

ROYAL COMMISSION ON LABOUR.

A N S W E R S

TO THE

SCHEDULES OF QUESTIONS

ISSUED BY THE

ROYAL COMMISSION ON LABOUR.

G R O U P "A."

MINING, IRON, ENGINEERING, HARDWARE, SHIP-
BUILDING, AND COGNATE TRADES.

Presented to both Houses of Parliament by Command of Her Majesty.
June 1892.



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ROYAL COMMISSION ON LABOUR.

44, Parliament Street,
London, S.W.,
June 1st, 1892.

MY LORD DUKE,

I HAVE the honour to submit to you the answers to the Schedules of Questions sent out to the Trades Unions, Employers, and Employers' Associations in the Mining, Iron, Engineering, Hardware, Shipbuilding, and Cognate Industries which have been assigned to Committee "A" of the Royal Commission on Labour.

I have drawn up an Introductory Memorandum to summarise the information derived from the answers, which I trust will be of use to the Commission.

I am,
Your Grace's obedient Servant,
GEOFFREY DRAGE,
Secretary.

To His Grace the Duke of Devonshire,
Chairman of the Royal Commission on Labour.

TABLE OF CONTENTS.

	Pages
INTRODUCTION -	v to xxiii
ASSOCIATIONS OF EMPLOYÉS :—	
Numbers of Workpeople, Wages, and Hours of Labour -	1 to 52
Conditions of Labour -	53 to 89
Strikes and Lock-outs -	91 to 127
General Questions -	129 to 176
EMPLOYERS :—	
Numbers of Workpeople, Wages, and Hours of Labour -	177 to 231
Conditions of Labour -	233 to 275
Strikes and Lock-outs -	277 to 318
General Questions -	319 to 362
ASSOCIATIONS OF EMPLOYERS :—	
Numbers of Workpeople, Wages, and Hours of Labour -	363 to 385
Conditions of Labour -	387 to 403
Strikes and Lock-outs -	405 to 417
General Questions -	419 to 431
APPENDIX	432 to 450

GROUP "A."

INTRODUCTION.

Answers received from the Trades Unions in Group "A."

TABLE OF CONTENTS.

	Page.
I. THE ANSWERS CONSIDERED AS A WHOLE.	
A. Peculiar difficulty of generalisation in some cases	vii
(a.) Wages statistics	"
(b.) Strikes and lock-outs	"
B. Caution to be observed in all generalisation	"
C. Chief points of interest	"
II. WAGES.	
A. Mode of payment	"
(a.) Through sub-contractors	"
(b.) By piece-work	"
B. Deductions by fines or other forms of stoppage	viii
C. Truck system	"
D. Allowances	"
(a.) Bonus	"
(b.) Deferred pay, such as sick, accident, pension, or other insurance system	"
(c.) Free house, land, food, clothing, or other allowance or advantage	"
E. Length of notice for ending engagement	"
III. HOURS OF LABOUR.	
A. Normal hours	"
(a.) Hours usual in particular trades	"
(b.) Demand for an eight hours' day	"
B. Other hours	ix
(a.) Overtime	"
(b.) Night shifts	"
(c.) Sunday labour	"
C. Holidays	"
IV. CONDITIONS OF EMPLOYMENT.	
A. Irregularity of employment	"
(a.) Due to fluctuations in trade	"
(b.) Due to season or weather	"
B. Safety of employment	"
(a.) Danger involved in occupation	"
(b.) Preventible accidents	"
(c.) Defective sanitation	"
(d.) More effective inspection needed	"
(e.) Defects of Employers' Liability Act	x
C. Distribution of labour. Small proportion of female labour	"
D. Apprenticeship and technical education	"
(a.) Restriction in numbers	"
(b.) Length of apprenticeship	"
(c.) Training of engineers and miners	"
E. Introduction of machinery	"
(a.) View taken of it by the workmen	"
(b.) Sale of machine-made goods for hand made goods	xi

	Page.
F. Employment by public authorities - - - - -	xi
(a.) Employment by Government - - - - -	"
(1.) Wages and allowances - - - - -	"
(2.) Classification or demarcation of trades - - - - -	"
(b.) Indirect employment by Government - - - - -	xii
(c.) Employment by the local authorities - - - - -	"
 V. STRIKES, LOCK-OUTS, AND DISPUTES.	
A. Frequency of disputes - - - - -	"
B. Causes of disputes - - - - -	"
(a.) Wages - - - - -	"
(b.) Hours - - - - -	"
(c.) Refusal to work with non-unionists - - - - -	"
(d.) Dismissal of delegates - - - - -	"
(e.) Use of black-list - - - - -	"
(f.) Sub-division of labour between different trades - - - - -	"
(g.) Other causes - - - - -	"
C. Attitude of the trades unions towards the disputes - - - - -	xiii
D. Result of disputes - - - - -	"
E. Modes of preventing or settling disputes - - - - -	"
(a.) Negotiation - - - - -	"
(b.) Arbitration and conciliation - - - - -	"
(c.) Joint committees - - - - -	"
(d.) Sliding-scales - - - - -	"
(e.) Profit-sharing - - - - -	"
(f.) Co-operation - - - - -	"
(g.) Other suggestions - - - - -	xiv
 VI. AGENCIES FOR PROVIDING OR FINDING WORK FOR THE UNEMPLOYED.	
A. Trades Unions - - - - -	"
B. Other agencies - - - - -	"
 VII. SUGGESTIONS AS TO STATISTICAL INFORMATION TO BE PUBLISHED BY GOVERNMENT.	
 VIII. QUESTIONS INAPPLICABLE TO GROUP "A," OR UNSATISFACTORILY ANSWERED AS A RULE.	
A. Distribution of labour as between factories, workshops, and homes - - - - -	"
B. Employment of foreigners - - - - -	xv
C. Supply and quality of materials, machinery, and other plant - - - - -	"

INTRODUCTION.

ANSWERS RECEIVED FROM THE TRADES UNIONS IN GROUP "A."

I. THE ANSWERS CONSIDERED AS A WHOLE.

Schedules of Questions were sent out to five hundred and nineteen trades unions belonging to trades included in Group A., and answers to these have been received from one hundred and fifty-one unions or branches of unions. In many cases the returns have been made very fully and carefully, and it is evident that the questions have been welcomed as affording an opportunity for stating the peculiar circumstances of the trade or locality, and for suggesting possible means of remedying existing grievances.

A. Peculiar difficulty of generalisation in some cases.

It must, however, be pointed out that although a very complete general view of a particular trade is thus often given, it is difficult to treat the whole body of information relating to all trades in the Group under general heads. This is due in some cases to the fact that somewhat different interpretations have been put upon the questions by different unions, or different methods adopted in the answers; in some cases to the fact that the circumstances of the various trades are too widely different to be brought together into one summary; and in many cases to the extreme complexity of detail required to make the information precise, and the limited space which could be afforded for each question when so many different subjects are dealt with in one schedule of questions.

(a.) Wages statistics.

This has been found to be particularly the case with regard to those questions which deal with the numbers of the workpeople and the rates of wages.

It has been pointed out by Mr. Carroll D. Wright and other recent writers upon statistical methods, that wages statistics are only of value when the returns upon which they are based are uniform in character and collected according to the following general principles:—

Rules for their collection.

- (1.) The different occupations within a given trade must be carefully distinguished, as must also the age and sex of the persons employed.
- (2.) The wages returned must be the actual amounts paid, and not mere estimates by persons who may be more or less well-informed and more or less honest, or averages which may not always be taken according to a uniform method.
- (3.) Further, the rates of wages must be connected with the proportionate numbers paid at each rate; that is, it must be shown how many of the men receive a certain income, how many more, how many less, and so on.

Returns of Rates of Wages published by the Board of Trade.

The elaborate and complex nature of any form of return which would satisfy these requirements, as well as the great amount of labour involved in compiling analytical tables from such returns are to be seen in the Returns of Rates of Wages published by the Board of Trade, the third volume of which deals with mines and quarries, trades included in Group A.

Difficulty of basing wages statistics upon the returns received in the answers.

How impossible it was for the answers to the general question with regard to amounts and fluctuations of wages contained in the schedule sent to trades unions to follow the above principles, and the consequent impracticability of basing any statistical tables upon the returns received, becomes evident when the following facts are taken into consideration.

In many cases in which amounts are given it does not appear according to what method they are calculated; and, when the methods are stated, these vary so much in different cases that there are very few which can be safely compared together. Thus, when wages are paid by time, the period for which they are calculated is in different cases an hour, a day, a week, or a month; and when they are said to be piece wages the rate per quantity is sometimes given without showing what quantity can be produced in a given time; whilst in other cases the piece wages are calculated by time. Again, in some cases the rate given is said to be an average; in others it is a standard, but not the present actual rate; and in others maximum and minimum limits are given, but it is not always clear whether these are of fluctuations in the price of the same work at different times, or of the prices of different grades of work at the same time.

There are a few cases in which very full and elaborate returns have been made showing the rates of wages or their fluctuations in particular trades. Thus the Durham Miners' Association gives tables of the advances

and reductions which have taken place in wages during the last twenty years, and the Amalgamated Society of Staffordshire Miners encloses a copy of the South Staffordshire and East Worcestershire Coal and Ironstone Miners' Wages Board Sliding Scale, and also a table of miners' wages and the price of furnace-coal for the last twenty years. These last are printed in the Appendix. (See Appendix No. 2.) The Northumberland Miners' Mutual Confident Association gives a statement, showing wages earned per day, days worked, and amount earned per year (less about 10 per cent. through time lost through sickness, accident, and other causes) by hewers in steam and soft coal collieries, and the average net realised price of coal at the pit from 1878 to the present time. The Associated Shipwrights' Society has prepared a table showing the wages for old and new work, and the hours worked, in the districts of the Thames, Mersey, Tyne, Clyde, and of Barrow, in each of the ten years from 1881 to 1890. These examples will afford further illustrations of the great complexity of wages statistics when dealt with in the thorough and detailed manner which can alone secure accuracy.

Similar difficulties are to be met with in respect to the returns made under the head of strikes and lock-outs, and especially in the answers to those questions which are concerned with the duration of particular disputes, the numbers of persons directly or indirectly affected by them, and the amounts paid by the union on account of the disputes, and estimated loss of wages occasioned by them. These facts are often not returned at all, or only in an approximate form.

(b.) Strikes and lock-outs.

Whilst it has therefore not been found advisable to attempt any summarised or analytical statements of all the answers upon these points, there are several other subjects in which it is possible to take a general view of the answers; although in all cases it is necessary to remember that there is great difficulty in forming accurate generalisations when the number of unions which have answered the question in point is only a small per-centage of those which have sent returns, or when ambiguities arise from the comprehensive nature of the question and the conciseness of the answers.

B. Caution to be observed in all generalisation.

The chief interest of the answers will be found as a rule amongst those which deal with the subjects of hours of labour (with special reference to an eight hours' day); the conditions of labour as regards danger from accidents or unhealthiness (with special reference to inspection); apprenticeship and technical education; and arbitration and conciliation, or other methods of settling or avoiding trade disputes. There are in individual cases, however, answers of great interest and importance referring to subjects other than these.

C. Chief points of interest in the answers.

II. WAGES.

The payment of wages through a sub-contractor does not apparently occur often amongst the trades in this group. It is mentioned in twenty-five answers, but in the majority of these is said to be infrequent. Amongst the exceptions are the Amalgamated Association of Engine-men, Cranemen, Boilermen, and Firemen, which mentions it as of frequent occurrence, and the Ayrshire Miners' Association, according to which the practice is growing. Disapproval of the system is expressed by a few trades unions and its abolition advocated. The Table Blade Grinders' Association replies that "the system of sub-contracting is a system that ought not to be allowed to exist; men who sub-contract for work will employ other men at from 12. to 12. 5s. per week, and in some cases four or five lads from 4s. to 14s. per week. They do not teach them their trade, consequently they are not able to take a place for themselves when they are of age, but have to work for low wages. They are called 'team men' in our trade, and in a quiet time of trade a single-handed man has no chance with these men. If employers were to employ men direct all would have a share of the work, which would be done just as quick as through the team system."

A. Mode of payment. (a.) Sub-contractors.

Payment by piece is also objected to in some answers. The Scottish Societies of Brass Finishers and Brass Moulders both suggest its abolition as a means of promoting better relations between employers and employed. The same wish is expressed by the Riddings

(b.) Piece work.

and North and South Shields branches of the Ironfounders' Friendly Society, who would like "every man to receive a day's pay for a day's work," and to be encouraged by the masters "to turn out a good article"; and the Wheelwrights and Blacksmiths' Society would "like to see piece-work done away with in Woolwich Arsenal." The Stanningley branch of the Amalgamated Society of Engineers says that wages are paid to a "certain extent by piece-work, which we consider ruinous to both trade and men, two or three days' work being thrust into one." The Glasgow Tin Plate Workers' Society also states that "some work is done by the piece; but we do not allow piece-work unless in a few particular instances. All work to a certain extent is tasked; but all men are not the same; some are smarter than others; if an employer has a good hand he generally pays accordingly." Payment by piece appears, however, to be common in cutlery and mining trades and some others, in which no complaint is made of the system.

B. Deductions by fines or other forms of stoppage.

In the following cases complaints are made with regard to fines or stoppages. The Scottish Brass Moulders' Union states that "fines are deducted; but in our trade this should not be, as often we require to give our own time to finish a job or adjust materials." The Table Blade Forgers and Strikers' Union complains that the deductions for imperfect work are "an injustice, it being sometimes due to faulty material"; and the Table Blade Grinders' Association says that there are "no fines, but stoppages; where the grinder's work is for a firm they generally stop his wheel rent, which is 10s. per week if the employers find tools and stone; but if the men find their own tools and stone they will have to rent two troughs, for which they will have to pay from 5s. to 7s. per trough, and the employer stops this every week if the men only earn as much. Where the employers find gas they charge 4d. to 6d. per light per week in addition to rent." The men belonging to the Staffordshire Amalgamated Miners' Association are said to object to the fines imposed, "and are trying to get them abolished"; and those belonging to the Rhondda House Coal Society are opposed to the stoppages made for the doctor and provident fund. The Blantyre Miners' Association states that "house rent, coals, tools, oil, doctor, and medicine are deducted from wages by arrangement, although grievous injustice is done. Local rates, water, sanitary, burial, registration, and poor are frequently deducted without arrangement; charge for water barrels and vent sweeping." The North Wales Quarrymen's Union states that there are "fines for blasting sometimes out of specified time; men stopped for breaking some senseless rules for days, weeks, and months, and often dismissed." The members of the Associated Shipwrights' Society in Her Majesty's Dockyards are fined "for lost time and other offences at the discretion of the Admiral Superintendent by stoppage of wages which we consider illegal."

Several answers speak of fines or deductions which are imposed for bad or insufficient work, loss of time, damages, or accidents; and in the case of miners, they are usual for tubs insufficiently or improperly filled. Other deductions are mentioned for medical attendance, house rent, coals, and for tools, the majority of these answers coming from miners.

C. Truck system.

The truck system appears to have practically died out throughout the trades included in Group A. It is said to exist "in one or two cases" only, by the Steel Fork Manufacturers and Forgers of Sheffield.

D. Allowances.
(a.) Bonus.

Allowances in the form of a bonus are mentioned in nineteen answers, and in some of these disapproval of the system is expressed; the reasons given being that it is used as "a means of keeping down wages," or "to find out how much work can be done, and then discontinued," and that "its operation is so uncertain as to be injurious."

(b.) Deferred pay, such as sick, accident, pension, or other insurance system.

In the answers from thirty-two unions it is stated that some system of deferred pay is in existence. In six of these answers the employers are said to contribute to a fund raised amongst the men, and in two cases this is on condition that claims for compensation for accidents are not brought before the law courts.

(c.) Free house, land, food, clothing, or other allowance or advantage.

Ten answers mention that free houses or rent money are allowed by the employers either usually or in special cases. Eight of these answers refer to miners, colliery enginemen, or other workmen connected with mines, and the other two to steel smelters and hammermen and forge furnacemen. Eight of the cases are in Durham

or Northumberland. Four answers mention gardens in addition to houses. Coals are also mentioned in nine answers as given free or at a cheaper rate than they can be bought by other persons, and this allowance is given to miners or enginemen connected with mines in every case but one, in which it is given to steel smelters.

According to the answers received there is very little uniformity with regard to the length of notice necessary for ending an engagement, except in the brass trades, where a week is usual; in the cutlery trades where a month is usual; and in the mining trades where a fortnight is usual. A desire for greater uniformity in this respect is expressed in a few answers, and inequalities in the length of notice required from the employer or from the employed are mentioned by the Marine Engineers, the Gloucester Amalgamated Engineers, and the United Pattern Makers.

E. Length of notice for ending engagement.

III. HOURS OF LABOUR.

As far as it is possible to make general statements with regard to the ordinary hours in different trades, it may be said that the usual hours for brass-workers are fifty-three or fifty-four a week, for engineers and ironfounders fifty-four a week, and for shipbuilders fifty-three or fifty-four a week. The hours of engine-drivers, stokers, &c. vary from eight to twelve hours a day, but twelve hours seems to be very common; twelve hours a day is also usual for blast-furnacemen. In all these cases it must be noticed that there are individual answers in which the hours differ widely from those mentioned above; for instance, the ironfounders in the Warrington district are said to work from fifty-four to seventy-two hours a week. Amongst miners the hours for hewers appear to be generally nine hours from bank to bank, but for other workmen and boys from ten to twelve hours. In Northumberland, however, the hours for hewers are said to be seven and a half or six and a half; in North Staffordshire, North Yorkshire, and Fife and Kinross, eight hours. Amongst the cutlery trades a large amount of piece-work is done, and no regular hours of work are given in many cases. Where hours are given they vary from fifty to fifty-eight a week, in two cases arising to sixty-five hours a week and twelve hours a day respectively.

A. Normal hours.
(a.) Hours usual in particular trades.

From all varieties of trades there are complaints with regard to the length of hours, and the adoption of a legal eight hours' day is advocated, either in formal resolutions passed during the last two years, or in the suggestions offered for the consideration of the Commission, by twenty-four unions or branches of unions.

(b.) Demand for an eight hours' day.

