanied by the forms of contract and schedules thereto. The schedule of prices forming the second schedule to the form of contract must be fully priced out, and the schedule of rates of wages and hours of labour forming the third schedule to the contract must be fully filled up by specifying all the trades which the contractor may require to employ in and about the execution of the contract, and by filling into the proper columns against each trade specified the rates of wages and hours of labour and rates of wages for overtime (if any) recognised at the date of the delivery of the tender by the several trades unions of the districts in which the work is to be done, and for this purpose all work to be done on and about the or within 20 miles of Charing Cross is to be considered as within the district of the London trades unions. On this head reference should be made to the form of contract and the recitals in that form. The tender and accompanying documents filled up as before directed must be enclosed in a sealed cover and be delivered at the offices aforesaid of the Council not later than o'clock on the, 189 No tender will be received after that time.

FORM OF CONTRACT, SCHEDULE, &c., AS TO WAGES, &c.

Recital.

Whereas on the day of, 189, the contractor made and delivered to the Council, a tender for [stating purpose and nature of works and amount of tender] and the Council accepted such tender. And whereas the Council with the intention of preventing the loss and damage which are caused by defective workmanship, and of preventing disputes between the contractor and his workmen, and the consequent delay and loss to the Council, stipulated that it should be, and it was a condition of such tender and acceptance that the contractor should be bound to pay to all workmen employed by him in or about the execution of this contract the rates of wages, and to observe and cause to be observed by such workmen the hours of labour set out in the schedule hereto, and to perform and observe the stipulations set out in clauses A, B, and C of this contract.

Provisions.

A. The contractor shall at all times during the continuance of this contract, abide by, perform, observe, fulfil, and keep all and singular the stipulations following, that is to say:—

(1.) The contractor shall pay all workmen employed by him in and about the execution of this contract or any part thereof, wages at rates not less than the rates stated in the schedule hereto, and such rate of wages for overtime, as may from time to time be recognised by the trades unions to which the work relates, and for each and every breach by the contractor of this stipulation, and notwithstanding the condonation of any prior or other breach, the contractor shall on demand pay to the Council as liquidated damages and not as a penalty the sum of 5*l*.

(2.) The contractor shall observe, and cause to be observed by such workmen, hours of labour not greater than the hours of labour stated in the said schedule, and for each and every breach by the contractor of this stipulation, and notwithstanding the condonation of any prior or other breach, the contractor shall on demand pay to the Council as liquidated damages and not as a penalty for each day

on which any such breach shall be committed and for each workman in respect to whom it shall be committed, the sum of 5s. per hour for every hour during which, on each day, each such workman shall be employed by the contractor beyond the maximum number of hours stated in the said schedule, provided that this stipulation shall not be construed to prohibit overtime, if such overtime be in accordance with the rules of the trades unions concerned.

- (3.) The contractor shall at all times during the continuance of this contract display and keep displayed upon the site of the works and in every factory, workshop, or place occupied or used by the contractor in or about the execution of this contract in a position in which the same may be easily read by all workmen employed by the contractor in or about the execution of this contract, a clearly printed or written copy of the said schedule hereto, and for each and every breach by the contractor of this stipulation, and notwithstanding the condonation of any prior or other breach, the contractor shall on demand pay to the Council as liquidated damages, and not as a penalty, for every day during which such breach shall be or continue the sum of 1l.
- (4.) The contractor shall, to the satisfaction of the Council, provide and keep proper books, in which shall be correctly and promptly entered from time to time the names of and the wages paid to, and the hours of labour observed by all such workmen as aforesaid, and shall from time to time when required produce such books to any person or persons, whether a member or members of the Council or not, appointed by the Council, or by any Committee of the Council to whom the matter or business out of which this contract arises may have been or may be referred to inspect the same, and allow such person or persons to take copies of, or extracts from such books, or any of them provided that no person shall be appointed as aforesaid who is carrying on, or who is pecuniarily interested or employed in a business of the same or a like kind as that carried on by the contractor. And for each and every breach by the contractor of this stipulation, and notwithstanding the condonation of any other or prior breach, the contractor shall on demand pay to the Council as liquidated damages, and not as a penalty, the sum of 3l.
- (5.) The contractor shall from time to time, if and whenever required by the Council so to do, and within seven days after such requisition, make and deliver to the Council a statutory declaration, stating that all the entries in such books as aforesaid are correct, or in the case of any inaccuracy therein setting forth the details of such inaccuracy, and that all entries required by stipulation (4) to be made in such books, have been made therein to the date of such declaration, and for each and every breach by the contractor of this stipulation, the contractor shall on demand pay to the Council as liquidated damages and not as a penalty, the sum of 10l.

B. The contractor shall not, without the written consent of the Council under the hand of its clerk, which consent may be given subject to such conditions (if any) as the Council may think fit to impose, assign or underlet this contract or any part thereof, or make any sub-contract for the execution or performance of the said works or any part thereof, and for each and every breach by the contractor of this clause the contractor shall, notwithstanding the condonation of any prior or other breach, on demand pay to the Council as liquidated damages and not as a penalty the sum of 200l.

C. Any sum or sums of money which on breach by the contractor of any one or more of the stipulations aforesaid in clauses A and B, may from time to time become payable by the contractor to the Council as liquidated damages, may either be recovered by the Council from the contractor by action or other legal proceedings, or may be deducted and retained by the Council out of any moneys due or to become due from the Council to the contractor under this or any other contract, or the Council may obtain payment thereof, partly in the one mode and partly in the other.

In case of any breach by the contractor of any one or more of the stipulations aforesaid in clauses A and B, or of any one or more of the provisions contained in the schedule hereto, it shall be lawful for the Council, instead of claiming payment to them by the contractor of the liquidated damages payable by the contractor as aforesaid in respect of such breach, to determine this contract in the same manner and to the same extent as they have power to determine the same under clause* in the events therein mentioned, and if this contract shall be determined under this present power, then all the provisions of that clause shall apply as if this contract had been determined under that clause.

The SCHEDULE.

RATES of WAGES to be paid, and Hours of Labour to be observed by the Contractor as regards all workmen employed by the Contractor in or about the execution of this contract:—

TRADES.	For all Work done within a radius of not exceeding 20 miles, measured in a straight line from Charing Cross.		For all Work done outside the said radius the Rates of Wages and Hours of Labour recognised at the Date of the Tender by the Trade Unions of the District, in which district such Work is intended to be done, viz.,—	
	Rate of Wages per Hour.	Hours of Labour per Day.	Rate of Wages per Hour.	Hours of Labour per Day.

The foregoing list is believed to include all the trades which the contractor may require to employ in or about the execution of this contract. If, however, he should employ any workman or workmen in any trade not before specified, the rate of wages per hour to be paid to such workman or workmen is not to be less, and his or their hours of labour are not to be more, than the rate of wages and hours of labour respectively which, at the date of the contractor's tender were recognised by the trade unions of the several districts in which the work is done. Provided always that all work done on a site within 20 miles of Charing Cross shall be considered as done within the district of the London trades unions.

6. There shall be inserted in every contract a clause prohibiting the contractor from entering into any sub-contract without the consent of the Council, and in granting such consent the Council shall require the contractor to enter into an agreement which will secure the observance of the following conditions, viz. :—

That no sub-contract shall operate to relieve the contractor from any of his liabilities or obligations, and that the contractor shall be responsible for all the acts, defaults, and neglects of the sub-contractor as fully as if they were the acts, defaults, and neglects of the contractor, and that there shall be inserted in the sub-contract a covenant by the sub-contractor that he will pay all workmen employed by him in or about the execution of such sub-contract rates of wages not less, and observe and cause to be observed by such workmen hours of labour not greater than, the rates of wages and hours of labour following; that is to say, as regards all work done upon a site, any part of which is within a radius of 20 miles, measured in a straight line from Charing Cross, the rates of wages and hours of labour set out in the schedule appended to the original contract as applicable to work done within such radius, and as regards all other work such rates of wages and hours of labour as at the date of the sub-contract are recognised by the trades unions of the several districts where the work is done, and that such rates of wages and hours of labour be inserted in a schedule to the sub-contract, but in no case shall such rates of wages be less, or hours of labour greater than, those set out in the third and fourth columns of the wages and hours schedule of the contract between the Council and

* This will be the general clause in the contract giving the Council power to determine it or put the work in the hands of other contractors at the cost of the original contractor.

3. When the contractor in connection with the works contracted for intends to employ labour at a greater distance than 20 miles from Charing Cross he shall be required, in addition to the above, to insert in the said schedule the names of the various classes of labour which he intends to employ, together with the places where such labour will be employed, and the rates of wages and hours of labour to be paid and observed in respect to each class of labour, and no tender shall be accepted unless the rates of wages and hours of labour inserted in such schedule be proved to be the rates and hours recognised and in practice obtained at the date of the tender by the trade unions of the district where the work is to be done, and such schedule will be added to and will form part of the contract, and penalties shall be enforced for any breach thereof.

5. All instructions for tender and contracts under these standing orders shall be respectively, as far as possible, in the following form:—

CONTRACT No.
Instructions for Tender.

* * * * *

Tenders must be on the printed form and be accompanied by the forms of contract and schedules thereto. The schedule of prices forming the second schedule to the form of contract must be fully priced out, and the schedule of rates of wages and hours of labour forming the third schedule to the contract must be fully filled up by specifying all the trades which the contractor may require to employ in and about the execution of the contract, and by filling into the proper columns against each trade specified the rates of wages and hours of labour and rates of wages for overtime (if any) recognised and in practice obtained at the date of the delivery of the tender by the several trade unions of the districts in which the work is to be done, and for this purpose all work to be done on and about the

or within 20 miles of Charing Cross is to be considered as within the district of the London trade unions. On this head reference should be made to the form of contract and the recitals in that form. The tender and accompanying documents filled up as before directed must be inclosed in a sealed cover and be delivered at the offices aforesaid of the Council not later than o'clock on the , 189 . No tender will be received after that time.

* * * * *

FORM OF CONTRACT, SCHEDULE, &c. AS TO WAGES, &c.

Recital.

Whereas on the day of 189 , the contractor made and delivered to the Council a tender for [stating purpose and nature of works and amount of tender], and the Council accepted such tender. And whereas the Council, with the intention of preventing the loss and damage which are caused by defective workmanship, and of preventing disputes between the contractor and his workmen, and the consequent delay and loss to the Council, stipulated that it should be and it was a condition of such tender and acceptance that the contractor should be bound to pay to all workmen employed by him in or about the execution of this contract the rates of wages, and to observe and cause to be observed by such workmen the hours of labour set out in the schedule hereto, and to perform and observe the stipulations set out in clauses A., B., and C. of this contract.

Provisions.

A. The contractor shall at all times during the continuance of this contract abide by, perform, observe, fulfil, and keep all and singular the stipulations following, that is to say:—

- (1.) The contractor shall pay all workmen employed by him in and about the execution of this contract or any part thereof, wages, and wages for overtime respectively, at rates not less than the rates stated in the schedule hereto, and for each and every breach by the contractor of this stipulation, and notwithstanding the condonation of any prior or other breach, the contractor shall on demand pay to the Council as liquidated damages and not as a penalty the sum of 5*l.*
- (2.) The contractor shall observe, and cause to be observed by such workmen, hours of labour not greater than the hours of labour stated in the said schedule, and

for each and every breach by the contractor of this stipulation, and notwithstanding the condonation of any prior or other breach, the contractor shall on demand pay to the Council as liquidated damages and not as a penalty for each day on which any such breach shall be committed, and for each workman in respect to whom it shall be committed, the sum of 5*s.* per hour for every hour during which, on each day, each such workman shall be employed by the contractor beyond the maximum number of hours stated in the said schedule, provided that this stipulation shall not be construed to prohibit overtime if such overtime be in accordance with the rules of the trades unions concerned.

- (3.) The contractor shall at all times during the continuance of this contract display and keep displayed upon the site of the works and in every factory, workshop, or place occupied or used by the contractor in or about the execution of this contract, in a position in which the same may be easily read by all workmen employed by the contractor in or about the execution of this contract, a clearly printed or written copy of the said schedule hereto, and for each and every breach by the contractor of this stipulation, and notwithstanding the condonation of any prior or other breach, the contractor shall on demand pay to the Council as liquidated damages, and not as a penalty, for every day during which such breach shall be or continue the sum of 1*l.*

- (4.) The contractor shall, to the satisfaction of the Council, provide and keep proper books in which shall be correctly and promptly entered from time to time the names of and the wages paid to and the hours of labour observed by all such workmen as aforesaid, and shall from time to time when required produce such books to any person or persons, whether a member or members of the Council or not appointed by the Council, or by any committee of the Council to whom the matter or business out of which this contract arises may have been or may be referred to inspect the same, and allow such person or persons to take copies of or extracts from such books or any of them; and for each and every breach by the contractor of this stipulation, and notwithstanding the condonation of any other or prior breach, the contractor shall on demand pay to the Council as liquidated damages, and not as a penalty, the sum of 3*l.*

- (5.) The contractor shall from time to time, if and whenever required by the Council so to do, and within seven days after such requisition, make and deliver to the Council a statutory declaration stating that all the entries in such books as aforesaid are correct, or in the case of any inaccuracy therein setting forth the details of such inaccuracy, and that all entries required by stipulation (4) to be made in such books have been made therein to the date of such declaration, and for each and every breach by the contractor of this stipulation the contractor shall on demand pay to the Council as liquidated damages, and not as a penalty, the sum of 10*l.*

- (6.) Should any workman in the employment of the contractor be not paid the scheduled rate of wages, the Council may pay to any workman or workmen who may have been underpaid the difference between the amount of wages which he may have been paid by the contractors and the amount which he would have been paid if the stipulation as to wages had been observed, and may deduct from any moneys due or to become due under the contract the amount of the said difference so paid to such workman or workmen.

B. The contractor shall not, without the written consent of the Council under the hand of its clerk, which consent may be given subject to such conditions (if any) as the Council may think fit to impose, assign or under-let this contract or any part thereof, or make any sub-contract for the execution or performance of the said works or any part thereof, and for each and every breach by the contractor of this clause the contractor shall, notwithstanding the condonation of any

prior or other breach, on demand pay to the Council as liquidated damages, and not as a penalty, the sum of 200*l*. Provided that if at the time of tendering, the contractor states his desire to sub-let a portion of the work not usually done by him, the Council will agree to this sub-letting to an approved sub-contractor, the principal contractor being responsible for the work being done under the same conditions as if done by himself.

C. Any sum or sums of money which on breach by the contractor of any one or more of the stipulations aforesaid in clauses A. and B. may from time to time become payable by the contractor to the Council as liquidated damages may either be recovered by the Council from the contractor by action or other legal proceedings, or may be deducted and retained by the Council out of any moneys due or to become due from the Council to the contractor under this or any other contract, or the Council may obtain payment thereof partly in the one mode and partly in the other.

In case of any breach by the contractor of any one or more of the stipulations aforesaid in clauses A. and B., or of any one or more of the provisions contained in the schedule hereto, it shall be lawful for the Council, instead of claiming payment to them by the contractor of the liquidated damages payable by the contractor as aforesaid in respect of such breach, to determine this contract in the same manner and to the same extent as they have power to determine the same under clause* in the events therein mentioned, and if this contract shall be determined under this present power, then all the provisions of that clause shall apply as if this contract had been determined under that clause.

The SCHEDULE.

RATES of WAGES to be paid and HOURS of LABOUR to be observed by the Contractor as regards all Workmen employed by the Contractor in or about the execution of this Contract:—

TRADES.	For all Work done within a Radius of not exceeding 20 miles, measured in a straight line from Charing Cross.		For all Work done outside the said Radius the Rates of Wages and Hours of Labour recognised and in practice obtained at the date of the Tender by the Trade Unions of the District, in which District such Work is intended to be done, viz. :—		Wages for Over-time.
	Rate of Wages per Hour.	Hours of Labour per Day.	Rate of Wages per Hour.	Hours of Labour per Day.	

The foregoing list is believed to include all the trades which the contractor may require to employ in or about the execution of this contract. If, however, he should employ any workman or workmen in any trade not before specified, the rate of wages per hour to be paid to such workman or workmen is not to be less, and his or their hours of labour are not to be more, than the rate of wages and hours of labour respectively which at the date of the contractor's tender were recognised and in practice obtained by the trade unions of the several districts in which the work is done. Provided always that all work done on a site within 20 miles of Charing Cross shall be considered as done within the district of the London trade unions.

6. There shall be inserted in every contract a clause prohibiting the contractor from entering into any sub-contract without the consent of the Council, and in granting such consent the Council shall require the contractor to enter into an agreement which will secure the observance of the following conditions, viz.,—

That no sub-contract shall operate to relieve the contractor from any of his liabilities or obligations, and that the contractor shall be responsible for all the acts, defaults, and neglects of the sub-contractor as fully as if they were the acts, defaults, and neglects of the contractor, and that there shall be

inserted in the sub-contract a covenant by the sub-contractor that he will pay all workmen employed by him in or about the execution of such sub-contract rates of wages not less, and observe and cause to be observed by such workmen hours of labour not greater, than the rates of wages and hours of labour following, that is to say, as regards all work done upon a site any part of which is within a radius of 20 miles, measured in a straight line from Charing Cross, the rates of wages and hours of labour set out in the schedule appended to the original contract as applicable to work done within such radius, and as regards all other work such rates of wages and hours of labour as at the date of the sub-contract are recognised and in practice obtained by the trade unions of the several districts where the work is done, and that such rates of wages and hours of labour be inserted in a schedule to the sub-contract, but in no case shall such rates of wages be less, or hours of labour greater, than those set out in the third and fourth columns of the wages and hours schedule of the contract between the Council and the contractor, and that in case of any breach by the sub-contractor of the covenant as regards rates of wages and hours of labour to be inserted in any sub-contract (and notwithstanding the connivance of the contractor in or condonation by such contractor of such breach or any prior breach) the contractor shall for every such breach as regards the rates of wages on demand pay to the Council as liquidated damages, and not as a penalty, the sum of 5*l*., and shall for every such breach as regards the hours of labour on demand pay to the Council as liquidated damages, and not as a penalty, for each day on which such breach shall be committed, and for each workman in respect to whom it shall have been committed, the sum of 5*s*. per hour for every hour during which such workman shall have been employed by the sub-contractor beyond the maximum number of hours during which under the terms of the said covenant he ought to have been employed.

And that the sub-contractor shall at all times during the continuance of the sub-contract, display and keep displayed on the works and in every factory or workshop or place occupied or used by the sub-contractor in or about the execution of the sub-contract, in a position in which the same may be easily read by all workmen employed by the sub-contractor in or about the execution of the sub-contract, a clearly printed or written copy of the said schedule; and for each and every breach by the sub-contractor of this stipulation, notwithstanding the condonation of any prior or other breach, the contractor shall on demand pay to the Council as liquidated damages, and not as a penalty, for every day during which such breach shall be or continue, the sum of 1*l*., and that the sub-contractor shall, to the satisfaction of the Council, provide and keep proper books in which shall be correctly and promptly entered from time to time the names of and the wages paid to and the hours of labour observed by all such workmen, and shall, as required, produce such books to any person or persons, whether a member or members of the Council or not, appointed by the Council or by any Committee of the Council to whom the matter or business out of which the sub-contract arises may have been or may be referred to inspect the same, and allow such person or persons to take copies of or extracts from such books or any of them, and for each and every breach by the sub-contractor of this stipulation, and notwithstanding the condonation of any other or prior breach, the contractor shall on demand pay to the Council as liquidated damages, and not as a penalty, the sum of 3*l*., and that the sub-contractor shall from time to time, whenever required by the Council so to do, and within seven days after such requisition, make and deliver to the Council a statutory declaration stating that all the entries in such books as aforesaid are correct, or in case of any inaccuracy therein setting forth the details of such inaccuracy, and that all details required by the stipulation lastly herein-before contained to be made in such books have been made therein to the day of such declaration, and for each and every breach by the sub-contractor of this stipulation the contractor shall on demand pay to the Council as

* This will be the general clause in the contract giving the Council power to determine it or put the work in the hands of other contractors at the cost of the original contractor.

the contractor, and that in case of any breach by the sub-contractor of the covenant as regards rates of wages and hours of labour to be inserted in any sub-contract (and notwithstanding the connivance of the contractor in or condonation by such contractor of such breach or any prior breach) the contractor shall for every such breach as regards the rates of wages, on demand pay to the Council as liquidated damages, and not as a penalty, the sum of 5*l.*, and shall for every such breach as regards the hours of labour on demand pay to the Council as liquidated damages, and not as a penalty, for each day on which such breach shall be committed, and for each workman in respect to whom it shall have been committed, the sum of 5*s.* per hour for every hour during which such workman shall have been employed by the sub-contractor beyond the maximum number of hours during which under the terms of the said covenant he ought to have been employed.

And that the sub-contractor shall at all times, during the continuance of the sub-contract, display and keep displayed on the works, and in every factory or workshop, or place occupied or used by the sub-contractor in or about the execution of the sub-contract, in a position in which the same may be easily read by all workmen employed by the sub-contractor in or about the execution of the sub-contract, a clearly printed or written copy of the said schedule: and for each and every breach by the sub-contractor of this stipulation, notwithstanding the condonation of any prior or other breach, the contractor shall, on demand pay to the Council, as liquidated damages, and not as a penalty, for every day during which such breach shall be or continue, the sum of 1*l.*, and that the sub-contractor shall, to the satisfaction of the Council, provide and keep proper books, in which shall be correctly and promptly entered from time to time the names of and the wages paid to and the hours of labour observed by all such workmen, and shall, as required, produce such books to any person or persons, whether a member or members of the Council or not, appointed by the Council or by any committee of the Council to whom the matter or business out of which the sub-contract arises may have been or may be referred to inspect the same, and allow such person or persons to take copies of or extracts from such books or any of them, provided that no person be appointed, as aforesaid, who is carrying on or is pecuniarily interested or employed in a business of the same or a like kind as that carried on by the sub-contractor; and for each and every breach by the sub-contractor of this stipulation, and notwithstanding the condonation of any other or prior breach, the contractor, shall, on demand, pay to the Council, as liquidated damages, and not as a penalty, the sum of 3*l.*, and that the sub-contractor shall from time to time, whenever required by the Council so to do, and within seven days after such requisition, make and deliver to the Council a statutory declaration stating that all the entries in such books, as aforesaid, are correct, or in case of any inaccuracy therein, setting forth the details of such inaccuracy, and that all details required by the stipulation lastly herein-before contained to be made in such books have been made therein to the day of such declaration, and for each and every breach by the sub-contractor of this stipulation, the contractor shall, on demand, pay to the Council, as liquidated damages, and not as a penalty, the sum of 10*l.*

Provided that this standing order shall not be construed as prohibiting the sub-contractor without the consent of the Council from purchasing or sub-contracting for the supply of any materials, articles, or things required for the execution of the contract which are ordinarily to be purchased wholesale in the market or of wholesale merchants or manufacturers.

Proposed selected list of contractors.

II.—On 21st July, 1892, the following proposal by Mr. Beachcroft was referred to us for consideration and report. That committees charged with the carrying out of works undertaken by the Council be at liberty to invite tenders from an approved list of persons willing to tender for such works, under the conditions imposed by the Council; such list, however, in no case to contain the names of less than seven persons.

We have carefully considered this proposal and have to recommend to the Council as follows:—

That it is not desirable to depart from the method of obtaining tenders hitherto adopted by the Council.

HOOD BARRS,
Chairman.

Previously to moving the reception of the report the Chairman of the Committee, with the consent of the Council, substituted the following for the proposed Standing Order No. 4:—

4. In all contracts for the supply of any raw material or manufactured articles, other than clothing, a condition shall be inserted that with respect to all materials or articles produced or manufactured or supplied by the contractor, the contractor will in the production or manufacture or supply thereof (as the case may be) pay and observe the following rates of wages and hours of labour, viz.:—

(a.) Where the production or manufacture or supply thereof is carried on within 20 miles of Charing Cross, the rates of wages and hours of labour appearing in the Council's list.

(b.) Where the production or manufacture or supply thereof is carried on at a greater distance than 20 miles from Charing Cross, the rates of wages and hours of labour recognised by the trade unions of the district where it is carried on.

Provided that this standing order shall not apply to the production or manufacture of articles not produced or manufactured by the contractor.

Resolved—That the report be received.

(1.) On the motion to adopt the first words of the recommendation of the Committee and the proposed Standing Order No. 1.

Amendment moved by Sir T. Farrer, seconded by Mr. Debenham—That the following words be added after the word "Council" in the second line—"to be applied and enforced in those cases, and in those cases only, in which there is a trades union of which the rates of wages and rules are recognised and observed in the trades."

Amendment put to the vote, and, the Council having divided, there appeared—

For the Amendment—46.

Against the Amendment—62.

Amendment declared to be lost.

Further amendment moved by Lord Monkswell, seconded by Mr. Orsman—That after the word "labour" in line five of the proposed Standing Order No. 1 the word "generally" be inserted, and that after the word "recognised," in the same line, the words "and enforced" be inserted.

After debate and a resolution that the question be now put,—

Amendment put to the vote, and the Council having divided, there appeared—

For the Amendment—52.

Against the Amendment—53.

Amendment declared to be lost.

Further amendment moved by Mr. F. Harrison, seconded by Mr. Hoare—That the words "and in practice obtained" be inserted after the word "recognised" in the Standing Order No. 1.

A motion having been carried that the question be now put,—

Amendment put to the vote, and the Council having divided, there appeared—

For the Amendment—73.

Against the Amendment—39.

Amendment declared to be carried.

Previously to the motion as amended being put,—

Resolved, on the motion of Dr. Collins—That the debate be adjourned.

16th December 1892.

ADJOURNED REPORT OF THE FAIR WAGES COMMITTEE.

The Council resumed the consideration of the report of this Committee brought up on 6th December, and of the motion to adopt the proposed Standing Order No. 1, as amended on 13th December.

On the motion being put,—

Amendment moved by Mr. Campbell, seconded by Mr. Reed—That previously to the adoption of any such standing order the opinion of eminent counsel be taken as to the legality of this Council, as representing the general body of ratepayers, doing more than pay or cause to be paid to every man (unionist or non-unionist)

employed in its behalf what the Council itself from time to time may consider to be a fair and proper wage with reference to the general circumstances of each case.

After debate and a resolution that the question be now put,—

Amendment put and declared to be lost.

Further amendment moved by Mr. Henderson, seconded by Mr. Hoare—That after the word "by" in the fifth line of the proposed standing order, the words "or adjudged reasonable by the Council on the recommendation of" be inserted.

After debate and a resolution that the question be now put,—

Amendment put to the vote, and the Council having divided, there appeared—

For the Amendment—31.

Against the Amendment—61.

Amendment declared to be lost.

Motion carried.

Resolved accordingly.

It was agreed, on the suggestion of the Chairman, that as the Council had resolved to insert in the Standing Order No. 1 the words "and in practice obtained" after the word "recognised" the same words should be inserted as a consequential amendment after the word "recognised" in the remaining standing orders.

On the motion to approve the proposed Standing Order No. 2,—

Amendment moved by Sir J. Lubbock, seconded by Mr. Arnold—That the following be inserted after the proposed Standing Order No. 2 "As regards each contract the list shall be that in force at the date of the tender."

Amendment put and declared to be carried.

Motion as amended carried.

Resolved accordingly.

On the motion to approve the proposed Standing Order No. 3,—

Amendment moved by Mr. Arnold, seconded by Sir John Lubbock—That the words "proved to be" be omitted from the sixth line of the proposed Standing Order.

Amendment put to the vote, and the Council having divided, there appeared—

For the Amendment—40.

Against the Amendment—52.

Amendment declared to be lost.

Motion carried.

Resolved accordingly.

On the motion to approve the proposed Standing Order No. 4,—

Amendment moved by Mr. Pearce, seconded by Mr. Marsland—That the proposed standing order be referred back to the Committee for further consideration.

Amendment put and declared to be carried. Carried also as a substantive motion.

Resolved accordingly.

Moved by Mr. Ward, seconded by Mr. Benn—That the following additional standing order be made—Where there is no trades union to fix the minimum wages in any trade in London, the Council shall itself fix the minimum rate of wages to be paid.

Amendment moved by Mr. F. Harrison, seconded by Mr. Costelloe—That the following be added to the motion "But there shall not be entered in the Council's list any rate of wages less than 6d. per hour for men, or any hours of labour more than 10 hours per day."

The Chairman having suggested that the questions raised by the motion and amendment should be referred to the Committee for consideration,—

Resolved—That the Chairman's suggestion be adopted, and that the questions be referred to the Committee accordingly.

Resolved—That the proposed Standing Order No. 5 be approved.

On the motion to approve clause (1) of provision A.,—
Amendment moved by Mr. Pickersgill, and seconded—That the words "and wages for overtime respectively" be inserted after the word "wages" in line two, and that the words "and such rate of wages for overtime as may from time to time be recognised by the trades unions to which the work relates" be omitted.

After debate and a resolution that the question be now put,—

Amendment put and declared to be carried.

Motion as amended carried.

Resolved accordingly.

Resolved—That clauses (2) and (3) of provision A. be approved.

On the motion to approve clause (4) of provision A.,—

Amendment moved by Mr. Antrobus, seconded by Col. Hughes—That the following words be omitted "provided that no person shall be appointed as afore-said who is carrying on or who is pecuniarily interested or employed in a business of the same or a like kind as that carried on by the contractor."

Amendment put and declared to be carried.

Motion as amended carried.

Resolved accordingly.

Resolved—That clause (5) of provision A., be approved.

Moved by Mr. Stookbridge, seconded by Dr. Collins—That the following be inserted before provision B.—Should any workman in the employment of the contractor be not paid the scheduled rate of wages, the Council may pay to any workman or workmen who may have been underpaid the difference between the amount of wages which he may have been paid by the contractors and the amount which he would have been paid if the stipulation as to wages had been observed, and may deduct from any moneys due or to become due under the contract the amount of the said difference so paid to such workman or workmen.

After debate and a resolution that the question be now put,—

Motion put and declared to be carried.

Resolved accordingly.

On the motion to approve provision B.,—

Amendment moved by Mr. Ward, seconded by Mr. Costelloe—That the following words be omitted from the second line "which consent may be given subject to such conditions (if any) as the Council may think fit to impose."

Amendment put and declared to be lost.

Further amendment moved by Mr. Ward, seconded by Mr. Costelloe—That the following words be added to provision B. "provided that if at the time of tendering the contractor states his desire to sub-let a portion of the work not usually done by him, the Council will agree to this sub-letting to an approved sub-contractor, the principal contractor being responsible for the work being done under the same conditions as if done by himself."

Amendment put and declared to be carried.

Motion as amended carried.

Resolved accordingly.

Resolved—That provision C. and the schedule, with the addition thereto of a column as to overtime, be approved.

Resolved—That the proposed Standing Order No. 6 be approved, subject to an alteration consequential upon that made in provision A. (4).

Resolved—That the following be standing orders of the Council:—

1. There shall be kept at the County Hall a list of the rates of wages and the hours of labour to be paid and observed by the Council in works which are in the nature of construction or manufacture, and which the Council may resolve to carry out without the intervention of a contractor.

The list shall be settled by the Council on the recommendation of the Works and Stores Committee, and shall be based on the rates of wages and hours of labour recognised and in practice obtained by the various trade unions in London, and shall form part of the standing orders of the Council.

The list shall at all times be open to public inspection.

2. In inviting tenders for work to be executed within 20 miles of Charing Cross, the advertisements and instructions for tender shall state, that in the case of all workmen to be employed by the contractor he will be required to pay wages at rates not less, and to observe hours of labour not greater, than the rates and hours set out in the Council's list, and that such rates of wages and hours of labour will be inserted in a schedule and will form part of the contract, and penalties shall be enforced for any breach thereof.

As regards each contract the list shall be that in force at the date of the tender.

liquidated damages, and not as a penalty, the sum of 10*l*.

Provided that this standing order shall not be construed as prohibiting the sub-contractor without the consent of the Council from purchasing or sub-contracting for the supply of any materials, articles, or things required for the execution of the contract which are ordinarily to be purchased wholesale in the market or of wholesale merchants or manufacturers.

(II.) On the motion to adopt the recommendation of the Committee No. II.,

Amendment moved by Mr. Beachcroft, seconded by Mr. Roberts—That the consideration of the recommendation be postponed.

Amendment put and declared to be lost.

Further amendment moved by Mr. Grosvenor, seconded by Mr. Roberts—That the recommendation be referred back to the Committee.

After debate and a resolution that the question be now put,—

Amendment put and declared to be lost.

Motion carried.

Resolved accordingly.

APPENDIX CXL.

NOTES ON STATISTICS OF LABOUR supplied by SIR T. H. FARRER in his Summary of Proposed Evidence.

It is very important to develop these, for many purposes, *e.g.*, to ascertain,—

1. What share of the proceeds of industry falls directly to labour?
What share to capital?
What share to rent?
2. What are the numbers of the unemployed?
3. What proportion of the labouring classes are represented by trades unions?
4. What is the progress of remuneration to skilled and unskilled labour respectively?
5. How do wages paid by Governments, national or local, compare with private wages?
6. Possibility of labour bureaus and assistance in the form of information to labour seeking employment.
7. Effect of shorter hours on the men employed—on other workers and on output.

&c., &c., &c.

If this is done, it should be done not as isolated work, but in connection with other statistics, such as statistics of production, of export and import, of population; of taxation, imperial and local; of education; of pauperism; and of commerce; so that all

these and other particulars may be capable of comparison, both in point of areas and of periods.

For this purpose a reorganisation of our statistical departments will be necessary.

Attempts made in 1878 and 1879 were failures. The necessary conditions are:—

1. That each department must collect the statistics with which its own administration are concerned.
2. That these must be brought into a focus and harmonised by some one control department.

Not a joint board, and not a powerless office such as the present Registry of Births, Deaths, and Marriages.

Probably the best plan would be to have one superior officer, under some responsible Minister—not the Treasury, who have too much to do—and to let this officer be in constant communication with the several statistical officers in the different departments. Occasionally a Treasury inquiry might be needed.

The object would be (a) to get certain general rules adopted, and (b) to publish general results in a harmonious form; in short, to carry out further and more completely the statistical abstracts.

Refer to reports of 1878–9, and especially to the memoranda contained in Appendix A. to that report.

APPENDIX CXLI.

DRAFT of an EIGHT HOURS BILL; by H. M. HYNDMAN.

INTRODUCTION.

The spread of the Eight Hours Movement in all countries is unquestionably one of the features of the time. Here in Great Britain, since the Social Democratic Federation nearly ten years ago first made this limitation of the hours of labour by legal enactment a portion of a definite social and political programme, the change which has been brought about in the opinion of the working classes themselves is most remarkable. In the face of the most bitter opposition, not only from the Tory, Whig, Liberal and Radical factions, but from the so-called "leaders" of the trade unions, the idea of the restriction of the working day by law to eight hours has been accepted by the majority of the working classes of this country. The House of Commons is, as usual, altogether behind the people on this question. The landlords, lawyers, and capitalists of various degrees of turpitude who constitute that assembly at the present time are, of course, bitterly opposed to a measure which must, sooner or later, give the workers greater leisure, and therefore greater knowledge and power; consequently they spare no effort to crush any Member who, like Mr. Cunninghame Graham, has the courage to force an eight hours law upon their consideration. What is, perhaps, still more remarkable, those who pretend to be the special friends of the people, Mr. John Morley, Mr. Henry Labouchere, and Mr. Bradlaugh, for example, are as hostile to the measure as the most bigoted reactionists, and are still more active than the Tories in their opposition to the men who champion it. All the old capitalist arguments are still reiterated as if their fallacy had never been

exposed; the supercilious impertinence of men of education sufficiently good, and parts of speech sufficiently developed, to throw their ignorance into high relief, is perpetually exhibited at the expense of the advocates of State interference with the unchecked right of the English slave-driver to overwork his wage-slaves; and no pains have been spared to prove to the people that their only hope of comfort in life is to work themselves to death.

I have more than once challenged any or all of the above-named Trinity of Radicalism, either in their individual superior persons or in all the majesty of their collective omniscience, to debate this subject of the desirability of the limitation of the hours of work to eight hours a day or forty-eight hours a week by Act of Parliament. Mr. Bradlaugh is the only man in Great Britain of either party who has ever had the pluck to take up this challenge, and a debate between himself and me had been arranged at Glasgow prior to his late unfortunate illness.

Two months ago I was appointed by the organisation which has done infinitely more than any other to educate the people of England in social democracy and to bring forward palliatives of our existing industrial anarchy to endeavour to arrange a debate with Mr. Bradlaugh in St. James's Hall.

Diffident as I feel in some respects in championing the cause of the workers, I cannot but rejoice on other grounds that it has fallen to my lot to again encounter my antagonist of six years ago on the platform of St. James's Hall. Since my debate with Mr. Bradlaugh of April 19th, 1884, social democracy has swept triumphantly through the length and breadth of this

island, and it is with the assured conviction of complete victory in the near future that every social democrat goes forth to-day to encounter the decaying political factions around him. We know, however, that this eight hours' day, by law enacted, valuable as it must be as a palliative of the evils of our industrial anarchy, is of itself no solution whatever of the great class antagonism. Though we argue that even from the point of view of the 5 per cent. philanthropist the workers are entitled to derive some advantage now and at once from the enormously increased power of man over nature, and the greater amount of wealth which is created with far less labour; though we know that they will derive such advantage to a certain extent from an eight hours law; we know also that the enhanced efficiency of machinery, and the development of invention which must follow, will, later on, inevitably provide the capitalist class in existing conditions with a still larger reserve army of unemployed labour than at present, and that the periods of industrial crisis will recur yet more rapidly and with greater severity than heretofore.

An eight hours law being only a small peaceful advance towards a better period, a means of gaining for the workers some leisure and relief from crushing overwork, I am glad that a revolutionary social democrat, who works for the complete socialisation of the means and instruments of production, should have the opportunity of publicly arguing the eight hours question from that point of view. As to the result of the debate I have no doubt whatever. Whether I succeed or fail in the immediate object of convincing the audience this evening, the principle that the community has the right as well as the power to interfere with an illusory freedom in order to obtain greater real liberty for the workers and to check the fearful physical degeneration now going on among them must gain by vigorous discussion. Thus, with perfect confidence in the advance of the cause, I leave my draft Bill and the arguments of our debate to the kindly consideration of the public.

July 23rd, 1890.

H. M. H.

A Bill entitled an Act to Limit the Hours of Labour to Eight Hours a Day.

1. This Act may be cited as the Eight Hours of Labour Act, 1890.

2. This Act shall come into operation on the first of January, 1891.

3. In all contracts for the hire of labour, or the employment of personal service in any capacity whatever, a day shall be deemed to mean a period not exceeding *eight working hours*, and a week shall be deemed to mean a *maximum* period of *forty-eight working hours*.

4. No person employed under the Crown in the United Kingdom, in any department of the public service, or in arsenals, small arms factories, dockyards, clothing establishments or other industrial business, or by any county council, municipal corporation, vestry, local sanitary authority, school board, guardians of the poor, dock or harbour trustees, district council, improvement commissioners, commissioners of sewers, commissioners of police, commissioners of public libraries or baths and washhouses, or any other public administrative authority whatsoever, shall, except in case of special unforeseen emergency, be employed for a longer period than *eight working hours* in any one day, or for more than *forty-eight working hours* in any one week.

Any public officer or public functionary ordering or requiring any person in public employment to remain at work for a period in excess of eight working hours in any one day, or *forty-eight working hours* in any one week, except in case of special unforeseen emergency shall be liable to a fine of not less than fifty pounds for each such contravention of the provisions of this section on conviction thereof; and one-half of all fines so imposed shall be paid over, without any deduction whatsoever, to the person or persons directly or indirectly affected, whose action and evidence shall be the means of bringing home such offence to the perpetrator.

5. No person shall, except in case of special unforeseen emergency, be employed by any railway company for a longer period than *eight working hours* in any one day, or *forty-eight working hours* in any one week.

The general manager of any railway company employing or permitting to be employed any person in contravention of this section shall be liable, on conviction thereof, to a fine of not less than fifty pounds for each such contravention; and one-half of all fines so imposed shall be paid over, without any deduction whatsoever, to the person or persons directly or indirectly affected, whose action and evidence shall be the means of bringing home such offence to the perpetrator.

6. No person shall be employed on any line of tramway, omnibuses, cars, wagons, or other conveyances for the purpose of the transport of goods or persons, except in case of special unforeseen emergency, for a longer period than *eight working hours* in any one day, or *forty-eight working hours* in any one week.

The general manager or manager of any company or firm, or individual firm, or employer employing or permitting to be employed, any person in contravention of this section, shall be liable, on conviction thereof, to a fine of not less than fifty pounds for each such contravention; and one-half of all fines so imposed shall be paid over, without any deduction whatsoever, to the person or persons directly or indirectly affected, whose action and evidence shall be the means of bringing home such offence to the perpetrator.

7. No person shall be employed under ground for hire in any mine, except in case of special unforeseen emergency, for a longer period than *eight working hours* in any one day or *forty-eight working hours* in any one week.

The period of employment under ground in a mine shall, for the purposes of this section, be deemed to be the whole period from the time of leaving the surface of the ground to descend the mine, to the time of return to the surface of the ground after cessation of work.

The manager of any mine employing or permitting to be employed any person in contravention of this section shall, on conviction thereof, be liable to a fine of not less than one hundred pounds for each such contravention; and one-half of all fines so imposed shall be paid over, without any deduction whatsoever, to the person or persons directly or indirectly affected, whose action and evidence shall be the means of bringing home such offence to the perpetrator.

8. No person shall be employed in any factories, workshops, laundries, or other business conducted for profit, except in case of special unforeseen emergency, for a longer period than *eight working hours* in any one day, or *forty-eight working hours* in any one week.

Any employer or manager employing or permitting to be employed any person in contravention of this section shall, on conviction thereof, be liable to a fine of not less than fifty pounds for each such contravention; and one-half of all fines so imposed shall be paid over, without any deduction whatsoever, to the person or persons directly or indirectly affected, whose action and evidence shall be the means of bringing home such offence to the perpetrator.

9. No person shall be employed to serve behind the counter or elsewhere in shops, co-operative stores, storehouses, or magazines, for the sale or distribution of goods by retail or otherwise, or shall be employed to serve behind bars to sell intoxicating or others drinks, or to purvey food or other refreshments, except in case of special unforeseen emergency, for a longer period than *eight working hours* in any one day, or *forty-eight working hours* in any one week.

Any shopkeeper, storekeeper, manager, or general superintendent employing or permitting to be employed any person in contravention of this section shall, on conviction thereof be liable to a fine of not less than fifty pounds for each such contravention; and one-half of all fines so imposed shall be paid over, without any deduction whatsoever, to the person or persons, directly or indirectly affected, whose action and evidence shall be the means of bringing home such offence to the perpetrator.

10. No domestic servant shall be employed in any club or in any hotel, inn, lodging-house, house or flat let in apartments, or other place in which accommodation or food is provided for payment, except in case of special unforeseen emergency, for more than *eight working hours* in any one day, or *forty-eight working hours* in any one week.

Any steward, manager, inn-keeper, lodging-house or eating-house keeper, or his or her deputy employing or causing to be employed any person in contravention of this section shall, on conviction thereof, be liable to a fine of not less than ten pounds for each such contra-

vention; and one-half of all fines so imposed shall be paid over, without any deduction whatsoever, to the person or persons directly or indirectly affected, whose action and evidence shall be the means of bringing home such offence to the perpetrator.

11. No person shall be employed in agricultural labour for hire, except in case of special unforeseen emergency, for a longer period than *eight working hours* in any one day, or *forty-eight working hours* in any one week.

Any farmer, fruit or flower grower, market gardener, or other agriculturist, employing or causing to be employed any labourer, in contravention of this section shall, on conviction, be liable to a fine of not less than ten pounds for each such contravention; and one-half of all fines so imposed shall be paid over,

without any deduction whatsoever, to the person or persons directly or indirectly affected, whose action and evidence shall be the means of bringing home such offence to the perpetrator.

12. In the cases of special unforeseen emergency referred to in the above sections, each person who shall, by reason of such emergency, work beyond the period of *eight working hours* in any one day, or *forty-eight working hours* in any one week therein enacted, shall be entitled to receive and shall receive from the individual firm, or company, so employing such person, notwithstanding any stipulation or contract to the contrary, expressed or implied, double the rate of wages per hour which has been paid per hour during the normal working day of eight working hours, for each hour of overtime so worked.

APPENDIX CXLII.

NOTE ON THE COMPARATIVE COST OF TRANSPORT OF FREIGHT ON AMERICAN AND ENGLISH RAILROADS.

In questions 8446-51 and 8454-59, reference is made to the comparative cost of moving freight on American and English railroads, and it is pointed out that the cheapness of American transport is due to the much greater amount of paying freight carried to the amount of dead-weight hauled. This is, perhaps somewhat overstated at one-fifth of the dead-weight hauled by English railroads, as that proportion would only apply to the best American freight cars as compared to the ordinary run of English trucks. Between the best American freight cars and any but the best English trucks the statement would be correct; and even the newest English trucks only carry one ton of paying freight, when fully loaded, to one ton of dead weight; whereas the best American cars carry more than four tons of paying freight to one ton of dead-weight (35 tons of paying freight to eight tons of dead-weight).