These are the Northumberland, Leigh, North Stafford and Caunock Chase branches of the National Federation of Enginemen's Protective Associations; the Lancashire Colliery Enginemen's Association and the Cumberland Enginemen's Association; the Amalgamated Society of Enginemen, Cranemen, Boilermen, and Firemen; the Engine Drivers and Stokers' Society; the Derby branch of the United Journeymen Brassfounders' Association; the North and South Shields branch of the Ironfounders' Friendly Society; the Blacksmiths' Associated; the National Amalgamated Iron Plate Workers, Braziers, &c. Society; the Pelsall, Aberdare and Merthyr, Neath, Swansea, and Llanelly, Monmouth House Coal, Ayrshire, and Fife and Kinross Miners' Associations; the North Wales Quarrymen's Union; the Manchester branch of the Boiler Makers and Iron Shipbuilders' Society; the Associated Shipwrights' Society; and the Glasgow Tin Plate Workers' Society. It is only possible to quote a few of the answers given by the above societies. The Ironfounders' Friendly Society reports the result of a vote taken on the eight hours' question, May 3rd, 1889, as follows:—"Are you in favour of an eight hours' working day?" For, 3,608; against, 1,350. "Are you in favour of it being obtained by Act of Parliament?" For, 1,843; against, 1,410." The Amalgamated Society of Enginemen, Cranemen, Boilermen, and Firemen forwards a copy of a resolution to the effect "that this Society believes in the principle of an eight hours' working day to be brought about by parliamentary enactment, and that such a measure should apply to all classes of labour, except those classes where the majority petition against it." A resolution was passed by the Fife and Kinross Miners' Association at Dundee in June 1891, that "this meeting, having regard to the frequent unsuccessful efforts to establish an eight hours' day in the mines of this country, owing to the opposition of the employers, and being of opinion that the eight hours' day which has been in operation in the mines of Fife, Kinross, and Clackmannan for

Pattern Makers' Association, the Wheelwrights and Blacksmiths' Society, the Northumberland Miners' Mutual Conflict Association, the North Staffordshire Amalgamated Association of Miners, and two branches of the Boiler Makers and Iron Shipbuilders' Society. The other answers state what kind of machinery is being used in the trade, or to what extent it is being introduced or is applicable, without commenting upon its acceptability to the workmen.

(b.) Sale of machine-made goods for hand-made goods.

With regard to the introduction of machinery complaints are made by some outlery trades of the fraudulent sale of machine-made for hand-made goods. The File Cutters' Society mentions various systems by which machine-cut files are made to pass with the public for hand-cut files, and adds: "as a body of workmen we do not make any objection to machinery, but we do maintain that the machine-cut goods have a right to be marked and sold honestly for what they are, in which case the consumers would be able to make a free choice and no one could complain." Similarly the Scissor Forgers' Society and the Steel Fork Manufacturers and Forgers' Association wish "all stamped or filed and casted scissors to be marked what they are" and "all forks to be marked in their true character: steel forks to be marked steel, and metal, and cast metal."

F. Employment by public authorities.
(a.) By Government.

There are only seven trades' unions which mention direct employment by Government, and these, with two exceptions, belong to trades connected with shipping. The exceptions are the Wire Workers' Society, which says, "'Masks' and 'helmets' are made in our trade for the Government, and are very badly paid for," and the United Pattern Makers' Association, a few of whose members are employed in Woolwich Arsenal, and have "no complaint regarding the gun and carriage department, but in the laboratory department the military superintendent refuses to start our members at the district rate, though they ultimately attain this rate." The Marine Engineers' Union states that some of its members are employed in the Royal Navy, Naval Reserve, and Customs Department, but gives no particulars as to the results or conditions of this employment, the complaints and suggestions made by the Society referring apparently to employment in the mercantile navy. The remaining four societies give very full particulars of the conditions of the employment of their members by Government, and have several complaints and suggestions to offer on this subject, which may be considered under the heads of wages and allowances, and the classification or demarcation of trades. The Chatham, Rochester, and Strood branch of the Amalgamated Society of Engineers states that "Government is the chief employer, and wages are based on such reduced rates as the greater stability of employment secures. Overtime is not recognised at extra rate till the completion of two extra hours." Other grievances are, being "sent home for an equivalent time instead of receiving extra pay," being "charged one-eighth of a day for each time they are late, if only an instant," and having to work till 2 o'clock on Saturdays. "Dockyard men receive nothing extra when sent on steam trials, whereas a private contractor pays 3s. a day extra. No duty money is allowed for dirty and unpleasant work on boats, and an allowance of canvas overalls is 'inoperative.' There is an allowance for working in a confined space, and a regulation that a man shall only so work twice a week, but men seldom get this confined space money, and work continuously in confined spaces." On the other hand the "conditions of labour are more honourable, except when regulations are evaded, which is a common occurrence." There is an "allowance of one day's pay for ten years' service to men discharged after twelve years' service," and an accident "allowance of half-pay when hurt in dockyard if reported immediately." The Boiler Makers and Iron Shipbuilders' Society states that the remuneration given by Government "is rather below the average," and that "when the work is done by the piece the workman has no say in arranging the price, which is fixed by the foreman, who in many cases puts the figure so low that the men cannot make day rates." The Associated Shipwrights' Society states that "Government does not pay the same rates of wages as are paid by private firms, who are at present and have been building vessels for Her Majesty's Navy," in proof of which a table is given of "wages and hours for the last ten years" in different ports. "The Government have also introduced what they call the tonnage system, by which the men are supposed to earn their wages according to the amount

(1.) Wages and allowances.

"of work done, but we are informed of numerous cases in which it was shown that while the men on one side of the vessel have received a little extra, the men on the other, doing exactly the same amount of work, have received nothing, therefore we contend this system is most unjust and unfair to the workmen, and we cannot at all see what benefit it is to the Government." There are, however, certain allowances made in Her Majesty's Dockyards, which are said not to be made elsewhere; "employees in Her Majesty's Dockyards receive half-pay" "while away from work, not exceeding three months," and "employees on the establishment receive as pension one day's pay per week for every ten years' service." The members of the Riggers' Association also enjoy certain allowances which are not found in other than Government employment. "Bonuses are allowed to hired men on discharge, after fifteen years' service on recommendation"; "deferred pay on pension is granted to established men at the age of sixty years, at the rate of two-thirds of their day's pay for forty years' service, or a proportionate part of that amount if their services are less"; and "in cases of accident if certified by the officials of the man's department that it was an accident, that he was sober at the time, and is unable to follow his work, half-day's pay with surgical attendance is allowed; if he is unfit to return to work after a certain period, if he is established, he will receive the pension due to him for the time served with an additional allowance according to the nature of the injury. With regard to hired men the case would be made special." The following complaints or suggestions are, however, made: "The wages of other established men in the dockyards from 1873 have increased in amount from 8d. to 1s. 2d. a day; our increase has been only 4d. a day. . . . The quantity of riggers' work has decreased by the abolition of square-rigged ships, with a consequent reduction in the number of men; but as much skill and caution (if not more) is required in the work now as when the men stood in a better position with regard to the wages of other trades. We desire also to call attention to the low wages paid compared with the wages paid to riggers in private employ. While our average is but 4s. 4d. a day, their average is 5s. 8d. a day." Other grievances are the amount of the fines inflicted for unpunctuality, "the time required to be served by a hired man to entitle him to a bonus," and the entire loss of the deferred pay in the case of men who die without receiving a pension. The Society "would suggest that the amount so deducted should be given to the widow or children or parents of the deceased on proof of identity. Would suggest that in the case of men killed on duty there should be a special provision in addition to their deferred pay." The Association further considers "that the hours of labour without loss to the public might be reduced to eight hours daily," that "the remuneration for overtime is inadequate," and that "Sunday work should be paid for at double the ordinary rate." Attention is called to the danger which riggers often run in carrying out their work; and also to the fact that they "are exempt from certain allowances paid to other trades when employed away from their homes, other trades (skilled labourers included) receiving 10s. 6d. a week in addition to their wages, while the riggers get only 4s. 4d. or one day's pay."

The Chatham, Rochester, and Strood branch of the Amalgamated Society of Engineers complains further of the "constant endeavour to place men of one department of trade to work at another," and "to displace engineers on their own work by shipwrights. Officials of the shipwright class superintend engineering work, of which they are practically ignorant. The chief officials of the engineers are not supreme in their own department, careless reports often arising from this ignorance encouraged by this departmental jealousy." The Boiler Makers and Iron Shipbuilders' Society reports that "in Government yards and factories unskilled men are put to mechanics' work, which is very objectionable, and the result is that the work costs more and is generally very inferior." There are also complaints with regard to the classification of workmen belonging to the same trade. The Associated Shipwrights' Society states that "besides not paying the same remuneration as other shipbuilders, the Government also insist upon three or four different rates of wages for the shipwrights in their employ. No such system is carried out by any private firm, and it tends to favouritism of one man over another irrespective of his abilities as a workman, which system as a

(2.) Classification of workmen or demarcation of trades.

"whole our trade strongly objects to." The Riggers' Association says that "four classes of wages are now paid, which we believe will eventually lead to six, by the deduction of 1s. 3d. per week from the pay of a hired man when he is put on the establishment. The riggers previous to 1873 were in two classes, and they had been asking for a number of years for its abolition, with the result that at that date it was practically abolished. It is with regret that they view its re-introduction among men doing a similar class of work, as they believe it will not be to the interests of the service or the men."

(b.) Indirect employment by Government.

There are a few other trades which mention indirect employment by Government. The Steel Fork Manufacturers and Forgers' Association says there is some employment "through table knife manufacturers, but none pay the list prices," and the Sailmakers' Society states that "Government work that is given out is badly paid for." The National Amalgamated Iron Plate Workers, Braziers, &c. Society forwards a copy of resolutions passed by it "having regard to the evils existing under the present system of issuing and executing Government contracts, the excessive competition resulting in unreasonably low wages and most unsatisfactory conditions of labour."

(c.) Employment by local authorities.

There are only nine cases in which labour is mentioned as employed by the local authorities, and in these it is generally said to receive either good or the usual rate of remuneration. Thus it is reported by the Blacksmiths' Association of Aberdeen that the "local authorities pay fair remuneration, and conditions of employment are very good;" and by the London branch of the Wheelwrights and Blacksmiths' Society that the "vestry pays fair wages." The Associated Shipwrights' Society states that the "local authorities of our large rivers are considerable employers of our labour; in the case of the river trusts as a rule they pay the same wages and comply with the same conditions as the other employers in their districts." Similar reports are given by the National Amalgamated Iron Plate Workers, Braziers, &c. Society, the Mid and West Lothian Miners' Association, the Manchester branch of the Boiler Makers and Iron Shipbuilders' Society, and the Glasgow Tin Plate Workers' Society. The only exception is the Keighley branch of the Ironfounders' Friendly Society, which states that its members are employed by "some of the town councillors, aldermen, and guardians, who pay as little wages as they possibly can."

V. STRIKES, LOCK-OUTS, AND DISPUTES.

A. Frequency of disputes.

There are fifty-one answers, which state that within the last ten years (1881-91) strikes and lock-outs have been less frequent than they were before that period; but on the other hand, eighteen answers declare them to have been more frequent, and in five there is said to have been no change in this respect.

B. Causes of disputes.
(a.) Wages.

The causes of disputes which are mentioned are very various in character; but the most numerous are those concerned with wages. This is the cause given in the case of sixty-six strikes or lock-outs, in seventeen of which the workmen demanded an advance of wages, whilst in thirty-six they resisted a reduction. In the other thirteen cases the dispute was with regard to uniform price lists, or other means of calculating wages, or no particulars are given as to its nature.

(b.) Hours.

The next most numerous class of disputes is concerned with the hours of labour. Nine disputes are mentioned in which the workmen sought for a reduction of the normal hours, and four in which they endeavoured to abolish, or obtain extra remuneration for, overtime or Sunday labour.

(c.) Refusal to work with non-unionists.

Only one strike is mentioned as occurring in consequence of the employment of non-unionists; but twenty-two trades unions state that their members do not work with non-unionists if they are strong enough to enforce the rule, although exceptions are sometimes made in particular cases, as in that of workmen too old to enter the union.

(d.) Dismissal of delegates.

Four strikes are said to have taken place on account of the unjust dismissal of workmen, and in twenty-five answers complaint is made of the dismissal of delegates or prominent trades unionists, although in several of these it is said to be a rare event.

(e.) Use of a black-list.

Thirteen trades unions state that a black-list is made use of to some extent by the employers in their respec-

tive trades. The Sheffield and Rotherham branch of the Amalgamated Society of Engineers states that a "black-list is carried out to a great extent by use of inquiry note, which is a great grievance in our trade generally"; and the National Amalgamated Iron Plate Workers, Braziers, &c. Society says that it is "carried on to a disgraceful extent." The Neath, Swansea, and Llanelly Miners' Association, the House Coal Society of Monmouth, and the Tin Plate Workers' Union of Aberavon say that such lists are kept by the employers in the case of men on strike; and the use of a black-list by some employers is mentioned by the Northumberland and Durham Brass Turners' Society, the Blackburn branch of the Amalgamated Society of Engineers, the Chelsea, Battersea, and Pimlico branch of the Ironfounders' Friendly Society; the Rhondda House Coal Society, the Blantyre and Ayrshire Miners' Societies, the North Wales Quarrymen's Union, and the Stockton-on-Tees branch of the Amalgamated Society of Engineers. The two societies last mentioned merely state that the men believe such lists to be in existence. Black lists employed by the workmen are mentioned in the following cases only. The United Pattern Makers' Association states that "No regular black-list is published; but we occasionally use our monthly report as a means of warning our members against obnoxious individuals." The Tin Plate Workers' Society of Glasgow does "not allow members to work beside black-listed men"; and the Hull branch of the Associated Shipwrights' Society uses a list "only in very serious cases." Two other societies mention a black-list, but do not state on which side it is used.

Particulars are given of four disputes connected with the sub-division of labour between different trades. It is mentioned, however, in six answers as a frequent cause of dispute, five of which answers are from shipbuilding and kindred trades, and the sixth from the United Pattern Makers' Association. Grievances of this kind have been already referred to in the case of trades employed by Government.

(f.) Sub-division of labour between different trades.

Amongst the other causes of disputes which are specified, are the "tyranny" or "oppression" of managers or employers; the refusal of the employers to submit to arbitration "or to discuss the question in any form" (National Association of Blast-furnacemen); the "refusal of employes to accept bye-laws"; their opposition to a particular foreman, or to the unfair "favouritism" shown; the refusal of the unionists to accept the award of Sir J. W. Pease in 1882 (Associated Iron and Steel Workers); and the objection of the joiners on the Tyne "to the award of Mr. T. Burt, M.P., in the arbitration on the Tyne list of work" (Associated Shipwrights' Society). The Associated Iron and Steel Workers also state that in 1883 there was "a short rebellion" against the returns of the sliding-scale which showed large reductions and were only out the day before the men had to commence working under it, "there being no organisation to enforce the award." There are other causes mentioned which have reference to the peculiar conditions of labour in the trades in question. Such are in the engineering trades the attempts of employers "to compel enginemen to teach other men to work their engines," or of foremen to require the "members to work their boilers too long without having them washed out." The Lancashire Colliery Enginemen's Association gives the opinion "that an engineman should attend no other work than his own engine, and not be compelled to attend to boilers or any other work." The Engine Drivers and Stokers' Society mentions "one place where winding enginemen have to look to the winding engines, fire six boilers, clean the fires and get the ashes out, look after a pumping engine, a donkey engine, and the pump that feeds the boilers. That is when they are on the night shift, working from five at night to seven in the morning, and have nothing allowed extra for Sunday work. At another pit under the same firm the men are expected to work two hours on Sunday morning without pay. At the same place stokers or firemen have to fire six boilers and to get out all the ashes, besides cleaning the fires, and to have charge of the fan engine, and have to work twelve hours for 4s. with nothing extra for Sunday or night-work." Amongst miners some of the causes of dispute mentioned are the refusal of the men "to work under a scale of deductions for dirt which they consider oppressive," and their observance of the fortnightly holiday.

(g.) Other causes.

The members of the Marine Engineers' Union have several complaints or suggestions to make with regard to the conditions peculiar to their own profession, which may be referred to here:—

- (a.) They consider that all engineers on board a steamship should be legally constituted officers. "Certificated engineers are not recognised in the mercantile marine as officers, but are classed 'simply as seamen,' although in Her Majesty's Royal Navy, and in foreign navies, they are officers.
- (b.) They desire the abolition of "misleading or illegal clauses in ships' articles, such as signing 'on to be transferred from one ship to another."
- (c.) They also represent that since "engineers are often hampered by the Board of Trade, and there is no legal remedy, they should have the right to appeal to some duly constituted authority, appointed by the Government, to be elected in the different ports"; and that in consequence of "the injustice done to marine engineers on Board of Trade and local marine boards of inquiry," two-thirds of the assessors on such boards should be marine engineers of the first class.
- (d.) Further that where there is no superintendent engineer, the chief engineer "should have power to engage or discharge engineers or firemen, in place of its being done by the captain as is frequently the case," and that he should "in all cases be consulted before the character of an engineer or fireman is affixed to his discharge."

C. Attitude of the trades unions towards the disputes.

The question with regard to the attitude of the trades unions towards the disputes of which details are given, has not been answered in many cases. There are forty-six disputes, however, in which the men were supported by the unions, whilst in two cases the unions disapproved of the strike, in four their attitude was conciliatory, and in one it is said to have been indifferent.

D. Result of disputes.

Fifty-four of the disputes mentioned by the trades unions are said to have resulted in a victory on the part of the workmen; in twenty-six cases the men were entirely defeated, and in nine they agreed to a compromise, or only gained a part of what they wished. The File Cutters' Union has summarised the results of its efforts during the last three years as follows: "At the close of the 1883 dispute a reduction of ten per cent. in wages from the full list prices was agreed to by the Union, but largely owing to the Union having expended its funds in defending the price, and consequently not being able to maintain its unemployed, many of the employers individually took further advantage of their workmen and reduced their wages, in the great majority of cases as much as fifteen per cent., and in a number of cases twenty and twenty-five per cent. This produced a strong reaction on the part of the workmen and three years ago they commenced to re-organise, with the result that although the employers were of opinion that it would never be possible to do much in the direction of improving wages, yet in twelve months, by organisation and negotiation we managed to get back to the full list of wages. Thus by purely union effort we have as a body of workmen received not less than 24,000*l.* in extra remuneration for our labour over and above what we received when disorganisation prevailed, and at the same time the manufacturers have done a large trade."

E. Modes of preventing or settling disputes.
(a.) Negotiation.

With regard to the means which are advocated or said to be adopted for the prevention or settlement of labour disputes, the most important seem to be negotiation, and arbitration and conciliation.

Amongst those disputes of which the details are given, and in which an amicable settlement is said to have been arrived at, the method adopted in twenty-two cases, the majority of those mentioned, was some form of negotiation, e.g. "Conference with employers," "by delegation," "meeting of employers and union agent," "urgency committee of owners and federation board," or "correspondence through the branch secretary." In answer to the question concerning methods for settling disputes existing in the district of the trades union, negotiation is in nineteen cases the only one mentioned.

Amongst the means suggested for avoiding or arranging strikes, however, negotiation plays a comparatively small part, although in six cases it is advocated as the best.