The three diagrams submitted show conclusively the superior economy of the American system, and how greatly the adoption of larger waggons has reduced the cost of hauling freight on certain well-known American railroads. Thus in Diagram "A" it is set forth how the Norfolk and Western Railroad, beginning in 1863 with an average freight of 9.75 tons to every waggon loaded steadily increased that average, until in 1891 each loaded waggon carried an average of 18.11 tons of freight. The result of this was that the average charge for transport was reduced from 70 pence or $\frac{70}{100}d.$ per ton per mile, to 27 pence or $\frac{27}{100}d.$ per ton per mile in the nine years; while the actual working expenses had decreased from 38 pence per ton per mile to 18 pence per ton per mile. The freight traffic had increased from 797,255 tons in 1883 to 5,797,944 tons in 1891. Thus by the use of more heavily-loaded waggons the charges were decreased 61.43 per cent. and the working expenses 52.63 per cent.

Diagram "B" similarly shows the effect of increased train loads on the traffic of the New York Central Railroad where waggons of a similar kind are used, and without which waggons such increased loads could not be hauled profitably. From this diagram it appears that, whereas in 1870 the charge on this railroad for moving freight was 94d. per ton per mile, when 103 tons constituted a train load, and the working expenses of hauling per ton per mile were 57d., in 1890, when 248 tons were an average train load, the charge had fallen to 38d. per ton per mile, and the working expenses had been reduced to 27d. per ton per mile in 1890.

Diagram "C" makes an elaborate comparison as to the effect of heavy train loads on the working expenses of American and English railroads. In this respect the most interesting points to note are the figures which relate to the Pennsylvania Railroad, with its 2,351 miles of line, and the New York Central Railroad, with its 2,096 miles of line, and the Midland Railway, with its 1,040 miles of line, and the London and North-Western Railway, with its 1,877 miles of line. The average train loads of the Pennsylvania Railroad were 285 tons, and the total working expenses were for 1891, 255d. per ton per mile; the average train loads of the Midland Railway were 48 tons, and the average working expenses, 688d. per ton per mile. The average train loads of the New York Central Railroad were 250 tons, and the working expenses for 1891, 285d. per ton per mile; the average train loads of the London and North-Western Railway were 65 tons, and the working expenses, 658d. per ton per mile.

The comparative figures of mineral traffic and merchandise hauled by the American and English railroads respectively is manifestly all in favour of cars of heavy burden for the latter. Thus the London and North-Western Railway carries 77 per cent. of minerals and 23 per cent. of merchandise as against 30 per cent. of minerals and 70 per cent. of merchandise carried by the New York Central Railroad. Consequently it would seem that by the adoption of the American system, the English railways would save about 75 per cent., or perhaps more of their working expenses on freight traffic.

Apart from this the economy in sidings is prodigious.

Such a vast saving, in fact, would be effected, and so great a reduction of charges would be possible, that it might reasonably be urged that the State on the grounds set forth above, alone would be justified in acquiring the railways in order to apply the improved system to the advantage of the community. At present the whole internal trade of Great Britain, manufacturing, mining, and agricultural, is being throttled by an old man of the sea in the shape of greedy and incompetent railway directors and managers.

Diagram "D" shows that the New York Central Railroad pays much higher wages than the London and North-Western Railway, while charging one-third or less of the latter's demands for freight.

The Diagrams were drawn up by M. B. Jefferds, C.E.

H. M. HYDMAN.

APPENDIX CXLIII.

NOTE ON THE COMPARATIVE INCREASE OF NATIONAL WEALTH AND PRODUCTIVE POWER AND INCREASE OF WAGES.

It is, unfortunately, true that it is impossible to arrive at any exact conclusion as to the amount or proportion of the national wealth received by the producing class in this country at any particular period. It is equally impossible to be accurate as to the increase of the power of production on the average per head employed in the various branches of industry. This is due to the chaotic condition of our statistical departments in regard to all that it is most important that the people should know. The elaborate calculations, therefore, set forth by Mr. Robert Giffen, Mr. Mulhall, and others as to the exact sum paid in wages to the workers are nothing better, as I said in my evidence, than elaborate guesses.

When, however, a hostile but impartial observer like Mr. Charles Booth examines carefully into the condition of any portion of the working population, he cannot but declare that the statements made by Socialists in regard to the low rate of earnings are above, rather than below, the mark.

This being so, and the continuous physical degradation which, according to the overwhelming testimony of witnesses of unimpeachable authority, is to be observed among the great masses of our city population, it is almost a work of supererogation to prove, in reply to Mr. Gerald Balfour, that the workers have not benefited in proportion to the improvements made in industrial processes.

Since 1842, or 50 years ago, the improvements in every branch of production and distribution have been very great indeed.

In the single department of transport it is almost impossible to compare what was with what is. Unquestionably the transporting of goods by railroad even on the expensively and inefficiently managed English lines represents an increase of power not less than 12 times greater than that on the best-laid macadamised roads by horse traction. The wages of the men employed on the railroads are at the present time not understated on the average at 15s. a week. Can it be reasonably contended that this rate of wage is much, if at all, in excess of the wages of the carters who were employed prior to the great extension of the railway system? In this department manifestly the workers most directly concerned have benefited "out of all proportion less" than the propertied classes.

In the shipping business the proportion of hands all told on a great ocean freight steamer will not be more than one man to 200 tons to-day on a purely cargo-boat, or, perhaps, one man to 100 tons on a passenger vessel. Here is an increase of efficiency in labour which certainly is not overstated at four to one. The wages of sailors and engineers and stokers range from 3*l.* to 5*l.* a month. Here, again, it is quite certain that wages have increased "out of all proportion less" than the increased efficiency of labour which has added to the wealth, comfort, and enjoyment of the propertied classes.

In the iron industry the improvements, chemical and mechanical, cannot be reasonably stated at less than four to one in the 50 years under consideration; that is to say, that one man to-day in the various processes of iron smelting and manufacture represents fully the power of production which four men could apply 50 years ago. Not even Mr. Robert Giffen will maintain

that the wages of the men employed have increased in anything approaching that proportion.

In the cotton industry it is, again, an understatement to say that, alike in coarse and fine goods, the production per head employed has doubled in the 50 years for any given time of full work. Nevertheless, it was conclusively proved, as against Mr. Fielden a few years ago in the "Manchester Guardian," that the workers in the cotton industry receive little more, and in some cases receive less wages than they did 50 years ago.

Similar remarks apply to the Bradford woollen industry.

In agriculture, though improved processes have not been so generally applied in this country as they ought to be, in this department likewise, especially in the breeding of stock, draining, and manuring, great improvements have been made. But the wages of agricultural labourers can scarcely be said to have generally increased, and they have lost certain advantages in many parts of the country which formerly they had.

In mining, in some parts of England, wages have increased, partly in consequence of the suppression of women's and children's labour below ground. But even in this department it is doubtful whether the increase of wages has kept pace with the improved methods of industry.

But the best evidence that the workers have not benefited to any considerable extent by the improved processes of production is shown by the fact that, even to-day, as a mass they possess no realised property. Yet, according to Mr. Robert Giffen, the actual wealth of the country has increased from 6,000,000,000*l.* 28 years ago to 9,000,000,000*l.* or more now.

It may be observed also that, although the purchasing power of the wages of the workers has considerably increased, especially of late years, when bread, cheese, bacon, imported meat, and clothing have been unprecedentedly cheap, rents have risen so materially in our great cities that the deduction on that head from the wages available for food and clothing has, to a great extent, counterbalanced the greater cheapness spoken of.

On the whole, therefore, I do not think it admits of any question whatever that I was absolutely right when I said that the workers had benefited out of all proportion less than the owners of their country, and the monopolists of capital by the improvements in industrial processes.

H. M. HYNDMAN.

P.S.—It may be observed that in the above statement no account whatever is taken of the increased and increasing frequency of depressions of trade and their longer duration when they come. These depressions are directly due to the incapacity of the capitalist class to handle the vastly increased powers of modern production. These very powers of production, indeed, which ought to be, and Mr. Gerald Balfour evidently still thinks are, beneficial to the whole community, act as the means of reducing the wages, and inflicting worklessness and starvation on the producing class. The periodical recurrence of such "hard times" is most certainly not compensated in any trade by any increase of wages, either actual or hypothetical.

H. M. H.

APPENDIX CXI.

ARTICLE ON THE SUBJECT OF LABOUR REGISTRIES IN "DAILY NEWS" OF THE 28TH OCTOBER 1891.

A NATIONAL LABOUR REGISTRY.

In a previous article it was shown that the absolute necessity for some system of registry for the unemployed of the labouring and nondescript classes has been long practically recognised by the attempts that have been made to establish such registries, and that within the past year fresh attempts on a large scale have been made to accomplish this. These and several others are all centred in London. There are at least two very interesting experiments of the kind that have been made very successful in the provinces. One was begun at Egham, in February 1885, by Mr. N. Q. Cohen, of Throgmorton Street, who has a residence down there. He happened to meet with a man who had tramped 40 miles in quest of a job of work, and then discovered that, if he had only known, he could have found employment close to his own home. Anything more abjectly wretched than this tramping in search of work it is difficult to conceive. Weary and footsore, very often wet and hungry, with any little sum of money in the pocket dwindling away, the failures and refusals, and rebuffs to which a man must be subjected must, one would think, be enough to break the spirit of the stoutest and bravest. At the same time, it is evident that the free and roving life of a tramp has a fascination for men of a certain class, and beyond all question our casual wards are largely filled by habitual patrons, who originally set out upon the road honestly in quest of work. The truth is that for a man on the road looking for a job it is an extremely easy thing to become a cadger. Nobody knows him, it is almost excusable under the circumstances, or it seems so, and of course it is only to be just this once to help him over an extremity. A man in this way loses any little self-respect his snubs and rebuffs may have left him, and at the same time finds he can just rub along. He has left behind him all his cares and responsibilities. His wife and family, if he has any, must look out for themselves. He is looking for work, and if he finds any perhaps will be able to send them something. Meanwhile he is rapidly forming the roving habit, and soon finds any sort of settled work irksome. In the summer-time, at all events, it is much pleasanter to stroll gently about from place to place, sleeping under hayricks, resting in public-houses, occasionally picking up a few shillings at a fair, or a market, or a regatta. And thus our tramps are formed very often out of good honest working material.

In riding about the country Mr. Cohen met a great many people tramping about from place to place professedly on the look out for work, and, as it has been said, he happened to find one undoubtedly genuine case, in which a respectable working man had been wasting time and strength in looking for a job which he might have had close at hand. It set him thinking, and with his city training, he saw at once the proper remedy, and started a registry "to afford easy means of communication between unemployed labourers and artisans residing in the parish of Egham and employers requiring workmen, with the hope of avoiding or diminishing the waste of time and energy, and the hardships involved in tramping for work." This was done in conjunction with two or three other local gentlemen, and as a matter of fact seems to have been the germinal idea of the many similar schemes set on foot during the past few years. The register at Egham was no sooner instituted than the necessity for one was practically demonstrated.

Egham is but a small country town, yet in eight months after it was first opened they had 223 applicants for employment. The next year they had 374 applications, and of these they were able to place, quite free of expense to the applicants, no less than 325, the total working expenses of this excellent agency being only 7*l.* 18*s.* 4*d.* for the year. It would be extremely difficult to conceive of any other way of disposing of the same sum of money with anything like the same good effect. In the first four years they spent only 34*l.* 10*s.*, and

they placed in employment over 1,000 men and boys. Gardeners, carpenters, general labourers, painters, stonemasons, bricklayers, stablemen, plumbers, and gasfitters were among those for whom work was found last year, and the Egham Free Registry is still going on its useful way, proving beyond all possible question that there is a real need for assistance of that kind. The mechanism of the thing is extremely simple, as may be gathered from the expense of it, but for this little country town and its neighbourhood it seems all sufficient, and as a practical demonstration both of the need and of the way of meeting it this Egham Registry has been extremely valuable.

A larger, and therefore, in some respects a more important experiment is one at Ipswich. The Labour Bureau at Ipswich is due to the practical sagacity of the Rev. Wickham Tozer. In a letter addressed to the "Daily News" a few days ago, Mr. Tozer says, "After many weary years of relief work, which I could see plainly did as much harm as good, I, six years since, began trying to find work for the people instead of feeding them." An office was taken and a clerk engaged, and it seems soon to have become apparent that here also there was a most important work to be done. Last year over 1,000 men applied to the bureau for work. Only those with a satisfactory character are registered—as is the case also at Egham—and it is interesting to learn that out of about 1,000 applicants for registration, 891 were found to be up to the mark, of whom 531 were introduced to employers. People of almost all sorts were among the applicants here, but of course the unskilled, the labourers, were by far the greater number. Out of about 900 men there were about 430 of this class. The fact that a man's work is unskilled is sufficient with many people to debar him from much sympathy when he is out of employment. They forget that a large amount of mere muscular labour is really as essential to society as any other kind of labour. These men are simply indispensable, and whatever can be done to mitigate the hardship of their lot society would be wise to do as a mere matter of policy. This bureau in Ipswich is an institution of public importance. It is managed quite gratuitously. "No fees are charged," says Mr. Tozer. "They are declined if offered, and returned if sent. My management is entirely honorary, and for personal reasons I do not accept payment in any form. But that need not be, and could hardly be the case with others. I pay the clerk and messenger and rent and taxes, &c. A few friends supply the needful, which is about 100*l.* a year." Both these provincial institutions appear to be very careful to avoid dabbling in matters of wages or conditions of labour. Their function is taken to be simply to bring employer and unemployed together, leaving them to make their own terms, and as their clients are mainly composed of the unskilled and the unorganised, and therefore most helpless section of the community, they cannot be said to trench on the field of usefulness already occupied by the Trade Unions. They seem to be growing, at all events. "Last year," says Mr. Tozer in his report for 1889, "we had 398 applications for work; this year we have had 455." The year following—in 1890, that is—as it has been said, the number had risen to over 1,000. Thus, in the country as well as in the town, it is shown by the best of all evidence that a real need exists for an organisation supplying to masters and to men such information as the continual shiftings and changings in the labour render a matter of the utmost importance.

It is perfectly clear at a glance that whatever may be the usefulness of local registries of this kind, the usefulness of each register would be greatly enhanced if all other centres of population were similarly provided, and the whole were in ready communication with each other. Mr. Cohen's scheme seems to have contemplated this from the first. The earliest report from Egham—that for 1885—distinctly says that "It is hoped that in time similar free registries may be established in adjacent parishes, and that their scope

" may be extended to include a record of vacancies for
 " for boys and apprentices. If such registries were
 " affiliated to a central office, information could be
 " exchanged as to the entries in the respective regis-
 " tries, and migration of labour would thus be facili-
 " tated from over-stocked districts to places where
 " labour was scarcer. The registries could also be
 " used as records of the facilities afforded by some of
 " our colonies and by various home institutions to
 " assist emigration." Later reports have reiterated
 and amplified this idea, and indeed something like an
 Imperial labour registration system is dimly fore-
 shadowed; the country labour registries might, it is
 pointed out, be placed in habitual correspondence with
 a federated organisation of the philanthropic emigra-
 tion societies, by an arrangement under which separate
 colonies, or sections of colonies, should be assigned to
 separate constituent emigration societies.

This is looking a long way ahead, but the originator
 of the other provincial registry is evidently looking in
 the same direction, even if at present he doesn't see
 quite so far. This wider outlook has come to the
 Ipswich institution as a simple matter of necessity.
 " We have connections all over England." " Some of
 " the most respectable firms in the country apply to
 " us for men." " Why?" asks Mr. Tozer, " could
 " there not be an institution of this kind in every
 " centre of population, and why not have them so
 " federated as to make them mutually helpful?"
 Supposing I wanted a dozen labourers and hadn't got
 them. I could telegraph to the nearest bureau and the
 next nearest until I obtained the men I wanted, and
 the others may telegraph to me when they had orders
 they could not meet. Think what an advantage it
 would be to employers. What it is to the men, on
 even a small scale, I know full well. One of the great
 needs of the day is the distribution of labour. We
 have congestion at one place and want in another, and
 there is no rational system of relieving the one or
 supplying the other. Much valuable time is lost, and

work goes undone. " I do not see," continues Mr.
 Tozer, " why our corporations should not originate and
 " support labour bureaus in large towns and pay for
 " them out of the rates." The great difficulty in the
 way of such a step would be found in doing this
 without impeding and interfering with the develop-
 ment and advance of the trade unionism, which has
 now grown to be a force to be reckoned with before
 any very bold step can be taken in the labour world.
 The greatest and most important of all our corpora-
 tions, the London County Council, has very unmis-
 takably recognised this growing power, and it may be
 that by-and-by the trade unionists may come to feel
 such confidence in municipal councils as to regard
 them as the natural centres of such organisations. But
 they certainly would not do so at present, and it is
 to be feared that any attempt to do what Mr. Tozer
 proposes would be met by insuperable opposition. At
 the same time, the public organisation of casual and
 unskilled labour is a matter of the greatest public
 interest. Every idle man is a burden on the com-
 munity, and where idle men are found in tens and
 hundreds of thousands the burden is greater than we
 many of us realise. Benevolence and public policy
 alike demand that whatever is feasible should be done
 to find work for all. Trade unionists have been
 reproached with selfish indifference to the needs of
 others when once they have attained their own ends.
 There has been undoubtedly some ground for such
 reproach, but it would do much to remove it if the
 Unions would themselves devote a little serious atten-
 tion to this problem of the labouring class and their
 need of registration. Here are the rudiments of a
 national scheme. How are the other parts to be
 developed and the whole knitted together in one com-
 prehensive system, of which the trade unions them-
 selves shall be component parts? That is an important
 question, and one which we should be glad to see taken
 up by earnest and practical men outside and inside the
 unions.

V.—EXTRA LIST OF DOCUMENTS.

[This list enumerates the documents relating to the inquiry conducted by the Commission, Sitting as a Whole, forwarded from time to time to the Secretary and laid before the Commission.]

Document.	No. of Appendix.	Reference to Evidence.*	Date received.	By whom sent.
<i>Co-operation.</i>				
"Coming-of-Age Celebrations of the Hebden Bridge Fustian Manufacturing Co-operative Society, Limited."	—	—	—	—
Hebden Bridge Fustian Manufacturing Co-operative Society, Limited, 43rd half-yearly report and balance sheet, December 31st, 1891.	—	—	—	—
"Hebden Bridge Fustian Manufacturing Co-operative Society, Limited; A brief Sketch of 21 years' Work in Co-operative Production."	—	—	—	—
"Historical Sketches of our Productive Societies, 1892," issued by the Co-operative Productive Federation, Limited.	—	—	—	—
"An Account of the Exhibition of Co-operative Production, Crystal Palace, from 15th to 19th August 1891."	—	(1-1221)	—	—
Handbook of Co-operative Congress, Rochdale, June 4th, 6th, 7th, and 8th, 1892.	—	—	—	—
"Co-operative Congress, Rochdale, 1892. Profit-sharing; A Demonstration of its Advantages, reprinted from the 'Leeds Mercury,' May 9th, 1892."	—	—	—	—
Ninth Annual Report of the Women's Co-operative Guild, April 1891—April 1892.	—	—	—	—
"Tabulated Statement of Returns from Societies (<i>Co-operative</i>) showing their average sales, dividends, and the earnings of the members," (<i>date, probably, 1884</i>).	—	—	—	—
Rules of the Co-operative Union, Limited.	144	2; 941; 1108	—	J. T. W. Mitchell.
(a.) "Is co-operation beneficial to the community?"	}	—	Nov. 24th, 1892.	H. B. Wilkinson.
(b.) The Queen and co-operation, giving both sides of the controversy.				
(c.) Suggested amendments in the Industries and Provident Act, 1876, in the interest of the trader, and also of the public interested in co-operative societies.				
Documents respecting co-operative banking.	—	—	Oct. 26th, 1892.	Robert Ewen (Ex-Provost of Hawick).
<i>Resumé</i> of paper on "Labour and Capital," read by Mr. C. H. Perkins before the British Association at Cardiff, August 1891, together with letter from Mr. W. Mather, M.P., on the subject.	—	—	Dec. 7th, 1891.	C. H. Perkins.
Statement with regard to co-operation from a trader's point of view, with copies of advertisements in "Glasgow Herald" for co-operative assistants.	—	(5142-5337)	Nov. 15th, 1892.	A. Pollock.
Statement upon the principles of co-operation and its relation to capital and labour.	145	(1-1221)	Nov. 15th, 1892.	G. J. Holyoake.
Co-operative Workshops Exhibition, August 18-23, 1893, and Report of Labour Association.	—	(7523-7688)	Aug. 22nd, 1893.	H. Vivian.
"The Labour Association for promoting Co-operative Production, based on the co-partnership of the Workers. Sixth Report, 1890-91."	—	(7523-7688)	—	"
<i>Profit-sharing.</i>				
(a.) Rules and provisions to be observed in dealing with the Provident Fund in connection with the employes profit-sharing scheme: Clarke, Nickolls, and Coombs, Limited.	}	—	July 19th, 1892.	Clarke, Nickolls, & Coombs, Limited.
(b.) Object and articles of the scheme.				
(c.) Notes of the 3rd and 5th.				
(d.) Annual ordinary general meetings of the Company.				

* Where it has been found impossible to give specific references, the numbers of the questions embracing the evidence of the witness referred to have been given in brackets.—G. D.

V.—EXTRA LIST OF DOCUMENTS—*continued.*

Documents.	No. of Appendix.	Reference to Evidence.	Date received.	By whom sent.	
<i>Profit-sharing—cont.</i>					
Letter, dated January 10th, 1898, from Mr. Robert Duncan, engineer of Glasgow, respecting profit-sharing, addressed to Mr. Bushill.	—	(5898-6172)	Jan. 12th, 1898.	T. W. Bushill.	
Experience of the firm of Charles S. Madan & Co., mechanical and consulting engineers.	—	—	Dec. 5th, 1892.	Chas. S. Madan.	
Statement advocating profit-sharing, instancing the fishing industry, and suggesting application to agriculture.	—	—	Dec. 29th, 1892.	W. P. Coleman.	
Summary of "The Labour Day," by Maltman Barry, prepared by the Secretary of the Commission.	—	—	—	—	
<i>Arbitration and Conciliation.</i>					
Resolution passed at the Second Congress of Chambers of Commerce of the British Empire.	146	—	July 25th, 1892.	Kenric B. Murray, (Secretary, the London Chamber of Commerce).	
"Boards of Conciliation in Labour Disputes"; A short address to the artisans and labourers of Liverpool and vicinity, by James Samuelson.	—	—	July 20th, 1892.	James Samuelson.	
Proposal re State Board of Arbitration.	147	—	April, 1891	Tom Mann.	
Resolution passed by the Provisional Board of Conciliation and Arbitration (Liverpool) as to formation of boards of arbitration and conciliation.	148	—	July 6th, 1891.	A. A. Paton.	
<i>Labour Bureaus.</i>					
"The Depopulation of English Villages," by Rev. Wickham Tozer.	—	(6173-6886)	—	—	
Resolution passed by the Executive Council of the Association of Chambers of Commerce of the United Kingdom with regard to a National Labour Bureau.	149	(6387-6427)	March 17th, 1892.	J. Hole.	
<i>Socialism and Eight Hours' Day.</i>					
"The Eight Hours' Day," by Sidney Webb and Harold Cox.	—	(3578-4877)	—	—	
"The London Programme," Sidney Webb.	—		—	—	
"Socialism in England," Sidney Webb.	—		—	—	
"Socialism," Fabian essays.	—		—	—	Sidney Webb.
Fabian Tracts, No. 9, "An Eight Hours Bill."	150		—	—	"
(a.) Programme of the labour unions.	}	—	Nov. 19th, Dec. 5th, 1892.	A. K. Donald.	
(b.) Notes upon—					
1. "Acquisition of Railways, Docks, and Liquor Traffic;"					
2. "Homestead Law;"					
3. "Provision of Workshops;"					
4. "Arbitration Boards."					
(c.) Pamphlet—"The Eight Hours' Day."	—	—	—	—	
(d.) Pamphlet—"Why there is discontent in the Post Office."	—	—	—	—	
<i>Friendly Societies.</i>					
Statement with regard to funds of the Royal Liver Friendly Society.	—	(1806)	Nov. 5th, 1892.	A. J. Fowler.	
Copy of "Koho," September 17th, 1892, containing article signed "Experientia," on the subject of "Building Society Frauds and their remedies."	—	—	Nov. 2nd, 1892.	G. Mansbridge.	
Documents concerning dispute of the Agricultural Labourers' Union relative to the distribution of sick benefit funds.	—	(1504; 1509-12; 1522; 1528-9; 1547; 1550; 1596-9; 1775-6; 1883-5; 1889; 1914; 1925)	—	G. Mitchell.	
Memorandum on "The Connection of Trades Unions and Friendly Societies with the Mediaeval Guilds," prepared by the Secretary of the Commission.	—	—	—	—	

V.—EXTRA LIST OF DOCUMENTS—*continued.*

Document.	No. of Appendix.	Reference to Evidence.	Date received.	By whom sent.
<i>Friendly Societies—cont.</i>				
Correspondence by Mr. Creedy with Mr. Brabrook, respecting evidence of the latter giving information on building societies.	—	(1222-1646)	Nov. 22nd, 1892.	F. Creedy.
470th and 472nd Monthly Reports of the <i>Friendly Society of Iron Founders of England, Ireland, and Wales.</i>	—	(1629-38; 1638; 1745-6; 1779)	Nov. 7th, 1892.	The Secretary.
<i>Strikes.</i>				
"Strikes, &c. What is Liberty?" by W. E. Kochs, Engineer, Cardiff; also manuscript notes upon the subject.	—	—	May 5th, 1892.	W. E. Kochs.
"Memorandum on Strikes and Labour Disputes," prepared by Edinburgh Chamber of Commerce.	—	—	Nov. 25th, 1891.	James Pollard, Secretary.
The Strike: Carron and Hermitage; P. Barry and Tom Mann.	—	—	Nov. 19th, 1892.	P. Barry.
<i>Miscellaneous.</i>				
"England's duty, and what it should do to revive trade in this and other countries by the introduction of a new motive power engine."	—	—	Jan. 23rd, 1893.	G. Rydill.
Speech of Col. Hughes in the House of Commons August 8th, 1890, with regard to wages paid by Government in Her Majesty's dockyards.	—	—	July 17th, 1892.	Edwin Hughes.
(a.) "Our Patent Laws," by James Keith, C.F., reprinted from "Inventions" (Dec. 27th, 1890); (b.) "House of Commons, Sessions 1890-91": excessive Patent Fees," Speech by Mr. Leng, M.P. for Dundee, with observations by Sir William Harcourt, and reply by Sir Michael Hicks-Beach (July 14th, 1891), reprinted from "Dundee Advertiser."	—	—	Sept. 10th, 1892.	James Keith.
"Old Age Pensions," by C. S. Roundell, M.P., reprinted from the "Manchester Guardian."	—	—	Dec. 12th, 1892.	C. Roundell, M.P.
"Our Foreign Competitors," by James Baker: newspapers containing criticisms, viz., "Sheffield Daily Telegraph" of July 9th, 1892, "Cork Examiner" of July 19th, 1892, &c.	—	—	July 15th, 1892, &c.	James Baker.
(a.) Resolution passed by "Demography Committee on Children" (International Congress of Hygiene and Demography). (b.) Circular concerning "The Association for preventing the Immigration of Destitute Aliens."	—	—	Aug. 2nd, 1892.	Francis Warner.
(a.) Statistical information as to physical condition and brain power of children in schools. (b.) "Abstracts of the Milroy Lectures on An Inquiry as to the Physical and Mental Condition of School Children," delivered before the Royal College of Physicians of London by Francis Warner, M.D., &c."	—	—	June 8th, 1892.	"
Rules of the National Labour Federation.	151	—	—	—
Memorial by S. E. Cooper on effect of State support upon trade.	—	—	March 18th, 1892.	S. E. Cooper.
Memorandum on the Improvement of Census Returns, especially as regards occupations and industry. A., present difficulties; B., remedies.	152	(1647-1739; 5338-5403)	—	—
Post Office Injustice and Persecution: an appeal to all.	—	—	Nov. 9th	G. Sterry.
Rules of Women's Protection and Provident League.	—	687-90	—	—
Dock, Wharf, Riverside, and General Labourers' Union of Great Britain and Ireland: correspondence between Union officials and the Dock Company.	—	—	—	Tom Mann.
"Modern Banking: Sweating Labour, Industry, and Commerce," by P. Barry.	—	—	Nov. 15th, 1892.	P. Barry.
Summary of proposed evidence embracing railways, coal, shipping, &c.	—	—	Nov. 19th, 1891.	W. J. Thompson
Summary of proposed evidence embracing rural labour, printing trades, shorthand and typewriting industry, shop assistants.	—	—	March 31st, Nov. 19th, 1891, &c.	C. W. Barker.

V.—EXTRA LIST OF DOCUMENTS—continued.

Document.	No. of Appendix.	Reference to Evidence.	Date received.	By whom sent.
<i>Miscellaneous—cont.</i>				
Proposal to provide work for unemployed in the flax industry of Ireland.	—	—	Nov. 23rd, 1891.	James Canning.
Statement on bi-metallism.	—	—	Nov. 19th, 1892.	R. Heath.
Printed copies of letters addressed by Mr. D. M. Stephenson to the "Glasgow Herald" regarding his visits to the various Labour Colonies.	—	(5802-5892)	Feb. 19th, 1892.	D. M. Stephenson.
(a) "Speech delivered by John Burns on 'The Liverpool Congress,' at a meeting held at the Washington Music Hall, Battersea, on Sunday, September 21, 1890. Michael Davitt in the Chair."	—	—	Oct. 30th, 1893.	John Burns.
(b) "The Unemployed. [Reprinted from 'The Nineteenth Century' (No. CXC., December 1892), by kind permission of the Editor, James Knowles, Esq.]"	—	—		
Report of the Public Inquiry into the General Charities of Coventry, by Mr. C. D. S. Murray, Assistant Charity Commissioner, November 15th and 16th, 1893.	—	—	Dec. 5th, 1893.	T. W. Bushill.
Minutes of Fourth Annual Delegates Meeting of the Dock, Wharf, Riverside and General Labourers' Union, held at the Shepherd's Hall, Market Street, Bristol, on September 11th to 16th, 1893.	158	—	Oct. 27th, 1893.	Ben Tillett.
Further Notes on—				
(a.) Poor Law Relief: its action on Employment and Wages.	162	Appendix XCIV	Jan. 11th, 1894.	C. S. Lock (Charity Organisation Society).
(b.) Relief of Distress owing to Want of Employment.	163	Appendix XCVI		
<i>Memoranda.</i>				
(a.) Prepared by the Secretary—				
(1.) Summary drawn up by the Secretary of the Commission entitled "Reasons against Government interference through the Scotch Fishery Board" from the following documents:—	—	—	—	—
Reasons why Government should cease to brand (as a certificate of quality) white herrings in Scotland. Submitted to the Conference of the National Fisheries Association, at their meeting in London, on Friday, 26th February, 1892.	154	—	Nov. 10th, 1892.	T. C. Macqueen, (Advocate, Aberdeen.)
Letters between the Honourable Edward Marjoribanks, M.P., Patronage Secretary of the Treasury, and Mr. Thomas Jenkins, Fishcurer, Burghhead, with reference to the Herring Brand in Scotland.				
Newspaper cutting.—Letter to Editor of the "Daily Free Press," dated November 18th, 1892, headed "The Scotch Fishery Board."				
(2.) Memorandum on the Co-operative Movement.	—	—	—	—
(3.) Memorandum on methods of dealing with Wage Statistics.	—	—	—	—
(4.) Memorandum on Eight Hours' Day in the United States.	—	—	—	—
(5 and 6.) See also under "Profit Sharing" and "Friendly Societies."	—	—	—	—
(b.) Prepared by Sir Frederick Pollock—				
(1.) The Statute Law as to Arbitration in Trade Disputes.	155	—	—	—
(2.) Procedure as to the Law of Trade Combinations.	156	—	—	—
(3.) The Law of Trade Combinations.	157	—	—	—
(4.) The Employers' Liability Act.	158	—	—	—
(c.) Prepared by Sir Godfrey Lushington—				
(1.) Memorandum on the Liability of Employers for Injuries to their Servants.	159	—	—	—
(2.) Memorandum on Employers' Liability for Accidents in France, Germany, and Austria.	160	—	—	—
(d.) Prepared by Mr. George Livesey (and checked by the Secretary) from the published volumes of evidence—				
Tabular statement showing attendances of Members of the Commission.	161	—	—	—

* Full references to the matter in these documents have been made in the Summary of the Evidence taken before the Commission as a Whole.

DOCUMENTS SELECTED FROM LIST V.

APPENDIX CXLIV.

THE RULES OF THE CO-OPERATIVE UNION, LIMITED.

Registered No. 2,783 x.

WHEREAS there now exists a body called the Co-operative Union, which has been formed for purposes similar to those herein-after mentioned, and the members of the said Union desire to convert the same into a society to be registered under the Industrial and Provident Societies Act, 1876:

Now for this object the following Rules are adopted.

INTERPRETATION CLAUSE.

In these rules (including this rule) the following expressions have the meaning following, unless there is anything in the context inconsistent therewith:—

“Central Board” (26), “Central Office” (22, 4), “Congress” (14), “General Secretary” (45), “Office Committee” (43), “Section” (26), “Society” (6), and “United Board” (34) have the meanings expressed in the rules referred to under them respectively:

The “Committee” means the directing executive of any society under whatsoever name:

“Conference Association” means a group of societies, whether exclusively composed of members of this society or not, which are united for co-operative purposes in connection with any Section:

“Sectional District” means the local district assigned to any Section of the Central Board under Rule 27:

“The Union” means The Co-operative Union, Limited:

Words expressing the plural number shall apply to one person or thing, and the converse; and words expressing the masculine gender shall apply to a female.

I.—NAME AND OBJECTS, AND OFFICE.

1. *The Name of the society is THE CO-OPERATIVE UNION, LIMITED.*

2. *The Objects of the Union are to carry on the trades of accountants, booksellers, commercial and general advisers, publishers, and teachers of the principles and methods of co-operation. The Union shall have full powers to do all things necessary or expedient for the accomplishment of all objects specified in its rules, including the power to purchase, hold, sell, mortgage, rent, lease, or sub-lease, lands of any tenure, and to erect, pull down, repair, alter, or otherwise deal with any building thereon.*

3. *The Registered Office of the Union is at 14, City Buildings, Corporation Street, Manchester. The office may be changed by a resolution of the United Board. The rules of the Union shall be recorded in Scotland and Ireland.*

4. *Removal of Office to be notified.*—Notice of any removal of the office of the Union shall be sent to the registrar of friendly societies within 14 days after such change, or such other time as may be required by the Treasury regulations, and in manner and form thereby prescribed.

5. *Books of Accounts, &c. to be kept at Office.*—All books of accounts, securities, documents, and papers of the Union other than any (if such) as are directed by the committee to be kept elsewhere, shall be kept at the Registered Office, in such manner and with such provisions for their security as the United Board from time to time direct; and shall be open to inspection by the members as is hereinafter provided.

II.—MEMBERS AND SHARES.

6. *The Union shall consist of the persons who sign these rules, each of whom shall be deemed to hold one share, and of all industrial and provident societies, joint stock companies, and other bodies corporate, all of which are herein-after included in the term societies, which are members of the Co-operative Union above mentioned and apply for admission, or may be hereafter admitted by the United Board; but, except in the case of the original signatories of these rules, no individual members shall be admitted.*

Admission.

7. *Application for Admission shall be made in writing, in such form as the Central or the United Board may*

prescribe from time to time, signed by the secretary or manager of the society, to the general secretary, who may provisionally admit the applicant, subject, in all cases other than that of a society member of the Co-operative Union aforesaid, to approval at the next meeting of the United Board.

8. *Each Applicant for Admission shall be deemed by such application to accept—as the principles by which all its business transactions should be guided—the desire to promote the practice of truthfulness, justice, and economy, in production and exchange—*

(1.) *By the abolition of all false dealing, either—*

(a.) *Direct, by representing any article produced or sold to be other than what it is known to the producer or vendor to be; or,*

(b.) *Indirect, by concealing from the purchaser any fact known to the vendor material to be known by the purchaser, to enable him to judge of the value of the article purchased:*

(2.) *By conciliating the conflicting interests of the capitalist, the worker, and the purchaser, through an equitable division among them of the fund commonly known as Profit.*

(3.) *By preventing the waste of labour now caused by unregulated competition.*

9. *No Society shall be admitted into the Union unless its management is of a representative character.*

Shares and Contributions.

10. (1.) *Every member of the Union shall hold one share, and no member more than one.*

(2.) *Every society shall, so long as it continues a member of the Union, make annually for its support the contributions following:—*

(a.) *If the number of members of any such society is less than 500, then the sum of 2d. per member;*

(b.) *If such number exceeds 500, then, at least, the sum of 1,000d.*

(3.) *In estimating the number of members of a society comprising other societies, each such society shall be reckoned as one member.*

(4.) *The number of members shall be the number at the beginning of each Congress year.*

11. (1.) *The contributions aforesaid shall be payable quarterly in equal sums, but may be paid wholly in the first quarter of the Congress year.*

(2.) *The Congress year shall commence on the 1st of April of each year and end on the 31st of March in the year next following.*

(3.) *A society admitted in any quarter after the first shall pay during that year only the contributions due for the then remaining quarters.*

(4.) *The Union may receive from its members or other persons subscriptions or donations in aid of its operations; but no such payments shall give to the payor any right not expressed by the rules.*

12. (1.) *The shares of the Union shall be of the nominal value of 5s. each, which shall be paid up out of the first contributions received from the respective societies.*

(2.) *The shares allotted to societies shall be held in their corporate names, attested as the united board directs from time to time.*

(3.) *The shares shall be transferable only, and shall be registered in the names of their respective holders, and transferred with the consent of the united board, in the form contained in the Appendix.*

(4.) *The shares of the signatories of these rules shall be extinguished at the meeting of the first Congress after the rules are registered, subject to the repayment of any moneys paid thereon.*

(5.) *No share shall carry any interest or confer any right to dividend.*

Withdrawals.

13. (1.) *A society may withdraw from the Union, by a notice in writing sent to the central office, under the seal of the society, if it is a body corporate, and otherwise attested as is required by Rule 12 (2), and the payment of all contributions due from it up to the end of the Congress year.*

(2.) A society which goes or is put into liquidation, or becomes bankrupt, shall be deemed to have withdrawn.

(3.) A society in arrears of its contributions for eight quarters may be excluded from the Union by a resolution of the United Board without prejudice to any proceedings that may be taken against it for the recovery of the arrears due from it.

(4.) Upon the withdrawal of or exclusion of a society its share shall be forfeited and extinguished.

III.—GOVERNMENT.

Congress.

14. *The Union shall be governed* by a general meeting, herein called the Congress, which shall be held annually, at such time as may be determined by the preceding Congress, or under its authority, and subject thereto the Monday, Tuesday, and Wednesday in Whit week.

15. *The Place of Meeting* of the first Congress after the Union is registered shall be Glasgow, and subsequently the place of meeting of each year shall be fixed at the preceding Congress, at some place within the limits assigned respectively to the sections herein-after mentioned.

16. (a.) *The Congress shall consist*, subject to Rule 21, of delegates from the societies members of the Union which subscribe to its funds not less than the amount required by Rule 10, clause (2), of which each shall be entitled to send—

If the number of its members is not over 500, one delegate.

If the number is over 500, one delegate for each 500, or fraction, for whom it has subscribed.

(b.) A society consisting of other societies shall be allowed such number of delegates as the United Board or Central Board may authorise or sanction.

17. *Societies may join* in sending delegates to any number not exceeding that to which the collective number of members on whom they have paid would entitle them.

18. *A seat on the Central Board* shall not disqualify any person from representing a society at Congress.

19. *A Delegate* must be a member of some society, member of the Union within the sectional district where the society appointing him is situate, but need not be a member of the society which he represents.

20. *Each Delegate* shall have one vote.

21. *Conference Associations* which have subscribed to the funds of the Union in any Congress year not less than 10s. may, with the consent of the section of the district in which any such association is situated, testified under the hand of the secretary of the section, send to the next following Congress a delegate, who shall be entitled to take part therein as if such conference were a member of the Union.

Credentials of Delegates.

22. (1.) *There shall be sent*, not later than the first week of each month of April, to every member of the Union and every conference association entitled as aforesaid to send a delegate thereto, a notice, stating—

(a.) The date and place of meeting of the Congress:

(b.) The qualification of a delegate under Rule 19:

(c.) The manner in which the delegates are to be elected:

(d.) In the case of a society, the number of delegates which it is entitled to send in virtue of its contributions.

(2.) *The Notice* shall be accompanied by a form for returning the names of the delegates.

(3.) *Delegates may be appointed* by resolution either of the committee of management or of a general meeting of the society or conference association:

The mode of appointment being in each case notified on the forms on which the names of the delegates are returned.

(4.) *A Statement of the Name* and postal address of each delegate appointed, and the authority by which the appointment has been made, shall be delivered at the registered office of the Union, hereafter called the central office, not later than the fourth Friday before the first day of the meeting of Congress, on the form above mentioned, duly filled up, and attested by the signatures of the secretary and two members of the committee of the society represented.

(5.) *A society which has appointed fewer Delegates* than it is entitled to have, may, at any time previous to the fourth Friday aforesaid, appoint additional delegates to any number not exceeding, with the delegates

previously appointed, the total number that it is entitled to appoint, and shall on application to the central office be supplied with an additional form for this purpose.

(6.) *Each Form* shall bear externally the name of the society or conference association to which it is supplied, and if it is received at the central office after 6 p.m., on the fourth Friday aforesaid, shall be returned unopened.

(7.) *The General Secretary* shall, at least seven days previous to each Congress, send by post to each delegate appointed, at the address mentioned in the notice of his appointment, a delegate's card, filled up with his name, to be accompanied, as far as possible, by copies of the reports and papers to be submitted to the Congress.

(8.) *If a Delegate appointed is unable to attend* Congress, his card may be transferred to any other person nominated by the directors of the body by whom the appointment is made, so that such nomination is communicated in writing to the general secretary before the first sitting of the Congress.

(9.) *No Delegates' Cards* shall be issued otherwise than in accordance with the above rules (1) to (7).

(10.) *Delegates shall be admitted* to the Congress only on presenting the delegates' card sent to them.

(11.) *The Delegates' Cards* shall be numbered continuously, and shall be exchanged on application at the office of the Congress for an attendance card, bearing the same number as his delegate's card, and so stamped or otherwise distinguished as the United Board directs from time to time.

Proceedings at Congress.

23. *The Congress shall have two Sittings* in each day, in the morning and afternoon, at such times as the United Board fix, subject to any resolution of the Congress itself.

24. *The Chairman* of each day shall be appointed by the United Board. If he is not present, the chairman shall be appointed by the delegates present.

25. *Subject to any resolution of the Congress for the time being, the Proceedings of the Congress* shall be regulated as follows:—

I. They shall include—

(1.) The opening address of the chairman of the first day:

(2.) The discussion of the report to be made by the Central Board:

(3.) The declaration of the election of the Central Board for the ensuing year:

(4.) The discussion of any papers, or proposals, directed or authorised by the United Board or the Central Board to be brought before Congress:

(5.) The discussion, by the consent of the Congress, of any matters arising out of (2) or (4):

(6.) The discussion of any independent motion proposed by five delegates, or authorised by the standing orders committee.

II. *A Standing Orders Committee* shall be appointed by or in such manner as the United Board directs from time to time, which, subject to any resolution of the Congress, shall regulate all matters requiring decision connected with its proceedings. The committee shall meet at such time before the Congress as the United Board may fix, and if no other time is fixed, at the close of the meeting of the Central Board before the Congress.

III. *The Report of the Central Board* shall be printed and distributed to the delegates, with the accounts audited as herein-after is provided at the first day's sitting, and shall be considered at the commencement of the second day's sitting; and no amendment thereto shall be admitted but such as are handed in, in writing, to the chairman of the second day's sitting at the commencement thereof, with the names of the proposer and seconder.

IV. *Deputations* from local institutions, trade unions, foreign societies, or any other bodies desirous of communicating with the Congress, shall be received the first day of Congress, after the inaugural address, when not more than two from each deputation, besides the member by whom they are introduced, shall speak; and the acknowledgment shall in each case be confined to a few words from the chairman.

V. *Votes of Thanks* other than that to the chairman of the day, which shall be spoken to only by the mover and seconder, shall be included in one resolution, in which the person thanked may be separately named, but which shall be spoken to by a mover and seconder

only, and shall be proposed on the third day immediately before the close of the Congress.

VI. *The General Secretary*, with the approval of the office committee, may issue to visitors to the Congress complimentary cards of admission, on each of which shall be distinctly printed a notice that the card does not confer on the holder the right to take any part in the discussions of the Congress, except by permission of the standing orders committee aforesaid.

VII. *The time allowed for reading a paper, or making any speech other than the opening address, shall not, except by consent of the Congress, exceed the following limits:—*

Any paper or opening speech	30 minutes.
A reply by the writer of a paper	10 "
Any speech in discussion	5 "
A reply by the mover of any resolution	5 "

IV.—ADMINISTRATION.

The Central Board.

26. *The affairs of the Union shall be administered by a Central Board, divided into such number of sections, with such number of members in each section, to which there shall be assigned such sectional districts as the Congress may direct from time to time, which, subject to such directions, shall be as follows:—*

- (1.) *The Midland*: Number of members, 11. Limits: Lincolnshire, Leicestershire, Nottinghamshire, so much of Derbyshire and Staffordshire, as is south of a line drawn from Mansfield to Market Drayton, Shropshire, Warwickshire, so much of Worcestershire as is north of a line drawn from Ludlow to Stow-on-the-Wold, Northamptonshire, Huntingdonshire, and so much of Cambridgeshire as is north of a line drawn from Potton to Lynn Regis.
- (2.) *The Northern*: Number of members, 7. Limits: The town of Berwick-upon-Tweed, and the counties of Northumberland, Durham, Cumberland, Westmoreland, and the North Riding of Yorkshire.
- (3.) *The North-Western*: Number of members, 15. Limits: Lancashire, the West and East Ridings of Yorkshire, all Wales North of Montgomeryshire, Cheshire, and so much of Staffordshire and Derbyshire as lies to the north of a line drawn from Market Drayton to Mansfield.
- (4.) *The Scottish*: Number of members, 10. Limits: The whole of Scotland.
- (5.) *The Southern*: Number of members, 9. Limits: All counties south of the Thames and Bristol or Avon not included in the western sectional district, Middlesex, Hertfordshire, Essex, Suffolk, Norfolk, so much of Cambridgeshire as is not included in the midland sectional district, Buckinghamshire, Oxfordshire, and Bedfordshire.
- (6.) *The Western*: Number of members, 9. Limits: All Wales not included in the north-western sectional district, Monmouthshire, Herefordshire, all Worcestershire not included in the midland sectional district, Gloucestershire, Somersetshire, Devonshire, and Cornwall.
- (7.) *Ireland*: Number of members, 5. Limits: The whole of Ireland.
- (8.) Societies situate in one sectional district may, by resolution of Congress, be transferred to another district at their request, and with the consent of both sections.

Mode of Electing the Central Board.

27. *Subject to Rules 60 and 61, and to the cases where hereafter a special provision is made under Rule 29, the members in each section shall be chosen as follows:—*

28. A. *Nomination papers—*

(1.) In the course of the thirteenth week next preceding the Congress in each year there shall be sent to all the societies, members of the Union, which have duly contributed to its funds during the preceding Congress year, papers by which they may nominate candidates for their own section.

(2.) Each such paper shall contain the names of all the then members of the section willing to be re-elected, with a statement of the number of meetings of the section attended by them respectively, and spaces for as many nominations as there are members to be elected for the sectional district in which the society is situate.

(3.) The candidate must be a member of some society, member of the Union, belonging to the sectional district for which he is nominated, but need not be a member of the society by which he is nominated.

(4.) Each nomination paper shall be signed by some person officially entitled to represent the society, and shall contain a statement of the place of residence of each candidate nominated other than any then member of the Central Board, and that the signatory has ascertained his willingness to serve on the board.

(5.) Every such nomination paper or statement must be returned to the central office within one calendar month from the date on which it is issued; otherwise it shall not be available for the ensuing election.

B. *Voting Papers—*

(6.) From the nomination papers shall be prepared voting papers, of which one shall be sent to each society member of the Union which has contributed to its funds the sum required by Rule 10 since the 31st of March preceding, and which shall respectively contain the names of all the candidates nominated for the sectional district in which the society is situate, arranged in alphabetical order, subject to the provisions next following:—

I. If the candidates nominated by any section are fewer than the number of members to be elected therefor, the deficiency shall be made up by adding the names of all the existing members not included in the list.

II. The voting paper shall contain the name and the place of residence of each candidate, and a statement signed by the general secretary, that the persons whose names are contained therein have been duly nominated as candidates for the section in which the paper is to be used, and that it contains the names of all persons so nominated. It shall not contain any statement of, or reference to, the nominating society.

III. Subject to any directions given by the Congress, the Central Board, or the United Board, the voting papers shall be dealt with thus—

(a.) They shall be enclosed in envelopes, bearing the words "Voting paper only," with the name of the section and the society for and by which the vote is given;

(b.) They shall be delivered at the Congress, on its first sitting, to such persons as the Congress may appoint as scrutineers.

(7.) The general secretary shall send to each society, with the voting paper, the envelope wherein the same is to be delivered, which shall be returned to him at the central office not later than seven days before the first day of the Congress, and shall be delivered by him to the scrutineers unopened.

Votes—

(8.) Each society may vote for each of any number of the candidates nominated for the section in which it votes, not greater than the number of the members for that section; and each such vote shall give to the candidate for whom it is recorded as many votes as are equal to the full voting power of the society.

(9.) Each voting paper shall state the number of votes to which the society is entitled, which shall be equal to the number of delegates whom it is entitled to send to the Congress, and shall bear the signatures of the secretary and president, or principal officer of the society whose vote it records.

(10.) Members of the Union whose official address is not within the United Kingdom shall be assigned, for the purpose of voting, to such sections as they may request on applying for admission to the Union; and in the absence of any such request, shall be assigned to the southern section.

(11.) The scrutiny of votes shall take place on the first day of the Congress, and the result shall be announced at the commencement of the second day's sitting.

(12.) In case of an equality of votes, the decision shall be made by the Congress.

29. (1.) *Each Section shall be at liberty to determine the mode of election of members of the Central Board to be elected for it, by a resolution passed by an absolute majority of votes of all the societies in the sectional district entitled to vote, upon a plan to be submitted to them by the board of the section, on which the votes shall be given by voting papers.*

(2.) All such resolutions shall be registered as amendments of the Rules of the Union.

(3.) The papers required to give effect to any plan which may be so adopted shall be issued from the

central office; and the United Board shall give such directions as may be necessary for carrying the plan out.

Honorary Members.

30. Past members of the Central Board who have served not less than five years each may be elected honorary members of the board, subject to the following conditions:—

- (a.) They must be nominated by the United Board, and elected by the Congress.
- (b.) The United Board may elect honorary members, after nominations by their respective sections, till and subject to confirmation by the next Congress, provided the names of such persons have not been before the Congress for such a purpose and been rejected by it.
- (c.) Honorary members shall be entitled to attend the meetings of their respective sections and the annual meetings of the Central Board and Congress; but must pay their own expenses. If they attend meetings or conferences by special request of the section, they shall be paid expenses at the same rate as the ordinary members of the board.
- (d.) Honorary members shall receive all notices of meetings, copies of minutes, Congress reports, &c., in the same way as ordinary members of the board.
- (e.) Honorary members shall be entitled to speak at all the meetings which they may attend under clause (c.), but shall not be allowed to vote.

Meetings of the Central Board.

31. (1.) There shall be two regular annual meetings of the board—

I. Immediately before each meeting of the Congress—

- (a.) All the members of the board shall be summoned to meet at such time and place as the United Board may fix, for the purpose of settling the report to be laid before the Congress on matters connected with the operations of the Union, the sections, or any of its members during the past year, which shall be prepared by the general secretary, after consultation with the members of the board, as is provided by Rule 45 (6).
- (b.) At this meeting any member of the board may bring before it any matter of which he has given notice at the central office not less than four weeks before the meeting, and which shall be circulated with the draft copies of the report as ultimately prepared by the general secretary.
- (c.) The general secretary shall have the same privilege.
- (d.) Any member of the board may bring before the Congress any resolution of the board from which he differs, if he has given at the meeting of the board notice of his intention, but is otherwise considered honourably bound to acquiesce in the resolution of the majority.

II. During, or immediately after, the Congress, there shall be held a meeting of all the members of the newly-elected board—

- (a.) To appoint an office committee with the functions stated in Rule 43;
- (b.) To determine the amount of the overdraft on the banking account of the Union, within the limit fixed by Rule 48, which may be permitted;
- (c.) To transact any other business which may be referred to it by the Congress or the Central Board, or be brought before it by any member of the board.

(2.) A special meeting of the Central Board may be called by the United Board—

- (a.) For the removal of any member of the board;
 - (b.) For any other purpose they deem advisable;
- The vacancies occasioned by any such removal shall be filled as is provided by Rule 33.

The Sectional Boards.

32. (1.) The members of each section shall regulate for themselves their times and places of meeting, and shall determine all administrative questions arising within their respective districts; but shall act in their own name only, and shall be subject to the regulations from time to time made by the United Board.

(2.) All members of each section shall, notwithstanding their independent election, be regarded as officers of the Congress, and honourably bound to carry out any line of policy adopted by it.

Vacancies in the Sections.

33. Vacancies occurring in the sections shall be filled as follows:—

- (1.) If at the last election any candidate not elected has obtained not less than 20 per cent. of the total number of votes that could be obtained, the vacancy shall be filled up by appointing that candidate; or if there is more than one vacancy and more than one such candidate, those candidates in the order of the number of the votes obtained by them respectively:
- (1a.) A member of any sectional board shall be deemed to have vacated his office if he becomes a bankrupt, or makes any arrangement with his creditors; or if, without the leave of the board, or some reason accepted by it as sufficient, he has absented himself from two successive meetings.
- (2.) A vacancy which cannot be thus filled up shall be filled by appointing the person whom the section in which the vacancy occurs recommend if the election is sectional; and whom the executive of the district recommend, if the election is made by any conference association, and in default of any such recommendation, such person as the United Board select.

The United Board.

34. (1.) *The United Board shall consist of members appointed by the sections from their own body, of whom the North-Western section shall appoint three, the Midland, Northern, Scottish, and Southern sections two each, the Western and Ireland, or any other section which may hereafter be added by the Congress, one each.*

(2.) *The appointment shall be made at the first meeting of each section after any Congress, and shall continue till the next Congress; but the section by which any such representative is appointed may, if he is unable to attend any meeting of the United Board, substitute some other of its members for that occasion, and if any representative resigns his office, shall appoint a successor.*

35. (1.) *The United Board shall hold three ordinary meetings in the year, and such extraordinary meetings as it appoints, or as are required to be held by a special resolution of any section, when the meeting shall be held within three weeks from the time that notice of the resolution has been delivered at the central office.*

(2.) *A Chairman for the year shall be elected at the first meeting of the board, but if he is not present at any meeting it shall appoint its own chairman.*

(3.) *No subject not on the programme of the board shall be brought forward by any member other than the chairman, unless on notice in writing given to the chairman before the meeting begins by the member who desires to bring the matter forward.*

(4.) *No communication shall be received from any conference association except by the authorisation of the section to which it belongs, or on the report of the office committee.*

36. *The meetings of the United Board shall, subject to any special resolution of the board as to the time or place of any meeting, be held at Manchester, at such place as the office committee determine, at six in the evening; and the ordinary meetings on the day before the quarterly meetings of the Co-operative Wholesale Society, Limited.*

37. *Notice of all meetings of the United Board shall be sent to the ordinary place of meeting of each section fourteen days before the day of meeting, stating the subjects to be brought forward.*

38. *No publication shall be made in the name of the Union which has not been directed or authorised by the Congress, the Central Board, or the United Board.*

39. *The resolutions of the United Board shall, subject to any special directions of the board, be printed and published in the "Co-operative News," and copies of them shall be sent to each member.*

40. *The resolutions of each section shall be sent to the central office, to be there filed, and shall be printed and copies thereof shall be sent to each of the other sections; but they shall not be otherwise published without the authorisation of the United Board.*

41. *The United Board shall publish, at each of its ordinary meetings, a statement of the receipts and expenditure of the income of the Union since its last meeting, and shall lay before each Congress a complete account of such receipts and expenditure for the year ending on the 31st day of March then last, audited as is directed by Rule 53, with an estimate of the proposed expenditure for the ensuing year.*

42. *The United Board, subject to any resolutions of the Congress or Central Board, shall—*

- (1.) Control the disposal of the funds of the Union according to its rules ;
- (2.) Appoint and, if needful, remove all officers of the Union and fix their duties and salaries ;
- (3.) Determine any question as to the limits assigned to the several sections ;
- (4.) Fill up vacancies in the members of the sections in accordance with Rule 33 ;
- (5.) Have power to refer any subject, whether or not forming part of any matter specially referred to by the Congress or the Central Board, to any section, and to require a report thereon ;
- (6.) Appoint any committees, either of its own members or of any members of the Central Board, for any purposes connected with the operations of the Union that it may think expedient, with such powers, within the limits of its own authority, as it may think fit ;
- (7.) Publish, or authorise the publication, in the name of the Union, of any works of which it may approve ;
- (8.) Transact any other business, or do or authorise any other matters or things which it may consider to be conducive to the welfare of the Union and the proper conduct of its operations ;

And all resolutions of the United Board, within the limits of its powers hereby given, shall be binding on all members of the Union to the same extent as if they had been resolutions of the Congress.

The Office Committee.

43. (1.) *During the intervals of the meetings of the United Board, the operations of the Union shall be conducted by a body to be called the office committee, to be appointed as is provided by Rule 31, II. a, which shall constitute the permanent executive of the Union.*

(2.) *The Office Committee (A) shall make to each meeting of the United Board a report, which shall be drawn by the general secretary and signed by him in the name of the committee, after it has been settled by them, and shall state the matters to be brought before the board either for its information or decision ;*

(B.) *May refer to the Central Board any matter arising subsequently to the last meeting of the United Board, consequent upon any resolution of such meeting ;*

(C.) *May appoint from its own members an executive sub-committee, to which it may delegate any of its functions as an executive, and which shall report its proceedings regularly to the committee.*

Payment of the Central Board.

44. *The following sums shall be allowed to the members of the Central Board :—*

- (1.) To the members of each section for attendance at the sectional meetings, second-class return fares, and 2s. 6d. to cover expenses ;
- (2.) To the members of the United Board for attendance at its meetings, second-class return fares and such sums for expenses as the respective sections consider reasonable ;
- (3.) To the members of the Central Board for attendance at the Congress, second-class return fares and 10s. a day for expenses ;
- (4.) To the members of the sections attending any meeting by appointment of the section, second-class return fares, and for expenses, if it is not necessary to stay overnight, 2s. 6d. ; if it is necessary to stay overnight, 10s. ; and if the time necessarily occupied exceeds 24 hours, 1l. ;
- (5.) The United Board may authorise the sectional boards respectively to make to members of the sections attending meetings, whether within or beyond the limits of the section, payments in excess of the sums named in clause (4) to any amount not exceeding 10s. to any one person on the same occasion, in such cases, and subject to such conditions, as the Board prescribes from time to time.

General Secretary.

45. (1.) *There shall be a General Secretary of the Union, who may be a member of any section of the board, and of the United Board, and shall have the right of attending all meetings of any section, or of the United Board, and of taking part in the proceedings thereof, but without the right of voting, unless he is a member of the section or board.*

(2.) *He shall be appointed and may be removed by the United Board, subject in his appointment to the approval of the following Congress.*

(3.) *He shall summon all extraordinary meetings of the United Board.*

(4.) *He shall summon all committees, appointed by Congress or the Central or United Boards, to meet on such day within four weeks after their appointment as he may fix, in all cases where the committee have not previously appointed a day for their first meeting.*

(5.) *He shall be ex-officio a member of all committees appointed by the Congress, or the Central or United Board, except a committee to inquire into any matter where he is personally concerned. But he shall not act as secretary of any such committee unless specially appointed either on appointment of the committee or by it.*

(6.) *He shall prepare the draft report of the Central Board to the Congress, and send it not less than four weeks before the meeting of the Congress to all members of the board for suggestions, and shall, as far as practicable, embody in the report any such suggestion, other than a suggestion to omit any portion, which shall be complied with only if made by a majority of the board.*

(7.) *He shall edit the reports of the Congress, subject to any special resolution of the Central Board for the time being.*

(8.) *On his death or resignation, if it takes place between the regular meetings of the United Board, his place shall be filled as the office committee direct till the next regular meeting of such board, which shall proceed to the appointment of another secretary, and provide as it thinks fit for the discharge of the duties of the office till such appointment is made.*

Transitional Rule.

46. *The members of the Central Board and the United Board, and the general secretary of the Co-operative Union aforesaid, at the time when these rules are registered, shall respectively exercise the functions and have the powers ascribed hereby to the boards and general secretary herein-before mentioned as if they had been respectively elected and appointed hereunder.*

Conduct of Business and Application of Profits.

47. *The Union shall have, in addition to the central offices, such branch offices in any part of the United Kingdom, with such staffs respectively, having such duties and remuneration as the United Board, subject to any resolutions of the Congress or Central Board, may fix from time to time.*

48. *The United Board may borrow, subject to any resolution of the Congress or Central Board, from any person or society, for the purposes of the union, such sums of money, not exceeding in the whole two-thirds of the estimated income of the union from all sources at the time of any such loan, at such rate of interest not exceeding five pounds per centum per annum, and on such terms of repayment as are agreed on, upon the security of bonds under the seal of the Union, attested as is prescribed by Rule 51 (2), and may make any said bond a continuing security for advances to be made to it by any society or person with which it may bank. The Union shall not receive any money on deposit.*

49. (1.) *The services rendered by the Union to its members shall, so far as its funds permit, be rendered in consideration of the contributions to be made by them under its rules, without further charge.*

(2.) *The profits of the Union arising out of any surplus of its income from all sources, after providing for all expenses connected with the conduct of the said business, according to its rules, together with any sums which may be handed over to the Union by the present co-operative union aforesaid, shall be carried to a reserve fund, which shall be applicable in such manner as the United Board, subject to any resolution of the Congress or Central Board from time to time*

direct, for the promotion of co-operative action among the members of the Union or the public generally—

- (1.) By means of grants either made to the various sections, or to any co-operative association or other body connected with any such section, under such conditions as the board fixes from time to time;
- (2.) For the establishment or aid of any society;
- (3.) For promoting the preparation, publication, or sale of any work on co-operative matters;
- (4.) For lectures, meetings, or any other means of propaganda; or any other operation they may judge expedient for promoting the spread of co-operation, or of education generally among the members of co-operative societies, or for advancing or defending the interests of societies members of the union;
- (5.) For combined action in connection with any association for the promotion of co-operation in other countries;
- (6.) For travelling expenses connected with any such action as aforesaid.

50. *The United Board* may invest, in its corporate name, any portion of the reserve fund, not appropriated as last aforesaid, in such manner as appears to be advantageous to the Union, so that no such investment be made in the shares of any company or society with unlimited liability; for which purposes the members of the Central Board for the time being named in any such resolution as proxies for the union, shall be deemed to be members of the union during such time as any shares in which any such investment is made stand in their names respectively.

VI.—VARIOUS FORMAL RULES.

51. (1.) *The name of the Union* shall be kept painted and affixed on the outside of every office or place in which the business of the union is carried on, in a conspicuous position, in letters easily legible, and shall be engraved in legible characters on its seal, and shall be mentioned in legible characters in all notices, advertisements, and other official publications of the Union, and in all bills of exchange, promissory notes, indorsements, cheques, and orders for money and goods, purporting to be signed by or on behalf of the union, and in all bills of parcels, invoices, receipts, and letters of credit of the Union.

(2.) *The Union shall have a seal* bearing the device of a plate with the word "Union" in the centre, and the other words of its name arranged in the margin. It shall be in the custody of the general secretary, and shall be used only by a resolution of the United Board, attested by the signatures of the chairman and the general secretary, or their substitutes named in the resolution.

52. *Copies of the Rules.*—It shall be the duty of the United Board to provide the secretary with a sufficient number of copies of the rules to enable him to deliver to any person on demand a copy of such rules on payment of a sum not exceeding 6d., and of the secretary to deliver such copies accordingly.

53. *Accounts.*—*The United Board* shall once at least in every year submit the accounts of the Union, together with a general statement of the same and all necessary vouchers up to the 31st December then last, for audit, either to one of the public auditors appointed under the Industrial and Provident Societies Act, 1876, or to two or more persons appointed as auditors of the members by the Congress, and shall lay before every meeting of the Congress a balance sheet (which either may or may not be identical with the annual return, but must not be in contradiction to the same), showing the receipts and expenditure, funds and effects of the Union, together with a statement of the affairs of the Union since the last ordinary meeting, and of their then condition. Such auditors shall have access to all the books and accounts of the Union, and shall examine every balance sheet and annual return of the receipts and expenditure, funds and effects of the Union, and shall verify the same with the accounts and vouchers relating thereto, and shall either sign the same as found by them to be correct, duly vouched, and in accordance with law, or shall specially report to the meeting of the Union before which the same is laid in what respects they find it incorrect, unvouched, or not in accordance with law.

54. *The Books and Accounts* of the Union shall be open to the inspection of any member or person having an interest in the funds of the Union, at all reasonable

times, at the registered office of the Union, or at any place where the same are kept, subject to such regulations as to the time and manner of such inspection as may be made from time to time by the Congress, and it shall be the duty of the secretary to produce them.

55. *Annual Returns.*—(1.) Every year before the 1st June, the United Board shall cause the general secretary to send to the registrar the annual return, in the form prescribed by the Chief Registrar of Friendly Societies, required by the Industrial and Provident Societies Act, 1876, of the number of members of the same up to the 31st December then last inclusively, and of the receipts and expenditure, funds and effects of the Union, as audited for submission to the Congress, showing separately the expenditure in respect of the several objects of the society, together with a copy of the auditors' report, if any.

(2.) Such return shall state whether the audit has been conducted by a public auditor appointed under the Industrial and Provident Societies Act, 1876, and by whom; and if such audit has been conducted by any persons other than a public auditor, shall state the name, address, and calling or profession of each of such persons, and the manner in which, and the authority under which, they were respectively appointed.

(3.) It shall be the duty of the United Board to provide the general secretary with a sufficient number of copies of the annual return for supplying, gratuitously, every member or person interested in the funds of the Union, on his application, with a copy of the last annual return of the Union for the time being; and it shall be the duty of the secretary to supply such gratuitous copies on application accordingly.

(4.) It shall be the duty of the United Board to keep a copy of the last balance sheet of the Union for the time being, together with the report of the auditors, if any, always hung up in a conspicuous place at the registered office of the Union.

56. *Inspection by order of the Registrar.*—It shall be the right of one-fifth of the total number of members, or if the number of members shall at any time amount to 1,000, and shall not exceed 10,000, it shall be the right of 100 members, or if the number shall at any time exceed 10,000, it shall be the right of 500 members, by an application in writing to the Chief Registrar, signed by them in the forms respectively provided by the Treasury Regulations in that behalf—

(a.) To apply for the appointment of one or more inspectors to examine into the affairs of the Union and to report thereon;

(b.) To apply for the calling of a special meeting of the Central Board, which for this purpose shall have all the powers of the Congress.

Every such application shall be made upon such notice to the Union, and be supported by such evidence for the purpose of showing that the applicants have good reason for requiring such inspection to be made, or meeting to be called, and that they are not actuated by malicious motives in their application, as the Chief Registrar shall direct.

57. *Dissolution.*—The Union may at any time be dissolved—

(1.) By consent of three-fourths of the members, testified by their signatures to some instrument of dissolution in the form provided by the Treasury Regulations in that behalf;

(2.) By any order made, as is provided by the Industrial and Provident Societies Act, 1876.

VII.—ALTERATION OF RULES.

58. (1.) Subject to clause (6), no new rule of the Union shall be made, nor shall any rule be altered or rescinded, except by the vote of a majority of the delegates present at the Congress at the time when the resolution for such alteration is passed.

(2.) No such proposal shall be brought before the Congress unless it proceeds from the United Board, or some section, or not fewer than three members of the Union.

(3.) All such proposals shall be sent to the central office in a distinct form, six weeks at least before the meeting of the Congress, and shall be printed and circulated with the announcement thereof.

(4.) They shall be brought on upon the second day of the Congress, after the discussion of the report, and no amendments thereto shall be received, except such as are handed in to the chairman, with the name of the proposer and seconder, before the discussion commences.

(5.) Any such intended amendment, sent in to the general secretary seven days at latest before the meeting of the Congress, with the name of its proposer, shall be printed, so as to be distributed among the delegates.

(6.) The special rules regulating nominations and elections in the sections may be varied or rescinded in a manner similar to that in which they may be made.

59. No amendment is valid until it is registered.

VIII.—APPENDIX.

Special Rules for the Election of the Central Board.

A. In the Northern Section—

60. The following rules are substituted for clauses (1), (2), (3), (4), (5), (6), and (7) of Rule 28:—

(1.) The Northern Sectional District shall be divided into seven electoral districts, each comprising one of the following conference associations:—1. North Northumberland. 2. South Northumberland. 3. Cumberland and Westmoreland. 4. West Durham and South Northumberland. 5. East Durham. 6. South Durham. 7. Part of South Durham and the North Riding of Yorkshire :

Which shall respectively have such limits and comprise such societies as the section determines by its resolutions from time to time.

(2.) Each conference association shall elect one representative to the section.

(3.) In the course of the thirteenth week next preceding the Congress in each year, there shall be sent from the central office of the Union to all the societies in each of the conference associations which have contributed to the Union during the preceding Congress year, not less than the minimum sum required by the rule, papers by which they may nominate a candidate for the section, as a representative from that particular association.

(4.) No society can nominate more than one candidate, who must be a member of some society member of the Union belonging to the association for which he is nominated, but need not be a member of the society by which he is nominated. Should any nominated candidate be a member of more than one society in different districts, he shall have the choice of the district in which he prefers to stand election, but no candidate shall go to the poll in more than one district.

(5.) Nomination papers must be returned to the central office within one calendar month from the date on which they are issued, otherwise they shall not be available for the ensuing election.

(6.) From the nomination papers shall be prepared voting papers, of which one shall be sent to each society member of the Union in the seven conference associations which has contributed to the funds of the Union during the year ending March 31st, containing respectively the names of all the candidates nominated for the district in which the society is situated, arranged in alphabetical order, and assigning any candidate who has been nominated for more than one district to the district in which he has elected to stand.

(7.) The representative of the district upon the northern section shall be, by virtue of his election, a member of the committee of the conference Association returning him to the Central Board.

(8.) The arrangement of nominations, voting, and voting papers, and the declaration of poll, shall be made in manner prescribed by Rule 28.

B. In the North-western Section—

61. The following rules are substituted for clauses (1), (2), (3), (4), (5), (6), and (7), of Rule 28:—

(1.) The North-Western Sectional District shall be divided into twelve electoral districts, comprising the following fifteen conference associations:—

I. CHESHIRE DIVISION.—Electoral District 1., including (a) Macclesfield, (b) Chester;

II. LANCASHIRE DIVISION.—Comprising Electoral District 2. Bolton; 3. Irwell and Roch Dales, including (a) Rossendale, (b) Rochdale; 4. North-East Lancashire; 5. North Lancashire; 6. Manchester; 7. Oldham;

III. YORKSHIRE DIVISION.—Comprising 8. Airedale; 9. Calderdale East, including (a) Dewsbury, (b) East Yorkshire; 10. Calderdale West; 11. Colnedale; 12. South Yorkshire;

which shall respectively have such limits and comprise such societies as the section determines by its resolutions from time to time.

(2.) Each electoral district shall elect one representative to the north-western section.

(3.) In the course of the thirteenth week preceding the Congress in each year, there shall be sent from the central office to every society in each electoral district which has contributed to the funds of the Union during the then current Congress year not less than the minimum sum required of it by Rule 10, a paper by which it may nominate a candidate for the section as a representative for that district.

(4.) No society can nominate more than one district candidate, who need not be a member of the society by which he is nominated, but must be a member of some society member of the Union situate in the district for which the nomination is made. Any person nominated as candidate in more than one electoral district shall have the choice of the district in which he prefers to go to the poll; but no candidate shall go to the poll at the same election in more than one electoral district.

(5.) Nomination papers must be returned to the central office within one calendar month from the date on which they are issued. A nomination paper not so returned shall not be available for the coming election.

(6.) If any candidate has been nominated for more than one district, the names of the respective districts, and the time within which the candidate must notify his choice to the central office, shall be communicated to him as soon as is practicable.

(7.) From the nomination papers there shall be prepared voting papers, of which one shall be sent to each society member of the Union in the electoral districts above mentioned which has contributed to the funds of the Union in the year ending March 31st not less than the sum stated in Rule 10, and which shall respectively contain the names of all the candidates nominated for the electoral district where the society is situate, and shall assign any candidate who has been nominated for more than one such district to the district selected by him; or if he has not made known his choice by the last day allowed for that purpose, to the district first in numerical order.

(8.) No society shall vote for more than one candidate. Voting papers not conformable to this rule shall not be counted by the scrutineers.

(9.) The arrangement of nomination and voting papers, and the declaration of the poll, shall be made in manner prescribed by Rule 28, so far as its provisions are not hereby expressly altered.

(10.) The three remaining members of the section shall be elected by the votes of all the societies members of the Union in the section, under Rule 28, which shall apply and be limited to the three members to be so selected.

(11.) The north-western section for the time being may, by a vote of two-thirds of the whole number of its members, constitute the societies included in the Chester, Rossendale, and East Yorkshire Conference Associations respectively, into electoral districts, in which case the societies so constituted shall elect one of the three sectional members under clauses 2 to 9, as a district member, and the number of members to be elected under clause 10 shall be correspondingly diminished.

(12.) Subject to any direction hereafter given by the board, the nomination and voting papers to be issued for the elections to the board shall be in such form as the said section from time to time determines.

Form of Transfer.

62. Transfers shall be in the form following, or as near thereto as the circumstances admit:—

This instrument, made the _____ day of _____ between the _____ Society, Limited, of the first part, and the _____ Society, Limited, of the second part, herein-after respectively called the vendor and purchaser, *witnesseth* that in consideration of _____ paid by the vendor to the purchaser, the receipt whereof the vendor hereby acknowledges, the vendor with the consent of the United Board, testified by the signature of its secretary hereto, hereby transfers to the purchaser the share in the Co-operative Union, Limited, now standing in the name of the vendor, to hold the said share on the same conditions on which it is now held by the vendor, and that the purchaser hereby accepts the said share subject to the said conditions. *In witness* whereof the undermentioned officers of the said societies and of the United Board.

have, on behalf of the said societies and by the direction of the said board respectively, set their hands the year and day first aforesaid.

Secretary of the Vendor.

Secretary of the Purchaser.

Secretary of the United Board.

A. SCOTTON,
HENRY ROBINSON BAILEY.
JAMES JOHNSON.
JNO. T. W. MITCHELL.
J. DEANG.
BENJAMIN JONES.
R. WARNE.
E. VANSITTART NEALE,
Secretary.

ACKNOWLEDGMENT OF REGISTRY OF SOCIETY.

The CO-OPERATIVE UNION, LIMITED, is registered under the Industrial and Provident Societies' Act, 1876, this 20th day of July 1889.

J. M. L.

Copy kept.—J. M. L.

Acknowledgment of Registry of Amendment of Rules.

Rules 33 (1a) and 44 (5).

The foregoing Amendment of the Rules of the CO-OPERATIVE UNION, LIMITED, is registered under the Industrial and Provident Societies Act, 1876, this 15th day of September 1891.

E. W. B.

Copy kept.—E. W. B.

APPENDIX CXLV.

Eastern Lodge, Brighton,
November 15th, 1892.

MY DEAR SIR,

Please lay before the Royal Commission on Labour the enclosed communication addressed to them.

Yours faithfully,

To Geoffrey Drage, Esq. G. J. HOLYOAKE.

TO THE ROYAL COMMISSION ON LABOUR.

MY LORD AND GENTLEMEN,

The commercial features of distributive and productive co-operation have been brought before your notice. In the opinion of the Commission enough for its purpose may have been already considered. But the principles of the co-operative movement, in their relation to the hostility of labour to capital, appear not to have been distinctively put before you.

Having been familiar with co-operation as it is known now, previously to its recommencement in 1844, and connected with it officially continuously since its organisation in 1869, I beg to submit for the information of the Commission the following brief statement.

Co-operation began in the desire to establish industrial cities in which there should be common labour, common property, and common responsibility; in which subsistence, instruction, recreation, and ultimate competence should be the result of the common industry.

To procure capital for the commencement of these cities co-operative societies were devised, and to this end (in 1844) it was resolved that the profits of the store should be divided among the purchasers and the profits of the workshop among the workers.

The larger and more valid part of co-operation is that which makes the workman a participant in the profit of the workshop. It is only by substantial and equitable participation in the gains of capital and labour that the antagonism between them can be dissolved.

The co-operative store is a social and pecuniary advantage to the household and increases the income of the family by making its expenditure go further.

The co-operation now established has grown by virtue of one feature—the distribution of profits among purchasers. But it does not touch the problem of labour and capital.

The co-operative workshop seeks to increase the wages of those who labour, by taking them out of the class of hirelings and transferring them to the class where the dignity of self-employment prevails, and where the total profits made are equitably shared.

Workshop co-operation has, therefore, a message to labour everywhere, calculated to raise the position of workers as a class in a degree not even attempted by trade unions. Trades unionism is war with employers. Co-operative industry is concert with capital.

It is in Scotland and not in England that organised co-operation exists. Scottish co-operators believe in

the expedience of principles. The Commission has been told that this is not thought "good business" to do this in England.

Where self-employment is at present, and may for a long time be, impossible, those of this way of thinking look to the advantages of partnerships of industry, where working people shall be accorded a share of profits in addition to their wages.

Co-operative workshops and industrial partnerships increase the wages of workers and improve their character by interesting them in the success of the business in which they are engaged, and by enlisting their skill and goodwill in their work, which under the system of hired wages are, as a rule, seldom brought into action.

Those who think that justice should rule in industry, maintain that profit-sharing is equity and is a right of labour, for if the workman, whose labour mainly creates profit, has no right to a share of it, no man has a right to anything, since there can be no right to property so sacred as that of having earned it by honest and arduous industry.

We do not say that any workman is entitled to another's property, but we do say that he is entitled to his own. We regard his labour as his property and as much entitled to interest as capital is.

Under competition the adulterations of the workshop are threefold:—

1. In the quality of the material used.
2. In the quality of the workmanship.
3. In the adulteration of the character of the workpeople who are, as a rule, subject to a daily conspiracy of employers, foremen, and sweaters to extract from the workers more labour than is paid for.

Though all wealth is accumulated labour the accumulation is found in the hands of those who do not labour. Co-operation was designed to remedy this inequality.

Co-operation is a new form of industry which attains competency without mendicancy, and effaces inequality by equalising the fortunes of the industrious.

An argument in defence of capital and its uses as a condition of civilisation is not needed by us. Co-operators never doubted it. We are creators of capital. We never doubt that capital, honestly earned, equitably employed and equitably shared, is the nursing mother of all progress.

Co-operation proceeds by self-help, not by State help; by reason, not by constraint. It always shares losses as well as profits. The stores make the fortunes of countless shopkeepers, and the workshop will in like manner make the fortunes of manufacturers.

Co-operation begins in *enthusiasm* for the equal good of others; it is continued by *dividends*. To care for the welfare of others means conversion and education. Few, comparatively, undergo this conversion, and few remain in the school in which consideration for other is taught. Only superior natures can permanently promote the good of those they dislike.

GEORGE JACOB HOLYOAKE.

APPENDIX CXLVI.

LONDON CHAMBER OF COMMERCE—INCORPORATED.

Botolph House, Eastcheap, London, E.C.,
July 25th, 1892.

DEAR SIR,

The London Chamber of Commerce has been requested by the Second Congress of Chambers of Commerce of the British Empire, which was held in Merchant Taylors' Hall on the 28th, 29th, and 30th of June and 1st of July, to take steps to carry out the resolution passed thereat. It is therefore my duty to convey to the Royal Commission on Labour the following resolution, which was carried unanimously at this Congress, viz. :—

"That the frequent recurrence of labour disputes has caused and is causing great damage to the commercial and manufacturing interests of the Empire. That it is extremely desirable, in the best interests, both of employers and employed, that the re-adjustment of the rates and conditions of labour, which from time to time are inevitable, should be brought about without the wasteful and calamitous results proceeding from strikes and lock-outs. And

that this Congress strongly recommends the formation of properly constituted boards of labour conciliation and arbitration in all important centres of industry and commerce throughout the Empire."

This resolution was proposed by Mr. S. B. Boulton (the Chairman of the London Conciliation Board), seconded by Mr. T. F. Firth, J.P. (Hockmondwike), and supported by Mr. Dibbs (the Premier of New South Wales), Mr. F. T. Reed (Leith), Mr. B. Plummer (Newcastle-on-Tyne), Mr. W. Fielding (Premier of Nova Scotia), and Lord Brassey, who occupied the chair, in the temporary absence of Sir John Lubbock, the President of the Congress.

I am, &c.

KENNIC B. MURRAY,
Secretary.

The Secretary,
Royal Commission on Labour,
Parliament Street, S.W.

APPENDIX CXLVII.

PROPOSAL *re* STATE BOARD OF ARBITRATION.

April 1891.

MY LORDS AND GENTLEMEN,

I beg most respectfully to submit to your notice the following proposals referring to the establishment of a State Board of Arbitrators.

The many labour disputes that have taken place during the past few years, some of which have covered a period of several months, render it necessary that, if possible, steps should be taken to prevent the long continuance of labour disputes in the interests of all concerned.

In many districts boards of conciliation and arbitration have been established on voluntary lines, and it is desirable that every district should be urged to establish such boards; but over and above all these there is now required a State Board, who shall be empowered to inquire into the causes of disputes, and give a decision, stating the terms upon which the dispute shall be closed. Such decision to be binding for such time as may be agreed upon by the parties affected, but in no case for less than three months.

Therefore I venture to propose for the consideration of the Commission—

That in connection with the Labour Department of the Board of Trade, or as a new Department of State, there be established a State Board of Arbitration as follows :—

Number, and how elected.

The Arbitration Board to consist of thirteen persons, six of whom should be elected or appointed by the

capitalists or employers, six to be elected by the workers through the agency of the trade and labour organisations, and these 12 to appoint a chairman.

Duties.

That upon an invitation from an employer employing not less than 15 persons, or from a majority of the persons employed, the Board shall investigate into the causes of a dispute expected to break out, and shall, if possible, prevent the same; or, a dispute having broken out, shall immediately proceed to investigate the causes, and close the difficulty, if invited either by the employer, a majority of the workers who have left work, or by a local board of arbitration or conciliation to whom the matter may have been referred.

It shall be the duty of the employer to notify the State Board of Arbitration of the existence of the dispute, and on the sixth day of such dispute (irrespective of whether the employers or workers request them) the State Board shall proceed to locality, investigate, &c., and instruct the workers to return to work under old conditions, pending their investigation and decision, which shall be given within one week.

The decision of the Board to be binding for such period as may be agreed upon by the parties affected, but in no case for less than three months.

TOM MANX.

APPENDIX CXLVIII.

Clarendon Buildings, Tithebarn Street,
Liverpool,
6th July 1891.

MY LORD,

It is with much pleasure that I send you a copy of the resolution which was passed at a meeting of the Provisional Board of Conciliation and Arbitration for Liverpool and District, proposed by Thomas Holder, Esq., J.P., ex-mayor of Liverpool, seconded by W. B. Bowring, Esq., J.P., and supported by Mr. Thomas Connerty of the Sailors and Firemen's Union and other members, and carried unanimously. Our Board is firmly convinced that the time is rapidly approaching

when boards of conciliation and arbitration will be formed in all the leading labour centres, as public opinion, especially amongst the working classes is, growing in favour of these methods of settling the grievances that may arise in the various departments, rather than by having recourse to the disastrous policy of strikes, and this Board hopes that the influence of the Government will also be given in this direction.

I have, &c.

(Signed) A. A. PATON,
Chairman, Provisional Board of
Conciliation and Arbitration.

The Right Honourable The Earl of Derby.

(COPY OF RESOLUTION.)

Moved by Mr. Thos. Holder, J.P., seconded by Mr. W. B. Bowering, J.P., member of the Mersey Dock Board, supported by Bancroft Cooke, Esq., and Mr. Thomas Connerty:

"That this committee of employers and employed, elected at a public meeting for the purpose of pro-

moting the establishment of one or more boards of conciliation and arbitration for the settlement of labour disputes in Liverpool, strongly recommends the recognition by the State of such boards throughout the country, in order to prevent the injuries inflicted upon trade and industries through strikes and lock-outs."

APPENDIX CXLIX.

NATIONAL LABOUR BUREAU.

Association of Chambers of Commerce
of the United Kingdom,
1, Great College Street,
Westminster, S.W.

SIR,

17th March 1892.
I am desired by the Executive Council to forward you the following resolution which was unanimously adopted at the annual meeting of this association last week, on the motion of the Hon. Sir Stafford Northcote, Bart., M.P.:-

"That, in view of the embarrassment and loss of trade, and the inconvenience suffered by many of the working class, resulting from the absence of a general system of communication between employers of labour and the unemployed in the various branches of industry throughout the kingdom, it is desirable that labour bureaus or labour registries be organized wherever practicable; and that the

attention of the Royal Commission on Labour be invited to this subject, with the suggestion that they obtain information as to existing agencies of this kind, for the purpose of formulating a plan for the establishment of a National Labour Bureau."

The Executive Council desire that the above resolution should be communicated to the members of the Royal Commission on Labour, in order that they may consider the advisability of taking steps for the purpose of obtaining information as to existing labour agencies.

I may add that the Exeter Chamber of Commerce has taken considerable interest in this question.

I am, &c.

(Signed) JAMES HOLE.

The Secretary,
Royal Commission on Labour,
Parliament Street, S.W.

APPENDIX CL.

FABIAN TRACTS, No. 9.

AN EIGHT HOURS BILL in the form of an AMENDMENT of the FACTORY ACTS with FURTHER PROVISIONS for the IMPROVEMENT of the CONDITIONS of LABOUR.

INTRODUCTION.

The Bill submitted in this pamphlet was drafted by the Political Committee of the Fabian Society in November, 1889, with the object of embodying in precise and Parliamentary terms certain familiar demands for the democratic regulation of industry. The committee expressed in its clauses only proposals for legislative reform which are plainly within the immediate scope of practical politics. Their aim was, first, to supply both advocates and opponents of the limitation of the working day with a model of an Eight Hours Bill, which might serve as a test for Parliamentary candidates, and as an illustration of the method in which our existing political machinery can be applied to enforce such limitation; and, secondly, to formulate amendments most pressingly required for the extension of the benefits of the Acts already protecting and ordering labour for the common good, and for ensuring their efficiency where their provisions have been found to fail.

The Bill, accordingly, is divided into two parts. The first, which is concerned exclusively with the regulation of hours, is largely (like the second) a development and amendment of laws already in force. But while it enacts a limitation of hours in certain employments already regulated by the State, and enables such limitation to be imposed in all privileged undertakings and monopolies, it undertakes no more, with regard to other employments, than to guarantee to the workers the power to enforce a similar restriction, without the need of any further law making, as soon as they shall themselves desire to do so.

The notes which are appended to the various clauses are confined for the most part to references to existing laws and precedents, and to explanations of the principles followed in novel provisions. No attempt has been made to develop the general arguments for the restriction of hours of labour, or for interference with the arrangements of employers. Such an undertaking is outside the scope of this pamphlet. Its

intentions will be fulfilled if it supplies a formulation of this policy sufficiently precise and practical to render it impossible for "business men," officials, or politicians to evade the issues raised on the ground of their vagueness or Utopianism. The general arguments on the subject may be gathered from the publications named on page 16.*

No uniform Act of Parliament can deal with all occupations, and this Bill, if it became the law of England, would not of itself secure an eight hours day for every worker. But if this Bill proposes as much as can forthwith be done by law, and if what it proposes can all forthwith be done, legislation founded upon it might claim an honourable place in the file of industrial enactments, and, as with all such legislation, its actual working only can teach what is the best direction for further application of its principles.

The adoption, wholly or in part, by the London Liberal and Radical Union, the Metropolitan Radical Federation, the London Trades Council, and most of the London Working Men's Clubs of the general principle of this draft Bill, as well as the enormous "Eight Hours Demonstration" in Hyde Park on May 4th, 1890, sufficiently indicate the progress of the movement.

A Bill, entitled an Act to amend the Factory and Workshop Act, 1878, and to prevent Excessive Hours of Labour.

PRELIMINARY.

1. This Act may be cited as the Hours of Labour Act, 1890, and shall, except as regards the sixth section, be read and construed as one with the Factory and Workshop Act, 1878, and the Acts amending the same.

The whole Bill applies, like the existing Factory Acts, to Scotland and Ireland, as well as to England and Wales.

The sixth clause, relating to mines, will more conveniently be incorporated in the Mines Regulation Acts, so as to be enforced by the Mine Inspectors.

The definitions of terms are given in the Factory Act of 1878.

* Not printed.

2. This Act shall come into operation on the first of January 1891.

PART I.

The Normal Day and Week.

3. In contracts for the hire of labour, or the employment of personal service in any capacity, a day shall, unless otherwise specified, be deemed to mean a period of eight working hours, and a week shall be deemed to mean a period of forty-eight working hours.

This is already law in various American States, such as New York, Illinois, California, and Wisconsin. In others, such as Pennsylvania, Ohio, New Hampshire, Rhode Island, Maine, Michigan, and Nebraska, ten hours is the normal day. (See "First Annual Report of the Federal Commissioners of Labour, 1886.") To these may be added Florida (ten hours), Indiana and Connecticut (eight hours). (See Foreign Office Report, C.—5886.)

The clause would not prevent agreements to work for a longer period: hence it will, in itself, only be useful as declaring the public opinion as to the proper maximum hours of labour, and as a means of thereby bringing about a voluntary shortening of hours where they exceed this maximum.

"Overtime" would therefore not be universally prohibited, but the remaining clauses of the Bill make no distinction between "time" and "overtime," and where they apply, "overtime" will be forbidden, except in the emergencies provided for in clauses 4, 5, and 6.

For Government Servants.

4. No person employed under the Crown in the United Kingdom in any department of the public service, other than military or naval, or by any county council, municipal corporation, vestry, local sanitary authority, school board, board of guardians of the poor, dock or harbour trustees, district board of works, district council, improvement commissioners, commissioners of sewers, of public libraries, or of baths and wash-houses, or by any other public administrative authority, shall, except in cases of special unforeseen emergency, be employed for a longer period than eight hours in any one day, nor for more than forty-eight hours in any one week; provided that in cases of public emergency a Secretary of State shall have power, by order published in the "London Gazette," to suspend, for such employments and for such period as may be specified in such order, the operation of this section.

Any public officer ordering or requiring any person in public employment to remain at work for a period in excess of either of those herein specified, except in case of special unforeseen emergency, shall be liable to a fine not exceeding ten pounds.