Arbitration and conciliation are very much more prominent in this respect, being advocated in as many as fifty replies, although the number of disputes of which details are given and which were settled by these methods is only six, and some regular system of arbitration or conciliation is mentioned in seventeen districts only. It must be noticed, however, that amongst those trades unions which advocate some form of arbitration or conciliation, there is great diversity of opinion with regard to the constitution of the boards which are to be entrusted with carrying it out. In some cases the boards are to be appointed by the State, in others by the trade or the locality in question; and in some answers the submission of disputes to the decision of such boards is to be compulsory, in others voluntary. In a few answers the constitution of such boards is sketched out with more or less detail. Thus the Mid and West Lothian Miners' Association suggests "that compulsory boards of arbitration should be established, with seven representative men of each side, the arbiter to be mutually chosen; failing to agree, the highest judicial authority in each county to act. The workmen's delegate to be chosen by ballot."

(b.) Arbitration and conciliation.

Amongst systems of conciliation, joint committees are said to exist in many cases, especially in the mining trades, and they appear as a rule to work satisfactorily. In the Appendix to these answers an agreement between the members of the Monmouthshire and South Wales Coal Owners' Association and the workmen employed at their collieries, is printed, in which the rules for a joint committee are given. (See Appendix No. 14.)

(c.) Joint committees.

Methods of regulating wages, or of superseding the wages system by other systems of employment, appear to be as a rule far less successful or popular, judging from the answers received. Sliding-scales are indeed advocated in thirteen answers, generally "with an umpire," or in connection with a board of conciliation. They are said to exist in nine cases, but in one of these, that of the Rhondda House Coal Society, it is said to be "far from satisfactory." In four cases sliding-scales existed formerly, but have terminated, though it must be noticed that the system is still advocated in two of these, viz., by the Durham County Colliery Enginemen's Association, and the Northumberland Miners' Mutual Confident Association. The latter Association says "we are in favour of a sliding-scale as the best and most satisfactory method for the regulation of wages. We are also of opinion that with the experience gained during the operation of the scale, and since its termination, it would be possible to form one of a more equitable character than any of those abandoned; and also that provision might be made for the consideration and settlement of any unforeseen factor that might arise to endanger the scale." Three sliding-scales, viz., those of the South Staffordshire and East Worcestershire Coal and Ironstone Miners, the West Cumberland Blast-furnacemen, and the Cleveland Blast-furnacemen, are printed in the Appendix. (See Appendix, Nos. 2, 5, and 6.)

(d.) Sliding-scales.

Systems of profit-sharing are advocated in a very few cases, and only one instance is given of the adoption of such a system, and that with the commentary "I cannot find one who has benefited thereby." The London branch of the United Pattern Makers' Association, however, states that "the Thames Iron Works made an offer last year; it was rejected by the men; think it was not sufficiently understood."

(e.) Profit-sharing.

There are four answers, from the Glasgow Brass Finishers' Society, the Derby and Stockton-on-Tees branches of the Amalgamated Society of Engineers, and the Spike Nail Makers' Society, which advocate co-operation as a means of preventing disputes. There are, however, only four cases mentioned of existing productive co-operative establishments, these being a small outlay factory in Sheffield, two small iron-plate or braziers' factories in the Worcestershire district, and a quarry in North Wales. On the other hand, seven instances are given of unsuccessful co-operative enterprises which have been abandoned. The Sheffield File Cutters' Union mentions a co-operative factory started some thirty years ago, which failed after about eighteen years "owing to lack of sufficient capital, and managers, when they had acquired a knowledge of the business, leaving and becoming rival competitors, coupled with bad and reckless management." Two attempts to work collieries on co-operative principles are mentioned; one by the Engine Drivers and Stokers' Society as having been "commenced on that principle, but which came to a stand before getting to coal;

(f.) Co-operation.

"standing yet"; the other by the Northumberland Miners' Mutual Confident Association, which states: "We once, in 1874, initiated a movement for the purchase of a colliery. After considerable difficulty we succeeded in getting one in Derbyshire. We invested 1,000*l.* in it, and our members individually subscribed about 3,000*l.* more. The colliery was worked about two and a half years at a great loss, and was then taken back by the vendor." The North Wales Quarrymen's Union reports that "once a limited liability company was established to work a quarry, but failed to raise sufficient capital to carry it on." From the Hull branch of the Associated Shipwrights' Society the answer is, "Have often suggested it, but it has never been taken in hand in Hull. Grimsby did start, and did fairly well, but had management and indifference of members stifled it, though it was a paying concern, and wound up with profit"; and the Liverpool Shipwrights' Trade and Friendly Association mentions a co-operative firm started "some twenty years ago," which failed. The Glasgow Tin Plate Workers' Society states that the system "has been tried, but with no good results, as the Union cannot be employers as well, and it is against the interests of employers," but on the other hand the London branch of the Boiler Makers and Iron Shipbuilders' Society states that it "has never been suggested; would welcome some such scheme."

(g.) Other suggestions.

Amongst the other suggestions for the settlement or avoidance of disputes, the better organisation of the workmen in trades unions, or of both employers and employed, occurs in several answers; e.g. "If all workmen would become trades unionists there would be very few strikes." Other suggestions are the "direct representation of labour on all boards of management"; "State production"; "longer notice to be given or taken in all cases"; "fixing a maximum profit" and "a minimum wage"; "that the capitalist have better security for his investment"; and that trades union officials who have sanctioned a strike "should be put upon the same allowance as is paid to the men on strike, and share the same privations as the rest of the members." The abolition of piece-work and of overtime work are also advocated for this object.

VI. AGENCIES FOR FINDING OR PROVIDING WORK FOR THE UNEMPLOYED.

A. Trades unions.

The trades unions are almost unanimous in disclaiming any attempt or wish to undertake to provide work for their members. The exceptions are the National Amalgamated Iron Plate Workers, Braziers, &c. Society, whose co-operative factories have been already referred to; the Aberdeen House and Ship Painters' Society, whose answer is that "during the strike (May 1891) the Union undertook and executed work, and had the strike not ended steps would have been taken to provide all our members with employment"; and the London branch of the Boiler Makers and Iron Shipbuilders' Society, which is not aware of any attempt having been made, "but thinks the same might be done with success."

It will be seen, however, from the answers that an important feature of the work of trades unions consists in keeping "vacant books" or registers of unemployed members, in publishing monthly reports showing the state of the trade in different localities, and in assisting their members to travel in search of work, or to migrate from a neighbourhood in which there is little demand for labour to one in which trade is more flourishing. A fuller account of the various methods adopted by the trades unions for enabling their unemployed members to obtain work will be found in an accompanying volume, in which the rules of trades unions belonging to Group A. are summarised.

B. Other agencies.

The great importance of this work may be better estimated from the fact that so few other agencies for assisting the unemployed to find work are mentioned. In the three or four cases in which other agencies are said to exist, they appear to be charitable in character, and to be chiefly intended to afford relief in times of great depression of trade, severe winters, &c.

VII. SUGGESTIONS AS TO STATISTICAL INFORMATION TO BE PUBLISHED BY GOVERNMENT.

Nineteen trades unions or branches have availed themselves of the opportunity to make suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. These are as follows:—The Brass Turners, Fitters, and Finishers' Society considers it would be most useful to the trade if statistics as to work and wages in all towns in the United Kingdom were pub-

lished, "as it would help men out of work." The File Cutters' Union considers that "if figures are asked for to show the cost of disputes and loss of wages, it is only fair that the advantage in wages accruing to the workmen as the result of combination should also be obtained." The Marine Engineers' Union thinks that the "number of engineers employed, certificated or otherwise, according to their grades in the mercantile navy, also the available number of Board of Trade certificates, would be of much use," and further desires an alteration in the present system of registering nominal horse-power, which "is very unsatisfactory; a large number of steamships are registered under their actual power." The Chelsea branch of the Ironfounders' Friendly Society suggests that the reports of the Labour Correspondent to the Board of Trade should be supplied to trade union officials, and the work of this department extended"; and the Glasgow branch of the United Pattern Makers' Association wishes for information as to "the amount of overtime worked, also night shifts, and their effects upon the trade." The United Machine Makers' Association would "like to know how many machine men are employed in the United Kingdom." The Cleveland branch of the National Association of Blast-furnacemen suggests "that Government should publish periodically a return showing the rates of wages, hours worked, and conditions of labour generally in all countries where iron is produced"; and the Associated Society of Millmen asks for a yearly publication of the "total production of steel throughout the kingdom." The National Amalgamated Iron Plate Workers, Braziers, &c. Society recommends "that a Ministry of Labour be established for the collection of statistical information relating to labour questions, &c." The Blaenavon Workmen's Committee wishes for a full report of the visits, &c. of inspectors of mines to be published "in weekly or daily papers or at a cheap rate." The Mid and West Lothian Miners' Association considers that statements should be published of the number of men to whom working places in mines are given for the first time on the understanding that they have spent two years under the supervision of a skilled miner; of the shifts worked and wages paid in mines and other branches of industry; and of the numbers of men employed in oil works for the distillation of shale, with the hours worked and wages paid. The Blantyre Miners' Association thinks there should be "more definite and precise statistics as to the output of coal and the number of men actually employed thereon. . . . also wages earned and profits realised." The two branches of the Quarrymen's Union wish for a return "showing accurately to what extent the stone trade had been effected by wood paving," and for full particulars from each quarry "of men and boys employed, tons of slate manufactured, and selling price or amount received for slates sold." The Manchester branch of the Boiler Makers and Iron Shipbuilders' Society asks for statistics relating to "boiler explosions and their causes"; and the Associated Shipwrights' Society wishes for fuller information relating to all trades, and that the "Board of Trade should publish the statistical account of wages of all Government works in the labour statistics as published by them." The Shipwrights' Trade and Friendly Association "would like information as to the number of foreigners employed as ship carpenters (sea-going), and also others, not shipwrights."

VIII. QUESTIONS INAPPLICABLE TO GROUP A., OR AS A RULE UNSATISFACTORILY ANSWERED.

There are three questions which have not yet been considered because they have received so few or such unsatisfactory answers that they appear to be inapplicable to the majority of trades dealt with in this group.

Thus the question with regard to the distribution of labour as between factories, workshops, and homes is unanswered in the large majority of cases, and such answers as are given are, as a rule, merely negative, or state that all work is done in the factories, mines, &c. Only three trades unions mention home work at all, and of these the Steel Fork Manufacturers and Forgers' Society merely answers, "Workshops and homes"; and the National Amalgamated Iron Plate Workers, Braziers, &c. Society states that "Factory work is general, home work not recognised or encouraged by the Society." The File Cutters' Society gives the reply: "Only a small proportion is done in factories, the great bulk being done in small out-shops, the workpeople having to pay rent, rates, to find coals

A. Distribution of labour as between factories, workshops, and homes.

" and light, and have also their own tools to find and
 " no allowance whatever for them; these expenses
 " reduce very considerably their wages, say, 1s. 6d. per
 " week. They are compelled to work under these con-
 " ditions in consequence of the employers not providing
 " workshops on the premises as the result of the
 " largely increased value of the land in the town.
 " Many, especially females, work in their own homes."

3. Employ-
 ment of
 foreigners.

The question of the employment of foreigners has also
 received few answers, and in almost all of these it is
 said that foreigners are either not employed at all or
 employed only in isolated cases. The exceptions are
 the answers from the Associated Shipwrights, who state
 that foreigners are employed as sea-going carpenters
 " at a lower rate than natives"; and the Manchester
 " Iron Plate Workers, Braziers, &c., who complain of
 the employment of immigrant foreign Jews in their
 trades, on the ground that through poverty and igno-
 rance of the language they are imposed upon by the
 employers. The Blantyre Miners' Association states
 that "such are beginning to be introduced to the

" detriment of native labour and the safety of the
 " mines"; and the Engine Drivers and Stokers'
 Society would "discourage it as far as possible, as it
 " tends to reduce the wages of all trades."

The question with regard to the supply and quality of
 materials, machinery, and other plant is rarely answered,
 and there is very little uniformity in the answers which
 have been given, some of which specify the particular
 materials and machinery employed, some by whom they
 are provided, whilst others refer to the quantity or
 quality obtainable. Amongst the last the most usual
 answer is "good" or "fair"; but ten unions com-
 plain of defective supply or quality. Two of these
 answers, from the Ayrshire Miners' Union and the Edge
 Tool Grinders' Society, have been already quoted under
 the head of preventible accidents. The Chatham,
 Rochester, and Strood branch of the Amalgamated
 Society of Engineers states that the "tools and ma-
 " terials in yard are entirely dependent on money in
 " hand; work often done with extreme difficulty
 " through paucity of tools and inferiority of materials."

C. Supply
 and quality
 of materials,
 machinery,
 and other
 plant.

Answers received from Employers and Employers' Associations in Group A.

TABLE OF CONTENTS.

I. THE ANSWERS CONSIDERED AS A WHOLE.	Page
A. Answers which have not been generalised	xvii
(a.) Wages statistics	"
(b.) Strikes and lock-outs	"
B. Chief points of interest	"
II. WAGES.	
A. Mode of payment	"
(a.) Through sub-contractors	"
(b.) By piece-work	"
B. Deductions by fines or other form of stoppage	"
C. Truck system	"
D. Allowances	"
(a.) Bonus	"
(b.) Deferred pay, such as sick, accident, pension, or other insurance system	xviii
(c.) Free house, land, or other allowance or advantage	"
E. Length of notice for ending engagement	"
II. HOURS OF LABOUR.	
A. Normal hours	"
(a.) Hours usual in particular trades	"
(b.) Demand for an eight hours' day	"
B. Other hours	"
(a.) Overtime	"
(b.) Night shifts	"
(c.) Sunday labour	"
C. Holidays	xix
IV. CONDITIONS OF EMPLOYMENT.	
A. Irregularity of employment	"
B. Safety of employment	"
(a.) Accidents	"
(b.) Inspection	"
(c.) Compensation for accidents	"
C. Distribution of labour. Small proportion of female labour	"

	Page
D. Apprenticeship and technical education - - - - -	xix
(a.) Length of apprenticeship - - - - -	"
(b.) Training of miners and others - - - - -	"
(c.) Restriction in numbers - - - - -	xx
E. Introduction of machinery - - - - -	"
F. Employment by Government - - - - -	"
 V. STRIKES, LOCK-OUTS, AND DISPUTES.	
A. Frequency of disputes - - - - -	"
B. Causes of disputes - - - - -	"
(a.) Wages - - - - -	"
(b.) Hours - - - - -	"
(c.) Refusal of unionists to work with non-unionists - - - - -	"
(d.) Dismissal of delegates - - - - -	"
(e.) Use of black-list - - - - -	"
(f.) Sub-division of labour between different trades - - - - -	"
(g.) Other causes - - - - -	xxi
C. Attitude of the employers' associations towards the disputes - - - - -	"
D. Result of disputes - - - - -	"
E. Modes of preventing or settling disputes - - - - -	"
(a.) Negotiation - - - - -	"
(b.) Arbitration and conciliation - - - - -	"
(c.) Joint committees - - - - -	"
(d.) Sliding-scales - - - - -	"
(e.) Profit-sharing - - - - -	"
(f.) Co-operation - - - - -	xxii
(g.) Other suggestions - - - - -	"
 VI. AGENCIES FOR PROVIDING OR FINDING WORK FOR THE UNEMPLOYED - - - - -	"
 VII. SUGGESTIONS AS TO STATISTICAL INFORMATION TO BE PUBLISHED BY GOVERNMENT - - - - -	"
 VIII. QUESTIONS INAPPLICABLE TO GROUP A., OR UNSATISFACTORILY ANSWERED AS A RULE.	
A. Distribution of labour as between factories, workshops, and homes - - - - -	xxiii
B. Employment of foreigners - - - - -	"
C. Supply and quality of materials, machinery, and other plant - - - - -	"
 IX. QUESTIONS WHICH REFER ONLY TO EMPLOYERS' ASSOCIATIONS.	
A. Objects - - - - -	"
B. Subscriptions - - - - -	"
C. Manner of dealing with disputes - - - - -	"
D. Regulation of conditions of labour - - - - -	"

ANSWERS FROM EMPLOYERS AND EMPLOYERS' ASSOCIATIONS IN GROUP "A."

I. THE ANSWERS CONSIDERED AS A WHOLE.

Schedules of Questions were sent out to four hundred and thirty-seven employers and eighty-seven employers' associations in Group A., and answers to these have been received from one hundred and forty-two employers and from twenty-nine employers' associations. The sum total of firms, companies, or individual employers said to be represented by these associations is about eight hundred and forty, but probably some deduction from this number should be made to allow for the fact that one firm may belong to more than one association. Thirty of the employers who return separate answers state that they belong to associations of employers.

A. Answers which have not been generalised.

The remarks made with regard to the difficulty of generalising some of the answers from the trades unions are as a rule equally applicable to those from employers.

(a.) Wages statistics.

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No attempt has been made to summarise those answers relating to strikes and lock-outs which deal with the duration of particular disputes, the numbers of persons directly or indirectly affected by them, and the amounts paid by the employers' associations on account of disputes, or the losses incurred by the firms involved in them. Many of the strikes or lock-outs referred to in these answers have been dealt with in the annual reports on Strikes and Lock-outs of the Labour Correspondent to the Board of Trade in which statistical tables will be found dealing with the above-

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The only points it seems necessary to notice with regard to the mode of payment of wages, are payment through a sub-contractor and piece-work. Payment through a sub-contractor is mentioned in thirty-four answers from employers and in eighteen from associations, but in many cases it is said to be only occasional. This form of payment seems to occur chiefly amongst miners, where the stallmen pay their drawers and other assistants; in ironworks, where the forehand puddlers, rollers, and others pay their under hands, and amongst shipbuilders, where piece-workers generally pay their helpers. Objections on the part of the men to piece-work or payment by tonnage are mentioned in two answers, in which the employers themselves appear to regard the system favourably. These are the answers from the West Cumberland Iron Masters' Association, which states that the "masters prefer to pay by tonnage, but the men refuse to accept it," and from the Iron Trades Employers' Association, which is as follows: "In the engineering shops there is sometimes piece-work, but not always, and in some shops it is not allowed by the Union. In shipbuilding yards nearly all steel and ironwork is done by piece-work, and in some districts the woodwork also, and in the machine shops generally piece-work, and men can earn wages from twenty-five per cent. to seventy-five per cent. over datal wages."

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C. Truck system.

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D. Allowances. (a.) Bonus.