Any public authority, or the principal officer of any department of the public service, employing or permitting to be employed by reason of special unforeseen emergency, any person in excess of either of the periods herein specified, shall report the fact within seven days to Secretary of State, and a complete list of such cases shall be laid before both Houses of Parliament once in each year.

This is already law in the States of New York and California; but in the former case "overtime" is permitted. (First Annual Report of Federal Commissioner of Labour, 1886; see also C.—5866.) United States Statutes, c. 43, sec. 3738, enacts it for labourers employed on Government works, in navy yards, &c. (see p. 56 of C.—5866). Maryland law limits the working day in the State tobacco warehouses to ten hours (p. 55 of C.—5866). The Royal Commission on Labour and Capital in Canada recommended that all Government work should be subject to a maximum of nine hours per day. Eight hours is fixed by law for Government works in Victoria. (Sir C. W. Dilke's "Problems of Greater Britain," vol. ii., p. 286.) The hours are the same in the Portuguese Government tobacco factories. ("Times," 3rd May, 1890.)

Provision is made in the clause for "overtime" in case of "special unforeseen emergency," but every such case must be reported and published. In case moreover of "public emergency," as in the existing Factory Act, a Secretary of State will be able to suspend the operations of the whole section, but the order must be published. At present he has power to exempt from the existing Acts Government factories (see sec. 93 of 41 Vict. c. 16.);

and this power is frequently exercised without the knowledge of the public.

Besides preventing excessive hours in any one department, the clause will also put a stop to the practice which prevails in the Post Office, Inland Revenue, and Customs Departments, of taking on, as casual workers or "glut men," or even for the performance of the regular work of the department, persons who have already done a day's work in one of the other departments. This re-engagement of exhausted workers is obviously a fraud on the public.

The principle of this clause has been adopted by the London Liberal and Radical Union, the Metropolitan Radical Federation, and by all parties to the great "Eight Hours Demonstration" in London on 4th May 1890.

For Railway Servants.

5. No person employed wholly or mainly to work railway signals or points shall be employed continuously for more than eight hours, nor for more than forty-eight hours in any one week.

No person employed as engine-driver, fireman, guard or wholly or mainly in shunting, on any railway, shall be employed continuously for more than twelve hours, nor for more than forty-eight hours in any one week.

The general manager of any railway company employing or permitting to be employed any person in contravention of this section shall be liable on conviction thereof to a fine not exceeding one hundred pounds for each such contravention.

Provided that in any case in which the employment of persons to work railway signals or points, or as engine-drivers, firemen, or guards, or in shunting, for longer periods than is permitted by this section is by reason of some special and unforeseen emergency necessary for the public safety, it shall be lawful for a Secretary of State, on a report made within seven days by the general manager or secretary of the railway company acting in contravention of this section, to direct that no legal proceedings should be taken in the case of the particular contravention so reported.

A list of the cases in which any such direction has been issued by a Secretary of State under this section shall be laid before both Houses of Parliament once in each year.

The Amalgamated Society of Railway Servants strongly supports the immediate restriction by law of their present excessive hours. The General Railway Workers' Union has been formed mainly to secure this boon. Particulars of their over-work are given in the official return, H.L. 33 of 1889 (6d.). It is generally admitted that considerations of public safety, especially in the case of signalmen and pointsmen, clearly warrant prompt public intervention; and the Railways' Regulation Act of 1889 (52 & 53 Vict. c. 57, sec. 4) recognises this principle by requiring an annual return of cases in which any man has been continuously employed for more than a number of hours to be specified by the Board of Trade.

This clause will only apply to certain classes of railway servants, in whose cases the consideration of public safety is most prominent. Other railway servants can obtain a legal limitation of their hours of labour under clause 7 (trade option).

A precedent for the legal limitation of the hours of railway servants is given by the State of Minnesota, where the law forbids the employment of locomotive engineers or fireman for more than eighteen hours in one day! ("First Annual Report of Federal Commissioner of Labour," 1886, p. 469.)

For Miners.

6. No person shall be employed underground for hire in any mine for a longer period than eight hours in any one day, nor than forty-eight hours in any one week.

The period of employment underground in a mine shall, for the purpose of this section, be deemed to be the whole period from the time of leaving the surface of the ground to descend the mine, to the time of return to the surface of the ground after cessation of work.

The manager of any mine employing or permitting to be employed any person in contravention of this section shall, on conviction thereof, be liable to a fine not exceeding one hundred pounds for each such contravention.

In any cases in which, through accident or other unforeseen emergency, any person may be employed

underground for a longer period than is prescribed by this section, a special report may, within *seven days* thereof, be made to a Secretary of State by the manager of the mine, and a Secretary of State may, if he thinks fit, thereupon direct that no prosecution shall be instituted in respect of the particular offence so reported.

A list of the cases in which such direction has been issued by a Secretary of State under this section shall be laid before both Houses of Parliament once in each year.

This section shall be read as one with, and be deemed to be incorporated in, the Coal Mines Regulation Act, 1887, and the Metalliferous Mines Act, 1872.

Labour in mines is already subject to a special code of law, dating from 1842; but boys of twelve work underground (half-time), and youths and men are not protected from having to remain at work underground for long hours. The coal hewers in Northumberland, Durham, and the East of Scotland have already brought down their working hours; but elsewhere they still often work much longer than eight hours underground; and the accessory workers in the mine are usually even less fortunate. It is computed that less than a fourth of the coal miners yet enjoy an eight hours' day. They are practically unanimous in favour of the "eight hours movement." Their National conference at Birmingham in October 1889 passed the resolution in its favour by 93 to 13 (see "Times" report, October 12, 1889), and was cordially in favour of Mr. Cunninghame Graham's Bill. A clause limiting the hours of work underground to eight per day was proposed in Committee of the House of Commons on the "Coal Mines Regulation Act, 1887," and was only rejected by 105 votes (see Hansard, vol. 319, pp. 899-912), although the "labour members" declined to vote in the absence of a "mandate." Since then the Trades Union Congress has voted by a large majority "an Eight Hours Bill for Miners" ("Times" report of Dundee meeting, 7th September 1889). The Miners' National Conference again affirmed their demand for legislation at their meeting in February 1890, and at their April meeting they censured the Parliamentary Committee of the Trades Union Congress for its neglect to act on the Dundee mandate.

The clause will not apply to Cornish or other miners not employed for hire, who work as "adventurers" on their own account.

The legal limitation of the hours of adult labour in mines is not without precedent. In Austria no shift may exceed 12 hours; in France the 1848 legal maximum of 12 hours is fully effective as regards mines (see C.—5866, pp. 2 and 17); in the United States the Maryland Act of 1886 fixes the maximum hours of miners at 10 per day, "unless by special contract" (p. 466 of "First Annual Report of Federal Commissioner of Labour, 1886"; compare p. 55 of C.—5866).

By Trade Option.

7. Where it is proved to the satisfaction of a Secretary of State that a majority of the persons employed throughout the United Kingdom in any one trade or occupation are in favour of the maximum hours of labour per week in that trade or occupation being fixed by law, or, if already so fixed, being altered by law, he shall, by order made under this part of the Act, declare a maximum number of hours per day or per week for such trade or occupation, and after the expiration of *three months* from the date of publication of such order any person employed in contravention thereof shall be deemed to be employed in contravention of this Act, and the person so employing him or permitting him to be so employed shall be liable on conviction thereof to a fine not exceeding *ten pounds* for each such contravention.

A Secretary of State shall have power, in order to satisfy himself of the desire of the persons employed in any trade or occupation as aforesaid, to cause a public inquiry to be held in the principal district or districts in which such trade or occupation is carried on, or to cause a poll to be taken of the persons employed in such trade or occupation, or to take such other means as he may deem fit.

For the purpose of this section, persons employed in any trade or occupation shall be taken to mean all

persons employed for hire, or actually performing labour in any capacity, in such trade or occupation, whether already subject to the provisions of the Factory and Workshop Act, 1878, or of this Act, or not.

No order made in pursuance of this section shall declare a maximum number of hours of labour per week in excess of *fifty-four*.

It shall be the duty of a Secretary of State to institute an inquiry, in such manner as he may deem fit, with a view to the consideration of the expediency of making an order under this part of the Act, in each of the following cases, viz.:—

- (a.) Whenever he shall have reason to believe that excessive hours of labour prevail in any trade or occupation.
- (b.) Whenever he shall be requested to do so by the committee or other executive body of any duly registered trades union, or, in the case of there being no duly registered trades union in the trade or occupation in respect of which the application is made, by the committee or other executive body of any trades council, trades union congress, or other association or federation of trades unions.

Provided that a Secretary of State shall not, except for special reasons approved by him, institute any such inquiry within a period of *twelve months* from the date of the holding of any previous inquiry in respect of the same trade or occupation.

This clause enables the legal limitation of the hours of labour to be introduced in any trade as soon as a majority of the workers desire it. It provides for the case in which a majority of the workers are compelled to work against their wish, by the obstinacy or disloyalty of the minority, which prevents an effective strike. In such a case, as John Stuart Mill pointed out ("Principles of Political Economy," book v., ch. xi., s. 12, pp. 581-2), the interference of law is required. On similar grounds Mill supported the continuance of the legal enforcement of a weekly day of rest (Mill's "Liberty," p. 53, cheap edition). The principle has received the endorsement of Professor Henry Sidgwick ("Principles of Political Economy," book iii., ch. ii., p. 422, 1883).

The clause could not practically be put in force in any trade until a prolonged discussion had convinced a considerable majority of the workers of its advantage; and by that time the minority would have become prepared to acquiesce in the law, and the employers would have been able to make arrangements to avoid any inconvenience from the change.

The clause provides that the labourers, and all other workers in the trade, should be able to take part in the decision and share in the benefit. By this means the advantages which the skilled and organised workers can now sometimes obtain by combination, would be extended to their less fortunate colleagues.

The employer, if actually performing labour in the trade, is not excluded from participation in the decision.

The benefits of the clause are available for the workers in the occupations specially provided for in clauses 4, 5, 6, and 8, if they like to exercise their option.

By providing that the initiative may be taken by the workers themselves approaching the Home Secretary through some representative organisation of their own, the clause will promote the organisation of labour, and make the aid of the State practically conditional upon the workers first using their opportunities of self-help, as far as is either possible or—having regard to the interests of the rest of the community—socially expedient. At the same time it permits the Home Secretary to step in to the relief of those exceptionally unfortunate workers who, by their condition or the circumstances of their employment, are hindered from associating for the purpose of discussing their position.

The final decision, which must necessarily be given to some public officer, is left with a Secretary of State (meaning the Home Secretary), because his subordination to the House of Commons affords, at present, the only practicable means of exercising public supervision and control over the award;

and because he is the officer entrusted with the general administration of the Factory Acts.

There are various precedents, besides those cited in the notes to clauses 4, 5, and 8, for the legal limitation of the hours of adult male workers. Austrian law limits the hours in factories to eleven per day for men as well as women, with certain exceptional extensions. Hungary enforces meal times and relief for night shifts. The French law of 1848, prescribing a universal maximum of twelve hours, is still in force, though modified by Imperial decrees; by Circular of 25 November 1885, it was held to apply to all factories employing power, and having twenty hands in any one shed. Switzerland forbids work for more than eleven hours a day, less an hour for meals, with permission to apply for special exceptions not exceeding a fortnight. (Foreign Office Reports, C.—5866.) The legal prohibition of labour on Sundays is very general. The labour of adult women is usually specially regulated.

It is now widely admitted that there is no insuperable objection in principle to regulating male adult labour. Jevons (late Professor of Political Economy at University College, London) sums up the matter in his book "The State in Relation to Labour" (p. 65), referring to the incipient movement for an "Eight Hours Bill": "I see nothing, therefore, to forbid the State interfering in the matter if it could be clearly shown that the existing customs are injurious to health, and that there is no other probable remedy. Neither principle, experience, or precedent, in other cases of legislation, prevents us from contemplating the idea of State interference in such circumstances."

By Local Option for Monopolies.

8. The council for the administrative county of London, and elsewhere the sanitary authority, shall have power to make, and from time to time to amend, bye-laws restricting the hours of labour of persons employed for hire in or in connection with any docks, harbours, tramways, telephones, markets, establishments for the supply of electric light, or of electric or hydraulic power, gasworks, and waterworks, within the area under its jurisdiction, whether owned by a public authority or not.

Any bye-laws made in pursuance of this section shall be submitted for confirmation to a Secretary of State, and shall, when confirmed by him, be deemed to be incorporated in this Act, provided that no such bye-law shall fix a maximum number of hours of labour in excess of *fifty-four* per week.

Local monopolies, where still administered for private profit, are clearly subjects for local regulation, and no fear of foreign competition need hinder the legal limitation of the hours of labour in connection with them. Where they are already administered by a public authority clause 4 will apply. The Huddersfield Town Council, which is the only public authority working its own tramways, has already instituted an eight hours' day for its tramway servants.

As regards tramways and elevated railways, a precedent is afforded by the law of the State of New York, which limits the working hours to ten per day. New Jersey has a legal maximum of twelve hours, "with reasonable time for meals." The limit in Maryland is twelve hours per day.

Glasgow Corporation, in leasing out its tramway lines, prescribes ten hours as the maximum average work per day (and see note to clause 11).

In all New Enterprises under Parliamentary Powers.

9. No person or company, other than those to whom section 5 or 6 of this Act is applicable, hereafter obtaining statutory powers or privileges of any description by private or local Act of Parliament, shall employ any person for hire for more than *forty-eight* hours in any one week, and this section shall be deemed to be incorporated in every subsequent private or local Act of Parliament granting statutory powers or privileges of any description to any such person or company that employs labour of any description for hire, and to apply to all the operations of the said person or company under statutory powers or privileges, whether by that or any other Act.

Any person, or the principal manager or other chief officer, of any company, employing or allowing to be employed any person, in contravention of this section

shall be liable to a fine not exceeding one hundred pounds for each such contravention.

Parliament may fairly determine the conditions upon which it will accord special powers or privileges by Act of Parliament. Mines and railways are dealt with in clauses 5 and 6, and are therefore excluded from the operation of this clause. This proposal received the adherence, in principle, of the London Trades Council and the great "Eight Hours Demonstration" in London on 4th May, 1890.

In view of the diverse occupations and localities to which the clause will apply, it seems better to enforce only the weekly maximum, so as to allow some daily latitude where convenient.

This limitation has been inserted in various Tramway Acts in Victoria. (Sir C. Dilke's "Problems of Greater Britain, vol. ii., p. 286.)

For Young Persons.

10. No child or young person under *fifteen* years of age shall be employed for hire in any trade or occupation whatsoever for more than *five* hours in any one day, nor for more than thirty hours in any one week.

The provisions of sections 12, 14, 16, and 23 to 25, inclusive, of the Factory and Workshop Act, 1878, relating to children employed in factories or workshops, shall apply also to children and to young persons under *fifteen* years of age, employed for hire in any trade or occupation whatsoever; and such young persons shall, for the purposes of the Elementary Education Acts and the Technical Education Act, 1889, be deemed to be children of school age.

Section 26 of the Factory and Workshop Act, 1878, is hereby repealed.

This clause makes the "half-time" law, now applying nominally to children under fourteen, apply also to those under fifteen. It also abolishes the exception recognised by sec. 26 of the Factory Act of 1878, by which children between thirteen and fourteen can go to work "full time," and otherwise escape the protection of the Act, provided they have passed a prescribed educational standard (at present Standard IV. See the First Schedule to the Act 43 and 44 Vict. c. 23).

The repeal of this exception, and the raising of the "half time" age, are strongly urged by medical and educational authorities. France, the Colony of Victoria, and the States of Maine and New Jersey require, at any rate, partial education up to fifteen; Massachusetts, New Hampshire, and Pennsylvania up to sixteen years of age (see note to clause 13). The Berlin Labour Conference emphatically adopted a similar principle.

PART II.

11. The Council for the Administrative County of London, and elsewhere the sanitary authority, shall have power, if deemed by them necessary for the proper enforcement of the laws relating to the employment of labour or to public health, to make and from time to time amend, bye-laws providing for any of the following objects, viz.:

- (1.) The compulsory registration of all premises in which persons are employed for hire, otherwise than exclusively in domestic service.
- (2.) The inspection of all such premises by any medical officer of health, sanitary officer, or any inspector either appointed under any Act relating to the employment of labour, or specially for this purpose.
- (3.) The prevention of over-crowding in premises in which persons are employed for hire.
- (4.) The provision of proper sanitary arrangements in such premises.
- (5.) The prevention of excessive hours of labour in occupations in which the provisions of Part I. of this Act may not be applicable or effective.
- (6.) The prevention of public injury or inconvenience in connection with the employment of labour in or about docks, harbours, rivers, tramways, telephones, establishments for electric lighting or for the supply of electric or hydraulic power, gasworks and waterworks.

Any bye-laws made in pursuance of this section shall be submitted for confirmation to a Secretary of State, and shall, when confirmed by him, be deemed to be incorporated in this Act.

The Council for the administrative county of London, and elsewhere the sanitary authority, shall have power to appoint local inspectors, clerks, and servants for the

enforcement of any such bye-laws, and any inspector so appointed shall possess the same rights and powers as an inspector under any of the Acts relating to the employment of labour.

The power to make bye-laws, subject to confirmation by the Home Office, Local Government Board, or Board of Trade, is already widely exercised by nearly all local authorities. It affords a means of meeting the diverse necessities imposed by local circumstances, without the objections often felt to undue interference from a central government office. Each locality can, within certain limits, legislate for itself as it pleases.

Hardly any of the preceding clauses will practically affect East London, where the extension of the Factory Acts is most needed. The special circumstances of this and other densely crowded aggregations of small workshops, require special treatment, which it would be inconvenient and unnecessary to apply to the whole kingdom. Hence it is proposed to allow the County Council to make bye-laws and provide its own additional inspectors.

The kind of bye-laws which should be made would be such regulations as are proposed by Mr. Charles Booth ("Life and Labour in East London," p. 498-9) for the compulsory gratuitous registration by the owners of all premises where labour is employed for hire, and of all employers; rules against overcrowding and insanitary conditions such as already exist in the usual bye-laws for dwelling-houses, and provisions insuring frequent and systematic visitation of every workshop and place where "home-work" is done. Drastic amendments of the law in these directions are recommended in the Report of the House of Lords' Committee on the Sweating System (H.L. 62, May, 1890). See article in the "Nineteenth Century," June, 1890, by Miss B. Potter.

In the case of monopolies such as tramways, the conditions imposed by the Glasgow Corporation in leasing their lines might be taken as a guide. They are as follows:—

"Only such persons as can satisfy the Magistrates' Committee that they have a thorough knowledge of the city and of the duties of a car conductor shall be licensed as such. The working day of conductors and drivers shall not exceed an average of ten hours. The conductors of cars shall be provided with proper uniform, consisting of tunic, trousers and cap, and no conductor shall be permitted to be on duty without uniform. A uniform greatcoat shall be provided for the winter months. No conductor, driver, or other officer shall be permitted on a car unless his clothing is in good order and his whole person clean and tidy. The lessees shall provide proper sanitary conveniences for the drivers and conductors at places where these are requisite, and as may be agreed on with the corporation."

The "sanitary authority" which would have, outside London, the power to make such bye-laws, is, in municipal boroughs, the town council, and in rural districts (where the power would hardly be needed), usually a committee of the Board of Guardians. But the power would, in the latter cases, be transferred to the new elective "district council" as soon as they are established.

12. It shall be the duty of the occupier of any factory or workshop in which any labour whatsoever is employed for hire, to specify in a notice affixed in a prominent position in the workshop or factory the time of beginning and quitting work on each day of the week, the time allowed for meals, and if children or young persons under *fifteen* are employed, whether they are employed on the system of morning and afternoon sets, or of alternate days.

A copy of every such notice, and of every alteration thereof, shall be sent by post in a registered letter, or delivered by the employer to an inspector within seven days of its publication, and shall be open to inspection at the Home Office by any person at any time when that office is open for official business.

A factory or workshop in which no such notice is affixed as herein specified, shall be deemed not to be kept in conformity with this Act.

Provided that nothing in this section shall affect the provisions of section 19 of the Factory and Workshop

Act relating to the employment of women or children.

This provision merely extends the requirement of the existing Factory Acts to all workshops. It does little more than afford a means of bringing public opinion effectively to bear on those employers who make their men work excessive hours.

Incidentally, however, it will cause the registration of all workshops, a reform often called for by the inspectors. At present all factories, and all workshops employing women and children, have to be registered, but not workshops employing men only.

13. Notwithstanding anything contained in the sections 61 and 93 of the Factory and Workshop Act, 1878, such provisions of that Act, and of any Acts amending the same, as relate to the cleanliness, or to the freedom from effluvia, or to the overcrowding, or ventilation of a factory or workshop, or to the sending notice of accidents, shall apply to all workshops other than those specified in clause (a) of section 61 of the said Act.

At present the sanitary provisions of the Factory Acts do not apply to workshops where only adult men are employed; and the factory inspector is therefore not able to enforce them. Similar provisions already exist, however, in the Public Health Act, 1875, which applies to all workshops (by sec. 101 of 41 Vict. c. 15); but these are enforceable only by the local sanitary authority, whose duty is often very imperfectly performed. The proposed clause (together with clause 16) practically imposes no new restrictions, but merely facilitates the enforcement of the existing law.

The exception continued in force under clause (a) of sec. 61 is that applying to "domestic workshops," where an occupation is carried on at home by members of the family only. This hardly permits of any other regulation than those applied by the Public Health Acts, and the Elementary Education Acts, provided that the premises are duly registered and inspected. (See note to clause 11.)

14. No child under *twelve* years of age shall be employed for hire, in any capacity or for any period, in any trade or occupation whatsoever, except as provided in section 3 of the Prevention of Cruelty to Children Act, 1889, which shall apply to children under *twelve* years of age; and, except as therein provided, any parent causing or permitting his or her child under *twelve* years of age to be employed for hire, and any person employing such child for hire shall be guilty of a misdemeanour.

The law at present forbids employment of children under ten in any workshop or factory (41 Vict. c. 16, s. 20), or in any theatre except by special licence of petty sessions (52 & 53 Vict. c. 44, s. 3). Persons under eleven, fourteen, sixteen, and eighteen, respectively may not work in certain dangerous occupations (see note to clause 15 of this Bill); and no child under twelve may work in any mine underground (49 & 50 Vict. c. 40, s. 4). The Education Acts forbid, moreover, the employment of any child under ten except under special circumstances (see 43 & 44 Vict. c. 23, s. 5); and aim at the prohibition of child labour under fourteen, unless the child possesses adequate elementary education.

Nevertheless, so effective are the exceptions that children over ten work as soon as they have been five years at school or have passed an educational standard fixed by the local school board or school attendance committee. In order to provide cheap child labour, this is usually fixed at Standard IV., or even III., which children often pass at nine years old. The only restriction in force is the "half-time" for children under thirteen or fourteen.

Further prohibition of child labour is urgently called for on educational and medical grounds. England has, on this point, lost her lead in labour-legislation. Germany and Hungary absolutely forbid it under twelve; Switzerland forbids it (in factories) under fifteen (Act of 1877); and France under fifteen, unless the child has received sufficient primary education. (Report of Royal Commission on Education, 1888, p. 391.)

In Victoria the law (49 Vict., No. 862, s. 30) is similar to that of France; in New Zealand no

child under twelve may be employed in a factory (Act 23 of 1881, s. 4); in Ontario and Quebec no boy under twelve and no girl under fourteen may work in a factory (47 Vict. c. 39, s. 1; Quebec Code, sec. 3,026).

In the United States, the employment of children under twelve is prohibited in Pennsylvania (p. 57 of C.—5,866) (for textile and paper factories the minimum is thirteen); in Indiana (as regards six specified industries); in Kansas; in Massachusetts "during the days when public schools are in session"; in New Jersey (where the minimum age is even fourteen for girls as regards any workshop or manufactory); and in Ohio. In nearly all the States further restrictions are imposed unless the child is well educated. Thus in Colorado and Kansas, no boy under sixteen may work in a mine unless he can read and write; in Maine and New Jersey, no child under fifteen; in Massachusetts, New Hampshire, Pennsylvania, no children under sixteen may be employed unless they have been to school during a certain portion of the preceding year. (*First Annual Report of the Federal Commissioner of Labour, 1886.*)

Up to the age of twelve, at any rate, the future citizen should be protected from toil. The Berlin Labour Conference has now affirmed this principle.

15. No person under sixteen years of age shall be employed for hire in any of the occupations or places specified in the First Schedule to the Factory and Workshop Act, 1878; but nothing in this section shall be deemed to permit the employment in such occupations or places of young persons over sixteen years of age where such employment is now prohibited.

The dangerous or unhealthy occupations specified in the First Schedule, in which young persons under sixteen may now be employed are the following:—

Melting or annealing glass.

(No boy under fourteen or girl under eighteen may now be employed.)

Making or finishing of bricks or tiles, not being ornamental tiles; making or finishing of salt.

(No girl under sixteen may now be employed.)

Dry grinding in the metal trade; dipping of lucifer matches.

(No child under fourteen may now be employed.)

"In any grinding in the metal trades other than dry grinding, or in fustian cutting, a child under the age of eleven years shall not be employed."

If these occupations were found so bad in the effects on young persons as to lead to the imposition of special prohibitions, it is suggested that all young persons under sixteen should be protected from being forced into them.

Precedents already exist for prohibition up to eighteen years of age, for the same schedule forbids the employment of any person under that age in "the process of silvering of mirrors by the mercurial process, or the process of making white lead." Moreover, as already stated, no girl under eighteen may be employed in connection with the melting or annealing of glass. When the Colony of Victoria copied this section of the English Act, the ages were raised all round, to fourteen or eighteen (49 Vict., No. 862.)

16. Where it appears to an inspector under this or any other Act or local bye-law relating to the employment of labour, that any act, neglect, or default, by any person whatsoever, in or in connection with any place in which any person is employed for hire, is punishable or remediable under the laws relating to public health, it shall be the duty of the inspector himself, without reference to any local authority, to take such action as he may deem fit for the purpose of enforcing the law, and every such inspector shall possess more rights or powers of instituting legal proceedings for this purpose which are or may be possessed by any sanitary authority, sanitary officer, or medical officer of health.

Provided that nothing in this section shall relieve any sanitary authority or officer of such authority from any duty in connection with the law relating to public health.

Under the existing Act (41 Vict. c. 16, s. 4), when a factory inspector discovers an infringement of the sanitary law, he can only report it to the local sanitary authority, a procedure which always causes delay and frequently results in no action being taken to enforce the law. This clause (coupled with clause 13) will enable the factory inspector himself to proceed against the offending employer.

17. The provisions of section 7 of the Factory and Workshop Act, 1878, shall apply to any vat, pan, or other structure which is so dangerous as to be likely to be a cause of bodily injury to any person employed in the factory or workshop, whether a child or young person or not.

This clause destroys a historical survival. In the earlier Factory Acts the provisions against dangerous machinery, etc., were restricted to such as was dangerous to women and children. In the existing law this limitation is generally removed, and all dangerous machinery, for instance, must be fenced, whether the danger is to men or to women (41 Vict. c. 16, ss. 5, 6, 8). But sec. 7, which provides for the protection of workers from danger from "a vat, pan, or other structure," only applies to women or children. If the "vat, pan, or other structure" is also dangerous to men, surely it ought to be made safe.

18. Notwithstanding anything contained in the 17th section of the Factory and Workshop Act Amendment Act of 1883, an inspector shall be required and empowered to inspect all bakehouses in which persons are employed for hire, and shall, concurrently with the officers of the sanitary authority, possess for the purpose of enforcing the provisions of any of the laws relating to public health, the same rights and powers as they at any time possess.

Bakehouses already come under the provisions of the Factory Acts, especially as regards sanitation (see secs. 34, 35, 45, 61, 93, and Fourth Schedule, of 41 Vict. c. 16). But by a most unfortunate provision of the amending Act (46 & 47 Vict. c. 53, s. 17), which gave the local sanitary authority jurisdiction over them, the factory inspector was ousted from his power to enforce these sanitary provisions. As a consequence the bakehouses are most imperfectly inspected, and the sanitary laws not well enforced. The clause (compare also clauses 13 and 16) restores the power of the factory inspector concurrently with that of the local sanitary authority.

19. The provisions of the Factory and Workshop Act, 1878, and of this Act, shall apply to any laundry in which persons are employed for hire, and in which washing is performed for payment for persons other than those resident in the premises on which it is situated.

Women in laundries are often shamefully overworked, and exposed to insanitary conditions.

20. It shall be the duty of every inspector appointed under any Act relating to the employment of labour to execute and procure the enforcement also of the Truck Act, 1831, the Shop Hours Regulation Act, 1886, and the Prevention of Cruelty to Children Act, 1889; and any rights or powers possessed by such inspectors under any Act, shall be deemed to be possessed and to apply for the purposes of the execution and enforcement of all the aforesaid Acts.

No inspectors exist for the enforcement of the Acts named, and evasions of them are therefore frequent. The factory inspector may as well have power to enforce the law wherever he discovers an infringement of it.

21. It is hereby declared that women are eligible to be appointed inspectors, clerks, and servants, for the execution of this or any other Act relating to the employment of labour, upon the same terms and subject to the same disqualifications as men.

This clause does not require women to be appointed factory inspectors, but only makes it clear that they are eligible, in case it should be deemed well that some should be appointed. The present Home Secretary has expressed a doubt whether he had power under the existing law to appoint a woman.

APPENDIX CLI.

RULES of the NATIONAL LABOUR FEDERATION, Registered under the Trades Union Acts, 1871 and 1876—Established November 20th, 1886.

Trustees: THOS. BURT, M.P., CHAS. FENWICK, M.P.,
REV. MOORE-EDR. JOS. HESLOP.

Bankers: GENERAL POST OFFICE SAVINGS BANK.

General Treasurer: SAMUEL SMITH, 56, Whitehall
Road West, Gateshead.

General Secretary: ROBERT HUNTLY, 61, Maple
Street, Newcastle-upon-Tyne.

NOTICE TO MEMBERS.

All previous rules are rescinded.

No alterations to these rules can be made except at a meeting of delegates, and in accordance with Rule 10.

As every member will be supplied on application with a copy of these rules, no excuse of ignorance will be accepted in extenuation of any violation of the same.

GENERAL RULES.

Constitution.

1. NAME.—That this Association be named the "National Labour Federation."

2. OFFICE.—That the General Office be at 61, Maple Street, Newcastle-on-Tyne.

3. OBJECTS.—That the objects be: I.—To form a Federation of all workers for the better protection of labour, and the attainment of its full rights; and for these purposes to raise a fund by regular contributions, donations, and levies, for mutual help.

Clause II.—To agitate for improved enactments for more efficient management of works, shops, factories, whereby the health and lives of members may be protected.

Clause III.—To secure the prices and wages bargained for by the members, and to protect them when unjustly dealt with by employers or managers.

Clause IV.—To obtain compensation for accidents where the employers are liable.

Clause V.—To regulate the hours of labour.

Clause VI.—To provide a weekly allowance for the support of members and their families who may be unjustly locked out, or on strike.

Clause VII.—To improve the intellectual, moral, and social condition of its members.

Clause VIII.—To assist similar associations that have the same objects as are herein stated.

Clause IX.—To regulate the relations between workmen and employers.

Clause X.—That the whole of the moneys received by this Federation shall be applied in carrying out the foregoing objects according to rules; any officer misapplying the funds shall be prosecuted in the courts, and be excluded from all benefits.

4. MEMBERSHIP.—That no person, male or female, be eligible until they have been proposed and seconded by two members, on the proper contribution night. Each person on becoming a member of the Federation shall be supplied with a Copy of Rules and a Contribution Card (free of charge) on payment of one shilling entrance fee, which shall be placed in the General Management Fund.

5. CONTRIBUTIONS.—That all male persons joining shall contribute 2d. per week; 1½d. to General Fund and ½d. to Management Fund. To be distributed as follows:—2d. per member per quarter to be sent to general office; 4½d. per member per quarter to be kept in districts for local expenses. That 12 consecutive weekly payments constitute a free member, who will be entitled to all the rights and privileges of membership. The executive shall have power to put a levy on the members when the funds are below 1,000l. In cases of sickness or compulsory cessation of work, members will be exempt from paying contributions when off work 12 clear days. That all female persons shall contribute 1d. per week, and 2d. per quarter for Management Fund; that 12 consecutive weekly payments constitute a free member, who will be entitled to the rights and

privileges of membership, and the benefit to be derived from the funds.

6. ARREARS.—Any member allowing his or her contributions and levies to run more than 12 weeks in arrears shall have no claim on the funds, and will be suspended from all benefits until all their arrears are paid, for the period of one month after such arrears have been paid. Sailors and others, who by following their occupation have unavoidably fallen into arrears may apply to the secretary of their branch, and the Committee shall have power, on receipt of the arrears, to instal such members as free members at once, but members are recommended in all cases to acquaint the secretary of their branch previous to their departure. All members allowing their arrears to exceed 1s. on the last meeting night in June and December shall be fined 3d.; all fines are to go to district funds and will be strictly enforced.

7. BRANCHES.—That the Federation be divided into branches, to some one of which every member shall belong. Women may form separate branches.

8. SUGGESTIONS.—That any member may submit to his branch any suggestion for the better carrying into effect the objects of this Federation, to be sent, if approved of, to the general secretary to lay before the next delegate meeting. All suggestions and amendments to these rules must, along with nominations for general secretary, general treasurer, and members of the Executive Council, be sent to the general secretary from the branches, must be collected and sent out to each branch for discussion four weeks previous to the delegate meeting in order that each delegate may vote as instructed by his branch. Any suggestion not mentioned on agenda will not be entertained by delegates.

9. HONORARY MEMBERS.—Any person may become an honorary member of the Federation by paying five shillings per annum.

10. EXECUTIVE COUNCIL.—That the Executive Council shall consist of 10 members. They shall be nominated by the branches, and elected by the delegates annually at the annual delegate meeting. Branch secretaries will send their nominations to the general secretary one month previous to the delegate meeting, when they will be placed on the agenda paper to enable branches to instruct their delegates how to vote. Any member who has sat on the Executive Council for a period of two years will not be subject for re-election until the expiration of twelve months.

That in the event of a vacancy occurring on the Executive Council between the appointed times of elections, the nominations who received the highest number of votes, who were not elected at the previous delegate meeting, shall be called upon to fill such vacancies; until the regular election takes place the time they have filled the vacant positions will not count as part of the twelve months, providing they may be elected by delegates at annual meeting. Any member of the Executive Council having to travel a distance to attend council meetings, and by so doing lose a day's work, shall be allowed 6s. for one day's pay, and 3s. expenses, with third-class train fare. When members travel a distance of over 20 miles they shall be allowed third-class train fare and 2s. allowance. Members residing within a radius of 20 miles from the general office shall be allowed third-class train fare and 1s. allowance.

DETAIL RULES.

Branches.

11. NEW BRANCHES.—That any ten members residing in a district where there is no branch, shall have power to open a branch; and all branch books and other necessaries will be forwarded on application to the general secretary.

12. That if any branch exceeds 300 members, and the committee consider that another branch in the same district would be advantageous, or add to the member-

ship of the Federation, they may apply to the district committee for permission to open one.

13. **MEETINGS.**—That all branches shall meet fortnightly, and have discretionary power as to date.

14. **ROOM RENT, &c.**—That the room rent and other necessary branch expenses shall be defrayed out of the district fund.

15. **GOVERNMENT.**—That all branches shall be controlled and worked by a president, secretary, treasurer, check-book keeper, door-keeper, and a committee of six. They shall be elected every six months at the last meetings in June and December with the exception of the secretary and treasurer, who shall be elected in December for one year; that in the event of any officer being unable to fulfil the duties of the office, he shall immediately communicate the same to the secretary, who shall lay it before the next branch meeting, and another member shall be elected to the office. In the case of a branch secretary, wherever possible, a month's notice must be given; in cases of emergency the branch committee shall have power to elect another *pro tem*. The branch delegate shall be elected at the summoned meeting in March, and his pay be fixed by the branch or district committee, where one is formed.

16. **ORDER IN BRANCHES.**—Perfect order must be preserved at all meetings. Every member shall be obedient to a call of order from the chair on pain of fine of 3d. for each offence; no personalities shall at any time be permitted. All speakers must confine themselves to the subject of debate. Every member shall address the chair standing uncovered. Any member entering any meeting and acting in a disorderly manner and interrupting the business, shall be ejected by the door-keeper upon orders from the chair. Any member excluded from his branch for any cause shall have power to appeal to his district committee and if not satisfied shall have power to appeal to the delegates, whose decision shall be final.

17. **VISITING MEMBERS.**—Any member visiting a branch must produce his pence card upon request, and must ask permission before addressing the branch. He cannot vote in any branch, except that to which he belongs.

18. **DUTIES OF BRANCH OFFICERS.**—*President.*—That the president shall be present at all branch and contribution meetings, and branch committee meetings, and see that all business is conducted properly, and he shall countersign all cheques before they are paid by treasurer, and sign all minutes after they are confirmed. He shall have power to call meetings of his branch, with the approbation of the secretary. Any president neglecting the fulfilment of his duties may be disqualified at the discretion of his branch.

19. **SECRETARY.**—His duties shall be to keep a correct account of all moneys received and expended, he shall strictly attend to all moneys being remitted to the general treasurer, an account of which shall be sent by him to the general secretary at the same time. He shall attend all branch and committee meetings, and take minutes of the same; and have charge of all books, documents, and correspondence relating to the branch. He shall keep the books clean, and have them ready for inspection at any time. He shall also forward to the general secretary a quarterly balance sheet ending the last day of March, June, September, and December, showing the number of financial and unfinancial members, and the amount of money paid by them for the protection of labour. He shall post up all members' names who may be in arrears the sum of 1s. 6d. Any secretary neglecting to comply with the foregoing rule shall be liable to such fine, not exceeding 7s. 6d., as the district committee may determine. He shall, on his election, forward at once his name and address to the general office. No member shall be eligible to hold the office of secretary to any branch before he has been a financial member of the Federation three consecutive months, except in the case of new branches.

20. **TREASURER.**—The branch treasurer shall be a householder, and must give such security as the branch may determine; he shall be responsible for all branch funds, and must forward them to the general treasurer as soon as they amount, in branches of 100 members or under, to 1l., in branches of over 100 to 2l. All remittances must be made payable at Neville Street Post Office, to Samuel Smith, 56, Whitehall Road, West, Gateshead. He must pay all cheques for branch expenses presented by the secretary after seeing that they bear the branch stamp and are endorsed on the

back with the president's signature. He must carefully preserve all cheques paid by him and present them for examination at the audits, and must be prepared to give an account of the financial position of the branch at each meeting. On leaving or resigning office, all moneys and books in his possession must be handed over to the branch committee. The treasurer of each branch on the one part, and the president, secretary, and not less than two members of the branch on the other part, shall sign a stamped agreement; the treasurer binding himself to fulfil and discharge the duties of such office, as stated in these rules and the agreement; and the president, secretary, and other two members binding themselves to prosecute the said treasurer in the courts for any departure from the aforesaid agreement.

21. **CHECK-BOOK KEEPER.**—The check-book keeper must attend all branch meetings, and enter all members' contributions in the check contribution book; he must add up his columns at the close of each meeting, and see that the secretary's and treasurer's accounts agree with his. In no case shall any officer of this Federation erase any figures from the books; all alterations must be made with the pen.

22. **TYLER.**—His duties shall be to keep the door, and see that none but members are admitted, and that no disorderly person enters the room; he shall carry out the orders of the chair on all occasions. He shall attend all contribution and branch meeting nights.

23. **AUDITORS.**—One auditor must be appointed at the last meeting in each quarter to audit the books of the branch; he shall serve six months, so that each auditor attends two audits and then retires, but is eligible for re-election. A provisional auditor must be elected each quarter, who shall take office should either auditor be unable to attend. Wherever possible, the auditors must give notice to the secretary if they be unable to attend, to allow him to summon the *pro auditor*. Their duties shall be to audit and examine each quarter all books and documents belonging to the branch; they shall see that all members' contributions are correctly entered in the secretary's contribution book, and that they correspond with the check book, and see that each members' arrears are correctly entered and carried forward; they must inspect all financial transactions and demand receipts for every item of expenditure. They must examine the secretary's quarterly report, and if correct, sign the same, and read it to the next branch meeting. If any auditor sign any books when not satisfactory, he shall forfeit the salary for every such offence.

24. **BRANCHES DISSOLVING.**—That in the case of a branch dissolving or leaving this Federation, all books, documents, moneys, or other property, must be handed over to the person or persons appointed by the district committee or Executive Council to receive them.

25. **MEMBERS TRANSFERRING.**—That any member working or residing in any district where there are branches of the Federation, can place his card in the most convenient branch, but he must in all cases be clear on the books before a transfer card can be granted. His date of entry shall be stated in the transfer card. Each member shall bear the cost of his transfer.

26. The following shall be

THE BRANCH OFFICERS' SALARIES.

Secretary.—4s. per quarter up to 100 members, and 2s. for each additional 50 up to 300, and 2s. for each additional 100 after.

Treasurer.—3s. per quarter up to 150 members, and 1s. for each additional 50 up to 300, and 1s. for each additional 100 after.

Assistant Secretary.—2s. per quarter up to 150 members, and 1s. for each additional 50 up to 300, and 1s. for each additional 100 after.

President.—2s. per quarter up to 150 members, and 1s. for each additional 50 up to 300, and 1s. for each additional 100 after.

Door-keeper.—2s. per quarter up to 150 members, and 1s. for each additional 50 up to 300, and 1s. for each additional 100 after.

Auditors.—1s. per quarter up to 150 members, and 6d. for each additional 50 up to 300, and 6d. for each additional 100 after.

27. **BENEFITS.**—That when the male members of any branch are likely to require the assistance of the funds,

and the Executive Council decide to support them—locked out or on strike—they shall pay to everyone entitled to benefit (according to Rule 5), the sum of 7s. 6d. per week, providing the funds are in a state to meet the same. If any female members of any branch be locked out or on strike and the executive decide to support them, they shall be entitled to 5s. per week, provided the funds are in a state to meet the same.

No branch or part of a branch of the Federation shall give notice of a strike, or of an intended alteration in the hours or conditions of labour until its case has been laid before the members, and a vote by ballot taken, which will be submitted to the district committee, and, if sustained by the district, they will then communicate with the Executive Council to obtain their consent before taking action. Any branch or number of members in a branch ceasing work without having complied with this rule shall forfeit all claims on, or protection from the Federation.

When members of a branch have ceased work, the control and guidance of such branch shall be vested in the association. This shall not be understood to prevent negotiations by the workmen, who shall at all times be left at liberty to come to any agreement, provided terms satisfactory to the branch and district committee can be made without setting forth a principle which would be detrimental to other members in future. No member shall receive strike pay unless he or she has been on strike one week.

28. DUTIES OF MEMBERS ON BENEFIT.—That any member while on strike or locked out and in compliance (according to Rules 5 and 6), must sign a strike book every day, unless he resides over 3 miles from the place of meeting, when he shall be required to sign every alternate day; members shall only be paid for the number of days signed. All arrears owing to the branch by members shall be deducted from their first week's strike pay.

29. PARTIAL EMPLOYMENT.—Any member engaged in a dispute, being offered employment elsewhere at his trade or occupation, shall submit such offer to the strike committee, and, on the decision of the committee being obtained, any member not acting in accordance with their ruling shall forfeit all claims on the Federation.

30. MEMBERS EXCLUDED.—Any member excluded from his branch for any cause shall have power to appeal to his district committee, and if not satisfied, shall have power to appeal to the delegates at the next delegate meeting, their decision to be final.

31. GENERAL SECRETARY.—That the general secretary shall be elected at each delegate meeting. His duties shall be to make the annual returns and transmit them to the registrar, as required by the Trades Union Acts 1871 and 1876. He shall also watch over and further the interests of the Federation to the best of his ability; he shall keep his books and accounts in a clear manner, and enter all contributions and other receipts from the branches, and acknowledge the same promptly to the secretary and treasurer of each branch; he is to lay all business communications before the Executive Council, and, on urgent questions arising, to summon the sub-committee appointed by the Executive Council; he is to have possession of all books, papers, and documents connected with the Federation, unless otherwise specified in these rules, to draw all cheques on the general treasurer for payment of all claims and expenses incurred by the Federation, to prepare agenda for all delegate and council meetings, and attend all such meetings, to call the roll at all such meetings at beginning and reassembling, and enter the minutes of the same, and read the minutes of the previous meeting which shall be confirmed by the delegates present. He shall prepare quarterly returns and an annual balance sheet, and supply the same to the members, with the number of the financial members then in the Federation and the total arrears, together with such information as he may deem useful. Balance sheets must bear the signatures of the auditors. The salary of the general secretary shall be fixed at the annual delegate meeting, and paid by the treasurer every week; he shall give three months' notice, and receive the same before leaving the service of the National Labour Federation.

32. GENERAL TREASURER.—A general treasurer shall be appointed at each delegate meeting, and shall hold office until the next meeting of delegates, unless he, for misconduct, be removed by resolution at the Executive Council. His duties shall be to receive all moneys from the branches, and pay all cheques signed

by the secretary, but in no case pay money to the secretary personally, unless the cheques be countersigned by the president of Executive Council; he shall keep an accurate account of all receipts and payments of moneys. He shall keep in his possession a sum not exceeding 20 pounds for current accounts, except in the case of a dispute occurring, when the Executive Council shall give the trustees notice to supply him with such sums as they may require to pay the members. He shall enter himself into a guarantee society for such sum as the executive may determine, the premium to be paid out of the general fund. He shall be paid for his attendance the same rate of wages and railway fare as the Executive Council, and shall not be allowed to absent himself from duty without first giving notice to the Executive Council or delegate meeting, who shall employ a substitute of their own choice to act in his absence. On no account will the treasurer be permitted to appoint his own substitute without leave from the Executive Council.

33. TRUSTEES.—That there shall be seven trustees, who shall be trustees of all moneys and property invested or banked on behalf of this Federation, and two of their signatures shall be sufficient for the withdrawal of any moneys banked. In case it be necessary to bring or defend an action or prosecution concerning the property, rights, or claims of this Federation, the same shall be brought or defended in the names of the trustees for the time being, who shall be indemnified from all costs or expenses incurred, but no such proceedings shall be taken or defended until the consent of the Executive Council shall first have been obtained. So much of the funds as may not be required for immediate use, or to meet the usual accruing liabilities, shall be placed by the trustees in such places as the Executive Council may determine.

34. DELEGATE MEETINGS.—The annual meeting will be held on the first Wednesday in May. The chairman will be elected from the delegates present. No branch shall be allowed to send more than one delegate to the annual delegate meeting, who, on questions of general management, will give one vote, but any delegate may demand the accumulative vote, when he shall have power to give one vote for every 100 or part of 100 financial members that the branch he represents contains; but no branch or any part of a branch shall be allowed to vote on any question affecting themselves. The accumulative vote or vote by ballot shall always be taken on the election of officers. Every delegate shall exercise his vote on all questions that come before the delegate meeting, except on those that affect his own branch, and in the event of the election of a deputation or committee he shall be compelled to vote for the number required to serve on each deputation or committee. Any branch with a financial membership under 25 shall not be allowed a representative at the delegate meeting. Delegates' expenses shall be fixed and paid by the district committee, and paid from the district management fund. Rules may be made, altered, amended, and rescinded at a delegate meeting.

35. DUTIES OF EXECUTIVE COUNCIL.—That they shall watch over the interests of the Federation in all matters; and shall see that the rules are properly observed and carried out; and consider every application from the districts for assistance, and decide whether the applicants shall receive support; and in granting or withholding support, they shall in every case endeavour to work in harmony with the members and the trade societies taking part in that dispute. The Executive Council shall determine anything wherein the rules are silent, but in cases of importance and where time permits, they shall consult the districts, but in no case shall they alter the authorised rules of the Federation. The Executive Council shall at their first meeting after election elect from their own body a president, who shall be entitled to a vote, and in the event of the votes being equal, a casting vote. He shall preside at their meetings, sign the minutes after they have been confirmed, also all cheques and other documents that require his signature. The executive shall have power to appoint an assistant to the general secretary when found necessary.

36. VICTIMISED MEMBERS.—If any male member or members should be discharged from their employment in consequence of adhering to the rules of the Federation, or for holding any office, or sitting in committee,

or attending council meetings, or attending on deputations to employers, if properly appointed, or collecting contributions, or in any other legal way advocating the claims and furthering the objects of the Federation, without interfering with the employers or the liberty of their fellow-workmen, such member or members shall immediately communicate the particulars of the case to the committee of the branch they belong to, who shall promptly investigate the matter, with a view to restoring such member or members to their work, but if it is found impossible to do so, they shall be supported from the funds of the Federation. But no member or members will be supported as victims who may have been discharged from their employment through neglecting their work, swearing, and using abusive language to the owners, managers, or foremen.

Any male member or members who may have been acknowledged by the Federation as victims in accordance with the foregoing rules shall receive 15s. per week and 1s. 6d. per head for each child for one month, if they are not able during the time to get work, but at the end of four weeks they shall attend on their branch committee for the purpose of stating their efforts to get work, when it shall be at the discretion of the branch committee whether the support shall be prolonged, and, if so, to what amount, in accordance with the circumstances of the case.

Any male person who has been duly made out to be a sacrificed member, shall, on finding employment, receive as a removing portion such sum as the Executive Council may determine. Female members who are victimised according to the foregoing rules shall receive 5s. per week.

37. INVESTMENT OF THE FUNDS.—The funds of this Federation shall be invested in the following manner:—In Government securities, in public funds, in real securities, in the National Provincial and other banks, in railway stock, in the purchase of land not exceeding one acre, or in mortgages. The ways or means in which funds shall be invested must be settled by a council meeting, of which seven clear days' notice must be given to each branch. The trustees in no instance to have power to control the members with respect to the modes of investment, but neither will they be held responsible for any commercial losses sustained by such investments.

38. AUDITORS.—That two auditors and one provisional auditor shall be appointed annually by the delegates. No member of the council or permanent official connected with this federation shall be eligible as an auditor. The duties of the auditors shall be to audit annually the accounts of the income and expenditure, also all books at the general office, and see whether they have been correctly kept, and

whether the contributions from the branches have been entered in the ledger, and correctly added and transferred with any other income to the cash book. They shall also, in examining the expenditure, require the production of all cheques for every item of expense, and all cash in hand. They shall examine the balance sheet drawn up by the secretary, and if satisfied with its correctness, sign the same. Each auditor shall be present at the next delegate meeting to give his report.

39. That any member or person having an interest in the funds may inspect the books and the names of the members at any time, provided that if required he gives one week's notice to the officers concerned.

40. DISSOLUTION.—A dissolution of this Federation may take place with the consent of five-sixths of the individual members, the votes of whom shall be taken by ballot, and in the presence of the general secretary of the Federation.

41. The foregoing rules set aside and render null and void all previous rules.

42. That the removal of committee and officers be decided by a vote of the members taken at the delegate meeting.

43. We, the undersigned members of the National Labour Federation hereby subscribe our names in accordance with the Trades Union Act, 1871.

WALTER HARRIS.
JAMES MCGREGOR.
JOHN FOORD.
WILLIAM TREMBLE.
WILLIAM GOLDSBROUGH.
JOHN KNIB.
ROBERT HUNTLY.

FORM G.
REG. 10.

TRADE UNION ACTS, 1871 AND 1876.

Certificate of Registry of Complete Alteration of Rules.

NATIONAL LABOUR FEDERATION, a Trade Union,
Register No. 503.

It is hereby certified that the set of rules, copy whereof is appended hereto, has been registered under the above-mentioned Acts, in substitution for the set of rules already registered for the NATIONAL LABOUR FEDERATION, a Trade Union, this 7th day of January 1891.

J. M. L.

Copy kept—J. M. L.

APPENDIX CLII.

MEMORANDUM ON THE IMPROVEMENT OF CENSUS RETURNS, especially as regards Occupations and Industry.

A.—PRESENT DEFICIENCIES.

We, the undersigned, desire respectfully to express our opinion that in this, as in other countries, there is a rapidly increasing need for more accurate statistics, especially in matters relating to industry; and that the existing arrangements for the Census do not meet the requirements which have grown up since they were first adopted. The chief deficiencies which we find in these arrangements are:—

- I. The length of interval, ten years, between successive Censuses.
- II. The absence of a Permanent Department with a sufficient number of officers devoting their whole time to Census work, to enable all the more responsible parts of the work to be undertaken or supervised by persons specially trained for it.
- III. The absence of any information with regard to the numbers of employers and employed, except in agriculture.
- IV. The absence of any attempt to distinguish between skilled and unskilled workers, in such

cases as the building trades, where these distinctions are clearly marked; and the misleading character of the returns that are made in this respect.

- V. The vagueness and unsystematic character of some parts of the lists of occupations, and especially of Class VI., which includes more than half the population under one head as "Persons returned by Property, Bank, &c., and not by special occupation," without any attempt to distinguish the sub-classes to which they properly belong.

B.—REMEDIES.

We venture, with great submission, to offer proposals for changes, which, without involving any inordinate expense, would, we believe, remove the chief of the defects which we have noticed:—

- I. The Census should be quinquennial instead of decennial.

[If a complete Census every five years would cost too much, a simplified one might be taken of a scheduled

list of large towns, intermediate between decade and decade, that is, in 1896, 1906, &c. On the latter plan the intermediate Census (in addition to general information) might deal with special subjects applicable to large towns. A complete quinquennial Census is, however, much to be preferred.]

II. The Census should be the care of a special department, which should continue in existence, and after one Census was over should begin to prepare for the next. It is believed that this would be found an economical as well as efficient plan; the general object being that the fullest value should be obtained for the large expenditure to which the State is in any case committed.

[It is possible that in the years in which the staff is least occupied the department might be able to undertake other inquiries suggested by the events of the moment. It might do work which Royal Commissions need, but cannot accomplish for themselves, except in an imperfect way, and with great loss of time.]

III. A column should be added to the Householder's Schedule to state (1) employer, (2) employed, or (3) neither, and in order to obtain specific information on questions of employment, the Numerical Census should be immediately followed by a further inquiry.

[The instructions printed at the back of the Householder's Schedules for 1881 not only provide for the designation of masters as such, but ask for a declaration of the number of workpeople employed. No use seems to have been made of this information, which was perhaps very imperfectly obtained. It is now suggested that if the information asked be confined to the declaration "employer or employed or neither," there is no reason to expect that it will not be made as fairly as for any other part of the Census, and that if the common impulse of self-importance causes the return to favour the side of the employer over that of the employed, the error will be detected by the special inquiry which it is suggested should immediately follow the enumeration.]

The object of the special inquiry will be to find out the numbers usually employed by each person returning himself as an employer, together with such other information as can be obtained towards the perfecting of an Industrial Census.

[It is suggested that this subsequent inquiry shall be made by the sub-registrars, who shall for this purpose detain the original papers long enough to prepare lists of the names and addresses of employers, and shall make use of the most intelligent of their temporary staff to obtain the returns and be responsible for their *bond fides*. The inquiry may be spread over as many weeks as may be necessary to do the work thoroughly. It is intended that the information obtained should be used in connection with the labour statistics of the Board of Trade.]

IV. The General Plan of Arrangement of Occupations, used since 1851, requires revision in order to give an intelligible picture of the industrial constitution of the kingdom.

Two columns should be used to state the occupations in the Householder's Schedule, one for the general denomination under which the occupation falls, and the other for the particular branch named; and the general plan of arrangement should be printed at the back of the Schedule as a key to the instructions.

[The undersigned are well aware of the difficulties which surround this part of the subject, and it is only in a very general way that they venture to put forward their views. By the suggested use of two columns to describe occupation or position, they merely seek to apply to all the rule which the instructions printed on the Householder's Schedule of 1881 applied to many; while the object of printing the general plan of arrangement as part of the instructions is to attempt to interest the householder in the return, and enlist his intelligence. The points on which confusion has arisen in the past, and on which better returns are much to be desired, concern:—

- (1.) The separation of manufacturers from dealers.
- (2.) The separation of artisans from labourers.

(3.) The separation of different classes of workers in the large industries.

It is fully admitted that these distinctions cannot be made with precision, but it is claimed that they do in fact exist, and it is believed that they would, in fact, be fairly reflected in the returns; and that the extent of possible error could not in any case rob the returns of a large measure of value and utility. And, further, it is submitted that the special employers' inquiry herein suggested, and the inquiries now undertaken by the Board of Trade, would throw cross lights on the subject, and, combined with the general returns of the Census, form an extremely valuable body of information.

As to manufacturers and dealers, it is submitted that the difficulty of those who are both applies only to master men, would hence be reduced to a small matter by the separation of employers from employed, and solved entirely by the special employers' inquiry.

As to artisans and labourers, it is not sought to push the distinction beyond what is commonly recognised in the trades. On the two-column plan suggested above, men may be expected to return themselves as labourers or as journeymen, and according to the trade at which they are working. Similarly with the leading divisions of the great industries, it is believed that if encouraged by the form in which the return is asked, the information as to the particular branch or status in the employment pursued, will be readily and on the whole correctly given. It is also thought that such vague expressions as "agent," "contractor," "machine worker," would be avoided to a great extent by this means.

The practical difficulties of tabulation are beyond the scope of this memorandum. It is not to be expected that the total number of recognised employments can be indefinitely increased, nor is it thought that any great increase in the total number would be necessary. It is rather a rearrangement that is asked.]

V. Minor suggestions are: that the last column in the Householder's Schedule for 1881 (that for infirmities) should be dispensed with, experience having proved it to be unreliable and valueless; that the inmates of workhouses, asylums, and prisons, be stated as such in the general returns, and not under the heading of the employments they have formerly pursued; that all instructions furnished to the enumerators be printed with the report of the Census.

VI. For the disintegration of the "unoccupied class" or "persons without specified occupation," we do not venture to make any positive suggestions. It would be desirable, if it were possible, to show for each employment not only those working at it, but also, separately, those dependent on these workers; and we think, though not possible in detail, this might be done in some general way. It should at least be possible to subdivide in some explanatory way the mass (over 50 per cent. of the population), stated in one line of the last Census, and described as "Persons returned by Property, Rank, &c.," with most misleading effect.

In conclusion, it is submitted that the country regards with general approval the present large expenditure on annual agricultural returns; that those returns show the advantage of retaining a specialised staff with acquired technical knowledge, and entrusting to it the collection of statistics at shorter intervals than now intervene between successive Censuses; that a re-organisation of the Census Department would give opportunity for bringing the statistics relating to agriculture, and those relating to other industries, more into harmony than they are at present; and lastly, that the additional expenditure now asked for on behalf of the general industries of the country would not amount to nearly as much per head as that incurred on behalf of agriculture.

A. H. D. AGLAND, M.P. for Rotheram Division, Yorkshire.

*ARTHUR H. BAILLY, Actuary to the London Assurance Corporation, Royal Exchange, E.C.

*T. GRAHAM BALFOUR, M.D., F.R.S., President, Royal Statistical Society, London.

C. F. BASTABLE, Professor of Political Economy, University of Dublin.

*JAMES BONAR, Civil Service Commission, Westminster.

* Those marked with an asterisk express general concurrence only.

- CHARLES BOOTH, 2, Talbot Court, E.C.
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 *THOMAS BURT, M.P. for Morpeth.
 WM. CUNNINGHAM, University Lecturer, Cambridge.
 F. Y. EDGEWORTH, Professor of Political Economy in King's College, London.
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 WM. HENRY HEY, Secretary of the Ironfounders' Society.
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 *MANCHESTER STATISTICAL SOCIETY, EDWIN GUTHRIE, President; FRANCIS E. M. BEARDSALL, Hon. Sec.; GEORGE H. POWNALL, Hon. Sec.
 ALFRED MARSHALL, Professor of Political Economy, Cambridge.
 A. J. MUNDELLA, M.P. for Brightside Division of Sheffield.
 J. E. C. MUNRO, Professor of Law and Political Economy, Owen's College, Manchester.
 J. S. NICHOLSON, D.Sc., Professor of Political Economy, Edinburgh University.
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 W. R. SORLEY, Professor of Political Economy at University College, Cardiff.
 WILLIAM STEBBING (except A I. and B I.), Lincoln's Inn.
 J. E. SYMES, Professor of History and Political Economy at University College, Nottingham.
 B. ARTHUR WHITELEGGE, Medical Officer of Health, Nottingham.

The Statistical and Social Inquiry Society of Ireland (Dublin) has passed resolutions fully supporting the proposals contained in this memorandum, and will be represented in the deputation to the Treasury.

* Those marked with an asterisk express general concurrence only.

APPENDIX CLIII.

Extract from MINUTES of FOURTH ANNUAL DELEGATE MEETING of the DOCK, WHARF, RIVERSIDE, and GENERAL LABOURERS' UNION, held at "The Shepherd's Hall," Market Street, Bristol, on September 11th to 16th, 1893.

SECRETARY'S REPORT.

To the Members of Conference and Trustees.

DEAR SIRS AND BROTHERS,

You have now been called for your Fourth Annual Conference. What is done at this Conference will decide as to whether our Union will grow to its wonted strength, or whether a weakening will continue, vitally affecting the existence of the organisation itself. You have had the benefit of advice from capable men, inside and outside of the Organisation. Men who have grown in experience with your growth; men who have given unceasingly of their strength, and talents, to maintain in undisputed effectiveness your Trade Union.

During these four years many instances of the greatest importance have thrown a light on the character of our fellow members; possibilities, latent and undreamed of, have evolved, and, as a consequence, we have gained in kind, experience, ability, and fitness, so that to-day no man capable of reading, or capable of intelligently thinking, can ignore the vast changes wrought through the medium of our movement. We found dock and riverside workmen unorganised. We were met at the outset by a condition of things which baffles human ingenuity to describe. The docker, robbed of his wage, forced at any period of the day to be at the beck and call of contractor, sweater, and shipper. We found him all but unprotected from grave danger while at work; exposed to all weathers; paid off with an hour's pay; no definite time of hiring; no minimum condition of work and wages; no chance but a scramble for work; and no chance but fitful and uneffective opposition to bad conditions, wages illegally

detained, and absolutely without organisation to redress or resist a grievance.

All these environments have been changed or modified. A standard condition of wages, rates of overtime pay, conditions of labour have been fixed. In every one of the Districts, without exception, where the organisation has been maintained, nearly all the conditions afore-mentioned have been upheld. In all cases where the members have lapsed or seceded from our Union, and the severance has been to localise, every District and body of men acting as indicated have met with ignominious failure, and loss of all the conditions for which we strove. According to the returns in our 1890 Report you will find every justification for computing that over one million sterling has annually been added to the wages of the members of our Union, embracing of course all the varieties and classes of trades particularly interested in the Dock, Wharf, Riverside and General Labourers' Union. These facts have been collected by the responsible officials in all Districts where advances have been won, and tabulated in such a form that all may understand the same, from its simplicity and comprehensiveness. Many other advances have been gained, and tabulated in the succeeding Reports.

During this year, a year that will be famous in the records of trade unionism, a severe blow has been struck at unionism, the effect of which is not easy as yet to foresee. Many of the better favoured unions have been weakened; the ruthless behaviour of employers has done much to prevent even the civil rights of the workers being respected. The strikes which have occurred since January 1st, or since our last Conference, have been fraught with the gravest con-

sequences to us. Those of chief importance have taken place in Bristol, Swansea, Gloster (*sic*), Hull, London, Grimsby, and Skewen.

Bristol.

The deal carriers have successfully resisted the introduction of unfair conditions of labour, and are to-day, after a dispute lasting more than six months, working on the same conditions as previously obtained. All imported men are withdrawn, and even better conditions prevail, the men themselves being party to an improved method of supervision, and are loyally standing by all agreed terms. During the half-year no less than 2,229*l.* 15*s.* 0*d.* has been paid for disputes alone.

Swansea.

The very intricate nature of the various employments followed by our members in this district, have rendered it imperative a very careful watch over the conditions, rates of pay, &c., and the manifold difficulties attending the regulation of the conditions drawn up and assented to by the members and their employers. The depression in trade has naturally affected this port and its industries in adjacent Districts. Llanelly, Skewin (*sic*), Neath, Briton Ferry, are practically covered in the term Swansea District. The tin plate trade, the copper trade, steel works, fuel works, together with every form of dock, ship, quay, or warehouse work have shared the depression. The late dispute among the miners in South Wales has seriously affected the District also. In spite of the machinations and the deliberate attack upon the unions, in spite of boycottings and threatened reductions, our men in this district may be said to have loyally stood to their principles, and in all cases have been able to prevent serious reductions.

Newport.

The coal dispute has also seriously interfered with the members in this district, but, so far, those who are being distressed, are bearing bravely the unforeseen conditions now imposed owing to the colliery stoppage.

Gloster.

In this district, by persistent watchfulness, rates have improved, agreements have been made, and many of the strained relations with some of the employers relaxed, for a business understanding of obligations.

Bridgwater.

This District has held its own, and every one of the conditions agreed to in 1890 are being enforced with the exception of one firm, whom we are now approaching for the purpose of bringing them to agreement with the other employers, who are anxious also to see the conditions acted upon by all the firms who are signatories to the agreement.

Cardiff.

Owing to the apathy displayed by those who have materially benefited in this district, we have reluctantly been forced to withdraw our delegate.

London.

With the exception of some slight District trouble, in most cases caused by the introduction of some new methods of working, London may be said to have improved all round. A reference to the half-yearly statement will suffice to show the relative liability of each District.

Hull.

You are aware of most of the facts of the severe and protracted struggle in Hull. During the whole period covered by the dispute, every opportunity presenting itself to bring about negotiations and settlement was eagerly grasped. As usual, we were met at every turn by the false rumours circulated in order to weaken our ranks. Every day saw placards announcing the close of the dispute, and a more malignant method of checking supplies can hardly be conceived. In spite of such heartless tactics we were enabled, through our Union and friends, to subscribe and collect the large sum of 14,000*l.* The period of the struggle covered seven weeks, with an average of 8,400 on our list for relief. The sum just mentioned, although being a large one, scarcely sufficed to meet the large demands of those in distress. The relief given, and assistance rendered during the struggle, came from skilled and unskilled alike. The Railway Servants, Amalgamated Society of Engineers, Miners in Yorkshire and Lancashire, all contributed. The Stone Grate Workers of Sheffield, their Executive, together with the Miners, organised large meetings, at which considerable sums of money were collected. In Leicestershire and Nottingham, and in Lincolnshire, meetings were organised, where valuable assistance was rendered us. The Executive of the Railway Servants lent us the services of Mr. Maddison, who rendered yeoman service. The Hull Trades Council and its Executive gave invaluable aid. No words of mine could adequately express the real good done by them, under the capable handling of their President.

The Cause of the Dispute.

You will bear in mind the cause leading up to the development was a desire expressed by the firm of Messrs. Wilson to check or crush the men's combination. By their long acquaintance with the port, and the wealthiest shipowners in the United Kingdom, they were in a position to wield immense influence. The first signs of active hostilities were given in the creation of a Free (P) Labour Exchange.

The combination of employers placed the trade of Hull and the interests of its inhabitants in the hands of the Shipping Federation. This unreserved allocation to an outside syndicate of the duties of supervising the labour, naturally resulted in the men themselves declaring their determination not to work with the imported non-unionists.

As was to be expected a struggle took place, in which our men behaved with commendable bravery and coolness, in spite of the overwhelming odds opposed to them.

With an empty exchequer, with all civic government suspended, with barbarous intimidation of magistrates, police, soldiers, and gunboats to front, each and every function of local office, watch committee, board of guardians, arranged in a conspiracy against us, we maintained a stubborn fight, ultimately effecting the removal of all imported non-unionists before returning to labour.

The Conference and membership generally will be interested to learn that manifestoes were promptly issued; replies were also given to all statements in the local and London press, which adversely criticised the men of Hull. We offered on several occasions to undertake to work for all employers who would undertake to "guarantee that all conditions agreed upon before the dispute were maintained." Thus, those who would gladly have accepted were prevented from so doing, by the fact that some indemnity was guaranteed the waverers on condition they acted with the other employers of labour.

Questions were moved in the House of Commons, and a very interesting discussion took place, which resulted in the piously dropping the discussion, in spite of the vigorous speeches of all the Labour Members. Two gunboats, as well as troops of horse soldiers, were introduced, and the sight was to be beheld each day of two divisions of cavalry parading the streets, with a magistrate in a cab, being drawn (evidently in great discomfort) round the town several times. Picketing under these circumstances became a difficult task, rendered dangerous in some instances by the fact that men were deliberately ridden over when peaceably walking the rounds of duty, necessitated by picketing. At the present time work has slackened in the Port. As a consequence many men, who have not been working for months together, have been unable to pay ordinary contributions. We are trusting, however, to see a return to something like the old enthusiasm, when the Hull brothers will make their local centre a power for good.

Permit me to thank the whole of those branches and members who were so solicitous for my welfare during the ordeal of the trial, "*Queen v. Tillet*." In this case a deliberate attack was made upon organised labour. No expense or effort was spared by the Bristol authorities to bring about my incarceration. Happily, those who were anxious for my imprisonment were doomed to disappointment. Under the astute lead of Bernard Coleridge, Q.C., ably assisted by the union solicitor, the venue of the trial was removed from Bristol to the Old Bailey.

Judge Lawrence coming in the rota in turn was selected to try the case. The unfairness of assuming such a position was so obvious, that when our counsel submitted the propriety to him of vacating the position of judge in my case, after some very malignant statements at the close of the Bristol trial, Judge Lawrence graciously withdrew. Justice Cave was appointed, with the result you all know. The counts were lessened, and an able defence made to what might be termed a most scurrilous and vicious attack upon workmen's combinations. The result of this trial will prevent other benches of magistrates in other centres from adopting the same tactics.

You will see that last year's Conference was rendered abortive by the fact that rules in all cases were not complied with. This year it will be best if the strictest regard is paid to constitutionally altering, amending, rescinding, or modifying the laws governing our union. It behoves the membership entrusted with the

Bristol Trial Case.

Important Conference matters.

care of work of the Conference to realise the importance of paying studied attention to the Districts now disaffected by disputes locally, either with employers or among our own membership. Swansea, and in fact the whole of South Wales, needs thorough re-organisation, as does London and Hull, Medway and Thames. Southampton and the North of England could be extended. We have opened up a branch at Worcester, which is in direct touch with Gloucester.

Re-organ-
sation.

There is a tendency, which is natural, to economise. The slightest mistake, the interference with the wishes of a particular District, have in the past (although in some cases justifiable) meant the total loss of a District, which means a general weakening of the whole Union.

That unity of desire which should give character to our movement is too often lacking, and precious time is wasted, and a precious movement is wasted by the fault-finding of those who recklessly gamble with the destiny of the organisation.

There must be a chivalrous give and take. There are two expressions of our organisation:—1st. The formative or organising portion of our Union. The creative capacity, which has called into existence many Districts, and have defined an incoherent movement in others. The capacity, which during that period of strife, either with outside forces or from dissension in our midst, is the capacity called upon to grapple with the really hostile forces of capitalism. The work of calling into existence an organisation in the various centres has entailed labour of no mean order. In some centres there have been many who have readily and intelligently recognised the worth of such work, and have gladly assisted. The calling into existence of the organising capacities of the men forming Districts and branches, the development of Districts, have naturally called for local representation. That in itself shows that progress has been made. Men have been chosen who are experienced in the particular trades worked at by our members.

The first and most important of our organising resources have been called upon to render the best interpretation of all executive decisions. Being central officials they have been in a position to impart information which, were it to come from a local man, would necessarily awaken animosity against the local representatives, and in some cases would prevent a free and frank expression of opinion, or the firm carrying out of an E.C. instruction. Our aim should be, then, to make the most effective use of such organising talent as we possess, consistent with economy.

District
Secretaries
and Invest-
igators.

In all cases your Executive have endeavoured to make all necessary provision for local wants. The task is a difficult one, in view of the circumstances that our control is central, thereby removing the burden of interpretation of rules from the shoulders of local men: but we depend upon the loyalty of local officials to carry out instructions. On many occasions firmness has been lacking, and the whole responsibility has developed upon central officials and Executive Council.

Great praise, however, is due to the men who daily, face to face with the many troubles arising, are to be found advising, assisting, and often checking those who would otherwise take unwise and precipitate action. In all the Districts these men have been able, whenever active, to render invaluable service to the Union in the maintenance of its membership and their wage advantages.

Government
by E.C.,
District
Committee
and Branch.

In each of these expressions of government the lay member has splendid opportunities to do good or ill. As a rule, human nature is most serious when it wants to resent some grievance. Those most relentless in objections often are those who consider the movement should yield more than can be expected from it, but when it is understood that our class follow precarious employment, a precariousness often preventing, and in nearly all cases neutralising, their power to subscribe regularly. Lack of persistency in well doing, we undertake to say, is inevitable, and belongs to all Unions, unless the standard of education and experience, together with the steady employment of its members, offers a check to inconsiderate action. Economy may be effected in many cases of local administration. The greatest care should be taken in dealing with the minute details of expenditure. You will find that travelling and organising for the half-year has cost 131l. for all Districts; Services Rendered, 981l.; District Expenses, 218l.; Executive and Emergency, 201l. 17s.; Finance, 23l. Whatever the services to be rendered in the future the utility value of our staff of District and other officials must be gauged.

The task before you is to decide whether a multiplicity of minor officials, with restricted duties, shall take the place of those who were in the inception of our movement, the creative and organising forces, defining, educating and helping the formation of branches, tabulation and presentment of grievances, and negotiators for terms when organised efforts have been made to redress grievances, to improve rates, and to generally advance the claims of labour. If the time has come when members are prepared to rely on perfunctory unionism, the Conference should give this their serious consideration. Your duty will be to make your deliberations all embracing, taking extreme care that your decisions be compatible with the needs and the desires of all the Districts represented here.

You will be glad to learn, I trust, that the deputation introduced by myself, which waited on the Home Secretary, laid before that gentleman the facts concerning the dangers associated with the work of our members. We explained in detail the various agencies through which you obtain employment. Our object was to secure from Mr. Asquith a definite expression of opinion as to *who* should constitute the employer in cases where the merchant had contracted with the shipowners for the loading, carriage, and discharge of cargo, the shipowner again handing over the duty of loading or discharging to a dock company or a sub-contractor. We pointed out that the merchant or shipowner, dock, wharf, or warehouse company, should on each occasion when sub-contractor is employed be the party liable in case of accident to workmen. We also urged that contributory negligence in the Bill, should be understood as *actual negligence* in all cases of defect in gear or machinery. We explained that intimidation of the worst character was often used against witnesses, and that men were prevented from speaking the truth on account of the harshness and boycotting they would have to submit to. The Trades Congress have done well also in emphasising this, and I trust to see the Bill carried as it stands, and the contracting out disallowed.

Employers'
Liability
Bill.

This question, which has been agitating industrial England, is now nearing the goal of realisation. Some of us are sanguine enough to believe that if the measure does not become a statutory measure, the swift progress of industrialism will settle the question for itself. It must not be supposed that a reduction of the hours of labour will solve the labour problem. The advance of scientific methods in productive effort multiplies the effective capacity of the workers prodigiously. A limit of hours fixed, while, presumably, a gain on account of extending the available bulk of labour to a greater number of workmen, is, after all, only a transitory benefit. This productive capacity is for ever advancing, and the task for the intelligent workmen is to see that all gain should not go to the capitalists, in inverse ratio to his real claim; but that all aids to production shall be jealously commanded in the interest of the many. The standard of wage and living really determines prices, and the purchasing capacity of wages is the real market arbiter. A low purchasing capacity means slack trade, and *vice versa*. Wages then is the positive power, fixing a standard condition of living. One great need is stability. An everlasting fight is going on between producer and consumer. Every additional agency through which the commodity passes before reaching the consumer adds in rent, dividend, and profit, to the original cost. The work of the economists of the future will be to simplify industrial processes; to insure that unearned increment goes to reduce taxation for the many, instead of making fortunes for the few; to bring in direct touch the producer and consumer. Co-operation and trades unionism is now the immediate agency, giving in the first place the co-operator full value at first cost; and in the second, assuring to the worker a rate of pay fixed by his trade union, and not subject to the uncertain barterings and haggling of the market. Beyond and above this is the collective ownership of land. Palliatives or relief works, Socialists' colonies, workhouses, and charities will not suffice to meet the larger needs of the times. Up to the present, failure has dogged the footsteps of these attempts. More drastic legislation is necessary; municipal and State collectivism must be taught and practised. At the present moment many hundreds of millions are sunk in municipal undertakings, and the collective experiment is gradually, but surely, extending to undertakings which in the past were believed impossible to be successfully managed by a civic corporation, or the State.

Eight hours

Our duties may be succinctly stated as follows:—

- (1.) Trades union rate of wages must be paid in the manufacture for all goods purchased. The sweater must be avoided.
- (2.) The sweater abolished.
- (3.) Co-operative effort under trades union conditions made.
- (4.) The surrounding by statutory protection of the workers' condition, his civil rights, and representative character.
- (5.) The affording to the worker of every educational advantage and opportunity.

Unem-
ployed.

One of the saddest, and certainly the most serious of all the difficulties facing the social reformer is the question of the unemployed. Our work is especially subject to fluctuations in trade. Not more than 30 per cent. of our members may be said to find regular employment. Another 30 per cent. may be said to command three to four days per week; while the remaining 40 per cent. gravitates between casual employment, or being out of work for long periods of time. At least a million of men are constantly on the list of the unemployed. Frederick Harrison has said that 90 per cent. of the working population are without proper home accommodation. There is no absolute solution until the ownership of all means and instruments of production, distribution, and exchange are in the hands of the community, and the nationalisation of capital is an accomplished fact. Immediately before us there is a possibility of great good being accomplished. Efforts might be made at once by the calling of a National Congress of representatives from county councils, town councils, vestries, guardians, and high-

way boards, who could undertake to discuss these questions:—

- (1.) The improvement in the sanitary condition of all localities by (a) clearing of all insanitary areas.
- (2.) The erection of new and improved dwellings in place of dwellings demolished, (a) widening of streets, (b) relaying of roadways and making of new roadways.
- (3.) Purification of all rivers, streams, and tideways.
- (4.) Construction of harbours of refuge.
- (5.) The multiplication of bridges, demanded by growing traffic.
- (6.) The direct employment by the municipal authority of its own labour.
- (7.) The drawing up of a bill giving full borrowing authority to districts to undertake any local improvement, or to provide remunerative work to unemployed, or in the cultivating of new industries, purchasing of docks, waterways, river frontage, waterworks, gasworks, and land. Such a conference could define the position, and would tend to benefit the workers of the country if the needs of the unemployed portion of the community were met. So long as this hungry host is with us, the task of the reformer is made a thousand-fold more difficult. Families are called upon to share out of their scanty provisions, which scanty wages affords to relatives who are distressed; thus the burden of meeting wants is ever becoming weightier, gradually lowering the average standard of living, and surely tending to the deterioration morally and physically of the workers.

Trusting we shall register progress at this Conference.

I remain fraternally yours,
BEN TILLET.

APPENDIX CLIV.

The SCOTCH FISHERY BOARD and the HERRING BRAND.

ENGLISH FISHERIES.

Government Supervision of the Conduct of English Fisheries was abolished in 1850, and of the Isle of Man Fisheries in 1869, with advantageous results.

SCOTCH FISHERIES.—THE BRAND IS A SURVIVAL.

The Scotch (north and east coast) *Herring Brand* survives in a form "very different from its original nature and object." In its earlier years the industry was subsidised by Government "with the ulterior view of obtaining recruits for the Royal Navy." The brand was employed as a stamp or token of a title to participate in the bounty or premium paid for each barrel of fish properly cured for consumption.

THE BOUNTY.

The industry, in consequence of the bounty, so prospered that, in 1830, the bounty was discontinued. The Crown branding survived, and, in spite of recurring complaints of disastrous effects, and appeals based on the anomaly of the situation, continues to the present time.

INQUIRY OF 1881.

It is maintained by the opponents of the system that, at the time of the inquiry in 1881 of a Select Committee of the House of Commons the Fishery Board for Scotland and their officials did all in their power to maintain an institution from which a large part of their revenue was derived.

The opponents of the brand point to the arguments in the minority report of this committee of 1881 as valid, and reply *seriatim* to the arguments of the majority report, which was in favour of continuance of the brand.

They urge consideration of the practical difficulty of adjusting any system of brands to the various markets. In 1890 six new brands had to be substituted for the five brands previously in force, but the change has not availed.

DECREASE IN BRANDING SINCE 1881.

In reply to the report of the majority of the Committee, 1881, it is urged:—

1. That statistics show, since 1881, that a steady decrease of branding has taken place, which contradicts the opinion "that the success of the brand had been permanently established." There was a uniform decrease from 50 per cent. in the five years ending 1875 to 20 per cent. in 1891. There was an increase of exportation of unbranded herring from 20 per cent. in the five years ending December 1875 to 46 per cent. in December 1890. Branding curers are given an undue advantage by a certificate of quality, which enables them to sell their herrings at a higher price than they could obtain without. *Some curers brand their inferior cure only.*
2. The experience of the west coast of Scotland, where no brand exists, contradicts the opinion that the brand assists the smaller curers, or that it induces greater competition for the fishermen's labour.
3. The whole of the trade witnesses examined before the 1881 committee, whether abolitionists or advocates of the brand, have since that time passed through commercial disaster, and some of them have been driven out of the trade in consequence of the speculation and gambling by "blank selling" which is created by the Government brand. "The continental buyers by blank selling" through agents in Scotland, who have not one

herring in stock when they sell thousands of barrels, thus get the command of the market. The brand is the leveller which artificially puts good and bad curing on the same level."

4. During the past two years only one-third of the herrings exported have been branded. *The interests of the majority are sacrificed to the minority.* "It is most undoubtedly true that the Government brand subsists only to keep in the

trade of curing those men who are unfit to retain a place in it on their own merits, and who are almost exclusively persons having some other business as a means of livelihood, such as bankers, sailors, general merchants, commission agents, and farmers, who are without practical knowledge."

GEOFFREY DRAGL,
Secretary.

APPENDIX CLV.

THE STATUTE LAW AS TO ARBITRATION IN TRADE DISPUTES.

The Act of 5 George IV. c. 96, passed in 1824, and amended in details in 1837 (7 Will. IV. & 1 Vict. c. 67.), gives compulsory powers of settling certain disputes between masters and workmen on the application of either party.

The process is a hearing before not less than four or more than six arbitrators, half being or representing masters and half being workmen, but all nominated by a magistrate of the district where the party complained against resides,* to whom application must be made in the first instance. But also the parties may agree upon any other mode of arbitration (s. 13).

A number of causes of dispute are mentioned, evidently with a principal, if not an exclusive, regard to piece-work in textile manufactures, but the following particulars appear to be of general application:— "Disagreements respecting the price to be paid for work done, or in the course of being done, whether such disputes shall happen or arise between them (masters and workmen) respecting the payment of wages as agreed upon, or the hours of labour as agreed upon, or any injury or damage done to work or delay in finishing work, or not finishing the work in a good and workmanlike manner, or according to any contract or to bad materials." Further details as to causes are special to the textile trades. The general rate of wages is expressly excluded from the statutory jurisdiction. "Nothing in this Act contained shall authorise any justice . . . to establish a rate of wage or price of labour or workmanship at which the workmen shall in future be paid, unless with the mutual consent of both master and workman." A justice of the peace may, however, by consent of both parties, hear, in a summary manner, and finally determine, a matter in dispute on this as well as on any other of the enumerated points. But it seems clear that even then he could not "establish a rate of wages or price of labour or workmanship" so as to bind anyone who was not a party to the proceeding. If the arbitrators cannot agree they must refer the points of difference to the magistrate who appointed them, or, failing him, to the nearest available magistrate.

There are special provisions for enforcing the award by distress, and in default thereof by imprisonment, or by imprisonment simply in special cases where it may appear to the justices that it will be less injurious to the party than distress. Also the Act requires a ticket of particulars to be delivered "with every piece of work given out by the manufacturer to a workman to be done." Two Acts of 1845, 8 & 9 Vict. c. 77, and c. 128, make further regulations concerning this ticket in the textile trades. The latter Act applies to the silk trade only, the former to "persons employed in the woollen, worsted, linen, cotton, cotton and silk hosiery manufactures."† It does not appear why there were two distinct Acts in the same session; both received the Royal assent within the space of a few days (August 4th and 9th).

The principal Act disqualifies a justice who is a master manufacturer or agent from exercising the powers given by it.

Voluntary arbitrations having become common, the Councils of Conciliation Act (30 & 31 Vict. c. 105.) was passed in 1867. The object of this Act was to facilitate the settlement of disputes between masters and work-

men, and it was declared "to be expedient without repealing the said several Acts that masters and workmen should be enabled, when licensed by Her Majesty, to form equitable councils of conciliation or arbitration, and that the powers in the said Acts contained for enforcing awards made under or by the provisions thereof should be extended to the enforcing of awards to be made by and under the authority of such equitable councils of conciliation."

Under this statute any number of masters and workmen in any particular trade (with certain qualifications as to residence and continuance in the trade) might at a specially convened meeting agree to form a council of conciliation and arbitration, and might apply to the Home Secretary for a licence authorising them to hold and exercise all the powers granted under the above-named Acts to arbitrators and referees, and also to "adjudicate upon and determine any other case of dispute or difference submitted to them by the mutual consent of master and workman or masters and workmen." These councils were not to consist of less than two masters and two workmen, nor of more than 10 masters and 10 workmen.

The express exclusion of any authority to establish a rate of wages, &c. is repeated from the Act of George IV.

The council, when formed, must appoint a "committee of conciliation" consisting of one master and one workman, to whom disputes shall be referred in the first instance. Three are a quorum of the council itself, one being a master, another a workman, and the third the chairman. The chairman of the council must be a person unconnected with trade. It seems needless to state the provisions as to the right of voting for members of the council, and the manner of conducting elections.

The Act does not apply to domestic servants or agricultural labourers.

The Arbitration (Masters and Workmen) Act, 1872, 35 & 36 Vict. c. 46, may be described as extending in detail section 13 of the Act of 1824. Masters and workmen may choose either a board or council, or persons designated or to be designated, as standing arbitrators, and may give them all the powers, both of arbitrators under the Act of Geo. IV., and also (in effect) jurisdiction over any dispute whatever arising out of the contract of service.* The arbitrators lose their jurisdiction over any particular case unless they hear and determine it within 21 days of the event from which the dispute arose (not, be it observed, the date of the reference).

The agreement may give power to determine rates of wages, hours of work, and other regulations. This, as has been seen, could not be done under the former Acts.

The most peculiar part of the machinery of the Act is the mode of concluding an agreement under it. If the master or his agent gives the workman a printed copy of such an agreement, and the workman accepts it, and does not notify his dissent within 48 hours,† the agreement becomes binding upon both parties, and remains binding during the continuance of the contract of service, and any continuous renewal of it.‡

* This extended power was conferred by reference to the provisions of the Master and Servant Act, 1867, since repealed by the Conspiracy and Protection of Property Act, 1875. The result is that on the face of the Revised Statutes this clause of the Act of 1872 is not intelligible.

† It would no doubt be held that the workman must be informed of this provision at the time, on the face of the document or otherwise.

‡ The effect of s. 1. sub-s. 2. is not perfectly clear in some details.

* 7 Will. IV. & 1 Vict. c. 67.

† "Manufacturers" by an obvious error in the text of the Act as printed in the Revised Statutes.

It would seem that the Act contemplated the wholesale formation of standing agreements to refer disputes to the councils established, or to be established, under the Act of 1867.

The result is that employers and workmen can practically, whenever they think fit, create, or adopt by agreement, a special tribunal, whose decisions will be binding in all trade disputes, and enforceable by the special powers of the Act of Geo. IV.

The existence of the ordinary means of enforcing a submission to arbitration must at the same time not be

overlooked. Employers and workmen are as free as all other persons to refer existing disputes, or agree to refer future ones, to arbitration under the general law now embodied in the Arbitration Act, 1889.

In some trades, however, it appears from evidence already given before the Commission that settlement of disputes as they arise by representative committees of masters and workmen is preferred to arbitration in any shape.

Lincoln's Inn,
July 7th, 1891.

F. POLLOCK.

APPENDIX CLVI.

PROCEDURE, as to the LAW of TRADE COMBINATIONS.

It seems to me that the only practical course will be to appoint a small committee to examine and report on the actual state of the law, with liberty to suggest possible amendments of the law to be considered by the Commission as a Whole.

I think such a committee would have to inquire—

1. What are or were the principles of the common law applicable to trade combinations and their usual incidents?
2. What is the effect of legislation now in force in adding to or varying those principles; and in particular what acts, if any, done or likely to be done in connection with trade disputes, which at common law would be not unlawful, or would be only civil wrongs, are punishable offences by statute?
3. Whether the existing law makes any difference between combinations of employers and combinations of employed; and, if so, on what grounds?
4. What points of substance either in the common law or in the construction of statutes are still doubtful in the existing state of the law?
5. What legislation is desirable in order to make the law not only just but intelligible to the persons concerned?

I should not be myself disposed to lay down these or any heads of inquiry as formal instructions to the committee. I have set them down rather for the purpose of showing that the questions to be dealt with on this ground, before the Commission can enter on the general question of policy with adequate information, are proper for a committee, and a small committee rather than a large one.

There appears to be no reason why such a committee should not be appointed forthwith, and proceed *pari passu* with the sections of the Commission taking evidence, so far as practicable. But it would probably not report until the evidence had been taken by the sectional committee, unless it seemed expedient to make an interim report strictly confined to the explanation of the law as it exists, which might be conceivably useful for reference in the course of the other

proceedings of the Commission or its committees. I apprehend that this special committee would in any case await the decision of the House of Lords in the Mogul Steamship Company's case now pending, a decision which, one may hope, will do much to clear up the doubts now reasonably entertained on various points.

The special committee would probably have no occasion to take evidence or formally address questions to any person. It would of course be free to do so should it appear useful.

The Commission will at some time have to decide whether the Employers' Liability Act falls within the scope of its inquiries, and I do not know that the present is not as appropriate a time as any. I have given much attention to the subject, and have long been of opinion that the Act of 1880 has made the law more obscure and difficult to administer than it was before, while it has only partially succeeded in making it less unjust, and has hampered such justice as it grants by imposing vexatious conditions of procedure. If, therefore, the subject were properly before us I should be prepared to advocate a large change in the law. But, as at present advised, I entertain great doubt whether the question of "common employment," or any question arising out of the Employers' Liability Act, or on this subject generally, has been so material an element in any recent trade disputes as to bring the matter within the terms or the spirit of our Commission. This, however, must be settled by the Commission as a Whole, and the point is one upon which a lawyer's opinion, as such, is of no special value.

I would further suggest that the special committee whose primary duty would be to report on the law of trade combinations could be used as a legal sub-committee to assist the sectional committees, so far as might be desired, on any legal question presenting itself in the course of their respective inquiries and proceedings.

Lincoln's Inn,
June 2, 1891.

F. POLLOCK.

APPENDIX CLVII.

THE LAW OF TRADE COMBINATIONS.