	Page
D. Apprenticeship and technical education - - - - -	xix
(a.) Length of apprenticeship - - - - -	"
(b.) Training of miners and others - - - - -	"
(c.) Restriction in numbers - - - - -	xx
E. Introduction of machinery - - - - -	"
F. Employment by Government - - - - -	"
 V. STRIKES, LOCK-OUTS, AND DISPUTES.	
A. Frequency of disputes - - - - -	"
B. Causes of disputes - - - - -	"
(a.) Wages - - - - -	"
(b.) Hours - - - - -	"
(c.) Refusal of unionists to work with non-unionists - - - - -	"
(d.) Dismissal of delegates - - - - -	"
(e.) Use of black-list - - - - -	"
(f.) Sub-division of labour between different trades - - - - -	"
(g.) Other causes - - - - -	xxi
C. Attitude of the employers' associations towards the disputes - - - - -	"
D. Result of disputes - - - - -	"
E. Modes of preventing or settling disputes - - - - -	"
(a.) Negotiation - - - - -	"
(b.) Arbitration and conciliation - - - - -	"
(c.) Joint committees - - - - -	"
(d.) Sliding-scales - - - - -	"
(e.) Profit-sharing - - - - -	"
(f.) Co-operation - - - - -	xxii
(g.) Other suggestions - - - - -	"
 VI. AGENCIES FOR PROVIDING OR FINDING WORK FOR THE UNEMPLOYED - - - - -	"
 VII. SUGGESTIONS AS TO STATISTICAL INFORMATION TO BE PUBLISHED BY GOVERNMENT - - - - -	"
 VIII. QUESTIONS INAPPLICABLE TO GROUP A., OR UNSATISFACTORILY ANSWERED AS A RULE.	
A. Distribution of labour as between factories, workshops, and homes - - - - -	xxiii
B. Employment of foreigners - - - - -	"
C. Supply and quality of materials, machinery, and other plant - - - - -	"
 IX. QUESTIONS WHICH REFER ONLY TO EMPLOYERS' ASSOCIATIONS.	
A. Objects - - - - -	"
B. Subscriptions - - - - -	"
C. Manner of dealing with disputes - - - - -	"
D. Regulation of conditions of labour - - - - -	"

ANSWERS FROM EMPLOYERS AND EMPLOYERS' ASSOCIATIONS IN GROUP "A."

I. THE ANSWERS CONSIDERED AS A WHOLE.

Schedules of Questions were sent out to four hundred and thirty-seven employers and eighty-seven employers' associations in Group A., and answers to these have been received from one hundred and forty-two employers and from twenty-nine employers' associations. The sum total of firms, companies, or individual employers said to be represented by these associations is about eight hundred and forty, but probably some deduction from this number should be made to allow for the fact that one firm may belong to more than one association. Thirty of the employers who return separate answers state that they belong to associations of employers.

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Answers which have not been generalised.

(c.) Wages statistics.

(d.) Strikes and lock-outs.

B. Chief points of interest.

A. Mode of payment. (a.) Sub-contractors.

(b.) Piece-work.

B. Deductions by fines and other forms of stoppage.

C. Truck system.

D. Allowances. (a.) Bonuses.

"each year amongst the men who have worked the whole year, in proportion to the earnings," and Messrs. J. Buckton & Co., machine tool makers, "to a small extent give bonuses on results, and consider that a good and well-worked bonus system would be invaluable in securing good work, large production, little waste, avoiding strikes, and identifying the best men with a good firm."

(b.) Deferred pay, such as sick, accident, pension, or other insurance system.

In thirty-eight answers from employers, sick and accident funds in connection with the firm are mentioned, the contribution to which is in several cases said to be stopped out of the men's wages. Full accounts of these systems, and the amounts of the contributions and benefits are given in some answers. Thus Messrs. J. Sparrow and Son, colliery owners, state that "there is a fund in connection with the works to which the men pay so much in 11., varying from 1d. to 2d., according to the state of the funds. We pay twenty-five per cent. of the men's subscriptions. The money is applied for surgical attendance in case of accidents, and the surgeon is paid for each case. A man hurt receives 3s. a week. The men and the employers subscribe to the North Wales Permanent Accident Fund, which pays to any person 6s. a week for ten weeks, and then 7s. a week until recovery, and in cases of fatal accident, compensates widow and children." Other employers give details more or less similar in character, and the rules of some benefit societies referred to in these answers will be found in an accompanying volume, in which the rules of benefit societies are tabulated. Two answers express disapproval of the interference of employers with such funds. Messrs. J. Buckton & Co. reply, "we consider it much better for men to combine in sick clubs," and Messrs. W. Corbett & Co., stove, grate, fender, and kitchen range makers, state that "manufacturers should not deal with this; plenty of opportunities to help men in this direction." The Wombwell Main Company on the other hand considers that "every workman should be forced to contribute to accident and sick fund, and also to a pension fund for old age or incapacity." Only four answers mention pensions as given to old workmen, and in two of these it is added that every case is decided on its own merits.

(c.) Free house, land, or other allowances.

Free houses are mentioned in eight answers as being allowed to managers, watchmen, or other officials, and also in three cases as allowed to miners. Coal is also said to be given free, or at a low rate, to miners in thirteen answers. In a few cases the free houses are given "at the discretion of the manager," or "to good steady workmen," and in two answers objections are made to the system on the grounds that it is difficult to avoid partiality, and that the men are not "free agents."

R. Length of notice for ending engagement.

There is very little uniformity amongst the answers from employers and their associations with regard to the length of notice necessary for ending an engagement, but a fortnight is the time most often mentioned, especially in the mining and metal trades. In the engineering trades a week's notice is mentioned in nine cases, and in the shipbuilding trades it is often said that no notice is required. In nine answers a month's notice is mentioned, eight of which refer to miners, and the other to apprentices only.

III. HOURS OF LABOUR.

A. Normal hours.
(a.) Usual in particular trades.

So far as it is possible to make any general statement with regard to the hours usual in particular trades, it may be said that fifty-four hours, and in rather fewer cases, fifty-three hours, a week, are said to be customary in the majority of answers from the engineering, steel and iron, and shipbuilding trades. There are, however, several answers which give other hours, either for the whole trade, or for particular branches of it. In several the hours mentioned for iron mills are from fifty-five to fifty-seven a week, and blast-furnacemen, enginemen, and boiler men, are often said to work twelve hour shifts.

In the mining trades the hours mentioned for hewers or colliers are in most districts eight to nine a day, but in Durham they are seven from bank to bank, and in Northumberland seven, or seven and a quarter, from bank to bank. Wastemen and other labourers underground are generally said to work eight to ten hours, and men and boys on the surface ten to twelve hours a day.

(b.) Demand for an eight hours' day.

The agitation for an eight hours' day, especially amongst miners, is strongly opposed by five employers

and employers' associations. Messrs. J. Sparrow and Son, colliery owners, reply as follows: "The question of the eight hours' day being before the Commission, we would remark that the eight hours' day from bank to bank would really mean less than seven hours' work per day, would add seriously to the cost of coal, and as no engine can possibly wind the same amount of coal in seven hours as it can in nine, the output would be seriously interfered with, and the price of coal would probably advance. The list of absentees appears to show, when taken with the fact that the absentees are not the same men each day, that the abstention from work has been by intention, and it has affected us to about ten per cent. of our output, and after two years of this kind of work by the colliers, we have come to the conclusion that if the eight hours per day meant eight hours' winding of coal it would be a fair compromise of this question if the men would work steadily forty-eight hours per week. The machinery would then wind about the same quantity of coal as is now done in a nominal fifty-four hours." The South Lancashire and Cheshire Coal Association is said to have been "strongly opposed to the Mines (Eight Hours) Bill . . . being of opinion that eight hours from bank to bank is altogether impracticable"; and the West Yorkshire Coal Owners' Association "is opposed to a statutory eight hours' working day from bank to bank, which would have the effect of limiting the capacity of collieries and increasing the cost of production. In practice, colliers in this district do not average more than from seven to seven and a half hours actual work at the face of the coal, and a forced restriction of hours would be especially impracticable in the case of day workmen and boys, who, from the nature of their employment, must be at their work for some time both before and after the hewers of coal."

In the answers from the engineering, iron and steel, and general metal trades, there is, as a rule, said to be no overtime worked when there is a regular system of double shifts. In other cases overtime is generally paid for at the rate of time and a quarter for the first two hours, or other stated time, and afterwards at the rate of time and a half. Amongst the general metal trades, however, overtime is often paid at the ordinary rate.

In the mining and quarrying trades overtime is said to occur seldom, and then is usually paid at rather higher than the ordinary rates of wages. Amongst the shipbuilding trades it appears to be paid for sometimes as time and a quarter and sometimes as time and a half.

In those trades in which there are regular night shifts the payment is generally the same as for the day shifts. When night shifts do not occur regularly they are usually said to be remunerated at a somewhat higher rate, calculated according to different methods, such as six days' pay for five nights' work, or twelve hours paid for as fifteen hours by day.

Amongst the engineering, steel and iron, and general metal trades, Sunday labour is said to be avoided as much as possible. When it is necessary for repairs it is generally paid for as double time, or as time and a half; when it is necessary for blast-furnacemen or for enginemen, it is paid for as ordinary time, or as time and a half. Amongst the mining and quarrying trades most answers state that Sunday labour is only employed for purposes of ventilation or repairs, when it is sometimes paid at the ordinary, and sometimes at higher rates. In the shipbuilding trades it is said to be very rare, and only employed in emergencies; it is then generally paid for as double time.

With regard to the length of hours worked by blast-furnacemen, their night shifts, and the fortnightly shifts of twenty-four hours on Sunday, which are made the subjects of complaint in some answers from the trades unions, the following statement is made by the Cleveland Ironmasters' Association: "It is necessary for a portion of the furnacemen, about twenty-five per cent., to be constantly at the works, as the blast-furnaces are practically in operation year in and year out without ceasing. This portion of the furnacemen (divided into two shifts, and one shift waiting to be relieved by the next shift) are in attendance twelve hours on the day shift and twelve hours on the night shift. The work is, however, so regulated that the men have in turns an off Sunday and Sunday night each alternate week. It cannot, strictly speaking, be regarded as eighty-four hours per week of actual work for any of the men, as although this twenty-five per cent. of the men are in attendance twelve hours per

B. Other hours.
(a.) Overtime.

(b.) Night shifts.

(c.) Sunday labour.

"day, about one and a half hours must be deducted for meals, thus leaving for this section of the men, on the assumption that they work continuously, except at meal times, ten and a half hours' work per man per day; but this must be subjected to some deduction. The men have a certain amount of work to do, which it is estimated does not usually occupy them more than about three-quarters of their time. The other seventy-five per cent. of the furnacemen work, on an average, on each of the seven days, after allowing for meal times, about nine hours. It is the general rule to allow remuneration as for an extra half-day per week to furnacemen who work on Sundays or Sunday nights, whether they are among the twenty-five per cent. who stay the twelve hours, or the seventy-five per cent. who stay the shorter time."

C. Holidays.

In the majority of answers which have been received a weekly Saturday half-holiday without payment is mentioned, but in seven answers the time is said to be made up on other days, so that full time is worked during the week. In the firm of Messrs. J. and G. Thomson, engineers and shipbuilders, there is a weekly Saturday half-holiday, and during summer months the whole of each alternate Saturday is allowed as a holiday, against which half an hour every other day is wrought to make up the time." Holidays with payment are generally mentioned in the case of apprentices only. With regard to miners there is sometimes a fortnightly whole holiday, in place of the weekly half-holiday. In five answers a holiday on Monday is mentioned, this being sometimes contrary to the wish of the employers. Thus the Monmouthshire and South Wales Coal Owners' Association states that "the first Monday in every month is adopted by the workmen as a holiday; this is without the concurrence of the owners, and inasmuch as work is often partially suspended on the following day or two, this holiday results in materially increasing the cost to the owner; during the past two years a considerable per-centage of the number of workmen have been absent from work, and this has lessened the output, and consequently increased the working cost." Other answers speak of the voluntary absence of the men from their work. The reply received from the Sneyd Colliery and Brickworks Company is as follows: "We do not profess to make any half-holidays, the greater portion of our men finishing their work soon after mid-day. There are also a class of men who absent themselves from work on an average one and a half days a week, therefore only working thirty-six hours a week; they are only paid for the actual work done." The Aldridge Colliery Company states that, "as a rule, twenty to thirty per cent. of the men do not come on Mondays, and five to ten per cent. do not come on Tuesdays." With the answers from the South Lancashire and Cheshire Coal Association, "some tabular statements are submitted (*Appendix No. 12*) showing the per-centage of time lost at certain collieries in the West Lancashire district, from which it will be seen that during the present year the absentees amounted to sixteen and a half per cent. of the colliers employed at the collieries in question. One result of the colliers thus absenting themselves from work is that there is not sufficient work for the day wagemen, whose wages have to be paid by the colliery owner notwithstanding."

IV. CONDITIONS OF EMPLOYMENT.

A. Irregularity of employment.

The unwillingness of the men to work is mentioned in seven answers from colliery owners or their associations, as the chief cause of irregularity of employment. Messrs. J. Sparrow and Son give a table showing the number of absentees from their colliery, with fortnightly averages during 1891; and the Durham Coal Owners' Association submits a table (*Appendix No. 21*) "showing for the years 1881 to 1890 the proportion of coal hewers who have been idle when work was provided for them." The Cleveland Mine Owners' Association, however, states that there is "no serious complaint to make on this ground; local shows, fairs, and races are sometimes a source of inconvenience, but the employers do not desire to deprive the workmen of their rational enjoyment." Almost all the answers from the engineering, iron and steel, and general metal trades state that irregularity of employment is chiefly due to the fluctuations of trade, and the occasional want of orders. The trades which are said to depend upon the season or weather are shipbuilding, quarrying, cycle manufacturing, and in some cases coal mining.

A few answers from mining and quarrying employers seem to imply that a certain amount of danger is unavoidable, but generally state that all necessary precautions are taken. Thus the Pen-yr-Orsedd Slate Quarry Company states that "the occupation is generally dangerous, from pieces of rock falling from a great height. Occasionally, but very seldom, accidents result from explosions. In fifteen years there have been two machinery accidents"; and the Durham Coal Owners' Association, the Cannock Chase Coal Owners' Association, and the Lanarkshire Coal Masters' Association give the numbers of fatal accidents which have occurred within a certain time, or the proportion of these to the numbers of persons employed in the mines.

B. Safety of employment.
(a.) Accidents.

With regard to inspection, the majority of answers from employers and employers' associations merely state that the factories, mines, or shipyards, &c. in question, are under the control of Her Majesty's inspectors, but in one case it is suggested that "factory inspectors should certify as to lighting and sanitation of work-shops; they now adequately attend to safety of employment."

(b.) Inspection.

The answers from the engineering, iron and steel, and general metal trades to the question about compensation for accidents, in most cases refer to the Employers' Liability Act, but four state that an arrangement is usually made without taking the matter into court. Thus the Cleveland Ironmasters' Association states that "the Employers' Liability Act has sometimes been put into force, but compensation, in cases where the law is considered against the employer, is given without necessity for resort to legal proceedings: in the few cases in which legal proceedings were taken shortly after the passing of the Act, the cost was so heavy that both sides now try to avoid law by coming to an equitable settlement." In the mining and metal trades accident funds in connection with the works are often mentioned, to which the men, and usually the employers, contribute. Some of these funds have been already referred to under the head of "Deferred pay, such as sick, accident, pension, or other insurance system." Amongst the shipbuilding trades compensation appears to be given only under the Employers' Liability Act. There are nine answers, from amongst different classes of trades, in which the employers state that they are insured against liability.

(c.) Compensation for accidents.

There are answers from thirty-two employers and from five associations of employers in which some female labour is mentioned, but in almost all cases the proportion of female to male workers is very small, and they are said to be employed in "the office," in "tracing drawings," or in other work distinct from that of the great body of male labourers. The occupations in which women work at the trade itself are chiefly tin-plate, wire, metallic bedstead, nail, and lock and key making industries, and in a few cases in ironworks and on the surface of mines. In two firms only does the proportion of female to male labour rise above one-half; these are a tin-plate factory and a woven wire spring mattress factory, in the latter of which more females than males are employed.

C. Distribution of labour.
Small proportion of female labour.

Messrs. R. Lloyd, Crosbie & Co., metallic bedstead manufacturers, state that "men take heavy work, such as casting, forging, cutting, &c.; females engaged in painting, transferring, wrapping, &c." Women are said to be employed by the Phoenix United Mining Company in preparing the minerals for sale after they have been sent to the surface; and by the Blainscough Hall Colliery Company in cleaning the coal (picking out stones and dirt) on the surface. The South Lancashire and Cheshire Coal Association states that "women are employed on surface picking and cleaning coal, and moving tubs about near the screens; female labour is by Act of Parliament restricted to the surface; those employed do the work well, and are steady and healthy."

Three answers state that the period of apprenticeship is settled by the trade societies. Amongst the engineering, iron and steel, and general metal trades, and in shipbuilding, there is often an apprenticeship of from five to seven years, but in several cases this is said to be only customary and there are no legally bound apprentices.

D. Apprenticeship and technical education.
(a.) Length of apprenticeship.

With regard to miners, ten of the employers' associations quote the clause of the Mines Regulation Act, which provides that no person shall be allowed to work alone as a coal getter, until he has had two years

(b.) Training of miners and others.

experience of such work under the supervision of skilled workmen; but the South Lancashire and Cheshire Coal Association states that "the old system of training up young colliers, which was virtually an apprenticeship, has almost died out." The South Yorkshire Coal Owners' Association, on the other hand, states that, "in practice every collier has a trammer under him, who in that way gains experience." An account of the manner in which boys gain a knowledge of quarrying is given by the Pen-yr-Osedd Slate Quarry Company as follows: "Boys come to the quarry as 'rubbishers' or 'rubblers,' who make slate out of pieces of rock given to them from time to time by the regular quarrymen, as a payment for casual services rendered to them. The rubbler makes as much slate as he can, and claims a money wage at the end of the month for the produce from the employer." Messrs. Mather and Platt, mechanical engineers, give a full description of the method of training apprentices adopted by them, and of the "Salford Ironworks Science and Technical School" maintained by the firm exclusively for their own apprentices; and Messrs. A. Kenrick and Sons, hollow-ware founders, submit a copy of the form of indenture which is signed by their apprentices (*Appendix No. 3*). With regard to this they add: "Our system has worked very well and without any friction. We have paid to our apprentices as much as 60*l.* at end of term. Only in one case was the money squandered by the recipient."

(c.) Restriction of numbers.

Six answers state that the trades unions interfere in the way of restricting the numbers of apprentices. Messrs. C. S. Swan and Hunter, shipbuilders, "wish to call attention to the fact that in the more important branches of the trade, the admission of apprentices is rigidly restricted by the trades unions. By this means the wages of those branches restricting the number of apprentices are kept very high, and through scarcity of workmen it is rendered difficult to give preference and encouragement to good and steady workmen over the unskilful and unsteady. Numbers of lads are prevented from learning any skilled trades, and are driven into the ranks of the unskilled labourers, who are too numerous and are very badly paid and badly employed." Messrs. Ramage and Ferguson, shipbuilders and engineers, consider that the restriction of apprentices should be made illegal, and add that "this, so far as ironworkers are concerned, is becoming a question of great moment both to employers and the general welfare of the country. The present practice of causing apprentices to strike along with the men should also be made punishable."