It does not seem needful or desirable for the present purpose to enter at large upon the history of criminal legislation in the past as affecting trade unions and other trade combinations. That history, from the Statute of Labourers (1349) to the Conspiracy and Protection of Property Act, 1875, has been set forth by Sir James Stephen with complete mastery of the authorities, and in a perfectly impartial spirit.* Rather it may now be useful, before considering the present state of the law as a whole, to examine what seem, apart from Acts of Parliament and the judicial interpretation of them, to be the principles of

English jurisprudence applicable to these matters. And it may be worth while to distinguish carefully, in the first instance, between civil and criminal rights and liabilities. Many persons are apt to think, or to speak as if they thought, that whatever is not a criminal offence must be rightful or even laudable (except when it is done by a public officer in apparent execution of his duty; in which case, according to some, the presumption is that it is wrong); or that there can be no effectual remedy for wrongful acts which are not criminally punishable. Each of these propositions, when plainly stated, is easily seen to be contrary to the laws and judicial practice of England, and (I believe) of every civilized commonwealth in the world; nevertheless it is not difficult to construct arguments of plausible appearance that really involve one or both of them.

* History of the Criminal Law, 1883, iii., 204-227; the late Sir W. Erle's work on the Law of Trade Unions (1860); and Mr. (now Justice) B. S. Wright's on Criminal Conspiracies (1873) are likewise of importance. Sir James Stephen uses and cites both.

1. The Common Law as to Civil Rights and Liabilities.

It has been a settled principle from early times that every one is free to carry on his trade or business in his own way, save so far as the conduct of any particular business may have been regulated or restrained by lawful authority, and provided he does not so conduct his own business as to interfere with the equal rights of others. Hence every one is entitled to be free from obstruction or molestation in the pursuit of his calling, though not from competition or from its natural results. A new school-master may set up a rival school in a town, and do his best to attract scholars to it; but if he tries to increase the custom of his new school by beating or frightening boys on their way to or from the old one, his act is wrongful.

One may lawfully endeavour to attract workmen from a rival's employ by better terms (though not to induce them to break existing contracts); but it is a trespass to beset a man's house and prevent his servants from going in and out, or to intimidate his workmen, tenants, or customers in order to obstruct his business.* Towards the end of the last century an African trader recovered damages from a rival who fired at natives to deter them from trading with his ship.

Modern decisions have gone a step further, and it is now held an actionable wrong to persuade B to break his contract with A, intending thereby to obtain an advantage for oneself over A, or to do him a mischief by depriving him of B's services. This rule was not established without judicial dissent, and its precise limits have been much discussed; but I think it is accepted, on the whole, both here and in America, to some such extent as I have stated. Much more will A have a right to sue X for damages if X induces A to break his contract with B, not by merely offering higher pay, or the like, but by unlawful violence or by threats of it.

All this, be it observed, is established by decisions unconnected with any disputes between employers and workmen, and independent of any legislation subsisting or repealed.† And the acts described as wrongful, in other words, as entitling the person injured by them to sue for damages, are not punishable by a criminal court for that reason only, though they may happen also to be common criminal offences against some person (as if X assaults B in order to deter him from working for A) or may come within the terms of some special penal enactment.

Again, the common law never could (as statute law no longer does) compel a man to work in his trade. But it does not encourage him to abridge his freedom of working or trading, and, therefore, agreements "in restraint of trade," although it be not unlawful either to make them or to observe them, are not enforceable contracts unless made for value, nor if the restriction imposed on any party is, in the opinion of the court, unreasonably disproportioned to the interest of the other party or parties which is to be protected. Agreements between men of business to regulate the conduct of their business as to wages, hours of work, and so forth, by the decision of a majority‡; not to employ travellers or others who have left the service of a member of the association within a certain time§; to divide their business according to a fixed scheme, and refuse to accept business from third persons except according to that scheme||—have been held invalid as "restraint of trade." There is no doubt, I conceive, that the same principle would apply to the ordinary rules of trades unions in so far as they purport to bind the members as to hours of work, wages to be accepted, and the like, according to the decision of any committee or executive. But this only means that the members cannot be compelled by process of law to obey the rules. It does not mean that they do any positive wrong if they think fit to obey them. In the words of Lord Justice Bowen—

"Contracts, as they are called, in restraint of trade, are not . . . illegal in any sense, except that the law will not enforce them. It does not prohibit the making of such contracts; it merely declines, after they have been made, to recognise their validity . . . No action at common law will lie or ever has lain against any individual or individuals for entering into a contract merely because it was in restraint of trade."¶

* Authorities are collected in my book on the Law of Torts, 2nd ed. 212.

† The rule in *Lumley v. Gye* is now supported as a pure common-law rule, and the discussion of the Statute of Labourers which took place in that case must be considered irrelevant. American acceptance of the rule seems conclusive on this point.

‡ *Hilton v. Eckersley* (1855-56), 6 H. & B. 47, 68.

§ *Mineral Water Bottles Society v. Booth* (1887), 36 Ch. Div. 405.

|| *Collins v. Locke* (1879), 4 App. Ca. 674.

¶ *Mogul Steamship Co. v. McGregor, Gow, & Co.*, 23 Q. B. Div. 598, at p. 614.

There remain in this connexion two questions of which neither is free from difficulty, and which it is impossible to separate in practice, namely:—

1. Can acts which would be lawful if done by a single competitor be unlawful because done by several acting in concert? In other words, are there any limits to the right to combine for competitive purposes distinct from the limits set to the right of individuals to compete?
2. What are the limits of lawful competition in itself and apart from combination?

First, it is now settled by the unanimous decision of the House of Lords in the *Mogul Steamship Co.'s case*,* that an act which would not even be civilly wrongful if done by one person does not become so merely because it is done in concert by several persons, though the concerted character of an action may sometimes be material as evidence that it was done with a wrongful intention of causing harm.

Further, the same decision shows that the Courts will not undertake to define the limits of legitimate competition short of the point where it can be said that some definitely wrongful act is committed, such as intimidation, obstruction, molestation, or the intentional procurement of a breach of contract or other violation of individual rights. † The House of Lords held, confirming the decision of the Court of Appeal, that A, B, and C, do no wrong to D, a rival ship-owner, by combining to give special advantages to persons who will deal with them to the exclusion of D, although the probable and intended effect of the combination be to secure a monopoly to its members for the time being, and drive the independent trader D out of that particular market. Lord Hannen said: "I know of no restriction imposed by law on competition by one trader with another with the sole object of benefiting himself." He considered, however, that "a different case would have arisen if the evidence had shown that the object of the defendants was a malicious one, namely, to injure the plaintiffs, whether they (the defendants) should be benefited or not."

I do not think there is any authority (apart from interpretation of statutes, of which presently) to show what would be held to amount to intimidation. Upon principle I should think intimidation would mean any threat, calculated to affect a man of common sense and firmness, of doing or procuring to be done to his prejudice anything either punishable as an offence or civilly wrongful.

Let us apply these principles to some of the ordinary facts of trade disputes. I submit the following propositions as being fairly deducible:—

1. Neither an agreement for a strike, immediate or contingent, among workmen in any trade, nor an agreement for a lock-out among masters, is an enforceable contract; but neither is in itself punishable or wrongful.
2. A strike (or lock-out) begun without breach of any existing contract does not necessarily involve any wrongful act.
3. But if a strike is begun by stopping work in breach of an existing contract, the employer probably has a right of action against the promoters of the strike for procuring that breach of contract. A workman would have the same right against anyone who procured his employer to dismiss him in breach of existing terms, either individually or by way of general lock-out. ‡ And generally whatever can be said of a workman's freedom to choose his employer may be said of an employer's freedom to choose his workmen.
4. Individual workmen are free to renew or not to renew their contracts, or to enter or not to enter into contracts with other employers, as they think fit. And all persons are free, if they think fit, to lay before workmen, individually or collectively, facts and reasons in favour of their doing or not doing any of these things. The like as to customers resorting or not resorting to any particular place of business, or dealing with any individual trader.
5. But no one is free to deprive an employer of his workmen's services, or of the custom of those who may deal with him, by violence or unlawful interference of any kind with person or property, nor by threats thereof. Any such act is a trespass against the employer as well as against the workman or customer intimidated. And the rule seems to extend

* December 18, 1861: *Times* newspaper, December 19.

† Lord Justice Bowen's judgment, 23 Q. B. Div. at p. 614.

‡ I do not mean to deny that an action of this kind would be to some extent a novelty, or that difficulties both of law and of evidence might be expected to arise.

to threats of doing harm by means of a breach of contract or other definite civil wrong.

6. An agreement not to work with or not to employ any particular class of persons (as a rule of a trades union not to work with non-union men, or of an association of masters not to employ members of a particular union), is probably "in restraint of trade" and not enforceable, but it is not wrongful.
7. Any of the acts above mentioned which is not wrongful in itself does not become wrongful—
 - (a) merely because done by a number of persons acting in concert; or
 - (b) merely because those persons give notice to an employer or other person concerned of their intention to do such acts.

It seems, therefore, that an employer has not any civil right of action against, e.g., the officers of a trade union who threaten him with a strike of union hands (not involving violence or breach of contract), if he continues to employ non-union men in general, or particular men objected to by the union.

8. It is not clear that interference with a man's business by persons having no definite interest of their own to serve thereby (for example, an agreement not to deal with a certain trader at all, or to prevent others from doing so)* might not be held to be without just cause or excuse, and therefore an actionable wrong, even if it did not involve the committing, procuring, or threatening of any breach of the peace, or breach of contract, or other specific wrongful act.

If anyone thinks that the law as laid down by the House of Lords does not sufficiently protect individual freedom of action, he may partly console himself by reflecting on the obvious fact, that, whatever the law may be, there will still be a thousand ways beyond the reach of legal process in which a majority in any trade or society can make it unpleasant for the minority to differ with them. Ultimately the rights of minorities can be secured only by securing general respect for every citizen's lawful freedom of action and discussion; and this must be the work of enlightened public opinion, and not of legal definitions. Judgments and statutes, which embody, or ought to embody, the best wisdom and experience of the nation, may do something to guide and form public opinion; they cannot take its place.

I am not aware of any subsisting legislation which, with regard to civil liability, could be held to affect the results of common law principles.

This statement concludes nothing as to the criminal law. Many civil wrongs (including some of those above mentioned) are certainly not criminal offences; on the other hand, acts which are not a civil wrong to any definite person may be deemed so contrary to the public welfare that they are made punishable offences. "There are some 'forms of injury,' both civil and criminal, 'which can only be effected by the combination of many persons.'†

Things which are harmless or trifling when done by one or by a few may be a nuisance, or a danger to the public peace, and therefore criminal, when done and repeated by a multitude.

We pass then to the criminal law.

2. Criminal Law.

There is no doubt, I apprehend, that assault and battery, unlawful wounding, riot, unlawful assembly, and other open offences against the Queen's peace, are equally offences whether committed in the course of any trade dispute, or by members of any trade combination, or not. And it is not the fault of the law when such offences fail in any particular case to be repressed, either because the officers of the law are lacking in firmness or discretion, or because they are not then and there in possession of adequate means to cause the peace to be kept.

Difficulties arise when we have to do with a state of things not necessarily unlawful in itself, and not necessarily tending to breach of the peace or specific offences against person or property, but often having such a tendency in fact. It is matter of common knowledge that almost every considerable strike has been more or less accompanied by incidents of this kind. As in the case of troops in the field in time of war, there is always risk of excesses taking place, even without the consent and against the will of the leaders. Public opinion, however, not unnaturally makes the power of restraining them a rough test of the leaders' good faith and competence. The general law does not

provide against such consequences, before they have actually happened, otherwise than through the power of magistrates to bind persons over to keep the peace. On the other hand, there has been much special legislation, now reduced to comparative simplicity both in principles and in terms.

In the earlier part of this century there were two somewhat widely spread opinions intimately connected with the legislation against trade combinations. First, that any combination to affect the current rate of wages was not only in restraint of trade, but so manifestly against the public good as to be of itself an indictable conspiracy. Secondly, that the courts had a general power of declaring agreements and combinations to be criminal which were directed to any purpose that appeared to the judges to be "contrary to public policy." The history of these opinions may be traced in the learned and almost authoritative works already referred to. For the matter in hand it may suffice to say that the first of them, whether it were more or less plausible at one time, has been clearly overruled by our modern legislation relating to trades unions,* and the second is now most unlikely to be judicially approved or acted on.

The offence of conspiracy is commonly defined as consisting in an agreement either to do something unlawful, or to do something not in itself unlawful by means which are unlawful. It is a question of great difficulty to what extent the term "unlawful" includes, for this purpose, acts which are civilly but not criminally wrongful, such as ordinary trespasses or breaches of contract.‡ But this difficulty does not arise with regard to trade combinations since the Act of 1875,‡ which expressly declares that a trade combination is not a criminal conspiracy unless it contemplates acts which would be criminal if committed by a single person.§. Another section of the Act declares certain specific forms of molestation, exercised "with a view to compel any other person to abstain from doing or to do any act which such other person has a legal right to do or abstain from doing," to be substantive criminal offences. There is no doubt that the intention of this section was to draw the line between legitimate and illegitimate picketing. Certainly most, and I am disposed to think all, of the acts specified, being done with the intent mentioned, would be civilly wrongful apart from any legislation, and an agreement to commit them would probably have been an indictable conspiracy without the aid of any of the more extensive theories of "restraint of trade." Be that as it may, the enactment is sufficiently clear, with one exception; and, subject to that exception, the difficulties that occur in its application are such difficulties in obtaining sufficient evidence against ascertained persons as cannot be abolished by the wisdom of any legislature or the skill of any draftsman. The exception lies in the word "intimidates." Must intimidation be a threat of something which, if executed, would be a criminal offence against person or tangible property? Or does it include the threat of doing that which would be civilly, though not criminally, wrongful? Or, lastly, can it include the announcement of an intent, to do or cause to be done something which, without being in itself wrongful, is capable of putting moral compulsion on the person threatened? A specially constituted Court of the Queen's Bench Division, proceeding on the intention of Parliament as shown in the Trade Union Act of 1871 as well as in the Act of 1875, has pronounced the first of these interpretations to be the correct one.¶

In *Curran v. Treleaven* it appears that the union men who were called out did leave their work peaceably indeed, but in breach of existing contracts. As to this, the decision of the Court was put on the ground that the intention of Parliament was to make the Act of 1875 merely equivalent to the repealed Trade Union Act of 1871, which made intimidation an offence only if it were such as would justify binding over the intimidator to keep the peace. There appears to be no doubt that this was so in fact. (See the notes at pp. 548, 556 of the report.) It is to be regretted that (notwithstanding express warning uttered by Members of Parliament learned in the law when the Bill was in Committee) the language of the Act of 1875 was left uncertain. Whether the language was more or less strained by the Court in order to carry out the known intention is a question of purely technical interest.

The further question whether Mr. Treleaven had a remedy by civil action against the officials of the union for

* Trade Union Act, 1871. 34 & 35 Vict. c. 51.

† See *R. v. Parrell*, 14 Cox 508.

‡ Conspiracy and Protection of Property Act, 1875, 39 & 40 Vict. c. 86.

§ S. 3. The terms of this and of s. 7 are annexed for reference.

¶ *Gibson v. Lawson, Curran v. Treleaven*, 1891, 2 Q.B. 545. Cf. the note on these cases in the "Law Quarterly Review" for January 1892, p. 7.

* See Lord Haunton's opinion in the *Mogul Steamship Co.'s case*.

procuring the union men to depart in breach of still subsisting contracts was not before the court, and does not appear to have been mentioned even incidentally.

Certain sections of the Italian Penal Code of 1849, the latest and most scientific work of European criminal legislation, cover much the same ground as our Act of 1875, with which the framers of the Code were doubtless acquainted. I append a translation of these sections. They appear to leave open the same question as to what amounts to intimidation, unless indeed the Italian term *minaccia* has been more definitely interpreted by authority, as to which I have not any knowledge.

On the whole it will be seen that our present law makes no difference in principle between combinations of employers and combinations of workmen, but has made an exception or resolved a doubt (according to the view taken of what the common law was) in favour of trade combinations as distinct from combinations for other purposes.

FREDERICK POLLOCK.

13, Old Square, Lincoln's Inn,
January 22, 1892.

APPENDIX I.

38 & 39 Vict. c. 86.

"An Act for amending the Law relating to Conspiracy, and to the Protection of Property, and for other purposes." [13th August 1875.]

"Conspiracy, and Protection of Property."

3. "An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute between employers and workmen shall not be indictable as a conspiracy if such act committed by one person would not be punishable as a crime.

"Nothing in this section shall exempt from punishment any persons guilty of a conspiracy for which a punishment is awarded by any Act of Parliament.

"Nothing in this section shall affect the law relating to riot, unlawful assembly, breach of the peace, or sedition, any offence against the State or the Sovereign.

"A crime for the purposes of this section means an offence punishable on indictment, or an offence which is punishable on summary conviction, and for the commission of which the offender is liable under the statute making the offence punishable to be imprisoned either absolutely or at the discretion of the court as an alternative for some other punishment.

"Where a person is convicted of any such agreement or combination as aforesaid to do or procure to be done an act which is punishable only on summary conviction, and is sentenced to imprisonment, the imprisonment shall not

exceed three months, or such longer time, if any, as may have been prescribed by the statute for the punishment of the said act when committed by one person."

7. "Every person who, with a view to compel any other person to abstain from doing or to do any act which such other person has a legal right to do or abstain from doing, wrongfully and without legal authority,—

- "1. Uses violence to or intimidates such other person or his wife and children, or injures his property; or,
- "2. Persistently follows such other person about from place to place; or,
- "3. Hides any tools, clothes, or other property owned or used by such other person, or deprives him of or hinders him in the use thereof; or,
- "4. Watches or besets the house or other place where such other person resides, or works, or carries on business, or happens to be, or the approach to such house or place; or,
- "5. Follows such other person with two or more other persons in a disorderly manner in or through any street or road,

shall, on conviction thereof by a court of summary jurisdiction, or on indictment as herein-after mentioned, be liable either to pay a penalty not exceeding twenty pounds, or to be imprisoned for a term not exceeding three months, with or without hard labour."

"Attending at or near the house or place where a person resides, or works, or carries on business, or happens to be, or the approach to such house or place, in order merely to obtain or communicate information, shall not be deemed a watching or besetting within the meaning of this section."

APPENDIX II.

ITALIAN PENAL CODE (1889),
Book II., Tit. II., C. VI.

Of Offences against Freedom of Labour.

Art. 165. Whoever by force or threats restrains or hinders in anywise the freedom of industry or trade is punishable with imprisonment not exceeding 20 months, and with a fine of from 100 to 3,000 francs.

Art. 166. Whoever by force or threats brings about, or causes to be continued, a stoppage or interruption of work, in order to impose either on workmen or on employers or contractors a lowering or rise of wages, or terms different from those already agreed upon, is punishable with imprisonment not exceeding 20 months.

Art. 167. In the case of ringleaders or promoters of the offences specified in the foregoing sections, the punishment is imprisonment for any term from three months to three years, and fine from 500 to 5,000 francs.

Exercising compulsion by violence or threats, and threatening with unlawful harm of any serious kind, are also made substantive offences in another chapter (ss. 154, 156).

APPENDIX CLVIII.

MEMORANDUM ON THE EMPLOYERS' LIABILITY ACT.

The existing law is, in my opinion, adequately stated in the memorandum prepared in the Home Office, and already communicated to the Commission.

I should like, however, to point out that, although the doctrine of "common employment" is only about 50 years old, the general doctrine of an employer's liability for the negligence of his servants, to which it is an exception, is not itself of great antiquity, and does not appear to have been of any practical use to workmen as against their employers before "common employment" was heard of. Nevertheless I think the doctrine of the American and English courts (for it is American quite as much as English) is bad law as well as bad policy. The correct course, in my judgment, would have been to hold that the rule expressed by the maxim *respondet superior*, whatever its origin or reason, was general; and that if employees desired to avoid its application against them at the suit of their own workmen, they must protect themselves by express contract or by insurance.

It will be clearly understood that, even if the doctrine of "common employment" or, more accurately, of the workmen taking all usual risks of the employment as between himself and the employer, were wholly abolished, the common law would not provide any means of compensation for accidents that cannot be traced to any default or negligence at all. Where there has been no breach of duty, there can be no legal ground of complaint, and compensation, whatever it may be called, can only be in effect a kind of insurance. Compulsory insurance cannot be provided for in any ordinary course of legal justice. Liability going this length is enforced by the common law in a few cases always treated as exceptional, of which this is not one.

If such liability appears in other particular cases to be a matter of social expediency, the legislature alone can establish it. I do not know what may be the proportion of injuries received in the course of manual work which are purely accidental in the sense of not being traceable to any person's negligence. Probably there are no

means of knowing with any exactness, but every occupation has its own peculiar dangers, and I think one may say without rashness that almost every one of them is subject to some risks which cannot be wholly done away with by any known precautions. What are called latent defects in machinery and materials afford, perhaps, the most obvious example. On the whole, I should think the proportion of accidents not traceable to negligence anywhere, and therefore not creating any right to a legal remedy on any possible view of purely legal principles, must be considerable. Mr. Chamberlain (in the *Nineteenth Century*, Nov. 1892) takes it from German statistics as being nearly one-half.

Cases where the harm suffered is due to the workman's own negligence are still more obviously outside the scope of ordinary legal remedies. A man cannot complain of what he suffers by his own fault. For the present purpose it suffices to take the principle broadly without entering upon the somewhat refined doctrine of "contributory negligence."

Within its own scope the Employers' Liability Act of 1880 has failed to give satisfaction. In matters affecting large classes of citizens, the law should not only be just, but appear so. This Act is framed in such a complicated manner that, even if its provisions were perfectly just, their justice could only with the utmost difficulty be made apparent to any one but a practised lawyer. The obnoxious doctrine of so-called "common employment" is not abrogated, but whittled away by a number of minutely guarded exceptions. The statutory right arising out of those exceptions is further made subject to restrictions as to the amount recoverable, to special conditions as to notice of the claim, and to a very short period of limitation. There is something to be said for the last-mentioned provision, but only on the ground that the existing period of limitation for actions of this kind under the general law (six years) is much too long. The other special restrictions are, in my judgment, useless and irritating, and have given rise to more litigation than they can have been worth in any view. Indeed I believe that this kind of minute and unsystematic precaution almost always does more harm than good. It obscures the principles and embarrasses the practice of the law, and prevents fraud, if it does prevent it, at an unreasonable cost.

Mr. Chamberlain has lately* described the Act as a half-hearted compromise. As I have spoken of it in almost identical terms myself at various times during the last seven years or more,† I find no difficulty in accepting this description as a starting point. The practical question is not whether the law needs further amendment, but whether any amendment will suffice which does not go beyond fixing the incidence of ordinary legal liability. Had the doctrine of "common employment" never been introduced, it may be that the law, though it would not have pretended to make an adequate provision against accidents, would have been acquiesced in as being just so far as it went, and some scheme or schemes of mutual insurance would have been worked out with the co-operation of employers and employed in order to cover the whole ground. But it is perhaps too late to return to the point from which a more wholesome development of the law might once have taken place without special legislation. It is to be observed that no such doctrine as that of "common employment" has found place in the law courts of France or of any German state. Yet Germany has adopted, and France, it seems, is on the point of adopting, an elaborate scheme of state insurance against workmen's accidents.

Assuming a system of general insurance to be desirable, I do not see why in this country voluntary enterprise, with a certain amount of encouragement from the law, should not be adequate to the demand. Mr. Chamberlain proposes to relieve the State of all trouble by throwing the whole responsibility on the employer in the first instance, and leaving him, in the next place, to insure himself, and ultimately to add the cost of insurance to the price of his product,‡ whatever it may be. Thus the consumer, in other words the public at large, would pay in the long run. I leave it to the judgment of my economist and practical colleagues whether the self-acting adjustment of the burden would

be so certain and frictionless as Mr. Chamberlain appears to expect.

A less heroic method might proceed on some such lines as the following:—

1. Abolish the defence of "common employment" in all cases.

(It would not, in my opinion, be necessary or desirable to interfere with any other possible defence given by the common law. The danger of the maxim *volenti non fit injuria* being used to bring back something like "common employment" in cases within the Employers' Liability Act is checked by the decision of the House of Lords in *Smith v. Baker*, 1891, A. C. 325).

2. No action to lie (except, perhaps, for the employer's personal negligence) at the suit of a workman in an establishment where an approved scheme of insurance has been adopted by a majority (say, two-thirds?) of the employees.
3. Approval of insurance schemes to rest with the Board of Trade; it might be practicable to dispense with approval in each individual case by sanctioning certain typical schemes adapted, so far as necessary, to the leading branches of industry, as railways, mines, &c.
4. Adoption of the insurance system to be by ballot in each establishment (or possibly by districts in some of the greater local industries). The employer (or, if voting by districts be preferred, a certain number of employers), or a certain number of workmen, to have the right to demand a ballot.
5. Adoption of a scheme by agreement of employers and workmen as represented by local associations and unions might perhaps be held binding throughout the district unless objected to by a (two-thirds?) majority in any particular establishment.
6. In view of the possible objection that an unlimited system of insurance against accident may encourage carelessness,* it might be proper to increase the criminal penalties for acts of negligence tending to endanger life or limb.
7. No further provision against "contracting out" seems required. There is no evidence that men do contract out except in the form of insurance, which seems rather laudable than otherwise, and is the very thing which modern legislation ought to encourage in preference to litigious definitions and exceptions. In fact a wholesale and compulsory contracting out on terms fixed by the State in the essence of the latest Continental legislation. I do not suggest going so far in this country.

The foregoing suggestions are purposely set down quite in the rough. It is useless to attempt working out details before we know what amount of agreement can be arrived at on the principles involved. Partly for similar reasons, and partly for want of particular knowledge, I likewise make no attempt to indicate the modifications, if any, which might be necessary in adapting such a scheme to particular occupations. Seamen, for example, might require separate consideration. Domestic servants have hitherto been expressly or tacitly excluded from all discussions of the subject with which I am acquainted. I assume that the definition of "workman" in the Employers' Liability Act is abandoned, and that the question will be not what kinds of employees are to be included in the amended law, but which (if any) are to be excluded for special reasons.

The suggestion numbered 5 implies a much fuller recognition by the State of trade unions and the correlative associations of employers than has hitherto been accorded. I hold this result to be altogether desirable on general grounds, and would rather go out of the way to attain than to avoid it. Trade combinations cannot remain half inside and half outside the law; the business of rational legislation is to make the law fit the facts.

I shall be happy to receive and consider any remarks with which members of the Commission may be disposed to favour me.

Lincoln's Inn,
November 10, 1892.

FREDERICK POLLOCK.

* *Nineteenth Century*, Nov. 1892.

† In my book on the Law of Torts, and in several notes on current decisions in the *Law Quarterly Review*.

‡ This, of course, is not confined to material products. It would include the services of carriers by land or water, for example.

* I am aware that attempts have been made to prove this as a fact by statistics, but I do not think any certain conclusion can be drawn from the evidence adduced for that purpose.

APPENDIX CLIX.

MEMORANDUM ON THE LIABILITY OF EMPLOYERS FOR INJURIES TO THEIR SERVANTS.

The law to be considered consists of—

- A.—The Common Law on the subject of Negligence.
B.—Employers' Liability Act, 1880, 43 & 44 Vict. c. 52.

A.—Negligence at Common Law.

The Common Law of Negligence belongs to the law of Tort.

(a.) Liability for Negligence towards Strangers.

- i. By common law every person is liable for his own personal negligence.
- ii. The master is also responsible for the negligence of his servant if acting in the scope of his employment. This condition that the servant is acting in the scope of his employment is one which in practice gives rise to difficulties. But when it is held to be complied with, then the servant's negligence is deemed to be the master's negligence. The attempt is sometimes made to explain this rule by the mottoes "*Respondet superior.*" "*Qui facit per alium facit per se.*" but these in truth are no explanations, but merely Latin statements of a rule of English law. On what, then, is the rule founded? Not on the blameworthiness of the master, for *ex confesso* the master is not personally to blame. Nor on the master's control over the servant, because the master is equally liable, not only though he was not privy beforehand or at the time to the servant's acts, but even though the servant was acting contrary to the master's express instructions (if not acting wilfully). Nor on the ground that the master selected the servant who did the injury, for the master selects his contractor, but is not liable for the contractor's negligence. Nor on the ground that the servant is engaged in the business and interest of the master; for so is the contractor, but the master is not liable for the contractor. The origin of the doctrine is disputed, but the doctrine itself has been well established for a great length of time. It sometimes operates with great severity, especially in the case of large companies employing hundreds or thousands of workmen. It should be added that the negligent servant, as the actual tortfeasor, is also personally responsible. But in practice this responsibility is merely nominal.
- iii. As already stated, an employer is not liable for the negligence of the contractor who does the work for him. But to this there is an exception (in appearance only) that were the employer retains control over the contractor in the execution of the work, there the men in the service of the contractor, and as such hired, paid, and dismissed by the contractor, are held to be in the service of the employer, and their negligence to be his negligence.
- iv. Negligence is a general term not defined: roughly speaking, it means failure in the duty of ordinary care, such as reasonably may be required under the circumstances of the case; it is therefore, especially relative to those circumstances. For instance, a different degree of care may be expected from an owner of premises or machinery, according to the character of the danger and according as the person concerned is a stranger, a servant, a licensee, a person invited, &c.
- v. The burden of proof lies on the plaintiff; he has to show (1) negligence, *i.e.*, a duty and a breach of that duty, and (2) injury as the consequence of that breach.
- vi. If the plaintiff succeed, he is entitled to fair if not perfect compensation for what he has suffered. Strictly speaking, therefore, this compensation has no relation to the degree of negligence or culpability of the defendant; nor any relation to the capability of the defendant to pay; it is measured solely by the extent of mischief which the defendant's negligence has caused to the plaintiff. This would lead to shocking consequences, were it not for the good sense of juries.

But in actions against wealthy corporations and companies the law is often exhibited in its unmitigated severity.

vii. To an action for negligence there are various defences, amongst them:—

- (1.) No negligence, but accident.
- (2.) *Volenti non fit injuria.* The plaintiff voluntarily encountered the risk.
- (3.) Contributory negligence of plaintiff.

Contributory negligence means that the plaintiff himself by his negligence has contributed to the accident in such a sense as to render the defendant's negligence or breach of duty no longer the proximate cause of the injury. The application of this law often gives rise to great hardship. Suppose, for instance, that both plaintiff and defendant were guilty of negligence, but the defendant's negligence was far the graver of the two; if, however, the plaintiff's negligence was "contributory," he would recover nothing from the defendant, though the plaintiff alone suffered from the injury.

(b.) Law of Negligence as between Employer and Servant.

With one important exception, to be presently mentioned, the law of liability for negligence applies as between employer and servant.

The employer is, therefore, liable to his servant for his own (the employer's) negligence. And it is well recognised that though the master does not warrant his machinery or the competency of his servants, proper care in providing machinery and in selecting servants is a duty of the master, and breach of that duty constitutes negligence.

So, too, the employer, as defendant, has the usual defences against the plaintiff, his servant, such as *Volenti non fit injuria*, and contributory negligence. In fact, from the nature of the case, both these defences play a more important part when plaintiff and defendant are in the relative positions of servant and master. The defence of *Volenti non fit injuria* commonly took the form of saying that a servant, by entering or continuing in a service, was to be considered to have voluntarily undertaken such risks of the service as were either palpable or actually known to him.

Common Employment.

The one exception is that whereas to a stranger a master is liable for the negligence of his servants, to his servant he is not liable for the negligence of a fellow servant in *common employment*. Hence a master when sued for injury which the negligence of one of his servants has done to another of them, has an additional defence, *viz.*, that the plaintiff who suffered and the defendant's servant whose negligence caused the injury were in "common employment." It is disputed whether this exception was first created or only first declared in the case of *Priestly v. Fowler* in 1837, since which time it has been recognised as law in England. Not till 1868 did the House of Lords extend it to Scotland. Very difficult questions arise as to the meaning of "common employment," especially in undertakings which are interconnected without being wholly united. But the meaning attributed to it in the law courts is very wide indeed. Workmen employed by a contractor and workmen employed by the contractor's employer have been held to be in common employment. And when applied to the same undertaking and the same employer the term has come by a series of decisions to be all-comprehensive; all the servants, from the lowest to the highest, including the vice-principal himself, are held to be in common employment. Thus, in a mine the manager and a collier would be fellow servants. Moreover, it has been decided that this common employment need not be subsisting at the time of the injury, *e.g.*, supposing the servant of a master to suffer injury consequent upon the negligence of a person who had been in the employ of the same master, but who had left it before the injured servant entered it, the master might, nevertheless, plead common employment.

The arguments commonly used in support of the doctrine are such as the following:—There is no ground for supposing that the doctrine arose from any class prejudice in favour of the employer; it is based

Lord Bramwell, Report of Select Committee, 1887, No. 285, Q. 1100.

Bowen, L. J., Thomas v. Quartermaine, 18, Q.B.D., 695.

Priestly v. Fowler, 5 M. and W.

Wilson v. Merry; L.R. H.L. Scotch App. 326, Howells v. Landore Steel Co. L.R. 10 Q.B. 62.

upon what appeared to the judges to be the reason and equity of the case. The question at issue is whether constructively there has been a breach of obligation on the part of the employer towards the person injured. When the person injured by the negligence of the employer's servant is a stranger, in no relation to the employer, there is nothing to bar his claim. It is otherwise when he is himself also a servant of the same employer. The contract of service forms a new element in the case. In deciding, therefore, whether the employer has (through the delinquent fellow servant) been guilty of negligence or breach of obligation to the injured servant, the law has to consider what are the obligations of the employer towards him under the contract of service. The late Lord Bramwell put it thus—the onus being on the plaintiff to prove his case, it is for him to show that the contract of service comprises a condition that the master is to be liable to the servant for the negligence of a fellow servant, and this the plaintiff cannot do. According to this the question would cease to be one of tort, and would become one of contract. But the more common explanation is that in interpreting the contract of service the law implies an undertaking on the part of the servant to accept the risks incident to the service, and—an important corollary—that one of the risks incident to the service is the risk from the negligence of a fellow servant. Such an undertaking is consonant with the circumstances and justice of the case, and if so, then it may be fairly implied, although, as a matter of fact, it was not present in the mind of either party at the time of making the contract. It thus rests on the same foundation as all other—very numerous—contracts that are implied by law. Further, it is added that whatever hardship the rule that a master is liable for his servant's negligence may be to the master in the case of a stranger being injured, is much intensified in the case of a fellow servant being injured. In the former the contact of a stranger with the employer's servants is generally no more than occasional, or at least limited (this is not always so; it is not so, for instance, on a railway); but in the latter the employer's servants—often very numerous—are in constant juxtaposition to one another, and if one of them is negligent over dangerous work, his comrades are pretty sure to suffer.

On the other hand, the objections made to the doctrine of common employment are such as these. The doctrine is an exception to the general rule; is modern judge-made law; implies a contract founded on a legal fiction not in accordance with fact; has been pushed to extreme length by the judges forcing and straining the meaning of the term "common employment"; and in practice leads to gross anomalies and injustice. The little master who does the work himself is responsible; the large employer by delegating authority escapes responsibility. The stranger who is injured by the employer's servant has his remedy, the workman has none. The law, therefore, is an unfair law, operating oppressively against workmen as a class. The general result is that under the common law a workman can but very seldom have a remedy against his master for negligence. True the master is nominally responsible for his own negligence, but in all large undertakings his personal share in the work is slight or none at all. To succeed the workman must prove (1) that the machinery was defective or the delinquent servant incompetent; (2) that the master has personally failed to take reasonable care that the machinery should be proper or his servants competent. And this it is next to impossible to prove. If the master can only show that he bought the machinery in the ordinary way, paying the ordinary price, or that he hired his servants in the ordinary way, there is an end to the charge of personal negligence.

Such then is the common law on the master's exemption from liability to his servant for injury caused by the negligence of a fellow servant. The common law, it may be added, now applies also to proceedings under *Lord Campbell's Act*, § 3 10 *Vict. c. 93*, which was passed to allow suits for compensation on account of fatal injury to a workman, such suits having before that Act been precluded by the axiom *Actio personalis moritur cum persona*. The Act has been amended by 27 & 28 *Vict. c. 95*.

The only alteration in the common law doctrine of common employment is that effected by the *Employers' Liability Act of 1880*, a temporary measure passed in the first instance for seven years, and since then annually renewed.

*Employers' Liability Act, 1880, 43 & 44 *Vict. c. 52*.*

The principal provisions of the Act are to the following effect:—

Section I.—Where personal injury is caused to a workman in the following cases:—

Case (1). By reason of any defect in the condition of the ways, works, machinery, or plant connected with or used in the business of the employer. Provided [section 2 (1)] that the defect therein mentioned arose from or had not been discovered or remedied owing to the negligence of the employer, or of the person in the service of the employer, and entrusted by him with the duty of seeing the ways, works, machinery, or plant was in proper condition:

Case (2). By reason of the negligence of any person in the service of the employer who has any *superintendence* entrusted to him whilst in the exercise of such *superintendence*. (By sec. 8, unless the context otherwise requires, the person who has superintendence entrusted to him means a person whose sole or principal duty is that of superintendence, and who is not ordinarily engaged in the manual labour):

Case (3). By reason of the negligence of any person in the service of the employer, to whose orders or directions the workman at the time of the injury was bound to conform, and did conform, where such injury resulted from his having so conformed:

Case (4). By reason of the act or omission of any person in the service of the employer done or made in obedience to particular instructions, given by any person delegated with the authority of the employer in that behalf, provided [section 2 (2)] the injury resulted from some impropriety or defect in the rules, byelaws, or instructions therein mentioned; and where a rule or byelaw has been approved, or has been accepted as a proper rule or byelaw by one of Her Majesty's Principal Secretaries of State, or by the Board of Trade, or any other Department of the Government under or by virtue of any Act of Parliament, it shall not be deemed for the purposes of this Act to be an improper or defective rule or byelaw:

Case (5). By reason of the negligence of any person in the service of the employers who has the charge or control of any signal, points, locomotive engine, or train upon a railway.

The workman, or, in case the injury results in death, the legal representatives of the workman, and any persons entitled in case of death, shall have the same right of compensation and remedies against the employer as if the workman had not been a workman of, nor in the service of the employer, nor engaged in his work.

The Act thus deals only with five particularised cases or sets of circumstances in which the injury to the workman arises from the negligence of persons who, for the sake of convenience, may be here called by the generic name of foremen; and in these it takes away from the employer the defence which the common law allowed to him of common employment. (At the same time two of the cases described, viz., 1 and 4, either are or include cases in which the employer is already liable at common law.) In order to bring a case within the Act, it is necessary to prove that its circumstances correspond with the circumstances described in the Act, and this is often a matter of great difficulty. The

Unless the workman knew of the defect or negligence which caused his injury and failed within a reasonable time to give or cause to be given information thereof to the employer or some person superior to himself in the service of the employer, unless he was aware that the employer or such superior already knew of the said defect or negligence.—*Sec. 2 (3).*

Parl. Paper
1877, No.
225, Q. 1100.

Hutchinson
v. Yorkshires
Railway
Company, 5
Exch. Rep.
344, Thomas
v. Quarter-
maine, 15
Q.B.D. 692.

terms used in the Act describing the circumstances, particularly those of the first case, have given rise to much litigation. Then the "foremen," for whose negligence the master is to be responsible, are differently described in each of the five cases. Especial controversy has taken place in reference to the second case over the definition in section 8 of the person entrusted with superintendence (as a person whose sole or principal duty is that of superintendence, and who is not ordinarily engaged in manual labour), and the requirement that his negligence must have been committed by him whilst in the exercise of such superintendence. The workman to whom the master is to be responsible is defined as being either a railway servant or a workman within the Employers' and Workmen's Act, 1875; but a railway servant includes clerks and persons of a very different category from manual workmen under the Act of 1875; which Act, moreover, was passed *alio intuitu*. Further, it is plain that by means of this definition, and also of the provisions of Case 5, railway companies are subjected to exceptional legislation.

Then for these five specified cases the statute does not in direct terms enact that the defence of common employment shall be abolished, but it enacts that the workman shall have the same remedy as if he were not a workman in the employer's service. These words, no doubt, do take away that defence, but possibly do something more, for, as has been stated, the standard of care enforced by the law varies according as the person concerned is a workman, a licensee, a person invited, a stranger, &c. Further, the proviso in section 2 (3), which in form restricts the operation of section 1, has been interpreted to widen it by qualifying the defence of *volenti non fit injuria*, or acquiescence, to this extent, apparently, that henceforward whatever may have been the case under the common law—mere continuance of the servant in the employer's service with full knowledge of the danger is not necessarily to be considered sufficient to establish that he has voluntarily undertaken the risk. At the same time it is not indicated what will be deemed sufficient. This, from a practical point of view, is a very important question.

The information of the defect or negligence which the Act requires to be given by the workman having knowledge of it, in order to qualify him to sue, may be given to any person superior to himself, but this person may have no means of remedying the matter, which may be entirely outside his department.

And the obligation to inform may be dispensed with only if the workman knew that the employer or the

workman's superior knew of the defect. It is often difficult to prove that the employer knew it; and where the workman is dead, almost impossible to prove that he knew the employer knew.

In the five cases specified the Act provides special procedure—

- (a.) The action is to be brought in the county court, with power on the application of either plaintiff or defendant to have it removed into a superior Court. Section 6 (1). If the trial is before a judge without a jury one or more assessors may be appointed. Section 6 (2).
- (b.) The action is to be brought within six months from the date of the injury or, if the injury is fatal within 12 months from the date of the death. Section 4.
- (c.) Notice of the injury to be given to the employer within six weeks. Sections 4 and 7.

A notice is not to be deemed invalid by reason of any defect or inaccuracy unless the judges shall be of opinion that the defendant is prejudiced in his defence by such defect or inaccuracy, and that the defect or inaccuracy was for the purpose of misleading. Section 7.

In case of death the want of a notice is to be no bar to the maintenance of the action if the judge is of opinion that there was reasonable excuse for such want of notice. Section 4.

- (d.) Compensation is not to exceed the estimated earnings during the three years preceding the injury of a person in the same grade employed during those years in the like employment in the same district [section 3], and from this compensation is to be deducted any penalty paid to the workman or his representatives under any other Act. [Section 5.] (*See* Factory and Workshop Act, 41 & 42 Vict. c. 16. s. 82; Coal Mines Regulation Act, 1887, 50 & 51 Vict., c. 58. s. 70; Metalliferous Mines Regulation Act, 1872, 35 & 36 Vict. c. 77. s. 38.)

It will be observed that this special procedure, as also the substantive alteration of the law with respect to acquiescence, apply only to cases within the Act of 1880, not to common law actions outside the Act.

The extent to which workmen have enforced, or attempted to enforce, claims under the Act by proceedings in the law courts may be thus summarised from the Parliamentary Returns, 1884, No. 151; 1885, No. 320; 1886, No. 226; 1888, No. 290; 1889, No. 303; 1890, No. 336; 1891, No. 337.

	In 1881, 1882, and 1883.		In 1884.		In 1885.		In 1886.		In 1887.	
	Number.	£	Number.	£	Number.	£	Number.	£	Number.	£
Total number of cases tried in County Courts	448	—	99	—	340	—	161	—	170	—
Amount of compensation claimed	—	76,337	—	30,845	—	49,466	—	25,559	—	31,196
Amount awarded	—	18,124	—	8,882	—	7,356	—	4,791	—	6,669
Number of cases in which the application to remove the case for trial from the County Court to the Superior Court has been granted, <i>i.e.</i> , number of removals	22	—	7	—	2	—	3	—	1	—
Number of cases not tried	192	—	76	—	166	—	—	—	—	—
Of which struck out	59	—	35	—	34	—	—	—	—	—
" settled	138	—	41	—	75	—	—	—	—	—
" pending on December 31, 1885	—	—	—	—	57	—	—	—	—	—
Appeals	12	—	3	—	3	—	5	—	2	—

	In 1888.		In 1889.		In 1890.	
	Number.	£	Number.	£	Number.	£
Total number of cases in County Court	331	—	361	—	369	—
Amount claimed	—	49,300	—	53,590	—	68,070
Amount awarded	—	7,559	—	8,186	—	8,679
Number of removals into High Court	5	—	8	—	7	—
" Struck out	29	—	48	—	38	—
" Settled and withdrawn	55	—	69	—	69	—
Cases not tried— " Pending at the end of year	45	—	47	—	54	—

But it must not be supposed that the table exhibits the whole of the operation of the Act. In the first place it takes no account of cases to which the Act could have applied but for the parties having contracted out of it; next, when there is no contracting out no account is taken of cases under the Act not carried into court, though in many of them claims are made and compensation given; and with respect to cases which are brought into court, though the table states the total of the claims made, the amount awarded does not include compensation paid under compromise effected out of court after action brought, but before adjudication.

Still less can the number of complaints be taken as fairly representing the number of injuries caused by the negligence of foremen. The truth is that to the workman litigation under the Act has more than its usual terrors. It is not merely that litigation is expensive, and that he is a poor man and his employer comparatively a rich one, it is that when a workman goes to law with his employer he, as it were, declares war against the person on whom his future probably depends; he seeks to compel him by legal force to pay money, and his only mode of doing so is the odious one of proving that his employer or his agents—his own fellow workmen—have been guilty of negligence. Add to this that the legal proof of such negligence is often extremely difficult. The broad result is that a legal claim for damages only answers where the injury is very great, and the workman is prepared to leave his master's service. It is quite unsuitable as a remedy to meet the common case of a trifling injury which befalls a workman in the course of his employment and temporarily disables him. Wherever the service is good, as that of a railway company, for instance, a man who enters it comes to stay, and it would never be worth his while to institute legal proceedings against his employer for small damages for a slight accident, when the result would be to make unpleasantness for himself, and possibly to endanger his continuance in the service.

Contracting Out.