E. Introduction of machinery.

Thirty answers state that labour-saving machinery is being introduced wherever it is possible, although in a few trades, especially mining, there is said to be little opportunity for its introduction. The Howden Clough Colliery Company, however, mentions "a coal-cutter for mining the coal, which, when properly at work, is equal to about twenty-five miners," and the answer from the Old Silkstone and Dodworth Coal and Iron Company recommends the use of coal cutters and of riddling machines, the latter "to avoid unhealthy conditions attendant upon the riddling of coal underground." Six answers state that machinery is as much to the advantage of the workmen as of the employer; thus Messrs. J. Buckton & Co., machine tool makers, reply: "We employ as much as we can to insure excellence and economy, and we find that whenever we introduce a machine we produce more work and practically keep the same number of hands. The general tendency of the introduction of machinery is to cheapen production and augment the number of men in employment generally." On the other hand three answers mention objections to the use of machinery on the part of the workmen. The Iron Trades Employers' Association states that "it is the fact that the introduction of any labour-saving machine into some workshop is looked upon with dislike by the workmen, and there is, generally speaking, a decided resistance to its employment; but this has not been found the case by any manner of means in every district."

F. Employment by Government.

There are only a very few answers in which labour is said to be employed by Government or the local authorities, and in those no further comment is made as a rule with regard to the results. One answer, however, states that when the Government and local authorities are large employers of labour, "the tendency is sometimes for wages to rise unduly," though it is added

that this has not been the case in Government dockyards and factories.

V. STRIKES, LOCK-OUTS, AND DISPUTES.

Amongst the answers from employers, opinions are divided equally with regard to the question whether disputes have been more or less frequent during the ten years from 1881 to 1891 than formerly; the same number, twenty-five, supporting each view, whilst in six answers they are said to have been about the same.

A. Frequency of disputes.

Amongst causes of disputes, the one mentioned in the large majority of answers is the question of wages or prices of piece-work. This is the cause mentioned by the employers in the case of seventy-six strikes or disputes, in forty-five of which the workmen demanded an advance of wages, whilst in twenty they resisted a reduction.

B. Causes of disputes.
(a.) Wages.

The question of hours is also frequently given as a cause of disputes, occurring in several cases in connection with that of wages. Five strikes are said to have been undertaken to secure a reduction of the normal hours of labour, whilst three were caused by the question of overtime work.

(b.) Hours.

Eighteen employers and fifteen employers' associations mention the refusal of unionists to work with non-unionists. This is especially prominent as a cause of dispute amongst the shipbuilding trades, but occurs amongst various other trades, and five employers' associations state that unionist miners refuse to descend or ascend the mine in the same cage with non-unionists. Messrs. Good Menzies, mechanical engineers, millwrights, &c. state that "amongst fitters, turners, &c. unionists and non-unionists work together; in the case of moulders the non-unionists are subject to 1*s.* per week fine," and Messrs. Stephenson and Company, locomotive, marine, and general engineers, state that there is no refusal to work together, "except in case of boilermakers and strikers, where the unionists will not do so, consequently all the men are in the men's trade union." The Blackwell Colliery Company mentions that although attempts to boycott non-union men have been so far unsuccessful, "the union leaders are publicly urging the adoption of this tyrannical behaviour." The Fairfield Shipbuilding and Engineering Company states that "on several occasions we have been obliged to dismiss the non-unionists to obviate a strike," and Messrs. J. and G. Thomson, engineers and shipbuilders, state that the ironworkers "have simply made unionism a perfect system of terrorism, and no man who will not join their society, and conform to the rules is allowed, in this trade, to earn his livelihood." The Thames Ironworks and Shipbuilding Company gives an account of a strike which "began with a requisition from the Boilermakers' Society that we should become a society yard (i.e., employing only society men), and that we should discharge all our old hands who did not belong to the society."

(c.) Refusal of unionists to work with non-unionists.

The employers generally state that they never dismiss the men's representatives or prominent trades unionists as such, and that "they are treated the same as any other workmen." The North Brancepeth Coal Company mention a strike which was caused by "the dismissal of a hewer for five days' loss of work in one fortnight through drink; after his notice expired they said he was a delegate," and the Blackwell Colliery Company mention a strike caused by the "dismissal of a prominent member of union for breach of contract."

(d.) Dismissal of delegates.

Any use of a black-list is also denied in the majority of answers. In only seven is its use mentioned, and in these it is said to be seldom used, or only during an actual strike when "the names of men on strike are sent to neighbouring employers in the same trade," or to the other members of the Employers' Association. One answer states that "protective measures are used as a counteraction to those adopted by the workmen."

(e.) Use of a black-list.

The Wear Shipbuilders' Association states that "the newest phase in strikes is that the dispute lies between two or more classes of men, and not directly between the men and the employers," since "workmen whose work crosses or overlaps (e.g., shipwrights and joiners) quarrel with one another, and refuse to work in particular yards for a time." Instances of strikes which have resulted from the question of demarcation between different trades are also given by the Tyneside branch of the Iron Trades Employers' Association; Messrs. J. and G. Thomson, engineers and shipbuilders; Messrs. W. Dobson and Company, shipbuilders; and Messrs. Waddington and Longbottom, engineers and iron and brass founders. Messrs. J.

(f.) Sub-division of labour between different trades.

and G. Thomson further state that when this question is settled between the executives of the respective trades, "such settlements do not always give satisfaction to employers, as work is sometimes transferred from one class to another, who cannot execute it at same cost." Similar statements with regard to disputes between different classes of workmen are made by the Wear Engine Builders' Association and the Belfast Employers' Association. The National Federation of Shipbuilders and Engineers states that "considerable loss and great interference with work, due to strikes, owing to disputes between different trades claiming each other's work, has of late been occasioned to the employers, and especially by disputes between carpenters and joiners, plumbers and fitters, engineers and boiler-makers, and boiler-makers and drillers."

(g.) Other causes.

Amongst the other causes of disputes mentioned are the action of "agitating delegates," or of trades unions; the "objections on the part of trades societies to foremen managers," and others; "inferior workmanship"; attempts of trade societies to restrict the number of apprentices; and the "confiscation of tubs containing dirt and substances other than coal." Messrs. R. Lloyd, Crosbie, and Company, metallic bedstead manufacturers, state that the most frequent cause "is the engaging of workpeople to fill vacancies, the Union objecting to anyone being engaged who has not been nominated by themselves, many of whom prove to be undesirable as workmen, the best men being always in demand." The causes of disputes mentioned by the Old Silkstone and Dodworth Coal and Iron Company, are "the substitution of lamps for candles underground; modes of getting coal; method of riddling coal underground; substitution of surface machine-riddles for hand riddles; and payment of the prices for the sizes of coal." The Ormiston Coal Company refers to a dispute in which "the men had no grievance, but they were working so irregularly that the mines were stopped, and the water was allowed to rise in the colliery, the miners' tools in consequence got lost, and they raised an action against the owners in the sheriff's court, but the case was decided against the men." The Durham Coal Owners' Association has submitted "a list of some of the more important strikes which have taken place at collieries belonging to members of the Association since the year 1880," which gives the cause of each dispute, as well as its mode of settlement and result. This is printed in the *Appendix No. 23*.

C. Attitude of the employers' associations towards the disputes.

In the particulars given by the employers' associations with regard to disputes during the last ten years, there are eight cases in which the Association is said to have supported the employers, four in which its attitude was conciliatory, and one when it is said to have been neutral.

D. Result of disputes.

There are comparatively few disputes reported as resulting in an unconditional victory for either side; but amongst those of which particulars are given by employers, there are about forty-five in which they were on the whole victorious, and about forty-eight in which the men might be considered successful, as well as fourteen in which a compromise was arrived at by equal, or almost equal, concessions on each side.

E. Modes of preventing or settling disputes. (a.) Negotiation.

The mode of settlement adopted in twenty-one disputes, of which the particulars are given by the employers or their associations, appears to have been some form of negotiation between the parties concerned, without reference to arbitration or any organised system for the purpose of settling disputes. In some cases this took the form of conferences between the employers and the men's delegates, between "deputations from each party," or between "the strike committee and masters' association"; and in other cases of correspondence between the secretaries of the associations of employers and employed. There are also nineteen answers in which direct negotiation of this kind is mentioned as the only means existing in the district in question for the settlement or prevention of disputes.

(b.) Arbitration and conciliation.

The systems most frequently advocated for this purpose are those of arbitration or conciliation, which are mentioned in thirty-eight answers from employers and in eight from employers' associations. In a few of these answers the compulsory submission of disputes to arbitration is suggested, and several recommend that boards of arbitration or conciliation should have power to enforce their awards. Thus the North Brancepeth Coal Company considers that "arbitration should be enforced in all disputes, by Government if necessary"; and Messrs. J. and G. Thomson suggest that "when employers and workmen cannot agree over a dispute, either regarding wages or other matters, there ought

"to be independent arbiters appointed by Government, each having a separate district, who would be appealed to in such cases. . . . Even when arranging terms of wages for a period between employers' and workmen's executives, this official might be chairman of these conferences. His decision should be final and binding on both parties." The South Lancashire and Cheshire Coal Association, on the other hand, replies: "We have no faith in arbitrations or the interference of third parties. A board of conciliation between employers and employed would be able probably to settle the majority of questions." The Iron Trades Employers' Association states that "as a rule it is found that the men object to arbitration, and they are unwilling to accept the decision, and very rarely agree to accept the arbitration unless they see the chance of losing the battle, or that public opinion has expressed itself strongly in their favour. The decision against the men is invariably unwillingly accepted." The Wear Engine Builders' Association considers that "means to make awards legally binding on societies who are parties thereto are evidently needed"; and the Mining Association of Great Britain is "of opinion that in the event of an award of an arbitrator or umpire, or of an agreement between the Association and the men not being carried out, the defaulters should pay compensation." Eleven answers mention some form of arbitration or conciliation as existing in the district to which reference is made, and twelve disputes are reported to have been terminated by such means. The Durham Coal Owners' Association and the Northumberland Coal Owners' Association each give a table of the arbitrations which have taken place in their respective districts since 1874, and in the *Appendix No. 1* is printed the statement and award given in an arbitration between the Durham Coal Owners' Association and the Durham Cokemen's Association.

There are ten answers which mention the existence of joint committees, and also a few in which joint wages boards are mentioned.

(c.) Joint committees.

Nineteen answers advocate sliding-scales as the best means of settling wages and preventing disputes. The Lanarkshire Coal Masters' Association considers that "a sliding-scale, mutually agreed on, based on the realised price of coal, by which wages would be adjusted monthly, and under which all the collieries of a district or county were working, would go a long way to prevent strikes of any magnitude; provisions would, however, require to be made that all parties be compelled to abide by the working of the scale." Messrs. J. MacAndrew and Company, coal masters, state that "a sliding-scale, if properly started and adjusted, might be of service; but the miners, as a rule, will not adhere to such, its operation in advancing being too slow for them, while they object to reduction altogether," and similar statements are made in a few other answers. Nine answers mention that sliding-scales have been tried for a time but given up, and in six of these the notice for termination is said to have come from the men. Sliding-scales which are still in operation are, however, mentioned by eleven employers and four associations of employers, and the agreements for five sliding-scales are printed in the *Appendix*. These are the West Cumberland blast-furnacemen's wages sliding-scale (*Appendix No. 5*); the Cleveland blast-furnacemen's wages sliding-scale (*Appendix No. 6*); the wages sliding-scale for workmen employed at the collieries of members of the Monmouthshire and South Wales Coal Owners' Association (*Appendix No. 14*); the wages sliding-scale for workmen employed at the associated collieries of the Cannock Chase district (*Appendix No. 17*); and the South Staffordshire and East Worcestershire Coal and Ironstone Miners Wages Board sliding-scale (*Appendix No. 19*).

(d.) Sliding-scales.

In only four cases is a system of profit-sharing said to be in existence. Sir A. Hickman, iron and steel manufacturer, states that such a system was "started in 1891, but until expiration of year no results can be given." The answer from the Thames Ironworks and Shipbuilding Company also states that the scheme has been too recently started for any statement of results to be given. The system of Messrs. Ross and Duncan, marine steam engineers and boiler-makers, appears to be rather one of bonuses than of profit-sharing, since they state that "this was continued last year, when all employees who had been two years or longer with the firm received one week's pay each, in recognition of good services towards prosperity of the firm." Two cases are mentioned in which a system of this kind has been

(e.) Profit-sharing.

found impracticable. The Pen-yr-Orsedd Slate Quarry Company "once tried a system of charging the workmen a price per yard of rock removed, paying him value at an agreed list of slates made, but it did not answer"; and Mr. W. H. Fryer, Iron Ore Mines, states that the plan "has been often considered but never attempted, in consequence of special difficulties which would apply to iron mines; these consist chiefly of (1) the large amount of work done in opening roads of exploration, which are speculative only, and often unproductive; and (2) the irregularities of demand for the ore, which necessitate the holding of considerable stock, while the real value of the ore stocked cannot be ascertained until it is sold and sent off." Profit-sharing is, however, very strongly advocated in three answers. Messrs. Willans and Robinson, engine builders, "believe that the extension of dividing equally between employers and employees any gains which may be made by increased efficiency in labour would have a notable effect in consolidating the interests of the two classes," and by the adoption of such a plan themselves they hope to overcome the present "inclination on the part of the workmen to limit their output and that of machines under their charge." Messrs. J. Howden and Company, marine engineers, recommend "some judicious scheme of profit-sharing"; and Messrs. Mather and Platt, mechanical engineers, have "a scheme in course of preparation," and "are strongly of opinion that profit-sharing should be encouraged in every possible way. The basis of such a scheme should be that after capital has received a certain interest beyond that necessary to cover contingencies and maintain a reserve fund, the remainder of profits should be divided between workmen and employers, the share allotted to the workpeople being apportioned among them *pro rata* to wages."

(f.) Co-operative.

No mention is made by employers or their associations of any system of co-operative production now in existence, and the Howley Park Co-operative Quarry and Building Society has returned the answer "failure" to this question. Two other failures are reported, one of which is the attempt made by Messrs. H. Briggs, Son, and Company, which "was given up years ago." The Lofthouse Colliery Company states that "the colliery was commenced on the co-operative system in 1873, but was abolished in 1880, owing to workmen not working in harmony with the principle of co-operation." Three answers, however, advocate co-operation as a means of avoiding labour disputes.

(g.) Other suggestions.

There are eight answers which suggest the "prohibition of paid agitators" as the best means of avoiding disputes. Messrs. J. Buckton and Company, machine tool makers, consider that "the paid agitator or association secretary is probably in most cases the one who is responsible for strikes. It is his interest to foment discord, and show that he is doing something for his money." The Blackwell Colliery Company "from lengthy experience have formed the belief that when union leaders are the initiators or co-agitators with employees for any demand they may have to make, the difficulties of a settlement are increased by a recognition of the *locus standi* of the leaders, but where the agitation is initiated by the men themselves the union leaders are frequently useful in arranging an amicable settlement. This would appear to point to the necessity of employment for the professional agitator, without which his comparatively easy and congenial means of earning his livelihood must disappear. Hence it is necessary for his own welfare that he should be the initiator of disputes." Another answer recommends the restriction of the action of a trade union to one locality, "as one district with command of work could very soon cripple the smaller ones, and compel masters to close their works." Protection for non-unionists from violence or intimidation, or the prohibition of picketing, are advocated in eight answers. The North Brancepeth Coal Company wishes the conspiracy laws to be made "more stringent, so that more freedom can be obtained, and men not driven and coerced to do as the union desires; men to be allowed to join or not to join a union, and to be insured peaceful work and protection, if they wish to work during a dispute"; and Messrs. Ramage and Ferguson, shipbuilders and engineers, "are strongly of opinion that picketing ought to be made illegal." The National Federation of Shipbuilders and Engineers wishes to "emphasize the utter inefficiency of the law, as it at present stands, to prevent picketing and intimidation, moral as well as physical." There are,

however, two answers in favour of combination on the part of the men, as well as two which advocate combination amongst the masters. Thus Messrs. Mather and Platt, mechanical engineers, "believe that all labour employed in every branch of industry should be combined in trades unions, in order that the fullest representation could be made of the views of all workers in the various trades in relation to the conditions under which the members desire to work." They consider that regulations with regard to hours, if passed unanimously by a union should be agreed to by the employers, since the workers "would be the first to suffer from stagnant trade or decaying industries, consequently any resolution tending to produce disaster would be immediately repealed by the trades unions. . . . By enlarging the scope of representation so that all workers may be included, and by giving greater powers with greater responsibilities, we think the danger of strikes and unreasonable demands would be decreased, while greater efforts to carry employers with them would be increased." The Pen-yr-Orsedd Slate Quarry Company sees "advantages in large combinations or syndicates, especially in mining and cognate trades, and so formed as to publish accounts." The Iron Trades Employers' Association believes that "strikes would be fewer if, before the strike was declared, there was a meeting of the men affected, and a proper ballot taken in favour of or against striking. It is absolutely necessary for the protection of the men themselves, as well as for the interests of the trade, that the ballot, when taken, should be strictly guarded against undue influence or fraudulent or quasi-fraudulent practices in respect of the forms of ballot papers employed."

VI. AGENCIES FOR PROVIDING OR FINDING WORK FOR THE UNEMPLOYED.

Eleven answers mention the men's trades unions as the only agencies known to the writers for finding work for the unemployed. When other agencies are mentioned they are charitable in character, and in several cases intended for the relief of those labouring under some particular disadvantage; such are, for instance, the Charity Organisation Society, societies for the relief of discharged soldiers, discharged prisoners, or of the blind, and temporary relief works instituted by public bodies to employ men thrown out of work by severe frosts, &c. The majority of the employers have, however, left this question unanswered or say that they know of no agency for the purpose.

VII. SUGGESTIONS AS TO STATISTICAL INFORMATION TO BE PUBLISHED BY GOVERNMENT.

Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government, have been received from twelve employers, and two associations of employers; and are as follows. Messrs. Ross and Duncan, marine steam engineers and boiler-makers, "would like to have data of hours worked, wages paid, and cost of living in foreign countries in shipbuilding, engineering, and boiler-making trades; also the tariff on British goods into those countries." Messrs. Mather and Platt, mechanical engineers, "think it would be useful to publish statistical information relating to the annual production of metals and metal manufactures in the United Kingdom from the year 1850 up to the present time; how much of this was consumed in the United Kingdom, and how much exported." They also wish for a comparison of these statistics with those of other countries, and with those showing the increase of population; and further would like information giving "the progressive increase of wages and decrease of working hours up to the present day." Messrs. R. Hornsby and Sons, iron manufacturers, consider that "all employers ought to know the rates, existing in other parts of the country as well as in competing foreign countries," and Messrs. D. Colville and Sons, iron and steel manufacturers, wish for information with regard to "extra large wages by comparatively unskilled men, viz., first, second, and third hand steel melters, mill rollers, mill heaters, shearmen." Messrs. J. Jenks and Sons, iron and steel manufacturers, "think that the Board of Trade Returns published monthly should be made more complete by stating separately the quantity of bars, hoops, sheets, &c. exported each month, both iron and steel, instead of being in several cases grouped

"together." Messrs. W. Corbitt & Co., stove, grate, fender and kitchen range makers, wish Government to ascertain "extent of foreign competition," and to give "some idea of the class of articles in demand in different countries," and the Pen-yr-Osedd Slate Quarry Company believes "a great advantage to employers and employed would result from compulsory and accurate returns of output, and their publication." Mr. W. H. Fryer, iron ore mine owner, considers that "the Government should collect and publish the total amounts of rents, royalties, wayleaves, and similar charges levied upon all materials used in the manufacture of iron and steel, and on the sites of manufacture and export." The Parkside Mining Company requests information with regard to the "extent and value of Spanish and other competing ore fields." The Sneyd Colliery and Brickworks Company, the Aldridge Colliery Company, and the Howden Clough Colliery Company all wish for statistics to be collected, dealing with the actual number of hours worked by colliers; and the South Lancashire and Cheshire Coal Association states that "it is very desirable, in view of the eight hours' movement, that accurate information should from time to time be obtained as to the number of hours per day and days per week that colliers actually work, and the effect which the shorter hours now worked by colliers have upon day wagemen, both underground and surface." The Scotch Iron Manufacturers' Association thinks "that a better sub-division should be made of the various classes of our manufactures in the Board of Trade returns."

VIII. QUESTIONS INAPPLICABLE TO GROUP A., OR AS A RULE UNSATISFACTORILY ANSWERED.

A. Distribution of labour as between factories, workshops, and homes.

Three questions contained in the schedule have not been referred to above, since they have been as a rule left unanswered, or are answered so slightly, or so vaguely that there is not much information to be gained with regard to them.

Thus the question as to the distribution of labour between factories, workshops, and homes, is apparently of small importance in this Group, since in all the returns it is left unanswered, or it is stated that all work is done on the employers' premises, in the mine, quarry, or on shipboard, as the case may be. Disapproval of home work is expressed in three answers.

Messrs. B. Walters and Company, general lock and key manufacturers, state that there are "a large number of men in this trade with one or two youths working at home. Not being under the Factory Act they work much longer hours, sometimes all night the end of the week, to get them out (finish) for Saturday. They have no capital of their own, so are in the hands, to a great extent, of the factors for whom they work. When trade is bad they have to accept orders at any price, thus enabling the factors to successfully compete with large manufacturers. In many cases they do not get so much money as the men in the larger manufactories, but they have more liberty. If they worked under the Factory Act, their hours of labour being reduced, they would gladly work in the large manufactories, and thus reduce the competition and improve the trade."

B. Employment of foreigners.

The question relating to the employment of foreigners is also unanswered in many cases, or is said to be inapplicable. In the few cases in which the employment of foreigners is mentioned, it is said to be "rare" or "very exceptional." The Wear Shipbuilders' Association adds that "the men's societies see to this on behalf of their members," and the Thames Ironworks and Shipbuilding Company states that "there are no workers like Englishmen, especially Londoners." The Pen-yr-Osedd Slate Quarry Company states that "workmen of any other nationality than Welsh are never employed; the Welshmen will not associate with such, and a foreigner has no comfort till he goes."

C. Supply and quality of materials, machinery, and other plant.

Seven returns state that the question concerning the supply and quality of materials, machinery, and other plant is not understood, and it is probably for this reason that it is unanswered in so many other cases. When it has been answered there is a great variety in the interpretations which have been put upon it. Thus

some answers specify the kinds of materials or machinery used; others state from whence they are obtained, or whether provided by the employer or the employed; and others again merely mention that they are good or "the best obtainable."

IX. QUESTIONS WHICH REFER TO EMPLOYERS' ASSOCIATIONS ONLY.

There are also three questions in the schedule addressed to the employers' associations which have not been referred to above. These are the questions relating to (1) the constitution, general objects, subscriptions, and benefits of the association; (2) the manner in which the association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople; and (3) the action taken by the association 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 the association. These points will be dealt with in full in an accompanying volume, in which the rules of the employers' associations belonging to Group A. are tabulated, and it has not therefore appeared necessary to make more than a very brief summary of these answers at present.

Thirteen associations state that their object is the defence of the members against the "attacks of workmen," the "combinations of workmen or trades unions seeking to impose restrictive conditions on their trade," &c. Four answers state that the association is formed to watch Parliament relating to matters connected with the trade, and three that it protects the trade against the action of railways. The securing of a uniform rate of wages, and the diffusion of information relating to the trade are amongst the other objects mentioned.

A. Objects.

The amounts needed to defray the expenses of the association are in the majority of cases raised by call or levies from the members, the amount of each member's subscription being usually in proportion to the tonnage of coal raised from his mines, the number of furnaces owned by him, or the number of hands he employs.

B. Subscriptions.

Ten answers refer to joint committees which are established in connection with the employers' associations for the purpose of settling differences which may arise with the workpeople. Other answers state that correspondence with the union secretary, or conference with representatives of the men, is the usual method of settlement.

C. Manner of dealing with disputes.

In four answers the regulations of the conditions of labour is said to be the subject of negotiation between the employers' association and the workmen. Other answers state that the association only determines "when a general advance or reduction of wages is to take place." Several answers refer to sliding-scales which are in force, and which have already been referred to as being printed in the Appendix; and reference is also made to the action of the Midland Iron and Steel Wages Board, and the Board of Conciliation and Arbitration for the Manufactured Iron and Steel Trade of the North of England, the rules of which are printed in an accompanying volume. In the Appendix are also printed the rules of the South Lancashire and Cheshire Coal Association (No. 7), and the general regulations and conditions of employment applicable to all the Associated collieries of the Fife, Clackmannan, and Kinross Coal Owners' Association (No. 20).

D. Regulation of conditions of labour.

THE ORDER OF TABULATION.

A short statement may be made with regard to the system adopted in printing the tabulation of the answers. It was at first intended that the four parts of each return, viz. (1) "Numbers of Workpeople, Wages, and Hours of Labour," (2) "Conditions of Labour," (3) "Strikes and Lock-outs," and (4) "General Questions," should be printed in a corresponding position on four consecutive pages. Although this might perhaps be the more convenient form, as it grouped together all the information with regard to any one trade union, employer, or employers' association, it was relinquished owing to the great loss of space and consequent expense which it involved.

ROYAL COMMISSION ON LABOUR.

GROUP "A."

Tabulation of Answers received from Associations of Employés Employers, and Associations of Employers.

TABLE OF CONTENTS.

ASSOCIATIONS OF EMPLOYÉS.

No.	Trade Union.	District.	No.	Trade Union.	District.
	<i>Brass.</i>			<i>Cutlery and other Sheffield Trades—cont.</i>	
1	United Journeymen Brass Founders' Association.	Bristol.	26	Steel Fork Manufacturers and Forgers' Association.	Sheffield.
2	" " "	Bury.	27	Table Blade Grinders' Association.	"
3	" " "	Belfast.	28	Britannia Metal Smiths' Society.	"
4	" " "	Oldham.	29	Saw Makers' Society	"
5	" " "	Wigan.		<i>Engineering, Enginemen, &c.</i>	
6	" " "	Derby.	30	Amalgamated Society of Engineers.	Blackburn.
7	Brass Founders and Workers' Societies.	London.	31	" " "	Chatham, Rochester, and Strood.
8	Brass Moulders' Trade Society.	North East Coast from Tyne to Tees.	32	" " "	Derby.
9	Scottish Brass Moulders' Union.	Glasgow.	33	" " "	Edinburgh and Leith.
10	Brass Turners, Fitters, and Finishers' Society.	Northumberland and Durham.	34	" " "	Gloucester.
11	Operative Brass Cock Finishers' Trade Society.	Birmingham.	35	" " "	Oldham.
12	Brass Finishers' Society	Glasgow.	36	" " "	Preston.
	<i>Cutlery and other Sheffield Trades.</i>		37	" " "	Sheffield and Rotherham.
13	File Smiths' Union	Warrington and Rainhill, Lancashire, and Latchford, Cheshire.	38	" " "	Stanningley.
14	File Smiths' Society	Wolverhampton, Willenhall, Bradley, Coseley, and Dudley.	39	" " "	Stockton-on-Tees.
15	File Cutters' Society	Sheffield and a small branch at Cardiff, Wales.	40	Marine Engineers' Union	Universal.
16	File Cutters' Union	Glasgow, Larbert, and Coatbridge.	41	Ironfounders' Friendly Society.	Belfast, Ballymena, Newry, Portadown, and Strabane.
17	File Forgers' Society	Sheffield.	42	" " "	Birkenhead.
18	Pen and Pocket Knife Outlers' Association.	"	43	" " "	Riddings.
19	Bone Haft and Scale Cutters' Society.	"	44	" " "	Chelsea, Battersea, and Pimlico.
20	Table Blade Forgers and Strikers' Union.	"	45	" " "	Hartlepool and West Hartlepool.
21	Seissor Forgers' Society	"	46	" " "	Hyde, Cheshire.
22	Razor Scale Pressers' Society.	Sheffield and Stannington.	47	" " "	Keighley.
23	Edge Tool Grinders' Society	Sheffield.	48	" " "	Kendal and Lancaster.
24	Shear Grinders' Society	"	49	" " "	Rotherham and Doncaster.
25	Spring Knife Grinders' Association.	"	50	" " "	Smethwick, Spon Lane, and Oldbury.
			51	" " "	Southampton, Hants.
			52	" " "	North and South Shields.

CONDITIONS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.—*continued.*

42.

43.

44.

45.

47A

Ironfounders' Friendly Society.

Wirkenhead, Cheshire.	Riddings, near Alfreton.	Chelsea, Battersea, and Pimlico.	Hartlepool and West Hartlepool, Durham.	Keighley, including Bingley, Eastburn, and Skipton.
		**		
—	Sometimes slack through depression in trade.	Occurs mostly through periodical depression.	—	—
—	Pretty fair.	Gear, lighting, and sanitation bad; inspection a mere farce.	Employment pretty safe. Lighting by gas and electricity. Sanitation very fair. Never saw inspector.	Foundries neglected generally.
None.	Yes, by private agreement	Only on compulsion by Employers' Liability Act.	None.	Only by compulsion.
—	—	—	—	—
—	—	All in factory.	—	—
—	—	—	—	—
7 years.	—	No legally bound apprentices.	Until 21 years, but can be discharged at a moment's notice.	5 years about the average.
—	Not particular.	None.	—	—
—	A great quantity has been introduced during the last few years.	Not sufficient to affect the trade.	Yes.	A very large amount of work done by moulding machines worked by skilled labourers.
—	Pretty fair.	—	—	—
—	Mutual relations with employers very good, but not very good with foremen.	(2) Not general, many shops mixed; (3) used by employers partially by means of character system; (4) generally good.	—	(2) Employers, as a rule, prefer to employ non-unionists; (4) mutual relations very distant.
Mostly wages dispute.	—	—	—	—

ASSOCIATIONS OF EMPLOYÉS—*continued.*

No.	Trade Union.	District.	No.	Trade Union.	District.
	<i>Mining and Quarrying—cont.</i>			<i>Shipbuilding, &c.</i>	
103	North Staffordshire Amalgamated Association of Miners.	Silverdale ^o Hive Lodge, North Staffordshire.	121	Boiler Makers and Iron Shipbuilders' Society.	The United Kingdom.
104	Amalgamated Miners' Association.	Staffordshire.	122	" " "	London.
105	Amalgamated Society of Staffordshire Miners.	West Bromwich, Oldbury, Tipton, and Coseley.	123	" " "	Tyne District, including Blyth.
106	Pelsall District Miners' Association.	Bloxwich, Walsall, Brownhill, and Pelsall.	124	" " "	Manchester.
107	North Yorkshire and Cleveland Miners and Quarrymen's Association.	Cleveland, Teesdale, Forcett, Tuthill, Durham, Wear-dale, and Frodingham, Lincolnshire.	125	" " "	Scotland.
108	Aberdare and Merthyr Miners' Association.	Aberdare and Merthyr.	126	Boat Builders' Society -	River Thames.
109	Neath, Swansea, and Llanelly Miners' Association.	Neath, Swansea, and Llanelly.	127	Associated Shipwrights' Society.	United Kingdom.
110	House Coal Society of Monmouth.	Rhondda Valleys.	128	" " "	H.M. Dockyards.
111	Rhondda House Coal Society.	Rhondda, Gilfach, Glyncoirriog, Twysbwl, Hauharran, Hautwite, Taff Well, Quakers Yard, and Merthyr Vale.	129	" " "	Hull, Beverley, Goole, Leeds, Yorkshire, Grimsby, Lincolnshire, &c.
112	Blaenavon Workmen's Committee.	Blaenavon.	130	" " "	Aberdeen.
113	Ayrshire Miners' Union	Ayrshire.	131	Shipwrights' Trade and Friendly Association.	Liverpool, Birkenhead, &c.
114	Fife and Kinross Miners' Association.	Fife and Kinross.	132	Shipwrights' Benevolent Society.	Dublin.
115	Mid and West Lothian Miners' Union.	Broxburn and other Shale Mining Districts in Scotland.	133	Shipbuilders' Helpers' Association.	Clyde and West of Scotland.
116	Blantyre Miners' Association.	Lanarkshire generally, Blantyre, Burnbank, Hamilton, Eddleswood, Cadzow, and Balhouston.	134	Ship Painters' Society -	Liverpool.
117	Quarrymen's Association	Rossendale.	135	House and Ship Painters' Society.	Aberdeen.
118	Quarrymen's Union -	Leicestershire.	136	Sailmakers' Society -	London.
119	" " -	North Wales (Carnarvon and Merioneth).	137	" " "	Glasgow.
	<i>Nail Makers.</i>		138	Riggers' Association -	Portsmouth, Devonport, Chatham, and Sheerness Dockyards.
120	Spike Nail Makers' Society.	Halesowen.	139	United Drillers and Cutters' Association.	Kingston-upon-Hull.
				<i>Tin Plate Workers, &c.</i>	
			140	Tin Plate Workers' Union.	Aberavon.
			141	Tin Plate Workers' Society.	Aberdeen.
			142	" " "	Glasgow and West of Scotland.
				<i>Tube Makers and Screwers.</i>	
			143	Tube Makers' Society -	Staffordshire, Worcestershire, and Warwickshire.
				<i>Wire Workers.</i>	
			144	Small Wire drawers' Society.	Halifax, Cleckheaton, and Brighouse.
			145	Wire Workers' Society -	London.

EMPLOYERS.

	<i>Engineering.</i>			<i>Engineering—cont.</i>	
146	Messrs. John Fowler & Co., Limited, Engineers, &c.	Leeds.	150	Messrs. Stephens & Co., Engineers, Boiler-makers, and Millwrights.	Dublin.
147	Messrs. Willans & Robinson, Limited, Engine Builders.	Thames Ditton, Surrey.	151	Messrs. Yates & Thom, Engineers, Boiler-makers, and Millwrights.	Blackburn.
148	Messrs. Muir & Houston, Engineers and Boiler-makers.	Glasgow.	152	Messrs. Edwards & Robinson, Engineers and Boiler Repairers.	South Shields.
149	Messrs. James Howden & Co., Marine Engineers.	Glasgow.			

EMPLOYERS—continued.

No.	Trade Union.	District.	No.	Trade Union.	District.
	<i>Engineering—cont.</i>			<i>Iron and Steel Manufacturers—cont.</i>	
153	Low Bridge Engineering Co., Repairing Engineers and Millwrights.	Newcastle.	178	The Monk Bridge Iron and Steel Co., Limited, Iron and Steel Manufacturers.	Leeds.
154	Messrs. Good, Menzies, Mechanical Engineers, Millwrights, &c.	Hull.	179	Messrs. Taylor Brothers & Co., Iron and Steel Manufacturers.	Leeds.
155	Messrs. Combe, Barbour, & Combe, Limited, Machinists, Engineers, and Millwrights.	Belfast.	180	Messrs. D. Colville & Sons, Iron and Steel Manufacturers.	Motherwell, N.B.
156	Messrs. Ross & Duncan, Engineers and Boiler-makers.	Glasgow.	181	The Parkgate Iron Co., Limited.	Rotherham.
157	Messrs. Westgarth & English, Engineers and Boiler-makers.	Middlesbrough.	182	Messrs. S. H. Burrows & Sons, Iron Manufacturers.	Attorcliffe.
158	Messrs. Bailey & Leetham, Engineers and Boiler-makers.	Hull.	183	Messrs. Thomas Walmsley & Sons, Iron Merchants.	Bolton.
159	Isca Foundry Co., General Engineers and Ironfounders.	Newport (Mon.).	184	The Darlington Steel and Iron Co., Limited, Iron and Steel Manufacturers.	Darlington.
160	Messrs. Beyer, Peacock, & Co., Limited, Locomotive Engineers.	Manchester.	185	The Skinningrove Iron Co., Limited, Iron Smelters.	Carlin How.
161	Messrs. Dubs & Co., Locomotive Engineers.	Glasgow.	186	Messrs. John Lysaght, Limited, Sheet Iron Manufacturers.	Wolverhampton.
162	Messrs. Priestman Bros., Engineers, Iron and Brass Founders.	Hull.	187	Messrs. Samuel Tyzack & Co., Limited, Manufacturers of Merchant Bars, Angles, and Rivets.	Monkwearmouth.
163	William Boulton, Esq., Engineer, Iron and Brass Founder.	Burslem.	188	Sir A. Hickman, Iron and Steel Manufacturer.	Bilston.
164	Messrs. Waddington & Longbottom, Engineers, Iron and Brass Founders.	Barrow-in-Furness.	189	Messrs. Isaac Jenks & Sons, Iron and Steel Manufacturers.	Wolverhampton.
165	Messrs. F. Silvester & Co., Engineers, Iron and Brass Founders.	Newcastle.	190	Dalmellington Iron Co., Limited.	Dalmellington, N.B.
166	Messrs. John Abbot & Co., Limited, Engineers, Iron Founders, &c.	Gateshead-on-Tyne.	191	The Steel Company of Scotland, Limited, Iron and Steel Manufacturers.	Glasgow.
167	Messrs. Mather & Platt, Mechanical Engineers.	Manchester.		<i>General Metal and Hardware Trades.</i>	
168	Messrs. Moses & Co., Ironfounders.	Govan, Glasgow.	192	Messrs. John Fell & Co., Brassfounders, &c.	Wolverhampton.
169	Messrs. Richard Hornsby & Sons, Limited, Ironfounders.	Grantham.	193	John Marston, Esq., Iron and Tin Plate Worker and Cycle Manufacturer, &c.	Wolverhampton.
170	Messrs. Clayton & Shuttleworth, Agricultural Engineers.	Lincoln.	194	The Gorseinon Tin Plate Co.	Gorseinon.
171	H. R. J. Denton, Esq., Agricultural Implement Maker.	Wolverhampton.	195	Messrs. George Patchett & Sons, Wire Manufacturers.	Halifax.
172	New Howe Machine Co., Limited, Sewing Machines, Cycles.	Glasgow.	196	Messrs. J. B. Rowcliffe & Sons, Woven Wire Spring Mattress Manufacturers.	Levenshulme.
173	Messrs. Smith & Sons, Machine Makers.	Keighley.	197	Messrs. Brierley & Sons, Metallic Bedstead Manufacturers.	Birmingham.
174	Messrs. G. Wilkinson & Sons, Tool Makers.	Keighley.	198	Messrs. Robert Lloyd, Crosbie, & Co., Bedstead Manufacturers.	Birmingham.
175	Messrs. J. Buckton & Co., Limited, Tool Makers.	Leeds.	199	Messrs. J. J. Cordes & Co., Limited, Ironmasters and Nail Manufacturers.	Newport (Mon.).
176	Messrs. Stephenson & Co., Limited, Locomotive, Marine, and General Engineers, &c.	Newcastle-on-Tyne.	200	Messrs. H. and T. Vaughan, Lock and Key Manufacturers.	Willenball.
	<i>Iron and Steel Manufacturers.</i>		201	Messrs. B. Walters & Co., General Lock and Key Manufacturers.	Wolverhampton.
177	Barrow Hematite Steel Co., Limited, Blast Furnace Department, Steel Department, Engineering Department, Hoop and Wire Department, Mines.	Barrow-in-Furness.	202	Messrs. Archibald Kenrick & Sons, Hollowware Founders.	West Bromwich.