By contracting out is meant an arrangement between employer and employed by which the employed renounces the rights conferred on him by the Employers' Liability Act (and often also his rights under the common law to be indemnified for injury the result of the employer's negligence). The Act is silent on the subject, but it has been decided by a court of law that contracting out is permissible.

Griffiths v Earl of Dudley, 5 Q.B.D. 35.

The usual consideration given by the employer to his workmen for contracting out is a contribution to the workmen's insurance fund against injuries befalling them in the course of their employment. Such injuries may arise:—

- (a.) From negligence, for which employer is liable at common law.
 - (b.) From negligence of foreman (or in some cases employer), for which employer is liable under the Act of 1880.
 - (c.) From negligence of fellow workman, not being foreman
 - (d.) From negligence of injured workman
 - (e.) From no negligence, but mere accident
- } For which employer is not liable at all.

The workmen's insurance fund is usually an insurance against all accidents from whatever cause they may arise. But this is not always the case; and the proportion of the employer's contribution to those of the men and the amounts insured vary very widely.

The following summary, which is derived for the most part from the evidence given before the Select Committee of 1886, supplemented in some instances by information subsequently received, may enable some general conception to be formed of the extent to which contracting out has been resorted to in the different industries. Details are given in the Appendices to this Memorandum.

MINING.—The majority of miners have not contracted out, and object to doing so, and even to being allowed to do so. This is the official view of the Central Board of the Miners' National Association, representing 200,000 miners (1,065). But there is a strong minority who have contracted out, and who resent any proposal to deprive them of their liberty in this matter. Official statistics are wanting; the following come from the Central Association for dealing with distress caused by mining accidents—an association which in 1885 represented 209,306, and in 1891 represented 268,985 miners. This association is itself neutral on the question, as it is open to the local relief societies in affiliation with it to contract out or not as they please; some do and others do not. In most districts (through the operation of the Miners' Union or the influence of the mine owners) there is a uniform rule for all the men of the same pit, if not for all the men of the same county, that they should or should not contract out; but in the Monmouthshire and South Wales district there is no rule at all; each individual is free to contract out or not as he pleases, and those who contract out work in the same pit side by side with those who do not.

TABLE showing the NUMBER of PERSONS EMPLOYED at the COLLIERIES in GREAT BRITAIN and IRELAND, and the NUMBER of PERSONS who have made ARRANGEMENTS with their EMPLOYERS in view of the EMPLOYERS' LIABILITY ACT, 1880.

Districts.	1885.		1886.		1887.		1888.		1889.		1890.		1891.	
	Under Arrangement.	Not under Arrangement.	Under Arrangement.	Not under Arrangement.	Under Arrangement.	Not under Arrangement.	Under Arrangement.	Not under Arrangement.	Under Arrangement.	Not under Arrangement.	Under Arrangement.	Not under Arrangement.	Under Arrangement.	Not under Arrangement.
Northumberland, Cumberland, and North Durham	—	53,611	—	53,548	—	53,057	—	53,906	—	56,777	—	61,385	—	63,034
South Durham, Westmoreland, North Riding of Yorkshire, and Cleveland	—	62,484	—	60,903	—	61,223	—	63,422	—	65,205	—	69,198	—	72,272
Yorkshire and Lincolnshire	—	63,677	—	65,840	—	67,015	—	67,000	—	70,062	—	76,893	—	82,165
Lancashire and North Wales	44,398	28,807	46,333	27,479	48,001	27,132	48,822	27,081	51,906	27,187	57,802	28,680	61,542	29,800
Ireland	—	860	—	864	—	840	—	779	—	751	—	772	—	742
Derbyshire, Leicestershire, Nottinghamshire, Warwickshire, Cheshire, Staffordshire, and Shropshire	1,059	99,130	1,308	96,548	303	98,452	306	101,296	308	107,086	411	115,426	—	121,829
Monmouthshire, Somersetshire, parts of Glamorgan and Brecon, and South Wales	37,459	59,817	41,117	55,961	43,108	56,813	39,221	64,034	45,932	65,675	52,774	70,036	57,590	72,346
Scotland, East	—	46,022	—	46,557	—	47,732	—	46,734	—	42,602	—	46,319	—	50,328
Scotland, West	—	23,008	—	23,223	—	23,443	—	22,527	—	30,306	—	32,577	—	34,862
	82,916	437,716	89,018	460,982	90,362	435,715	88,558	446,397	98,536	465,490	110,927	502,246	118,132	629,223

RAILWAYS.—The London and North-Western Railway Company, on the passing of the Act of 1880, gave to the men in their employ the option of contracting out in return for certain contributions to be made by the company to the men's insurance fund. The men, with very few exceptions, accepted these terms, and for all who have since joined contracting out is the rule of the service. The company has now in their employ over 50,000 men, all of whom have contracted out, and these men petitioned Parliament against any change in the law which might prevent them from doing so. The London and North-Western Railway Company is the only railway company in which contracting out is the obligatory rule of the service.

In the London and Brighton Railway Company themen do, as a matter of fact, contract out, but on a month's notice any man can regain his legal position without leaving the service, simply by renouncing the insurance benefits. Very few have thought it to their advantage to do so. In the Eastern Counties Railway Company the men do not contract out, but if a man claims and obtains damages by legal process there is a certain deduction made from the Company's contribution to the men's insurance fund. In all other railway companies there is no contracting out.

Throughout the *Building Trade* there is no contracting out, and Mr. Shipton, the Secretary to the Amalgamated Society of House Decorators, represented to the Committee that contracting out should be prohibited. In the trades connected with the *Iron Trades Employers' Association*, representing the employment of 50,000 men spread over 18 districts, with their centre in Manchester—that is, the trades of general engineering, iron shipbuilding, marine and locomotive engineering, steam boiler making, textile machine making, and iron and brass founding—there is no contracting out. In the large *Alkali Works* of Messrs. Chance, and in the iron works of Messrs. Pearson and Knowles the men do

contract out. As to other trades there is no evidence that there is contracting out.

One of the main questions with reference to the subject of employers liability is whether contracting out, which is now permissible, should be prohibited by law. In favour of such prohibition, the principal arguments used are (1) that the Act is the workmen's charter, and all rights under it should be inalienable; (2) that contracting out leads to negligence on the part of employers, and, therefore, is injurious to workmen, whatever pecuniary advantage they may derive from the employers' contributions to the workmen's insurance fund; (3) that it is not to be presumed that if contracting out is prohibited, these contributions of employers will be together discontinued, still less that the workmen will abandon their provident institutions; (4) that so long as contracting out is permitted, workmen are liable to be coerced into it for no consideration. On the other hand, it is argued (1) that to prohibit contracting out is an unjustifiable interference with the liberty of the individual, and that the right conferred by the Employers' Liability Act to bring an action for damages is as fitted to be made the subject of a compromise as the action itself when brought; (2) that contracting out does not tend to cause negligence; (3) that the system of employers and employed jointly contributing to the insurance fund of the employed is beneficial to both parties, to the employers in securing amicable relations with the employed, to the employed in assisting their efforts to make provision for themselves and conferring on them pecuniary advantages in comparison with which anything they give up is insignificant. If contracting out is prohibited, this system, with all its benefits, must fall to the ground; (4) that there is no coercion to compel workmen to contract out for no consideration. Coercion of such large numbers is impracticable.

On the question whether contracting out tends to cause negligence on the part of employers, reference may be made to the following statistics:—

RAILWAYS.

TABLE showing from 1877-89 the PROPORTION OF ACCIDENTS TO NUMBER OF EMPLOYÉES.

Railway Company.	1877.		1878.		1879.		1880.		1881.		1882.	
	Fatal.	Total.	Fatal.	Total.	Fatal.	Total.	Fatal.	Total.	Fatal.	Total.	Fatal.	Total.
London and North-Western	One in 411	One in 94	One in 432	One in 78	One in 561	One in 113	One in 500	One in 102	One in 525	One in 61	One in 504	One in 62
London, Brighton and South Coast	580	107	503	111	464	88	467	107	366	32	409	41
Great Eastern	454	92	604	103	408	68	454	75	395	74	395	73
Great Western	462	76	406	82	766	96	585	84	609	72	736	74
Great Northern	466	133	558	119	999	126	424	139	464	84	569	77
Midland	423	124	525	143	693	140	375	150	610	246	588	210
Lancashire and Yorkshire	322	47	464	63	544	60	392	47	376	47	378	47
Average of above six railways	461	95	477	103	646	75	471	99	470	103	507	67

Railway Company.	1883.		1884.		1885.		1886.		1887.		1888.		1889.	
	Fatal.	Total.	Fatal.	Total.	Fatal.	Total.	Fatal.	Total.	Fatal.	Total.	Fatal.	Total.	Fatal.	Total.
London and North-Western	One in 834	One in 117	One in 697	One in 107	One in 1,001	One in 121	One in 583	One in 134	One in 940	One in 114	One in 1,058	One in 92	One in 916	One in 65
London, Brighton, and South Coast	819	140	702	117	786	218	1,228	351	702	233	1,638	239	924	224
Great Eastern	740	115	714	149	1,111	99	1,183	306	714	175	638	181	1,405	144
Great Western	637	112	1,163	116	1,040	125	1,501	146	1,196	131	1,163	143	1,188	124
Great Northern	927	91	755	93	849	96	1,359	96	1,133	143	1,163	219	806	233
Midland	874	231	950	231	971	361	926	370	1,240	381	1,214	361	1,024	229
Lancashire and Yorkshire	615	73	410	62	675	62	550	58	596	63	666	61	799	89
Average of above six railways	768	127	782	133	900	160	1,123	205	932	175	1,069	200	1,023	195

As already stated, the London and North-Western Railway Company is the only railway company in which the men contract out as a permanent condition of the service. On the Brighton Railway the men

contract out, but can withdraw from the contract at a month's notice without leaving the service. On the other railways there is no contracting out.

COAL MINES.

The following table, compiled from the Reports of Her Majesty's Inspectors, shows the number of persons employed per death by accident in mines under the Coal Mines Act:—

Year.	West Lancashire and North Wales.	South Wales.	Yorkshire.	South Durham and North Riding.	Northumberland.	All Districts.
	One death in	One death in	One death in	One death in	One death in	One death in
1873	339	385	496	702	496	479
1874	380	384	558	783	722	510
1875	349	404	234	771	686	430
1876	348	396	872	748	696	551
1877	318	367	566	595	727	409
1878	128	357	738	638	890	336
1879	407	246	527	865	716	490
1880	443	208	576	220	884	368
Average for the 8 years	339	348	571	661	721	446
1881	263	402	807	645	740	519
1882	426	379	648	394	672	447
1883	502	325	586	878	691	488
1884	460	349	660	764	793	552
1885	428	275	757	715	582	452
1886	449	391	502	662	938	545
1887	485	319	603	685	769	529
1888	471	438	760	755	586	602
1889	400	480	666	707	757	530
1890	570	838	754	1,080	667	528
Average for the 10 years	445	369	674	718	719	519

West Lancashire is mainly, and North Wales exclusively, a contracting out district; in South Wales the majority do not contract out, but there is a large minority who do. In the other three districts that are named, there is very little, if any, contracting out. (See Table *supra*, p. 10.) From natural causes, however, the dangers of coal mining vary considerably in the different districts.

No case was established before the Select Committee of workmen contracting out for no consideration, nor did workmen come forward to say that they had been coerced into contracting out against their will. But where there is contracting out, it is usually made the rule of the service, and this, it was stated in general terms, means coercion. The reply made by employers was to point to the benefits conferred on workmen contracting out, and to the number of employed alleged to be coerced also to the number contracting out in cases where, as in the South Wales mining district, it was not the rule of the service.

APPENDIX A.

CONTRACTING OUT IN COAL MINES.*

LANCASHIRE AND CHESHIRE.

Hewlett.—Coal Owner (3731).

Woods.—Agent for Ashton and Haydock Miners' Trades Union (1).

Picard.—President of Lancashire Miners' Federation (4660).

Campbell.—Secretary to Central Association for dealing with distress caused by Mining Accidents (3488, 3601).

Appendices.—Nos. 13 and 14.

Before the Act of 1880 it was a condition of service that the men should belong to a society wherein they were insured against all accidents. The men contributed 3d. or 1½d. per week, according as they were full members or half members (men or boys), and the masters 10 per cent.

* The numerical references in this Appendix and those which follow it are, unless otherwise stated to the answers given before the Committee of 1886: in some cases the statistics have been supplemented from evidence given before the Labour Commission of 1891, and from Mr. Campbell's pamphlet, "Miner's Thrift," Wigan, 1891.

on their contributions. The men did not contract out of their common law rights. The next step (3742) was to raise the contributions of the men to 4d. and 2d., and that of the masters to 15 per cent. This was the state of things when the Act passed. There was much apprehension on both sides that the Act would give rise to litigation; the men, in particular, feared that the masters would withdraw their contributions from the fund and insure themselves against claims under the Act, and that they (the men) would be left to prosecute their legal claims and maintain their fund out of their own moneys. The first to call attention to these dangers was the "Wigan Observer" in an anonymous article; this was followed by a published letter from Mr. Pickard, M.P., Vice-President of the Miners' Relief Society, and thereupon the South Lancashire and Cheshire Coal (Masters') Association opened a negotiation with the Miners' Permanent Relief Society, and the result was that a conference of the two societies took place and agreed to recommend both to masters and men a new arrangement, to the effect that the masters should raise their contribution from 15 to 25 per cent. of the total contributions, and that the men should look only to the fund, and should waive all legal claims under the Employers' Liability Act, or otherwise. The masters accordingly gave notice at the collieries to terminate contracts with a view to make new contracts on the new basis. But before anything could be done a general strike broke out about wages, and this was followed by a complaint of the men that the masters were coercing them to contract out. The masters then withdrew their offer of an increased subscription. The strike, after its general close in the district, was continued (3707) in the case of one colliery where contracting out was insisted upon as a rule of the service. There appear in 1886 to have been, perhaps, 60,000 miners—about half the collieries were in the Permanent Fund (3637); and in the collieries forming this half there were 33,830 miners who had contracted out as against 4,402 who had not. In South-West Lancashire (with the exception of one colliery, that of Colonel Blundell) the men have all contracted out.

DURHAM AND NORTHUMBERLAND.

Patterson.—Secretary to Durham Miners' Association (1423).

Reid.—Member of Durham Miners' Executive Committee and Joint Secretary of Permanent Relief Fund for Northumberland and Durham Miners (1508).

- Nixon*.—President of Northumberland Miners' Mutual Confident Association (1932).
Campbell.—Secretary to Central Association for dealing with distress caused by Mining Accidents (3584).

Not one of the miners, numbering, in 1885, 86,886, in June, 1891, 107,997, has contracted out (1943). Previous to the Act the masters, or many of them, contributed 20 per cent. to the men's fund; on the Act passing they offered (2001) to increase this to 25 if the men would contract out, and on the men refusing, the masters generally withdrew their contribution (1574, 2001).

Consequently, the total of those contributions (taking into account employers who refused or failed to contribute) which before the Act had been 11½ per cent. sunk to 8½ (1525), but notwithstanding this the Miners' Permanent Relief Society, to which the men in all the collieries belong, goes on enlarging itself (1612, 1641). Their fund, however, has now, 1891, an estimated deficit of 90,000*l.* Had all employers contributed 25 per cent., as they offered to do, the fund would now instead have a surplus of 30,000*l.* (Evidence of Mr. Steele before Royal Commission on Labour, 1891.) The reason why the men refused to contract out was that they thought the fear of exposure in court was a stimulus to the masters to manage their mines carefully (1502). The total numbers voting do not appear, but in the Northumberland Miners' Mutual Confident Association, non-contracting out was carried by 100 to 80 votes, one vote being given for 50 miners (page 51). No ill-will from the masters followed from the refusal of the men to contract out (1444-5). The masters formed themselves into a mutual assurance society (3590). In the five years not more than eight notices have been given under the Act, and there has not been a single case in court by the association against an owner (1431, 1478, 1629, 1968).

YORKSHIRE.

- Cowey*.—President of Yorkshire Miners' Association (1023).
Kale.—Collier appointed to speak for his pit-fellows (4361).
Hatfield.—Collier and secretary to fund (4473).
Campbell.—Secretary to Central Association for dealing with distress caused by Mining Accidents (3650).

There are about 60,000 men in the district; of these, 20,000 men are in a trade union (1078); about 15,000 belong to the Permanent Relief Association, the others usually belong to a fund established for the colliery where they work.

The men are strongly opposed to contracting out (1030); there is no contracting out, except in the collieries of a single firm, Messrs. Charlesworth (4422). No coercion was attempted by the masters (1179). There have been only eight cases in the courts, four won and four lost (1095). The masters insure; the cost of five years' premiums has been under 2,000*l.*; of contributions, if the masters had contributed as in other districts, would have been 50,000*l.* (3682-3).

In the Thorncliffe Iron Works and collieries, employing 3,500 hands, there was established about two years ago a fund to which the employers contributed 20 per cent., without, however, contracting out. There has not yet been a single action under Employers' Liability Act. (Evidence of Mr. Chambers before the Royal Commission on Labour, 1892, Q. 8079).

In Messrs. Charlesworth's collieries the men, about 2,700 in number (1107), contract out, the employers contributing 25 per cent. of the men's contributions (1080). These collieries are in West Yorkshire and South Yorkshire. In West Yorkshire contracting out was determined by a small majority on a ballot (4372, 4439), but all are perfectly satisfied (4413). In the South Yorkshire collieries there was an unanimous vote by lamp-showing (4483-7).

NORTH WALES.

- Griffith*.—Mining Engineer and Chairman of Board of Management of North Wales Miners' Permanent Relief Society (3828).
Jones.—Collier and Member of the Board (3849).
Davies.—Banksman (3912).
Campbell.—Secretary to Central Association for dealing with distress caused by Mining Accidents (3660).

All the men in the Permanent Relief Society (which is neutral on the question of contracting out) have contracted out to the number of 10,548.

Formerly the masters contributed 10 per cent., since the Act they contribute 25 per cent. (3900). There is only one colliery in North Wales where the employer does not contribute (3858). The men in the Permanent Society are quite satisfied at having contracted out (3838).

An arrangement has been started under which royalty owners contribute to the Relief Society one-half of the amount contributed by lessees. (Evidence of Mr. Chambers before the Royal Commission on Labour, 1892, Q. 8273.)

In his slate quarries at Dinorwic, Mr. Assheton-Smith, who had erected a hospital and contributed towards its maintenance, and to a sick fund and superannuation fund, insisted, in 1881, upon his workmen contracting out of the Act. (Evidence of Mr. Parry before the Royal Commission on Labour 1893, Q. 9566.)

SOUTH WALES.

- Thomas*.—Miners' Agent at Aberdare (3945).
Wilkinson.—Colliery Manager in Monmouthshire, and on Board of Monmouthshire and South Wales Permanent Provident Society (4028).
Dyer.—Checkweigher (4136).
Simons.—Solicitor for Associated Colliery Owners of Monmouthshire and South Wales; also Solicitor for Miners' Provident Society (5444).
Hood.—Mine Owner in Glamorganshire (5524).
Campbell.—Secretary to Central Association for dealing with distress caused by Mining Accidents (3669).

The account of this area is specially important: (1) because there are tolerably complete statistics for the district, of those who do not contract out as well as those who do; (2) because in this district the freedom of the individual workman is placed beyond question.

Before 1880 there was no permanent fund (3960); on the passing of the Act was established the Monmouthshire and South Wales Permanent Provident Society, to which employers contribute 25 per cent. of men's contributions; the society insures against all accidents, and all the men in the society contract out (5451-2), but it is left perfectly free to each man whether he will join the society or not; anyone can leave it at any time (3974); in some collieries half are in, half out (4038); those who are not in the society can claim under the Act, and besides may be members of clubs to which employers do not contribute (3985); it is found that in the more dangerous collieries where accidents more frequently occur, the men mostly join the society, because they are more sure to profit by the benefits (4058, 4149).

The most important figures are those in Appendix No. XV., Tables A. and B., since supplemented by Mr. Campbell, the secretary to the Central Association.

Year.	Number of Colliers who did not Contract out.	Number who Contracted out.
1881	67,227	5,665
1882	60,698	14,376
1883	58,188	22,509
1884	53,775	30,119
1885	59,817	37,434
1886	55,961	41,117
1887	56,812	42,168
1888	64,034	39,281
1889	61,673	45,932
1890	70,036	52,774
1891	72,346	57,580

In the five years, 1881-85, the total amount of the masters' 25 per cent. contributions for those who contracted out was 13,902*l.*, as compared with 717*l.*, the total amount recovered from employers by those who did not contract out—recovered whether by legal proceeding or otherwise.

During the same five years the number of accidents amongst 287,671 colliers who did not contract out was 51,702, and among 110,008 who contracted out was 22,326. The difference therefore is slightly in favour

of those who do not contract out. Possibly this may be accounted for by the fact that all those who contract out are necessarily members of the Permanent Society, which keeps a most accurate register of the accidents it has to pay for (5521), and it is also to be remembered that it is in the dangerous mines that the preference to contracting out shows itself most markedly (4058, 4149).

Mr. Hood is a coal-owner who employs between 2,000 and 3,000 men; they all refused to contract out, but in the five years none of them had ever made a claim against him under the Act (5527, 5534).

MIDLAND DISTRICT.

Smith.—Lord Dudley's Agent (5264).

Campbell.—Secretary to Central Association for dealing with distress caused by Mining Accidents (3675).

In this district the Central Association for permanent relief has but a slight hold. In every colliery there is, as in Lord Dudley's collieries, a fund to which owners contribute; besides this insurance societies have a considerable business, insuring against all accidents; the premiums, to these policies come partly from the employer, partly from the men (collected through the employer), and partly from the contractors (3569, 3572, 3598-9).

Before the Act the general system was that followed at Lord Dudley's, viz., there was a fund insuring against all accidents to which the employer contributed himself and required his men to contribute (5265); on the Act passing Lord Dudley proposed to withdraw, but the men pressed him to remain, and contracting out became a term of the service; in three years to collieries on one side only of Dudley (Lord Dudley has collieries on both sides, and the practice in both is not quite alike—figures are given as to one set only) Lord Dudley paid 1,032*l.*, 1,045*l.*, 732*l.* (5419); if instead he had paid only legal damages for negligence, he would have paid but a trifling sum (5416); he could certainly have insured for 400*l.* per annum (5438), his contributions were a bagatelle as compared with the wages he paid, say from 3,000*l.* to 5,000*l.* per week for collieries on both sides of Dudley (5420). The largest amount paid out of the fund to an individual would exceed the statutory maximum (5297).

In Lord Dudley's ironworks there is no contracting out, but no claim is ever made (5308).

SCOTLAND.

There is no contracting out. Masters have a mutual insurance association. But quite recently, February, 1892, about 90 per cent. of miners in Midlothian and Haddingtonshire have voted in favour of establishing a permanent association for insurance against fatal accidents to which masters are willing to contribute.

H.O. Pap.
B. 3028 A.
3.
Bill [160].

APPENDIX B.

CONTRACTING OUT—RAILWAY COMPANIES.

LONDON AND NORTH-WESTERN RAILWAY.

See Mr. Finlay's Evidence. (2487-2666.)
Mr. Mason's " (2667-2780.)
Mr. Westwell's " (3037 *et seq.*)
Mr. Robertson's " (3177 *et seq.*)
Appendix, No. 10

In this company contracting out is now a condition of service. There are in the company—

- (i.) A General Insurance Society.
- (ii.) The Running Department Mutual Insurance Society.
- (iii.) The Railway Works.

There are also provident societies and a pension fund which have no connexion with employers' liability.

51,200 out of 53,000 *employés* are insured in the three societies named.

- i. The General Insurance Society was started by the company in 1871; joining it was optional with then existing servants, compulsory on all who entered the service subsequently. (2498.) (2608.) (2612.)

The men paid 3*d.*, 2*d.*, or 1*d.* a week according to class; the company contributed 1,500*l.* per annum.

The society insured its members against accidental death or disablement, and also against natural death, as follows:—

Class.	Death arising from Accident whilst in the Discharge of Duty.	Permanent Disablement and Incapacity to resume Employment, arising from Accident whilst in the Discharge of Duty.	Weekly Allowance in case of Temporary Disablement by Accident whilst in the Discharge of Duty.		Death from any Cause other than Accident or Duty.
			First 26 Weeks.	Second 26 Weeks.	
First	£ s. d. 40 0 0	£ s. d. 35 0 0	s. d. 18 0	s. d. 9 0	} £ s. d. 10 0 0
Second	35 0 0	25 0 0	12 0	6 0	
Third	12 10 0	18 15 0	6 0	3 0	

Report, Appendix, p. 521.

(2527.)

15,000 *employés* joined the society in the first year; this number gradually rose to 32,400 in 1880; in 1881 the constitution was revised and accepted by 34,400, i.e., the whole of the company's servants in the general or traffic department, except 114.

The society as revised, in consequence of the passing of the Employers' Liability Act, 1880, gave the following benefits:—

Class.	Death arising from Accident whilst in the Discharge of Duty.	Permanent Disablement and Incapacity to resume Employment, arising from Accident whilst in the Discharge of Duty.	Weekly Allowance in case of Temporary Disablement by Accident whilst in the Discharge of Duty. Not exceeding 52 weeks.		Death from any Cause other than Accident on Duty.
			£ s. d.	£ s. d.	
First	£ s. d. 100 0 0	£ s. d. 100 0 0	£ s. d. 1 1 0		} £ s. d. 10 0 0
Second	80 0 0	80 0 0	0 14 0		
Third	40 0 0	40 0 0	0 7 0		

Report, Appendix, p. 521.

Henceforth all employes contracted out of the Act, except the 114 mentioned above, who were reduced in number to 25 in 1886, and are now, perhaps, extinct.

(2514.)

The contributions of the men were not increased, but in lieu of the 1,500*l.* previously paid, the company contributed five-sixths of the amount of the men's contributions, *i.e.*, about 45 per cent. of the entire fund, the actual amount paid by them in the first year being 11,860*l.*, increasing to 13,419*l.* in 1885.

(2614.)

No exact estimate exists, but this contribution is very much greater than the company could possibly have had to pay under the Act, according to the experience of other companies which do not make their men contract out of the Act.

(3043.)

Class.	"Call."	Sum paid on Accidental Death		Sum paid on Natural Death		Weekly Allowance for 52 Weeks during Dis-ablement paid entirely by the Company.
		By the Men.	Added by the Company.	By the Men.	By the Company.	
First	1 0	£ 50 0 0	£ 50 0 0	£ 50 0 0	10 0 0	£ 1 1 0
Second	0 8	£ 82 10 0	£ 47 10 0	£ 82 0 0	7 10 0	0 14 0
Third	0 4	£ 15 0 0	£ 25 0 0	£ 15 0 0	5 0 0	0 7 0

Report, Appendix p. 622.

The following table shows the working of this system :—

Half-Year ending	Men's Contributions.	Company's Contributions.	Total Contributions.	Payments to Men and their Representatives.
Running Department— June 30, 1881	£ 1,473	£ 666	£ 2,139	£ 2,208
December 31, 1881	1,964	800	2,824	2,859
June 30, 1882	1,894	850	2,724	2,325
December 31, 1882	1,866	1,019	2,885	2,997
June 30, 1883	1,560	1,140	2,709	2,508
December 31, 1883	1,248	966	2,234	1,831
June 30, 1884	1,244	1,555	2,799	3,214
December 31, 1884	1,234	1,193	2,427	2,817
June 30, 1885	2,164	1,015	3,179	3,081
December 31, 1885	1,535	1,070	2,605	2,897

(2571.)
(2601.)

Over 8,000 men are thus insured. The average rate of the company's contribution is 38 per cent. of the whole fund.

(2571.)
(3190.)
(3189.)

The other society in the locomotive department is the Railway Works Mutual Insurance Society, with an insured body of over 6,000, that is, the whole body of men eligible, except three. They all contract out.

(2592-5.)
(2695.)

The full particulars of the benefits do not appear, but seem to be similar to those of the Hunning Society. Before 1881 the company contributed nothing, now the company contribute 50 per cent. of the men's contributions, or 33½ per cent. of the whole.

The following table shows the working of the scheme :—

Report, Appendix, p. 622.

Half-Year ending	Men's Contributions.	Company's Contributions.	Total Contributions.	Payments to Men and their Representatives.
Works Department— June 30, 1881	£ 591	£ 382	£ 973	£ 525
December 31, 1881	403	195	598	708
June 30, 1882	610	296	906	746
December 31, 1882	419	202	721	797
June 30, 1883	423	204	626	858
December 31, 1883	629	305	934	960
June 30, 1884	626	304	930	787
December 31, 1884	451	208	659	347
June 30, 1885	416	202	618	308
December 31, 1885	416	202	618	676

In addition to the above General Society, there are two societies for employes in the locomotive branch. First, the Mutual Insurance Society for the Running Department, started in 1868, to which the company contributed from 1874, but the contributions were comparatively small until 1880, when like the larger society, this was reconstituted.

The funds of this society continued to be made up, not by subscriptions, but by "calls" on the members whenever the floating capital sank below 1,000*l.*

Payments of 50*l.* were made to the holder of each share, and of 25*l.* to each half member on death, whether natural or accidental, and a weekly allowance in case of disablement. After revision, these classes were made with the following benefits :—

The general result is, out of a total number of 53,000 employes of the company the number insured is 51,203. (2504.)

LONDON, BRIGHTON, AND SOUTH COAST RAILWAY.

Report, Appendix, p. 523, Mr. Laing. (2986 *et seq.*)
Mr. Tonge. (3143 *et seq.*)
Mr. Hards. (3158.)

In this company the men contract out to obtain the benefits of the insurance fund, but can, at a month's notice, by renouncing the benefits of the fund, pass under the Act.

Prior to the passing of the "Employers' Liability Act, 1880," there existed in connexion with the Brighton Company a fund called the "Railway Servants' Insurance Fund," established in April, 1853, for the purpose of enabling company's servants of all grades who were exposed to the risks of accidents in the discharge of their duties to insure their lives against such accidents, and at the same time to obtain a temporary weekly allowance while certified to be incapacitated from employment in consequence of any injuries received in the discharge of their duties. The scale of premiums in force in connexion with this fund was :—

Class.	Premium per Month.	Payment in case of Death.	Weekly Allowance.
First class	6	£ 100 0 0	£ 1 0 0
Second class	4½	75 0 0	0 15 0
Third class	3	50 0 0	0 10 0

and the Brighton Company contributed to the fund a moiety of the premiums payable by the men in accordance with the above-mentioned scale, such contributions amounting in the year 1879 to 1,622*l.* 4*s.* 3*d.* The insurer, if injured, was under this fund entitled to 25 consecutive weeks' allowances of 20*s.*, 15*s.*, and 10*s.*, according to class, if he remained absent so long.

Upon the passing of the Employers' Liability Act the directors offered, if the men would contract themselves out of the Act—

(a) To double the amount of insurance in case of death for the same monthly payments as

were made under the old insurance fund so that the three classes would pay and receive—

Class.	Premium per Month.	Payment in case of Death.
First class -	d. 6	£ 200
Second class -	4½	150
Third class -	3	100

with power to the men to insure for 100l. more in case of death by paying 3d. per month extra, the weekly allowance in case of injury not resulting in death remaining the same.

- (b.) To extend the time from 25 to 52 weeks from the weekly allowances of 20s., 15s., and 10s., if the injured man was unable to return sooner to duty.
- (c.) In case of permanent disability to let the weekly allowance run on until it equalled what would have been payable in case of death.
- (d.) The assurance to be for all accidents, however caused, occurring to a man in the fair and ordinary discharge of his duty.

The men accepted these terms, except two out of 9,000. Any of them can, however, by giving a month's notice remove himself from the Insurance Society and go under the Act; and there is nothing to prevent him doing so except the better terms the company offer.

Under this scheme, out of a total of 33,445l. paid in five years, the company has paid 23,105l. as against 10,350l. from the men.

In connexion with the company there are the other usual provident and benevolent societies, not touching employers' liability.

GREAT EASTERN RAILWAY COMPANY.

(2767 et seq.)

This company does not require the men to contract out.

On the passing of the Act the company became the insurers of their men as follows:—

Members' Premiums.	Per Week.	Company's Contribution.	
		Company's regular Payment.	Payment on Death or Duty.
First class -	d. 2	Half the premiums paid.	30
Second class -	1	Half the premiums paid.	15

The men do not contract themselves out of the Act, but if a member makes a claim under the Act the Insurance Society pays a smaller allowance to him, and return a certain amount to the company.

GREAT WESTERN RAILWAY COMPANY.

(2668-70.)

Do not make their men contract out of the Act. They have very few claims, but occasionally award gratuities. Thus, in 1885 five claims were made, one was admitted and 50l. paid; the other four were disputed, but gratuities were granted amounting to 55l. In 1884 three claims were made; 35l. paid.

The company has a Pension Fund, Provident Society, and Widows' and Orphans' Benevolent Fund.

To the Pension Fund the company pay a sum equal to the contributions of the men.

GREAT NORTHERN RAILWAY COMPANY.

(2671.)

Do not make their men contract out of the Act, nor have they a system of insurance.

They have, however, Sick and Benevolent Funds, and spend 600l. or 700l. in making up the allowance made to disabled men to the full level of their wages.

They have very few cases, indeed, that would come under the Act.

MIDLAND RAILWAY COMPANY.

Do not require the men to contract out of the Act. (2672.) They contribute 9,000l. a year to a Friendly Society, of which the benefits include medical advice, sick pay, accident pay, and superannuation.

In 1885 the payments made by this society amounted to 27,000l.

They had 10 claims made against them in 1885.

In 2 cases they disputed their liability with success.

In 3 " " " but had to pay.

In 5 " " " compromised.

Total amount paid 660l. (2654). They have upwards of 39,000 men. (See 2579.) (See 2654.)

LANCASHIRE AND YORKSHIRE.

No contracting out. (2657.)

It is a very crowded railway; they employ 24,000 men, and all they have had to pay is 340l. (2657).

APPENDIX C.

CONTRACTING OUT IN MISCELLANEOUS TRADES.

BUILDING.

Bird.—Chairman of Builders' Accidents Insurance Company, Limited (4872).

Cowlin.—President of National Society of Master Builders of Great Britain (5067).

Shipton.—Secretary of Amalgamated Society of House Decorators (383).

Murchie.—General Secretary of Amalgamated Society of Carpenters and Joiners (1707).

In building trade no contracting out. 4,944 masters have formed a mutual insurance society, each paying 4s. for every 100l. of wages (5034).

In the south district, comprising London and counties south of Birmingham, during the five years, 1881-85, the average number of policies in force has been 290.

Appendix, pp. 552, 554.

The total number of cases of accident reported was 1,315, of which 349 were settled as under:—

How settled.	Amount.	Number of Cases.
Settled without intervention of solicitors for	£ s. d. 2,416 14 2	245
Settled after notice of action for	1,958 4 2	62
Contested, claims being made for 5,727l.— In 20 of which damages were awarded for	1,007 7 6	42
In 22 the verdict was for defendant	—	
Total	5,970 5 10	349

Decorators object to contracting out, but there is no instance of contracting out in the trade (414,440).

Carpenters and joiners also object (1712), but there is no contracting out (1811-3). Accidents, Murchie alleges, have diminished since the Employers' Liability Act (1722, 1742), but it is not clear whether the figures he gives relate exclusively to accidents for which the employer is liable under the Act, or extend to all accidents (1847-90, 1900-3). The men have raised a fund to fight employers' cases; 23,000 men being in the

trade, the number of contested cases were (1732) as follows:—

In 1883	-	-	-	-	-	0
„ 1884	-	-	-	-	-	9
„ 1885	-	-	-	-	-	5
Total	-	-	-	-	-	14

Of these, the men won 10 and lost 4.

ALKALI WORKS.

Chance.—Birmingham, Employer (5099).
Tomlinson.—Birmingham, Workman (5195).

Before the Act there was no accident fund (5105). After the Act Mr. Chance proposed to his own men—about 650 in number—this arrangement: there was to be an accident fund insuring men against all accidents (5118); men and masters to contribute equally (5105); the fund to be managed by a committee of 12 workmen, with partner of firm for chairman (5110); the committee to settle rules and amount of compensation; all the men to contract out as a condition of service (5128). The scheme was unanimously adopted, and is now thoroughly approved by men. The five years show the following results (5164):—

Total number of accidents	-	232
Total amount of compensation assigned	-	422 <i>l.</i>
„ „ masters' contribution	-	652 <i>l.</i>

Of the 232 accidents not more than 10 would have been within the Employers' Liability Act (5115). Mr. Chance thinks the arrangement has produced greater care (5123), for during the nine years 1872–80 the number of fatal accidents was 7; during the five years 1881–85, 0.

PRINTERS.

An instance is given of one firm proposing to contract out, an intention being expressed of compensation being provided from some insurance society to be established.

IRON-WORKS TRADES.

(4719.)

In the following trades in the Manchester district—

General engineering,
Iron ship-building,
Marine and locomotive engineering,
Steam-boiler making,
Textile machine making,
Iron and brass founding,

the masters have established a mutual assurance for protecting each other against claims under the Act. The terms (4736) are for every 100*l.* of wages—

For machine makers	-	-	-	15 <i>d.</i>
„ engineers	-	-	-	21 <i>d.</i>
„ shipbuilders	-	-	-	27 <i>d.</i>

There is no contracting out (4725).

Taking 28,000 as the number of men under employment, the 4½ years from October, 1881, to May, 1886, yielded 788 injuries, thus accounting for—

Compensated by association	-	-	-	81
9 cases litigated—				
Won by men	-	-	-	3
„ association	-	-	-	6
Remainder, settled between master and man without troubling association	-	-	-	698
Total	-	-	-	788

IRON-WORKERS.

Bleckley.—Pearson and Knowles, Coal and Iron Company (4525).

After the Act the company offered to their workmen, 2,000 in number (4537), to establish a relief society to insure against all accidents (4535); the men to contribute two-thirds, masters one-third (4532); the men to manage fund, and to award out of it what sums they think fit (4535); the men to contract out (4541). At first only one of their two factories agreed, but afterwards, seeing how well the first had got on, the second

asked to be allowed to come in, and now all are in and all are satisfied (4541). The accidents for which the employer would be liable under the Act form a very small percentage of the whole (4540).

Marshall Sons and Co., Limited, of Gainsborough and London, are agricultural engineers, employing about 1,900 workpeople. They have taken the risk themselves. They take every precaution against accidents, and have not found any difficulty in amicably settling any claims with their workpeople, although practically since the Act they have not actually had any real claims, nor have they had any litigation whatever with their workmen. Report, p. 587.

APPENDIX D.

INSURANCE.

Insurance against accidents in trade may be provided for in various ways, viz., by:—

1. Men's relief societies, to which the men alone contribute.
2. Men's relief societies, to which both men and masters contribute.
3. Insurance companies.
4. Masters' mutual assurance societies.

The first two modes have been dealt with elsewhere under the heads of the different trades.

The best instance of an insurance company is the Employers' Liability Assurance Association.

This association issues two kinds of policies.

(a.) Separate policies (4165–73) in which the employed have no part. The company insures the master only against such accidents as the master is liable for, not, however, against accidents caused by the master's personal negligence, and before insuring the association makes inquiries to ascertain that the master is careful, &c. (4290).

The figures given are—

Total number of accidents reported	-	10,217
Of these no claim is made in 76 per cent., or -	-	7,750

Total number of claims	-	2,467
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Thus accounted for:—

Claims admitted	-	1,188
„ abandoned	-	952
„ litigated	-	327
Total	-	2,467

Of the 327 litigated cases there were:—

Won by workmen	-	136
Lost by „	-	191
Total	-	327

Also of the 327 litigated cases there were:—

Appealed by master	-	35
Won by men	-	29
„ master	-	6
Total	-	35

Appealed by men	-	32
Won by men	-	9
„ master	-	23
Total	-	32

(b.) Joint policies, in which employers in the first place pay the entire premium, but to a certain extent recoup themselves by a deduction from the men's wages: in this way the men contribute, and by the policy the insurance company undertakes to indemnify the workmen against all accidents whatever. There is no contracting out.

As to these policies the statistics are:-

Total number of accidents reported	-	26,188
Of these, there were claims admitted	-	26,037
Of these, there were claims abandoned	-	97
Of these, there were claims litigated about	-	4
Total	-	26,188

Had these policies been single instead of joint, the company (4179), instead of paying on 26,037, would probably have paid only on 3,026, which might represent the number of accidents for which the employer might be held liable.

The insurance company, however, do not provide relief beyond a certain limited time (4306-8).

MUTUAL ASSURANCE SOCIETIES.

4714, et seq.

The Iron Trades Employers' Association, spread over 18 districts, with its centre in Manchester, and representing the employment of 28,000 men employed in general engineering, iron shipbuilding, marine and locomotive engineering, steam boiler-making, textile machine-making, and iron and brass founding, is an association in which the members mutually insure each other against claims made under the Employers' Liability Act, 1880; the only object is to cover expenses. For the period between October, 1881, and May, 1886, the statistics were:-

Number of notices received of injuries	-	788
Number of claims compensated by agreement	-	81
Number of claims litigated and lost by men	-	6
Number of claims litigated and won by men	-	3
Remainder arranged between employer and the individual employer without reference to the association	-	698
Total	-	788

The rates of insurance were threefold:-

	Per cent. of Wages in the First Year.	
	s.	d.
Machine makers (who have small machinery)	1	3
Engineers (with larger machinery)	1	9
Shipbuilders who work out in the open and have a great deal of scaffolding	2	3

In the building trade, as stated elsewhere, the masters have formed a mutual insurance society, each paying 4s. for every 100l. of wages (4944, 5034).

In the south district, comprising London and counties south of Birmingham, during the five years, 1881 and 1885, the average number of policies in force was 290, and the total number of cases (accidents) reported was 1,315, of which 349 were settled as under:-

Appendix, pp. 553, 554.

How settled.	Amount.	Number of Cases.
Settled without intervention of solicitors for	£ 2,416 14 2	245
Settled after notice of action for	1,982 4 2	62
Contested claims being made for 6,727l.— In 20 of which damages were awarded for	1,607 7 6	42
In 22 the verdict was for defendant	—	
Total	5,976 5 10	349

In Northumberland and Durham mines the owners have a mutual assurance association. In five years their premiums amounted to 2,000l.; if they had contributed to the men's fund, their contributions would have amounted to 50,000l.

APPENDIX CLX.

FRANCE.

In France the law is still under consideration.

A *Commission de Travail* was recently appointed to examine (1) the Government Bill (*projet de loi*) on the subject of Employers' Liability and the Organisation of Obligatory Insurance; (2) Bills of Private Members (*propositions de loi*) on the same subject.

No. 1926.

The report of this Commission, issued in 1892, is an important volume which, besides a *résumé* of Foreign Legislation and the French Bills referred to the Commission, contains a fresh *projet de loi*, prepared by the Commission, together with a full explanatory memorandum; and in the appendices are to be found the text of all the measures, foreign as well as French, discussed in the report, and other useful information.

For present purposes, however, it will hardly be necessary to enter on the details of these various Bills; and it may be sufficient to describe the purport of the *projet de loi*, which was elaborated by the Commission after a careful review of the legislation effected in Germany or Austria, and all the legislation that had been previously attempted in France.

PROJET DE LOI.

The new legislation, it is intended, shall apply to workmen and persons employed in the following occupations:-

- Building.
- Workshops.
- Factories.
- Stone, timber, and dockyards.
- Work of carriers, dockers, and public warehousemen.
- Mines.
- Works in which ore is treated.
- Quarries.

Also every undertaking or part of an undertaking in which explosive is manufactured or employed, or in

which use is made of machines with motive power, whether animal power, or power from water, air, gas, electricity, &c.

A detailed list of these various industries will be prepared by a Government department--*Conseil Supérieur des accidents de Travail*. It will be noted that this list does not contain "sailors" or "fishermen," who, it is intended, shall be the subject of special legislation.

In these trades then, which, speaking roughly, are the dangerous trades, there is to be recognised and enforced the principle of "*risque professionnel*," by which is meant the employer's liability for all accidents. The workman, or his representatives, is to be entitled to compensation according to a statutory tariff for injury from accident of any kind, except accident intentionally produced by himself. Nevertheless, in case it is proved on behalf of the employer that the accident was due to the *faute lourde* of the workman, the compensation may be reduced, or even altogether forfeited, and *vice versa* if the workman proves that the accident was due to the *faute lourde* of the employer or one of his foremen (*préposés*) the compensation may be increased up to complete indemnity.

No contracting out.

All actions to be brought within a year from date of accident.

In order to secure the payment of the compensation, the system is introduced of "*Assurance Obligatoire*."

The State is made directly responsible, but is to be recouped by employers in local groups.

For this purpose the whole of France is divided out into *circonscriptions*, each *circonscription* to consist of one or more departments, except that the Department of the Seine may be subdivided into several *circonscriptions*. In each *circonscription* all employers in all the occupations subject to the Bill are made collectively responsible (as herein-after mentioned) for the statutory

compensation to all workmen of the *circonscription* who are injured by accident, power, however, being reserved to single employers or to syndicates of employers to exclude themselves from the general arrangement, and, instead, to insure the same statutory compensation for their own workmen, such insurance to be in conformity with certain prescribed regulations as to caution money, &c.

The *circonscription* does not insure beforehand against the risk of accidents; but the total amount of compensation awarded and paid by the State in the course of any year to workmen in the *circonscription* (including where, as usual, the compensation is in the form of an annuity, the capital sum representing such annuity) is recovered in the next year from the employers of the *circonscription* and repaid to the State, the relative contribution of each member being determined by the product of the total of the salaries paid by him during the past year \times a certain "co-efficient of risk," which, as presently to be explained, has been officially assigned to his establishment, as representing its degree of dangerousness.*

Such is the general scheme. In greater detail it is as follows:—

The *Conseil Supérieur des accidents de Travail*, besides framing a list of the industries, assigns to each of these industries a co-efficient of risk; such co-efficient is in three degrees, from which, by a subsequent process presently described, one will be selected and assigned to each individual establishment belonging to that particular industry. The list will be revised every three years, but in the meantime additions may be made to it when necessary.

Each *circonscription* is administered by a *Comité Directeur*, and is divided into sections, each of which has a *comité* also. The *Comité de Section* is elected by and from employers of the Section. The *Comité Directeur* is to be elected by the Committee of Sections. Each Committee is to last for four years, and to be paid. The function of the *Comité de Section* is chiefly to advise the *Comité Directeur*, more particularly as to the co-efficient to be assigned to each separate establishment, and as to the *bonification*—that is the reduction—amounting in some cases to 30 per cent. upon the contribution of the employer—to be allowed by reason of all due measures for safety being observed in the establishment. The function of the *Comité Directeur* is to settle the list of all the establishments of the various industries within the *circonscription* which are subject to the law, and to assign to each separate establishment its proper co-efficient of risk, to settle the *bonifications*, and fix the amount of contribution from each employer, and deal with every claim for compensation. Each employer is bound at the beginning of each year to make a return, which is subject to correction by the *Comité Directeur*, of the number of workmen he has employed in the past year, the number of days each has been employed, and the salary paid to him. From this return and other official information the *Comité Directeur* prepares the list of establishments of the *circonscription*, commune by commune, showing for each establishment: (a) the class to which it belongs in the classification issued from the *Conseil Supérieur*; (b) its co-efficient of risk, being such one of the three degrees of the co-efficient assigned to the class, by the *Conseil Supérieur*, as appears to the *Comité Directeur* to be most suitable to the particular establishment; and (c) the *bonification* to be allowed, if any. If several different industries, with different co-efficients, are carried on in the same establishment, each has to be treated as a separate establishment. This list is sent to the Mayor of the Commune. Any employer may object to his own classment or co-efficient; and anyone whatever may apply for anyone else to be put on the list of contributory employers.

At the end of 10 days the Mayor forwards the list, together with any objections or applications he may have received, to the *Comité de Section*, who in turn forward it with their observations to the *Comité Directeur*, who settle it. Any omissions of establishments from this list may be subsequently rectified by supplementary lists, and the proprietors made to contribute. The list so settled is final, except that any employer may within three months appeal to the *Conseil de Préfecture du Département* on the ground that the co-efficient of risk assigned to his establishment is not authorised by the legal classification.

The *Comité Directeur* will thus be in a position to issue a list of contributories, together with the contributions of each, necessary to provide the total amount of the last year's compensation.

In case of the default of the *Comité Directeur* to levy the contributions, the Minister of Commerce and Industry will appoint persons to do so.

Tarif.

When the accident is fatal, the compensation is:—

- (a.) Funeral expenses = 20 times the daily pay (i.e., the pay on the day of the accident), but not to exceed 100 francs.
- (b.) To the relict—
An annuity for life - - = 20 p.c. of annual salary.
- (c.) To children—
If only one, an annuity up to 16 years of age - - = 15 " "
If only two, an annuity up to 16 years of age - - = 25 " "
If only three, an annuity up to 16 years of age - - = 35 " "
If only four, an annuity up to 16 years of age - - = 40 " "
Or if orphans, to each child an annuity up to 16 years of age - - = 20 " "
The total not to exceed - - = 40 " "
- (d.) If neither relict nor children, then—
To each grandparent a life annuity - - = 10 " "
But total not to exceed - - = 20 " "

When the effect of the accident is permanently to disable, then the compensation is:—

- (a.) If disability, *total*, i.e., if workman unable to earn anything towards his livelihood, a life annuity = two-thirds of annual salary.
- (b.) If disability *partial*, i.e., if workman able to earn something but not sufficient for a livelihood, the life annuity of two-thirds is subject to a corresponding reduction.

Annual salary means the remuneration (in cash and emoluments) actually received during the year preceding the accident; if the employment has been for less than a year, then the remuneration actually received during the period of employment, *plus* the salary received by a workman of the same category in the same industry during the remainder of the year. If the employment is in a trade which only lasts part of the year, then annual salary means the salary received during the period of activity, *plus* any other salary received during the rest of the year. In the case of a youth or an apprentice the annual salary is taken to be that of the lowest workman in the same enterprise.

When the effect of the accident is to temporarily disable, "temporary indemnities" are given, as follows:—

- (a.) Medical expenses.
- (b.) Allowance during continuance of disability at the rate of half of annual salary, but not to exceed 3fr. 50c. a day.

These "temporary indemnities," up to the end of the first month, fall upon the individual employer, after that on the *circonscription*.

An accident which disables for only three days or less does not count as an accident, and gives rise to no claim for compensation.

The compensation awarded may, within three years of the award, be revised, on the application of either party, with a view to its being either increased or decreased, on account of the consequences of the accident having in the meantime proved to be more or less severe than had been anticipated.

A workman whose salary is under 2,000fr. can proceed only under the Bill, and forfeits his Common Law rights. If over 2,000fr. he may elect between proceeding under the Bill or proceeding under the Common Law, in which case compensation is subject to no statutory limit, but proof of negligence will have to be given by workman.

In the case of *faute lourde* being established against the employer in a Common Law suit, the *circonscription* is only liable for so much (if anything) as may be necessary to make up the damages to the statutory amount.

* See the Annexe (p. 5) of this Memorandum, which is a specimen of the working of a similar system in Germany.

The Bill does not interfere with the Common Law right of the person injured against the third person, who actually caused the injury, but in the event of this right being exercised the *circonscription* is only liable for so much (if anything) as may be necessary to make up the damages to the statutory amount.

Procedure.

When an accident takes place the employer has, within 48 hours, to notify it to the Mayor, and send medical certificate. Then if the accident is fatal, or threatens to be so, or to occasion permanent disability, the mayor forwards the notification to the *Juge de Paix*, who holds a public inquiry with, if necessary, an expert, and within 10 days forwards his report to the *Président du Tribunal Civil de l'Arrondissement*.

Temporary indemnities } Are settled by the *Juge de*
Medical expenses } *Paix* of the *canton* where
Funeral expenses } the accident took place.

But for the annuities there is a special procedure.

First, with a view to conciliation, if possible, the *Président du Tribunal Civil* calls together the representative of the *circonscription*, the employer, and the injured workman, or, if dead, his representatives, and if they can settle it together, well; if not, the case is referred to a board of arbitration (*Tribunal Arbitral*). The board sits at the capital of the *arrondissement*, and consists of three employers, three employed, and the *Président du Tribunal Civil* or his deputy. The three employers are taken from a list which every year is officially prepared and revised, of all employers in the *arrondissement* who possess certain qualifications (i.e., they must be 30 years of age, be able to read and write, and must have resided two years in the *canton*). The three operatives are taken from a similar list of operatives.

The process is that when a case comes on to be heard there are drawn by open lot:—

Six from the list of employers.

Six from the list of operatives.

Four supplementary jurors.

All of these are paid; each side can challenge three. The trial is public, and the decision is final, except that on a point of law there is an appeal to the Court of Cassation.

State Intervention.

The order of the Board of Arbitration or, where the parties have agreed, the order of the President declaring the right of a workman to a pension, will constitute a good claim against the *Caisse Nationale d'Assurance contre les Accidents*, which will then pay the pension in Paris through one of its offices or in the departments through *les receveurs et percepteurs*. It appears that it is the duty both of the *Comité Directeur* of the *circonscription*, and also of the *Comité de Section* to see that the annuity is not continued after the death of the annuitant.

Somewhat similar arrangements are made for the payment of the temporary indemnities.

The *Caisse Nationale d'Assurance* will, if necessary, be financed by the *Caisse des Dépôts et Consignations*, the rate of interest being fixed by the Minister of Commerce and Industry and the Minister of Finance.

All payments made by the *Caisse Nationale* are in the nature of advances only, and will, as above described, be repaid in the following year by the *circonscriptions*. The yearly budget of the expenditure of the *circonscription* will consist of:—

1. The capital required to provide the annuities awarded the year before.
2. The temporary indemnities of the year before.
3. The cost of administration of the year before.
4. Contribution to a reserve fund, such contribution not to exceed one quarter of the expenditure of the previous year.

ANNEXE.

Exemple du calcul de répartition des charges annuelles dans une corporation industrielle en Allemagne (*).

Classes de risques.	Coefficients de risques.	Salaires payés aux ouvriers classés d'après les classes de risques.	Unités de répartition.
A	20	Marcas. 1,183,927'48 × 20	23,778,548
B	30	14,175,007'50 × 30	425,268,225
C	40	6,984'72 × 40	279,389
C ¹	55	819,645'20 × 55	45,080,486
D	60	731,252'67 × 60	43,875,160
D ¹	70	8,251,007'96 × 70	577,612,657
E	75	10,940,178'48 × 75	820,513,386
F	90	13,375'80 × 90	1,194,822
G	100	85,895'56 × 100	8,589,556
H	130	647,375'34 × 130	84,168,894
		36,860,750'66	2,030,350,924

La somme totale des salaires payés dans l'année a été de 36,860,750 m. 66.

La somme totale des charges à répartir entre les membres de la Corporation est de 132,784 m. 70.

Si donc on divise cette somme de 132,784 m. 70 par le total des unités 2,030,350,924, on obtient un coefficient de 0'0654 par 1,000 unités.

La répartition de la somme à payer dans chaque classe de risques est donc obtenue comme suite:—

Classes de risques.	Coefficients de risques.	Salaires payés aux ouvriers classés d'après les classes de risques.	Unités de répartition.
A	20	Marcas. 23,778,548 × 0'0654	1,558'10
B	30	425,268,225 × 0'0654	27,812'50
C	40	279,389 × 0'0654	18'25
C ¹	55	45,080,486 × 0'0654	2,948'20
D	60	43,875,163 × 0'0654	2,889'40
D ¹	70	577,612,657 × 0'0654	37,775'85
E	75	820,513,386 × 0'0654	53,661'55
F	90	1,194,822 × 0'0654	78'15
G	100	8,589,556 × 0'0654	561'75
H	130	84,168,794 × 0'0654	5,503'95
		2,030,350,924	132,784'70

Pour une usine déterminée, comprenant trois ateliers qui ont chacun reçu un coefficient spécial, par exemple:—

Coefficients.	Salaires payés dans chaque atelier.	Unités.
20	Marcas. 250,000	7,500,000
70	400,000	28,000,000
100	50,000	5,000,000
Le nombre total des unités est donc		40,500,000

Ce qui, multiplié par le coefficient 0'0654 et divisé par 1,000 donne la part à payer pour l'année, soit 2,648 m. 70.

* Cette note est empruntée au travail de M. Gruner, ingénieur civil des mines, secrétaire général du Comité international permanent des accidents, charges probables résultant des projets de loi de l'assurance contre les accidents, p. 33.

GERMANY.

(This description is abstracted from the Memorandum prefixed to the Report of the French *Commission de Travail*.)

The law was passed in 1884 for Industrial Establishments; applied in 1885 to Post Office, Telegraphs, Railways, War Office, Admiralty; 1886 to Lands and Forests; 1887 to Public Works and Sailors.

The only workmen not comprised in this legislation appear to be fishermen, artisans (P), domestic servants, commissionaires, and hawkers.

Employments are officially classified according to the degree of risk attending them. The employers of each class are organised into a corporation, which operates usually over a circumscribed area, but in some cases over the whole empire. The corporations are subject to the control of the Imperial Office of Assurance, and it is on them that it is intended shall fall the responsibility of the employers. The individual employer cannot be personally sued unless he has intentionally caused the accident; but, as a matter of fact, the compensation is not paid directly by the Corporations, it is paid by the Imperial Post Office, and the Post Office is afterwards recouped by the Corporations.

The employed is entitled to compensation in the statutory amount for every accident except what he has himself intentionally caused. When an accident occurs the employer must, within 48 hours, notify it to the police. A police inquiry follows, and a medical report is furnished.

The compensation is awarded in the first instance by the corporation of employers; if the employed refuses it, he appeals to an arbitration tribunal, composed of—

A President, named by the Emperor.

Two assessors, named by Corporation of Employers.

Two " " certain Caissees which represent the interests of the working classes.

From this decision either party can appeal to the Imperial Office of Insurance. But the only question throughout is as to the consequences of the accident; for, given the consequences, the amount of compensation is fixed by law as follows:—

For total incapacity an annuity = two-thirds of salary.

For partial incapacity an annuity = two-thirds of salary proportionately reduced.

This payment continues so long as the incapacity continues, but does not commence until the fourteenth week after the accident. (For the first 13 weeks a different provision is made, and compensation is defrayed partly by a certain Caisse, and partly by the individual employer.)

In case of death, besides funeral expenses = 20 times the daily pay of the workman, there is paid—

To widow, till death or second marriage, an annuity = 20 per cent. of salary.

To each child an annuity up to 16—

(a.) If he has lost his father only an annuity = 15 per cent. of salary.

(b.) If both parents, an annuity = 20 per cent. of salary.

To each grandparent who depended solely upon deceased an annuity = 20 per cent.

But the whole payable to widow and children is not to exceed 80 per cent. of salary; on second marriage the widow is paid 3 years' annuity; no payment to grandparents unless widow and children receive together less than 60 per cent. of salary.

The annuities and other payments are advanced by the Post Office authorities, who, at the end of each year, make a return to each Corporation of what is due from it, and the Corporation repays the same, the share to each member being calculated according to—

1. The total salaries paid by him.

2. The coefficient of risk assigned to his establishment.

As an accident involves an annuity or annuities that may continue for years, and the settlement with the Post Office authorities is only of the amount actually disbursed by them during the past year, the arrangement with a view to equalise the charge over successive generations of ratepayers is that the early generations should build up a reserve fund by extra contributions. The amount of the extra contribution is, for the

1st year 300 per cent. of the contribution for the [year.

2nd " 200 " " "

3rd " 150 " " "

and so on until the eleventh year. But it is only the income of the reserve fund that is applicable, and even that not before it is equal to twice the average annual expenditure.

The contribution from the member may be enforced like the Government taxes.

The Corporations have also power to prescribe and enforce precautions against accidents; employers who neglect them may have their contributions doubled.

The statistics for 1890 given of the operation of this law are as follows:—

	Corpora- tions.	Establi- ments.	Work- men.	Acci- dents.	Deaths.
Industry	84 (of which 26 co- -extensive with empire).	300,023	4,984,072	140,188	—
Agriculture	23	—	8,086,898*	32,186	—
Forestry					
Administrations de l'Empire, les Ets, des Pro- vinces et des Communes.	316	—	604,380	17,623	—
Total	—	—	13,619,780	—	—

* Estimate for 1892.

Fatal accidents	6,047
Accidents permanently and totally incapacitating	2,708
" " partially	21,408
Temporarily incapacitating from 13 weeks to 6 months.	9,894
Payment of expenses and to reserve fund	48,475,234 marks.

AUSTRIA.

(This description is abstracted from the memorandum prefixed to the report of the French *Commission de Travail*.)

By the old common law of Austria the employer was not responsible except for his personal default, or for the default of his servants if it could be shown that he had not taken proper care in selecting them.

In 1887 the Government proposed that the *onus probandi* should be thrown on the employer that he was not to blame. This proposal was rejected as insufficient.

The new law was started in 1883, but was only promulgated in 1887, and did not come into operation until 1889.

It closely resembles the German law, with certain differences, the following being the most important:—

1. There is one Corporation for each province, and such Corporation comprises all the dangerous industries of the province.
2. The classification of industries according to their degree of danger is settled by the Minister of the Interior through the Assurance Consultative Committee. The coefficient of risk for each separate establishment is assigned by the local corporation.
3. The indemnity commences from the sixth instead of from the fourteenth week.

4. Each year the Corporation has to find the capitalised value of the annuities granted in the previous year.
5. The workmen contribute 10 per cent. of the expenditure of the Corporation.
6. The administrative Council of the Corporation does not consist exclusively of employers, it is made up as to
 - One-third of employers,
 - One-third of operatives,
 - One-third of persons elected by the provincial councils.
7. The Corporation may by their officers inspect the establishments, but have no power to impose rules for safety.
8. The law is not yet applicable to sailors, miners, or functionaries of the State province or commune, except in the case of accidents from machines worked with power, or to agricultural labourers; but is expected shortly to be extended.

The statistics for the fourteen months between 1st November 1889, and 31st December 1890, are as follows:—

The law has applied to 53,193 industrial establishments,
 The law has applied to 78,133 agricultural establishments,
 the two together comprising 893,324 workmen.

The number of accidents in the 14 months has been—

Accidents disabling for less than four weeks	-	-	-	9,205
Accidents disabling for more than four weeks	-	-	-	4,611
Accidents causing permanent disablement—total	-	-	-	102
Accidents causing permanent disablement—partial	-	-	-	1,501
Accidents fatal	-	-	-	533
				6,747
Total	-	-	-	15,972

The compensation for these 6,747 accidents has been Florins. 2,273,463
 Paid as to 94·46 from industrial establishments.
 Paid as to 5·54 from agricultural and forest establishments.

Other costs	-	-	-	100
				1,581,182
Total	-	-	-	3,854,645

APPENDIX CLXI.

ROYAL COMMISSION ON LABOUR.

ATTENDANCES of the MEMBERS at the PUBLIC SITTINGS (to receive Evidence).

Members of the Commission.	Sittings of the Committees.			Sittings of the Commission as a Whole.	Total Sittings.
	Group "A."	Group "B."	Group "C."		
His Grace the Duke of Devonshire, K.G. (Chairman)	27	32	25	10	94
Group "A" :—					
Mr. David Dale (Chairman of Committee "A")	45	—	—	12	57
Mr. W. Abraham, M.P.	30	9	5	13	57
Mr. Gerald W. Balfour, M.P.	42	6	3	16	66
Mr. T. Burt, M.P.	42	11	11	13	77
Rt. Hon. H. H. Fowler, M.P.	9	3	—	2	14
Sir K. J. Harlaud, Bart., M.P.	26	—	1	1	28
Mr. A. Hewlett	40	—	—	6	46
Sir W. T. Lewis	19	—	1	1	21
Mr. E. Trow	44	25	23	16	108
Group "B" :—					
Rt. Hon. the Earl of Derby, K.G. (Chairman of Committee "B.")	1	41	—	—	42
Rt. Hon. Sir Michael E. Hicks-Beach, Bart., M.P.	2	45	1	11	59
Mr. J. C. Bolton	7	43	8	10	68
Rt. Hon. Jesse Collings, M.P.	2	34	1	6	43
Mr. T. H. Ismay	1	31	—	7	39
Mr. Tom Mann	17	30	16	13	76
Professor Marshall	4	38	3	17	62
Mr. S. Plimsoll	1	28	—	13	42
Mr. H. Tait	27	37	20	15	99
Group "C" :—					
Rt. Hon. A. J. Mundella, M.P. (Chairman of Committee "C.")	14	11	41	8	74
Mr. M. Austin, M.P.	37	41	42	10	130
Rt. Hon. Leonard H. Courtney, M.P.	11	16	32	13	72
Rt. Hon. Sir John E. Gorst, Q.C., M.P.	15	20	—	6	41
Mr. G. Livesey	12	32	39	17	100
Mr. J. Mawdsley	31	14	29	1	75
Sir F. Pollock, Bart.	1	4	9	8	22
Mr. W. Tunstall	—	1	24	9	34
Total of meetings	45	46	43	17	151
Average attendances per meeting	11·26	12·00	7·74	14·94	—
Maximum attendances per meeting	16	16	19	19	—
Minimum attendances per meeting	5	6	5	11	—

Each member of Committee "A" attended on the average 52·66 times.
 Each member of Committee "B" attended on the average 58·88 times.
 Each member of Committee "C" attended on the average 68·50 times.
 The average attendances of each member of the entire Commission are 61.

Mr. M. Austin, M.P.	-	-	-	130
Mr. E. Trow	-	-	-	108
Mr. G. Livesey	-	-	-	100
Mr. H. Tait	-	-	-	99
His Grace the Duke of Devonshire, K.G.	-	-	-	94
Mr. T. Burt, M.P.	-	-	-	77
Mr. Tom Mann	-	-	-	76
Mr. J. Mawdsley	-	-	-	75
Rt. Hon. A. J. Mundella, M.P.	-	-	-	74
Rt. Hon. Leonard H. Courtney, M.P.	-	-	-	72
Mr. J. C. Bolton	-	-	-	68
Mr. Gerald W. Balfour, M.P.	-	-	-	66
Professor Marshall	-	-	-	62
Rt. Hon. Sir Michael Hicks-Beach, Bart., M.P.	-	-	-	59
Mr. David Dale	-	-	-	} 57
Mr. W. Abraham, M.P.	-	-	-	
Mr. A. Hewlett	-	-	-	46
Rt. Hon. Jesse Collings, M.P.	-	-	-	43
Rt. Hon. Earl of Derby, K.G.	-	-	-	} 42
Mr. S. Plimsoll	-	-	-	
Rt. Hon. Sir John E. Gorst, Q.C., M.P.	-	-	-	41
Mr. T. H. Ismay	-	-	-	39
Mr. W. Tunstall	-	-	-	34
Sir E. J. Harland, Bart., M.P.	-	-	-	28
Sir F. Pollock, Bart.	-	-	-	22
Sir W. T. Lewis	-	-	-	21
Rt. Hon. H. H. Fowler, M.P.	-	-	-	14

APPENDIX CLXII.

FURTHER NOTES RELATING TO APPENDIX XCIV. (p. 188).

NOTE 1.—CASE.

Woman about 68; very respectable; no one liable to maintain her; a widow; rent 2s. 6d.; said she earned 4s.; on questioning it is found to be 3s. 9d.; was paid for army shirts 5d. a piece; could do nine a week by working very hard.

Proposal to relieve, to give her 2s. 6d. a week; objection, a cardinal instance in supporting woman to take wages below the rate of subsistence.

House offered; offer refused.

NOTE 2.—REPORT OF MR. EDMOND H. WODEHOUSE ON OUTDOOR RELIEF IN SEVENTY UNIONS IN THE COUNTIES OF BERKS, CORNWALL, DEVON, DORSET, GLOUCESTER, KENT, SOMERSET, SOUTHAMPTON, SURREY, SUSSEX, and WILTS.—(L.G.B. Report, 1871-2, p. 88.)

Mode of dealing with Applicants who are in receipt of Money from a Benefit Club.

Usually, in granting out-door relief, the benefit of one-half of the money which they receive from the club, left out of account.

A few unions take the whole into account. Thus, Farringdon, a strictly administered union, "Yet the amount of subscriptions to benefit clubs within the limits of the Union has of late years been decidedly on the increase" (p. 98).

Few out-relief paupers belong to clubs.

Relief in aid of Wages.

Inseparable from an out-door relief system.

Distinguish in aid of *earnings* and in aid of *wages*. The former—casual or irregular—what may be earned by the aged or the crippled. Out-door relief with lower earnings. "It cannot be doubted that it has an indirect tendency in that direction by encouraging the employment, at reduced wages, of old and infirm men, and in some cases of women and children, upon work which would otherwise be performed by able-bodied labourers."

So relief granted in aid of *wages* of widows.

And sometimes when the employment is constant.

Thus:—

"At Stratton I was told that relief was given to some who were in regular employment, such as men at work on the roads, or at reduced wages."

NOTE 3.—SIR HY. LONGLEY (p. 1168, Appendix, L.G.B. Report, 1873-4).

Two systems: the *test* system and the *compromise* system.

"The latter is the root of the miserable and short-sighted policy which has pauperised many parts of London by the grant of small doles in aid of uncertain and precarious earnings. The argument on which the guardians unconsciously proceed in these cases seems to be, in effect, this:—We believe that the income of this applicant is larger than he states it to be; what it really is we cannot discover; we will therefore estimate the relief to be given to him on the assumption that he has deceived us, and will give him so much, as shall, together with a sum, the amount of which is wholly unknown to us, be sufficient to relieve his destitution."

Hence "vast amount of utterly inadequate relief."

Typical:—"A woman states that she earns 3s. to 4s. per week, and that she pays 2s. 6d. a week in rent; the weekly relief awarded her, by way of compromise, will be 1s. 6d. or 2s. and a loaf of bread, upon which, together with the balance of her earnings, it is all but impossible that she can exist."

In-door relief alone adequate.

So guardians say; if applicant needs to be wholly maintained by relief, or if the relief which appears to be adequate for the case is unusually large, he shall receive in-door relief only.

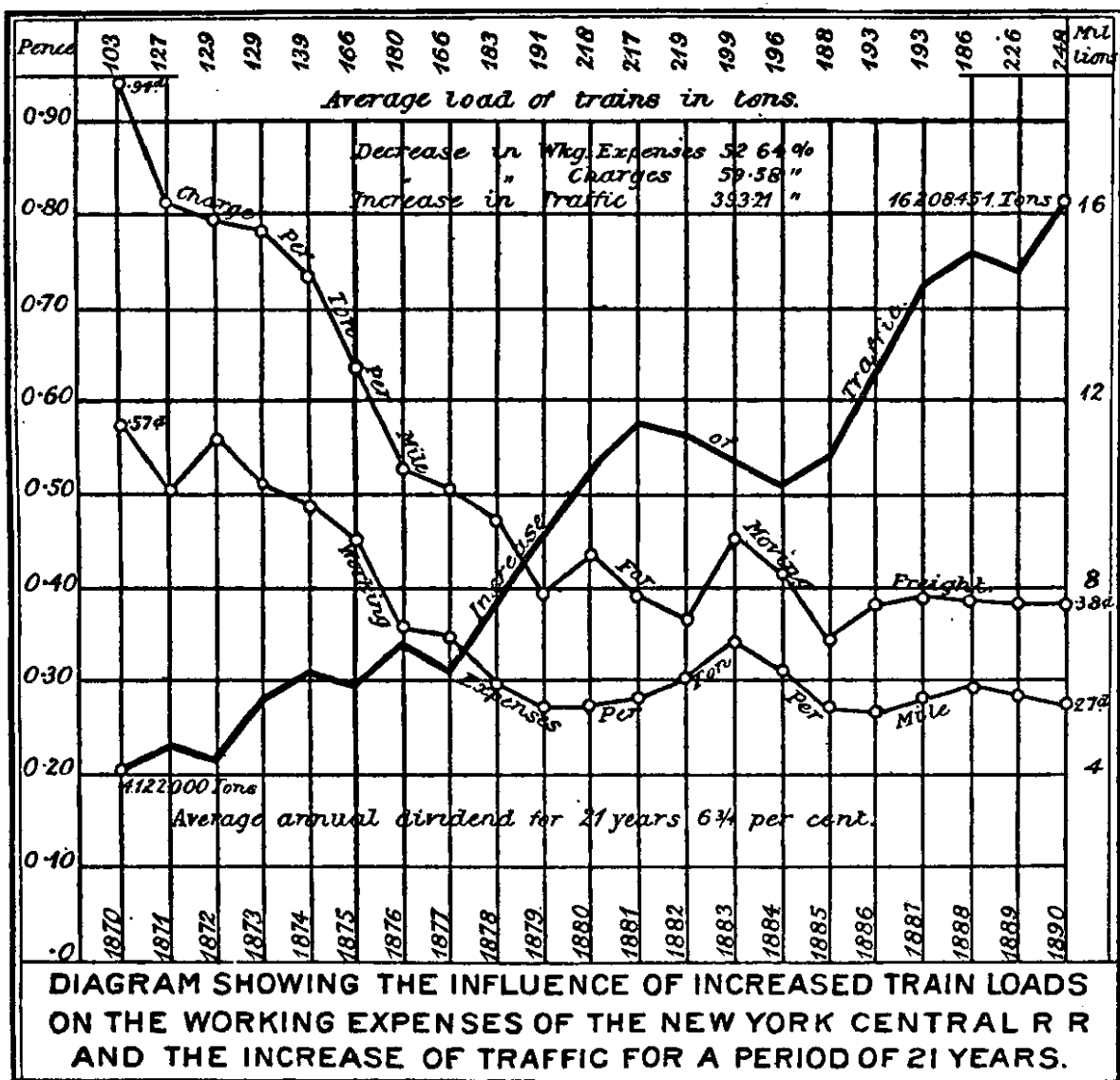
So to a widow and two children, chairman-guardian says, "If you can't earn enough to keep you with what we give you, you must come into the workhouse; *we don't profess to give you enough to keep you out of the workhouse*" (p. 169).

Extreme rarity of cases of breaking up a home (p. 171).

A widow, who applied for a renewal of out-relief (in my presence), stated that her occupation was to clean

APPENDIX CXLII.

DIAGRAM "A."



APPENDIX CXLII.

DIAGRAM "B."

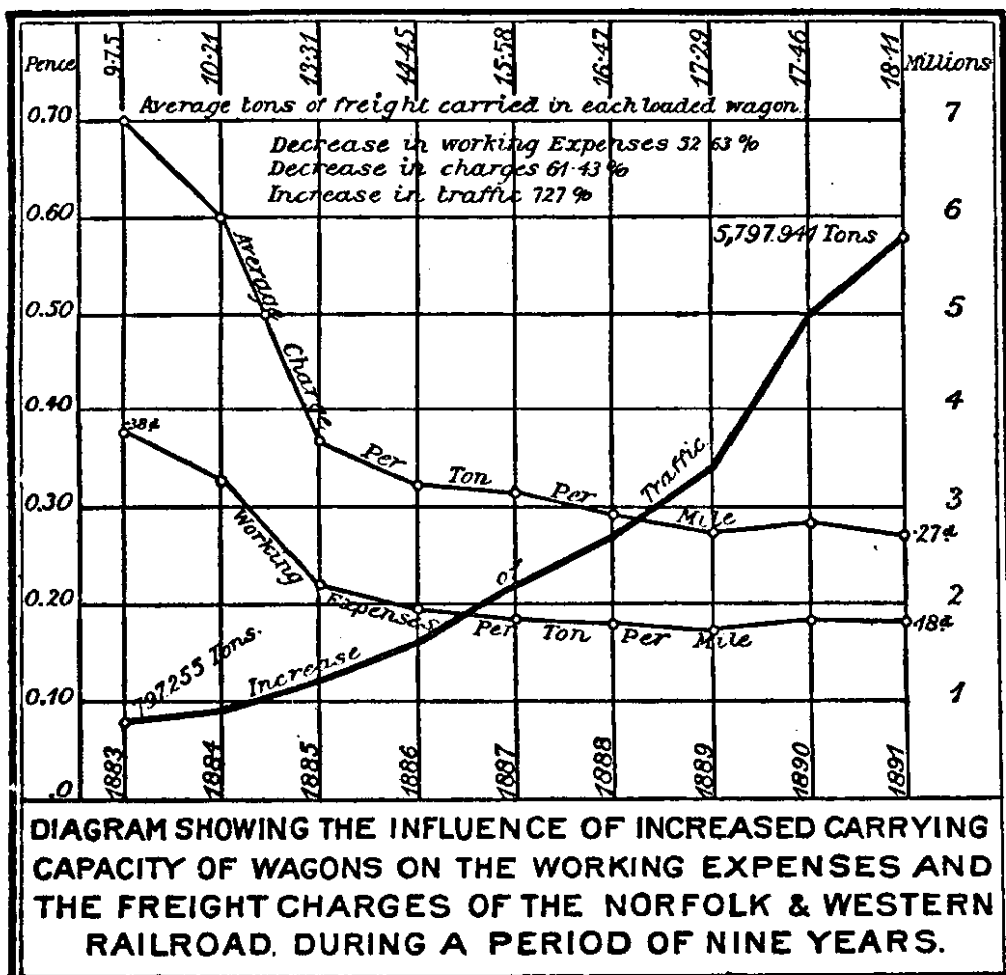
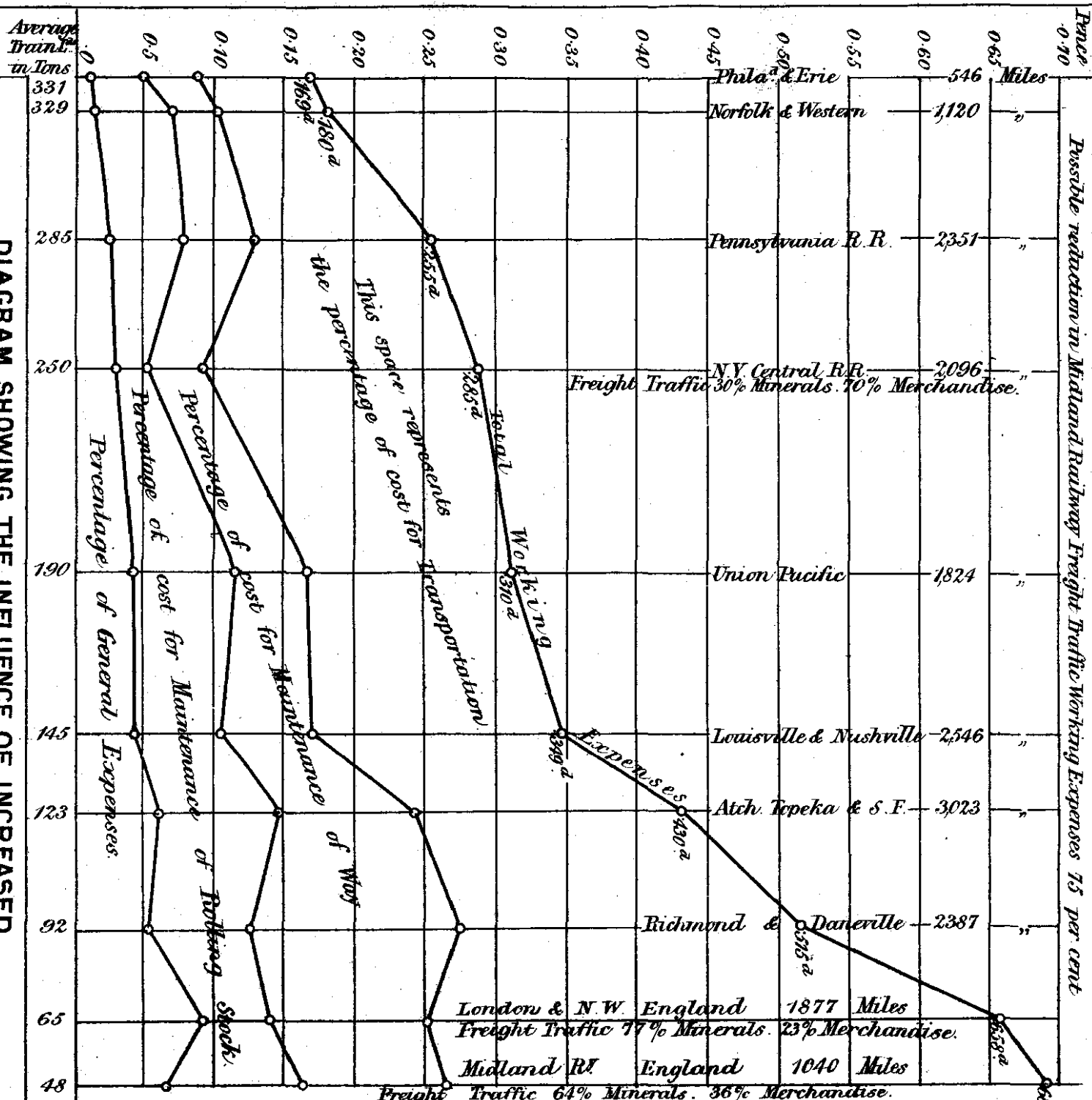
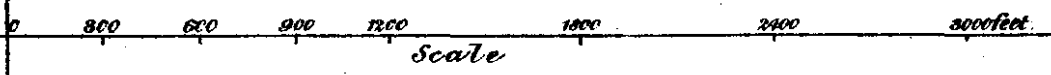


DIAGRAM "C."

DIAGRAM SHOWING THE INFLUENCE OF INCREASED TRAIN LOADS ON THE WORKING EXPENSES OF RAILWAYS.



Track required for train of 48 tons.
 Midland R.R. average practice 432 feet.
 Dead weight of Wagons 120 tons.
 Norfolk & Western practice 90 feet.
 Dead weight of Wagons 26 1/2 tons
 Track or siding required for train of 329 tons.
 Norfolk & Western R.R. average actual practice 618 feet.
 Dead weight of Wagons 181 1/2 tons.
 Midland R.R. practice 2970 feet.
 Dead weight of Wagons 825 tons.



APPENDIX CXLII.

DIAGRAM "D."

<i>R</i>	NEW YORK CENTRAL	LONDON & N. W.
	£	£
<i>General Office Clerks</i>	226	100
<i>Station agents</i>	118	75
<i>Telegraph operators</i>	103	70
<i>Other stationmen</i>	115	49
<i>Engine-drivers</i>	230	94
<i>Firemen and wipers</i>	122	64
<i>Guards</i>	191	75
<i>Other trainmen</i>	122	60
<i>Mechanics and Helpers in shops</i> }	112	72
<i>Other shopmen</i>	89	52
<i>Roadmasters and Track foremen</i> }	107	86
<i>Other trackmen</i>	84	46
<i>Switch, flag, and Watchmen etc.</i> }	97	52
<i>Mechanics, helpers, etc.</i>	131	78
<i>Employés on Floating equipment</i> }	132	—
<i>All other employés.</i>	179	—

**AVERAGE WAGES PAID EMPLOYÉS
ON THE NEW YORK CENTRAL AND
LONDON AND N. WESTERN RYS.**

an office in which she lived rent free, though she received no wages for her work. The relieving officer told the guardians, as indeed was evident, that "her relief paid her wages," and that "if it were discontinued her employer must pay her." The relief, however, was renewed (p. 180).

Renewal of out-door relief, in money and kind 5s. 6d. a week; able-bodied widow, 30 to 35 years of age; four children dependent; received 11s. a week, as agent of a charitable society, whose scheme of operations it is material to state, distinctly excludes all assistance to the poor by way of almsgiving, its object being rather to encourage, to help the poor to help themselves by thrift and forethought.

Cf. the following note on the pauperism of women:—

1st January 1892. Metropolis.

	Males.		Outdoor Relief.	
	Sickness, Age, Infirmity.	Other Causes.	Females.	Children.
Able-bodied	970	709	4,505	11,877
Not able-bodied	3,503		13,987	1,863

Population, 4,211,056.
 Cost: *In* maintenance 371,121l., or 1s. 9½d. per head of population: *Out* maintenance 88,794l., or 5d. per head of population.
 Also compare other union districts.

NOTE 4.—STRIKES.—BOLTON UNION: STRIKE OF COTTON OPERATIVES. Report by J. S. DAVY, Assist. L.G.B. Inspector. (L.G.B. Report, 1877-8, p. 233.)

Cause.

5 per cent. reduction in certain hands in cotton mills. (1s. to 1s. 6d. a week.)
 (Self-actor minders and hand-mule spinners.)—1,800 struck work, throwing out 12,500, including 5,000 women.

Lasted eight weeks.
 Workhouse overcrowded.
 Able-bodied receiving out-relief break stones or pick oakum in the cells of the new vagrant wards. "A sufficiently stringent test, and in my opinion it worked admirably."
 Some stripping land and excavating foundations for new schools.
 Altogether "about as good a test as any form of work outside the workhouse can be."
 Much relief, charitable, administered.
 100,000l. lost in wages by strike.
 Drunkenness charges decreased 30 per cent. during it.

Effect.

Week ending	In.		Out.	
	1876.	1877.	1876.	1877.
September 4	834	846	1,912	2,042
October 2	855	921	1,878	2,693
October 30	840	875	1,839	2,831

Out-relief (Kind and Money).

Week ending	1876.	1877.
September 4	£ 139	£ 143
October 2	181	136
October 30	197	135

Conclusion.

Adequate test, when workhouse accommodation is inadequate.

APPENDIX CLXIII.

FURTHER TABLES AND NOTES RELATING TO APPENDIX XCVI. (p. 189).

TOTAL NUMBER OF IN AND OUT DOOR PAUPERS, EXCLUDING LUNATICS, &c.

No.	Name.	Total Population, 1881 Census, as given in B. Return for 1881.	Jan. 1, 1883.	Jan. 1, 1884.	Jan. 1, 1885.	Jan. 1, 1886.	Jan. 1, 1887.	Jan. 1, 1888.	Jan. 1, 1889.	Jan. 1, 1890.	
1	Bolton (<i>Lanes</i>)	192,403	3,304	3,127	3,030	3,302	4,012	3,084	3,346	3,323	Assistance from clubs and unions and charitable sources.
2	Hartlepool (<i>Durham</i>)	48,613	740	813	967	1,122	1,059	1,143	1,113	1,018	Poor law and charity; no relief works.
3	Middlesborough (<i>N. Riding, Yorks.</i>)	89,433	2,620	2,541	3,004	5,830	3,706	3,636	3,343	2,837	Slag breaking.
4	Newcastle-on-Tyne (<i>Northumberland</i>)	130,352	2,153	2,071	2,249	3,223	2,774	2,744	2,310	2,070	A large distress fund.
5	Northampton (<i>Northampton</i>)	64,244	1,414	1,446	1,317	1,416	1,323	1,400	1,441	1,442	February 1881.—Town Council provides extra-work.
6	Nottingham (<i>Notts</i>)	150,263	2,496	2,710	3,102	3,737	4,179	4,701	6,134	4,167	Extensive relief works.
7	Sunderland (<i>Durham</i>)	123,223	1,936	1,633	4,340	2,023	2,306	2,551	2,103	1,854	Co-operation between charity and poor law.
8	Stoke-on-Trent (<i>Staffordshire</i>)	101,313	3,279	3,068	2,981	3,124	3,143	3,223	3,306	3,061	No special steps taken.
9	Ipswich (<i>Suffolk</i>)	50,320	939	899	930	943	1,026	906	902	892	Ordinary poor law.

TOTAL NUMBER OF PAUPERS IN 1,000 OF POPULATION.

	1883.	1884.	1885.	1886.	1887.	1888.	1889.	1890.
Bolton	18	16	15	19	20	19	18	16
Hartlepool	15	16	19	23	23	23	23	20
Middlesborough	29	28	33	65	41	40	37	31
Newcastle-on-Tyne	14	13	14	21	18	18	18	17
Northampton	22	22	20	22	21	22	22	22
Nottingham	15	17	20	23	26	30	33	25
Sunderland	13	11	31	14	16	18	15	13
Stoke-on-Trent	31	29	28	29	30	31	31	29
Ipswich	18	17	18	18	20	19	17	17

Bolton Union.—Seventh week, 1885:—Indoor, 746; outdoor, 2,343; total, 3,089.

1886:—Indoor, 918; outdoor, 3,107; total, 4,025.

Average for first seven weeks (1885), 3,079.

Do. do. (1886), 3,976.

Depression in the iron trade, machine shops, and building trade. Many supported to a great extent by clubs, savings, help from friends, and charitable sources. Distress somewhat exceptional in ironworks mechanics, forgemen, and foundry labourers; building, and, to some extent, silk trade.

Hartlepool.—A large amount of acute distress prevailing in this Union, owing chiefly to depression in ship-building and iron industries. There has consequently recently been a considerable increase in the number of applicants for relief. These have been mainly on account of sickness, small-pox, typhoid, and typhus fever having been rife in some parts of the Union, and have been dealt with in the usual way. A large amount of pauperism, apart from sickness, has been avoided by well-directed organisations in the Union. The Guardians estimate that such organisations are distributing an aggregate of 100*l.* per week, and as this is very sparingly and carefully administered it must help a large total of applicants, with whom the Guardians would otherwise have to deal.

Middlesborough.—An enormous amount of distress of an exceptional character. Distress most marked among skilled workmen, and labourers in ironworks and shipyards. Applications for relief materially increased, met by labour test to able-bodied—the breaking of a certain quantity of slag per day. Guardians found this unsatisfactory; proposed work provided on the river embankments, &c. This they hoped would be much more remunerative, and reduce actual cost to Guardians.

Newcastle-on-Tyne.—Distress fund established 3 December 1885. Last week (date 27 February 1886), 1,120 families relieved, and a large number of children's dinners supplied out of the City Distress Fund, at a cost of 235*l.* Unskilled labourers out of work. Small

proportion of mechanics and skilled workmen, through no fault of their own by strike in the ship-building yards on the Tyne. Unemployed men in the Union able and willing to work, estimated to be about 900.

Northampton.—February 1886. A considerable amount of distress among persons who have not applied for relief, who are in a condition bordering on destitution in consequence of the difficulty of finding work. Town Council, after a conference with Guardians, gave employment at stone-breaking, scavenging, and earthworks.

Sunderland.—Serious depression of the shipping interest, more particularly the almost total collapse in the iron ship-building trade. Probably not fewer than 8,000 able-bodied men, of the skilled and unskilled class alike thrown out of employment. 7,000*l.* borrowed for works of importance at Roker, 200 were employed three days a week, 2*s.* 6*d.* a day; 100 men besides employed by Corporation in stone-breaking. Cases of those who will not apply to Guardians met by general relief Committee, supplying 3,750 families, consisting of 15,700 individuals, with bread to the extent of 1 lb. weight to each adult, on three days a week, and half of this quantity to each child, plus a daily dinner to the children, weekly. Cost, 300*l.* During the winter 4,000 families had half a ton of coals each, delivered gratuitously.

Stoke-on-Trent.—A considerable amount of distress of an exceptional character. Poverty which does not reach pauperism, caused by depression in trade in staple industries—pottery, coal, and iron. No exceptional arrangements adopted.

Ipswich.—Undoubtedly distress of exceptional character among persons of the working class who have not applied for relief. Slackness in all trades and manufactures in town; 800 men applied to Corporation for work; 300 employed by Corporation, partly by means of a voluntary fund.

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