EMPLOYERS—continued.

No.	Trade Union.	District.	No.	Trade Union.	District.
	<i>General Metal and Hardware Trades—cont.</i>			<i>Mining and Quarrying—cont.</i>	
203	Messrs. Thomas Watson & Sons, Limited, Stove Grate Manufacturers and Ironfounders.	Rotherham.	236	Parkside Mining Co. -	Frizington, &c.
204	Messrs. George Wright & Co., Stove Grate Manufacturers and Ironfounders.	Rotherham.	237	South Leicestershire Colliery Co.	Coalville.
205	Messrs. W. H. Micklethwait & Co., Stove Grate Manufacturers and General Ironfounders.	Rotherham.	238	Delaval Benwell Colliery Co.	Newcastle-on-Tyne.
206	Messrs. W. Corbett & Co., Limited, Stove Grate, Fender, and Kitchen Range Makers.	Rotherham.	239	Hucknall Colliery Co. -	Hucknall.
207	Messrs. Bayliss, Jones, and Bayliss, Ironfounders. &c.	Wolverhampton.	240	The Ilkeston Colliery Co., Limited.	Ilkeston.
208	F. H. Parkyn, Esq., Bicycle and Tricycle Manufacturer.	Wolverhampton.	241	The Snailbeach Lead Mining Co.	Minsterley.
	<i>Mining and Quarrying.</i>		242	Claudown Colliery -	Radstock.
209	Pen yr Orsedd Slate Quarry Co., Limited.	Llandwrog.	243	Camerton Collieries -	Camerton.
210	Munaf Colliery Co., Limited.	Little Neston.	244	Radstock Collieries -	Radstock.
211	Tin and Copper Mining Co.	Illogan.	245	The Sneyd Colliery & Brickworks Co., Limited.	Burslem.
212	Phoenix United Mining Co.	Linkinhorne.	246	Stafford Coal & Iron Co., Limited.	Stoke-on-Trent.
213	The Alston Moor Mining Co.	Neutsberry Green.	247	Hanley Colliery Co., Limited.	Hanley.
214	Iron Ore Mining Co. -	Bigrigg.	248	Aldridge Colliery Co., Limited.	Aldridge.
215	The Cleator Iron Ore Co.	Cleator.	249	Coppice Colliery Co. -	Brownhills.
216	The Threlkeld Mining Co.	Threlkeld.	250	Elterwater Green Slate Co.	Elterwater.
217	The Lonsdale Mining Co., Limited.	Whitehaven.	251	Wombwell Main Colliery Co., Limited.	Near Barnsley.
218	Messrs. Kendall and Main.	Whitehaven.	252	Wombwell Main Co., Limited.	Near Barnsley.
219	Henry Woolcock, Esq. -	Frizington, &c.	253	Hoyland Silkstone Colliery Co.	Near Barnsley.
220	Messrs. James Sparrow & Son.	Wrexham.	254	Strafford Collieries -	Dodworth.
221	The Butterley Iron Co.	Alfreton, &c.	255	Old Silkstone and Dodworth Coal and Iron Co., Limited.	Old Dodworth.
222	The Blackwell Colliery	Blackwell.	256	Houghton Main Coal Co.	Little Houghton.
223	The Clay Cross Co. -	Clay Cross, &c.	257	Wooley Coal Co. - -	Darton.
224	Pilsley Colliery Co. -	Clay Cross.	258	Howden Clough Colliery Co.	Birstall.
225	W. C. Haslam, Esq. -	Ripley.	259	Joseph Haigh, Esq. -	Bruntcliff.
226	Alma Colligry Co. -	North Wingfield.	260	Howley Park Co-operative Quarry and Building Society, Limited.	Morley.
227	North Brancepeth Coal Co., Limited.	Durham.	261	Messrs. H. Briggs, Son, & Co., Limited.	Whitwood.
228	Messrs. G. Insole & Sons	Rhondda Valley.	262	Wharnccliffe Silkstone Coal Co.	Taukersley.
229	Main Colliery Co., Limited.	Neath.	263	Unstone Coal & Coke Co., Limited.	Unstone and Dunfield.
230	Messrs. Thomas & Co. -	Forest of Dean.	264	Lofthouse Colliery Co. -	Near Wakefield.
231	Messrs. E. R. Payne & Sons.	Coleford.	265	Ormiston Coal Co. -	Ormiston.
232	W. Henry Fryer, Esq. -	Coleford.	266	Messrs. J. McAndrew & Co.	Motherwell and Holytown, N.B.
233	Rishton Colliery - -	Rishton.	267	Prestongrange Coal & Firebrick Co.	Prestonpans.
234	Darcy Lever Coal Co. -	Darcy Lever.	268	Messrs. Colin, Dunlop, & Co.	Hamilton.
235	Blainscough Hall Colliery Co.	Coppull.	269	Leadhills Silver Lead Mining Co.	Leadhills.
			270	Portrush Mining Co. -	Portrush.
			271	Crommelin Iron Ore Co.	Crommelin.
			272	Cronebane and Tifrone Mines.	Ovaco.
			273	Mining Company of Ireland (Lead).	Lugamore and Glenmalur.

ROYAL COMMISSION ON LABOUR:

EMPLOYERS—*continued.*

No.	Trade Union.	District.	No.	Trade Union.	District.
	<i>Shipbuilding, &c.</i>			<i>Shipbuilding, &c.—cont.</i>	
274	Messrs. Yarrow & Co., Shipbuilders, &c.	London.	281	Messrs. A. Stephen & Sons, Shipbuilders.	Dundee.
275	The Thames Iron Works & Shipbuilding Co., Limited.	London.	282	Ayr Shipyards	Ayr.
276	Messrs. Ritson & Co., Shipbuilding, Timber Yard, and Sailmaking.	Maryport.	283	Messrs. C. S. Swan & Hunter, Shipbuilders.	Wallsend.
277	Palmer's Shipbuilding & Iron Co., Limited.	Jarrow-on-Tyne, &c.	284	The Fairfield Shipbuilding & Engineering Co., Limited.	Govan, Glasgow.
278	Messrs. W. Gray & Co., Limited, Iron and Steel Shipbuilders.	West Hartlepool.	285	Messrs. J. and G. Thomson, Limited, Engineers and Shipbuilders.	Clydebank.
279	Messrs. Furness, Withy, & Co., Limited, Iron and Steel Shipbuilders.	West Hartlepool.	286	Messrs. Ramage and Ferguson, Engineers and Shipbuilders.	Leith.
280	Messrs. William Dobson & Co., Shipbuilders.	Lowalker-on-Tyne.	287	Messrs. William Simons & Co., Engineers and Shipbuilders.	Renfrew.

ASSOCIATIONS OF EMPLOYERS.

	<i>Engineering, Iron and Steel, and General Metal Trades.</i>			<i>Mining and Quarrying—cont.</i>	
288	West Cumberland Iron Masters' Association.	West Cumberland.	302	The Monmouthshire and South Wales Coal Owners' Association.	South Wales and Monmouthshire.
289	Wear Engine Builders' Association.	Sunderland.	303	Northumberland Coal Owners' Association.	Northumberland.
290	Iron Trades Employers' Association (General).	England.	304	Cannock Chase Coal Owners' Association.	Cannock.
291	" " "	Cardiff, &c.	305	South Staffordshire and East Worcestershire Coal Masters' Association.	South Staffordshire, &c.
292	" " "	Tyne.	306	West Yorkshire Coal Owners' Association.	West Yorkshire.
293	South Staffordshire Ironmasters' Association.	South Staffordshire and East Worcestershire.	307	South Yorkshire Coal Owners' Association.	South Yorkshire.
294	The North of England Iron and Steel Manufacturers' Association.	Durham and the North Riding of Yorkshire.	308	Cleveland Mine Owners' Association.	Cleveland.
295	Cleveland Ironmasters' Association.	Durham and the North Riding of Yorkshire (Cleveland).	309	Coal Owners' Association.	Fife, &c.
296	The Galvanized Iron Trade Association.	Great Britain.	310	Lanarkshire Coal Masters' Association.	Lanarkshire.
297	The Scotch Iron Manufacturers' Association.	Lanarkshire, N.B.		<i>Shipbuilding, &c.</i>	
	<i>Mining and Quarrying.</i>		311	Tees and Hartlepool Shipbuilders' Association.	Stockton-on-Tees, &c.
298	Mining Association of Great Britain.	Derbyshire, &c.	312	Wear Shipbuilders' Association.	River Wear at Sunderland.
299	South Lancashire and Cheshire Coal Association.	North Lancashire, &c.	313	East of Scotland Association of Engineers and Iron Founders.	Firth of Forth, &c.
300	National Association of Colliery Managers.	United Kingdom.	314	The National Federation of Shipbuilders and Engineers.	North of England &c.
301	Durham Coal Owners' Association.	Durham.	315	Belfast Employers' Association.	Belfast.

APPENDIX.

GROUP "A."

ASSOCIATIONS OF EMPLOYÉS.

No. 1 (see No. 99, page 37).

ARBITRATION between the DURHAM COAL OWNERS' ASSOCIATION and the DURHAM COKEMEN'S ASSOCIATION.

STATEMENT.

This arbitration has been conducted under an agreement, which was come to, on the 16th January of this year, between the Durham Coal Owners' Association and the Durham Cokemen's Association, "That, for the guidance of the Joint Committee in regulating wages, a basis of work and wages shall be established for the various classes of cokemen, and that the fixing of such basis shall be left to arbitration."

Five arbitrators were appointed to represent each party, and I was requested to act as umpire.

Printed statements of the views of the arbitrators upon the correct basis of work and wages for the various classes of cokemen, and of the points requiring the umpire's final decision, were exchanged between the parties, and were discussed at courts held at the Mining Institute, at Newcastle-upon-Tyne, on the 2nd, 3rd, 6th, and 11th April 1891.

On the last date the representatives of the Cokemen's Association put in a reply to the statement of the representatives of the Owners' Association, and they in turn put in their rejoinder, at the court held on the 9th May, at the same place.

I required certain returns to be furnished, which should show the work actually done by each class of cokemen in each year from 1881 to 1890, both inclusive; and on the 9th May, when all the returns had been received, it was arranged that I should submit them to a firm of accountants, unconnected with either side, for examination. I accordingly laid them before Messrs. Sisson, who examined them, and prepared tables of general averages, which were furnished to each side, and which were discussed at a court held on the 13th July, at the same place, when the report which the accountants had made to me upon the returns generally was also laid before the arbitrators.

I was prevented by illness from going actively forward with the consideration of the matter for some weeks, but in the meantime the questions which had been raised upon the returns were carefully investigated under my instructions.

I have now considered fully the cases, and the rejoinders, as well as the arguments addressed to me upon them. I have read the reports of the previous arbitrations referred to in those arguments. I have gone minutely through the individual and general returns with the accountants, and have endeavoured to eliminate all uncertain elements before coming to a decision, and I now decide:—

AWARD.

The 11-foot oven shall be considered the standard oven.

The standard day's work for cokemen shall be:—

For drawers only, three 11-foot ovens.

For drawing and carrying in, two 11-foot ovens.

For drawing and bottom loading, one and a half 11-foot ovens.

For fillers, 20 tons of coke.

For small runners, 14 ovens.

For levellers without daubers, 12 ovens.

For levellers with daubers, 16 ovens.

In the case of ovens which are larger or smaller than the standard oven, an equivalent shall be allowed.

When coke is drawn and laid down, and is afterwards filled into trucks, the full payments, due to drawers only and to fillers only, shall be made, whether the operations are performed by the same man or by different men.

The basis of payment shall be on coke, excepting in the case of drawing and bottom-loading, where it shall be on coal. Where there is a serious difficulty in ascertaining the weight of coke, the Joint Committee shall decide whether coal or coke shall be the basis.

The basis price for drawing and laying down on benches 3d. per ton of coal, and 5d. per ton of coke.

The basis price for drawing and carrying in shall be 4½d. per ton of coal, and 7¼d. per ton of coke.

The basis price for drawing and bottom-loading shall be 5½d. per ton of coal.

The basis price for filling shall be 2½d. per ton of coke.

The basis price per oven for small runners shall be 3½d.

The basis price per oven for levellers without daubers shall be 3½d.

The basis price per oven for levellers with daubers shall be 2½d.

I make no award as to daubers. Their case was only brought before me in an incidental way.

The only definition for which I was asked was that of an average bench. No evidence was tendered to me upon the matter, and there was too little argument upon it to justify me in taking any action. Throughout the arguments it was assumed by both sides that "ordinary circumstances" was a term which was sufficiently understood. The character of the bench must be one of the most ordinary circumstances, upon the existence of which the Joint Committee will from time to time decide.

In making this award, it must be clearly understood that its object is solely and simply to indicate what under ordinary circumstances is a fair day's work, and a fair remuneration for such work, but it is made without direct reference to any individual cokeyard, and does not in any way affect the right of any parties to show cause why in their case the amounts fixed should be departed from. In brief, it is not intended to interfere at all with the action of the Joint Committee, except as furnishing a guide to it upon the points referred. The existing customs and practices in every yard will remain unchanged until altered in the manner provided by existing regulations.

ROBERT SPENCE WATSON,
Umpire.

September 12th, 1891.

No. 2. (See No. 105, pages 39 and 161.)

AMALGAMATED SOCIETY OF STAFFORDSHIRE MINERS.
The SOUTH STAFFORDSHIRE and EAST WORCESTERSHIRE COAL and IRONSTONE MINERS'
WAGES BOARD SLIDING SCALE.

Twopence per ton rise or fall in average selling price varies thick coal miners' wages one penny per day.

Twopence per day rise or fall in thick coal miners' wages varies thin coal miners' wages 1½d. per day.

Average Selling Price.	Thick Coal Wages.	Thin Coal Wages.	REMARKS.	Average Selling Price.	Thick Coal Wages.	Thin Coal Wages.	REMARKS.
s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
4 9 (basis)	3 4 (minimum)	2 8 (minimum)		6 1	4 0	3 2	Average selling price for June, July, and August, 1880, 6/0'88 per ton.
4 11	3 5	2 8½		6 3	4 1	3 2½	
5 1	3 6	2 9½		6 5	4 2	3 3½	
5 3	3 7	2 10		6 7	4 3	3 4	
5 5	3 8	2 11	Average selling price for Nov. and Dec., 1888, and Jan., 1889, 5/8'91 per ton. (Basis, 5/-; average selling price, 5/8.)	6 9	4 4	3 5	Average selling price for Sept., Oct., and Nov., 1880, 6/7'88 per ton.
5 7	3 9	2 11½			6 11	4 5	
5 9	3 10	3 0½	Average selling price for Feb., Mar., and April, 1880, 5/9'86 per ton.	7 1	4 6	3 0½	Average selling price for Jan., Feb., and Mar. 1880, 7/3'04 per ton.
5 11	3 11	3 1			7 3	4 7	
				7 5	4 8	3 8	

N.B.—Any alteration in this Scale is subject to three months' notice.

May 1890.

MINERS' WAGES and PRICE OF FURNACE COAL for the last TWENTY YEARS.

Year.	Dates.	Price of Coal per Ton.	Thick Coal Miners' Wages.	Thin Coal Miners' Wages. Dudley Side.	Thin Coal Miners' Wages. W'hamp-ton side.	Year.	Dates.	Price of Coal per Ton.	Thick Coal Miners' Wages.	Thin Coal Miners' Wages. Dudley side.	Thin Coal Miners' Wages. W'hamp-ton side.	
1864	July 18	s. d. 11 0	s. d. 4 6	s. d. 3 3	s. d. 3 0	1875	June 30	s. d. 11 0	s. d. 4 0	s. d. 3 0	s. d. 2 9	
1868	May 25	10 0	4 0	2 9	2 6	"	July 17	11 0	3 6	2 9	2 6	
1869	Sept. 29	8 3	4 0	2 9	2 6	"	Oct. 1	11 0	3 6	2 9	2 6	
"	Nov. 17	9 3	4 6	3 0	2 9	"	Nov. 1	13 0	4 0	3 0	2 9	
1871	Sept. 30	10 3	5 0	3 3	3 0	1876	May 1	11 0	3 6	2 9	2 6	
"	Oct. 18	10 3	5 0	3 6	3 3	1877	Mar. 7	Six months' notice given to alter sliding scale by employers. Minimum taken out.				
1872	Jan. 8	Miners began to work till 4 o'clock Mondays and Saturdays and 5 o'clock the four middle days of the week.					"	Nov. 1	9 0	3 0	2 6	2 3
"	Jan. 24	11 3	5 0	3 6	3 3	1879	May 5	8 0	2 9	2 4½	2 1½	
"	Feb. 5	12 0	5 0	3 6	3 3	"	Nov. 1	9 0	3 0	2 6	2 3	
"	Mar. 18	Miners began to work nine hours per day.					"	Dec. 1	10 0	3 8	2 7½	3 4½
"	Mar. 19	13 0	5 0	3 6	3 3	1880	Jan. 1	11 0	3 6	2 9	2 6	
"	June 29	15 0	5 0	3 6	3 3	"	April 1	10 0	3 3	2 7½	2 4½	
"	July 1	Miners began to work eight hours per day.					"	June 1	9 0	3 0	2 6	2 3
1873	Feb. 18	17 0	5 6	4 0	3 9	1881	Feb. 1	10 0	3 3	2 7½	2 4½	
"	Mar. 4	19 0	5 6	4 0	3 9	"	April 1	9 0	3 0	2 6	2 3	
1874	Mar. 28	The great strike of miners commenced.					"	Oct. 1	10 0	3 3	2 7½	2 4½
"	Mar. 11	16 0	5 6	4 0	3 9	1881	Nov. 21	Three months' notice given by workmen to alter sliding scale.				
"	July 16	16 0	4 6	3 3	3 0	1882	Jan. 1	Sliding scale altered from threepence to the shilling to fourpence to the shilling.				
"	July 24	Sliding scale made with minimum of 3s. 6d. per day, thick coal. Signed, E. F. Smith, Esq. and Thomas Halliday. Terminable by six months' notice.					"	Jan. 1	10 0	3 4	2 8	2 5
"	Oct. 1	13 0	4 6	3 3	3 0	"	Oct. 8	11 0	3 8	2 10	2 7	
"	Oct. 5	13 0	4 0	3 0	2 9	1883	May 1	10 0	3 8	2 10	2 7	
						"	May 2	Employers gave three months' notice to terminate the sliding scale.				
						1884	June 14	10 0	3 8	2 10	2 7	
						"	14 days' notice given by employers for fourpence per day reduction.					

25, Railway Street, Tipton,
August 1884.

Yours truly,
HENRY BARNES,
Secretary.

EMPLOYERS.

No. 3. (See No. 202, page 250.)

MESSRS. ARCHIBALD KENRICK AND SONS, LIMITED.

(P W.)

THIS INDENTURE, made the _____ day of _____ 189 _____ witnesseth that _____ (aged _____) on the _____ day of _____ 189 _____ as well of his own free will as with the consent of his _____ of _____ in the county of _____

doth put himself apprentice to Archibald Kenrick and Sons, Limited, a company having their registered office at West Bromwich, in the county of Stafford (who together with their successors and assigns are hereinafter referred to as the said company), to learn their art, and with them after the manner of an apprentice to serve from the day of the date hereof until he shall attain the age of 21 years, during which term the said apprentice the said company faithfully shall serve, their secrets keep, their lawful commands and those of their foreman and manager for the time being everywhere gladly do. He shall do no damage to the said company nor see it done by others, but to the best of his power shall let or forthwith give notice to the said company of the same. He shall not waste the goods of the said company nor lend them unlawfully to any. He shall neither buy nor sell without the license of the said company. He shall not play at cards, dice tables, or any other unlawful game. He shall not haunt taverns, alehouses, nor absent himself from the service of the said company day or night unlawfully during the usual working hours; but in all things as a faithful apprentice he shall behave himself to the said company and all theirs during the said term. And the said

in consideration of the covenant of the said company herein-after contained doth hereby covenant and agree with the said company that he the said

shall and will at his own proper costs find and provide for the said apprentice during all the said term sufficient meat, drink, washing, medical attendance, clothing, and all other necessaries. And the said company in consideration of such service as aforesaid, do hereby covenant and agree with the said apprentice and also with the said _____ that they the said company the said apprentice in the art of _____ shall and will

cause to be taught and instructed in the best manner they can. And shall and will pay or cause to be paid unto the said apprentice from the day of the date hereof wages at the current rate from time to time which the said company shall pay for journeymen's wages during the term (but subject to the provisions herein-after contained), and subject also to a deduction from such current rate of journeymen's wages of 1s. 2d. for each working day.

Provided always, that if the said apprentice shall, by reason of sickness, lameness, neglect, or otherwise (except by the act of the said company, save in the matter of dismissal for neglect of duty or misconduct), lose any time, or in any way neglect the work and service of the said company during the usual working hours, or within those hours shall not perform and do a good ordinary day's work, or shall absent himself from his work at any time without the previous consent of the said foreman or manager, then, and in every such case, it shall be lawful for the said company to deduct and retain out of the said wages a proportionate sum for such loss of time or neglect or absence from service, anything herein-before contained to the contrary notwithstanding. Provided also, that notwithstanding anything herein-before contained, if the said apprentice shall at any time during the said term be guilty of gross misconduct, whether in doing any of the acts of misconduct herein-before expressly forbidden or otherwise, or in wilfully neglecting to do and observe any of the acts, matters, and things herein by him undertaken and agreed to be done and observed,

the said company shall be at liberty (by notice in writing, signed by the secretary or some other authorised person) to put an end to this indenture, and to dismiss the said apprentice, upon paying him the amount of his wages up to the time of such dismissal, without being liable to any action or other proceeding for the purpose of compelling a renewal of the said apprenticeship, or for damages in respect thereof. Provided also, and it is hereby agreed, that such powers of deduction and dismissal shall not prejudice or prevent any other remedy or cause of prosecution which the said company may have against the said apprentice for any such loss of time or neglect of service, or otherwise in respect of these presents or anything herein contained.

And the said _____ in consideration of the premises doth hereby covenant and agree with the said company that the said apprentice shall during the said term serve the said company in manner herein-before provided, and shall conduct himself in a good and proper manner towards the said company, the directors and officers thereof, and as a good and faithful apprentice ought to do.

Provided always, and it is hereby further agreed and declared between and by the parties hereto, that the said company may at all times during the said apprenticeship apply the wages earned by the said apprentice in manner following, that is to say:—

1st.—In payment and satisfaction of the before-mentioned deduction of 1s. 2d. for each working day.

2nd.—In payment to the said apprentice, out of the balance of such wages, in case the same shall be sufficient for such purpose, of the following sums, viz. :—

If the apprentice be above—		per week of 54 hours, and so in proportion for any less number of hours.
15 and under 16	- 8s.	
16	" 17 - 10s.	" "
17	" 18 - 13s.	" "
18	" 19 - 15s.	" "
19	" 20 - 17s.	" "
20	" 21 - 18s.	" "

(which deduction and payment mentioned in paragraphs 1 and 2 are herein-after referred to as the "fixed wages") and shall and may (and they are hereby authorised so to do) retain in their hands any balance of the said wages (after deducting and paying such fixed wages) as a fund to accumulate at interest for the benefit of the said apprentice, subject to and in accordance with the following regulations, viz. :—

(a.) The sums so retained shall each week be carried to the credit of the said apprentice, in account with the said company.

(b.) The account shall be balanced on each of the usual quarter days.

(c.) Interest at the rate of 5l. per centum per annum upon the balance appearing on the previous Midsummer shall at each Midsummer be added to the said accounts.

(d.) If in any one week the said apprentice shall (without reasonable excuse to the satisfaction of the said foreman or manager) earn less than the amount of the fixed wages the said company shall be entitled to deduct and retain for their own benefit out of any moneys standing to the credit of the said apprentice in the said account the difference between the sum actually earned in such week and the fixed wages.

(e.) At the expiration of such apprenticeship, whether by effluxion of time or otherwise, the said company shall pay the balance appearing to the credit of the said apprentice, with interest thereon to such

expiration; in case the said apprentice be living then to the said apprentice, but in case he be dead then to the father (if living) of the said apprentice, or otherwise to the personal representative of the said apprentice.

(f.) If at the expiration of the first or any subsequent year of this apprenticeship the said

and the said apprentice shall by writing under their hands request the said company to pay to them or otherwise as they may direct the balance standing to the credit of the said apprentice, or any part thereof, then the said company shall pay the amount so demanded.

And for the true performance of all and every of the covenants and agreements herein contained each of

the said parties hereto bindeth himself to the other and others of them by these presents.

In witness whereof the said parties to these presents have hereto set their hands and seals and the said company have caused their common seal to be hereto affixed the day and year first before written.

Signed, sealed, and delivered }
by the said

The seal of Archibald Kenrick and Sons, Limited, was hereto affixed pursuant to a resolution of the Board in the presence of

} Directors.

No. 4. (See No. 202, page 293.)

MESSRS. ARCHIBALD KENRICK AND SONS, LIMITED.

Extract from "Daily Post," dated 7th February 1890.

The STRIKE in the HOLLOW-WARE TRADE.—MEETING of EMPLOYERS.

A meeting of employers in the cast-iron hollow-ware trade was held at the Queen's Hotel, Birmingham, yesterday; Mr. J. A. Kenrick in the chair. All the hollow-ware manufacturers of South Staffordshire were present. The position of affairs was discussed, and the masters decided to take no steps in the strike but to leave the men to take their own course. It was also resolved to issue the following statement of the case:—

"Early in the year 1888 the turners employed in the cast-iron hollow-ware trade presented through the officers of the Knights of Labour the following demands to their employers:—(1) That a standard price list should be paid by all the manufacturers of the United Kingdom; (2) that the masters should pay 1s. per cwt. for swarf; (3) that there should only be one apprentice to every five journeymen employed, and that the journeyman should receive the benefit; (4) that day work wages should be paid at the rate of 8d. per hour; (5) sundry minor prices for turning chucks. When this demand was made in the shape of a printed list, it was distinctly stated by the operatives that the principal object sought for was that of a uniform list throughout the United Kingdom, and this was confirmed at various interviews between the employers and operative turners. Nearly the whole of the employers agreed to the principle of a uniform list without pledging themselves to any particular list; but the Scotch makers acted independently of the English makers. The turners have themselves admitted the impossibility of the English employers paying wages largely in excess of those paid by Scotch makers for any length of time, and the history of the trade amply justifies the admission. After much consideration the masters proposed to meet delegates appointed by turners upon a conciliation board to discuss a standard list upon the understanding that the operatives would agree to withdraw their demands in regard to swarf and apprentices, as the masters would not allow that the operatives had any right to products of manufacture, and were strongly of opinion that apprentices were better taught and very much better cared for when under the control of the employers, who engage a competent foreman to teach the lads their trade. A conciliation board was formed. At the first meeting held in January 1889, the delegates of the operatives conceded these points upon the understanding that they should have full opportunity of representing to an arbitrator to be appointed what they considered would be the loss to the few men who had the privilege of employing lads. The employers agreed to limit the number of apprentices to one to every five journeymen; that day work should be paid at the rate of 8d. per hour. It was also agreed that a large number of articles not scheduled should be paid for at the rates demanded by the men, as these articles were not in general demand, and therefore the cost of preparing tools, &c. prevented the operatives earning as good wages as they would when turning articles of large and regular demand, such as those in the scheduled list.

It was agreed that with regard to the scheduled articles both employers and operatives should present a proposed price list to an arbitrator to be appointed, and each side should present a written statement to the arbitrator, giving full particulars of their respective claims. The following agreement was drawn up and signed on behalf of employers and operators: that the award shall be accepted and acted upon without further question so soon as it is published, and shall be binding upon both employers and turners for 12 months from the 29th January 1889. Mr. Nigel C. A. Neville, stipendiary of Wolverhampton, was asked to adjudicate, and accepted the office. On the 2nd April 1889 Mr. Neville gave his award. The operatives were not pleased with the award and wrote Mr. Neville saying that "they were quite dissatisfied with his ruling," and that "they protest against the character of your award as being an unnecessary and unsought reduction in wages and an incomplete pronouncement upon the matter submitted," and "ask most respectfully the grounds upon which you deemed a general reduction in wages necessary." A copy of this letter was sent to the employers and read at the meeting of the conciliation board with Mr. Neville's reply. To this Mr. Neville replied that he had given all the arguments used on both sides full consideration. The operatives then honourably accepted the award. In December 1889 the Association of Cast-iron Hollow-ware Manufacturers decided to increase prices chiefly owing to the greatly increased prices of raw materials. At the same time it was unanimously agreed without solicitation from the 1st of January 1890 to give a 10 per cent. increase in wages to all hollow-ware casters, turners, and tinnerns. The 10 per cent. advance was paid on the turners' price list as fixed by Mr. Neville. Immediately after this increase the employers received a letter from the secretary of the Turners' Society thanking the employers for the advance, but saying that the turners intend again opening the whole question of price lists, apprentices, and swarf after the 29th of January 1890. To this the employers replied that they were not willing to consider the price list unless the demands for swarf and apprentices were again withdrawn. After some further correspondence, in which the operatives agreed to withdraw these demands, a meeting of the conciliation board was arranged, both delegates from masters and men stating that they had full power to make a settlement at that meeting. After very fully hearing and considering the arguments of the men, the employers informed the operatives that they were not prepared to depart from Mr. Neville's list, but that they were prepared to confirm their action of December and give 10 per cent. on Mr. Neville's list; and, further, would give a guarantee that a reduction should not be made during 1890-1891, and that no alteration should be made without six months' notice from the masters after that date. This offer the delegates of the turners refused, saying they were instructed to

demand their own list and accept nothing else. One of the operatives said they objected to the arbitrator's list because of the unwarrantable reduction in prices and because of the unfairness of individual prices. This was indorsed by their secretary. Upon being asked to give cases he instanced certain prices that were too low on the smaller sizes and too high on the larger, and stated that they were willing to reduce the prices of the larger sizes. The employers replied that if this was what they really meant there would be no great difficulty in making a settlement, and added they were quite willing to consider a proposal of this nature. The employers then left the

room to consider this; but on their return the operatives replied that they would have nothing but their list. The employers then offered arbitration. This the operatives point blank refused. We understand that the number of turners on strike in this district is 360, but their action affects 3,000 people who will be out of work at the end of the week when all the works will have stopped. As a case in point it may be mentioned that at Messrs. Kenrick's the strike of 65 turners will throw out 800 hands who are wholly uninterested in the dispute. The latter have already been granted 10 per cent. increase on their wages, but will thus be deprived of the advantage of it."

ASSOCIATIONS OF EMPLOYERS.

No. 5. (See No. 288, pages 364 and 420.)

WEST CUMBERLAND IRONMASTERS' ASSOCIATION.

WEST CUMBERLAND BLAST-FURNACE MEN'S WAGES SLIDING SCALE.

AGREEMENT entered into on 6th August 1889 between the West Cumberland Ironmasters' Association of the one part, and the representatives of the Blast-Furnace Men employed at the associated works of the other part.

The wages of all classes of men working blast-furnace shifts shall from the 30th of June 1889 till the agreement be determined by either party giving to the other three calendar months' notice—which, however, may not be given before the 30th June 1890,—be regulated by the following sliding scale:—

When the net average selling price, ascertained in the manner hereinafter defined, of No. 1, No. 2, and No. 3 Bessemer Cumberland Hematite Warrants has reached	But has not reached	There shall be made the following additions to or deductions from the rates and wages prevailing immediately prior to the date of this Agreement
s.	s.	Deductions from Standard per cent.
39	40	6½
40	41	5
41	42	3½
42	43	2½
43	44	1½
44	Standard.	Additions to Standard per cent.
45	46	1½
46	47	2½
47	48	3½
48	49	5
49	50	6½
50	51	7½

And so on in either direction, in same ratio.

The first ascertainment of price shall be for the three months of July, August, and September 1889. Such ascertainment to take place as early as possible in October, and to regulate wages for October, November, and December 1889, and so on every three months. The changes in wages shall take effect as soon in the month of January, April, July, or October (as the case may be) as the time of ascertaining the price will reasonably admit of, but not later than the 7th of the month.

The net average selling price of business done at cash in Cumberland hematite warrants shall be obtained daily as heretofore from figures supplied by the Glasgow Exchange Ironbrokers' Association direct, and the

quarterly average shall be ascertained from the daily averages so obtained during the three months preceding the quarterly ascertainment. If either party become dissatisfied with this mode of ascertainment, they shall be at liberty to give three months' notice for consideration by the Joint Committee.

Should any dispute arise as to carrying out any of these arrangements or as to the rates of wages at particular works, the question in difference shall be submitted to the decision of a committee comprising not more than six ironmasters and not more than six blast-furnace men, who, if they cannot agree, shall appoint an umpire to settle the matter, but (except as to questions referred to this day at an interview between the ironmasters and the men's representatives) no alteration shall during the currency of this agreement be made in the rates now prevailing at any of the works of the ironmasters parties hereto, unless such alteration is sought on the ground of the working conditions or the working appliances having changed since the standard rates were fixed so as to affect the facilities for working.

The ironmasters agree to deduct from the blast-furnace men's wages such sum as may be agreed upon by the men's representatives, to defray the workmen's proportion of the expenses of ascertaining prices and working the sliding scale; such sum not to exceed one penny per week per man. Any workman objecting to this must do so in the office, when receiving his wages.

It is agreed that 3s. per day shall be the minimum standard rate of wages for any workman employed to take blast-furnace shifts, and it is understood that this clause applies to spare furnacemen only.

Works.	Employers' Representatives.	Workmen's Representatives.
Maryport -	ALLAN GILMOUR.	WILLIAM MAWHINNEY.
West Cumberland.	GEO. J. SNELUS.	HUGH MURPHY.
Workington -	K. MACDONALD.	PETER O'HARE.
Lowther -	JOHN CRUM.	JOHN BELL.
Derwent -	J. DUFFIELD.	WILLIAM J. MCKEEVER.
Moss Bay -	O. J. VALENTINE.	ROBERT CARTMEL.
Distington -	W. MCCOWAN.	DAVID BINGHAM.
Harrington -	JOHN S. SIMPSON.	DAVID THOMPSON.
Lonsdale -	JAMES BAIRD.	HUGH FERGUSON.

No. 6. (See No. 295, pages 368 and 423.)

CLEVELAND IRONMASTERS' ASSOCIATION.

AGREEMENT entered into April 8th, 1891, between the CLEVELAND IRONMASTERS ASSOCIATION of the one part and the REPRESENTATIVES of the BLAST-FURNACE MEN employed at the Associated Works of the other part.

The wages of all classes of men working Blast-furnace Shifts shall from the 31st March 1891 till the Agreement be determined by either party giving to the other three calendar months' notice—which, however, may not be given before the 30th June 1892—be regulated by the following Sliding Scale:—

When the net average selling price, ascertained in the manner herein-after defined, of No. 3 Cleveland Pig Iron has reached		But has not reached	There shall be made the following additions to or deductions from the rates and wages prevailing immediately prior to the Sliding Scale Agreement of Nov. 7, 1879.	When the net average selling price, ascertained in the manner herein-after defined, of No. 3 Cleveland Pig Iron has reached		But has not reached	There shall be made the following additions to or deductions from the rates and wages prevailing immediately prior to the Sliding Scale Agreement of Nov. 7, 1879.
s.	d.	s.	d.	s.	d.	s.	d.
29	0	29	2.40			46	0
29	2.40	29	4.80	6.25		46	2.40
29	4.80	29	7.20	6.00		47	0
29	7.20	29	9.60	5.75		47	2.40
29	9.60	30	0	5.50		48	0
30	0	30	2.40	5.25		48	2.40
30	2.40	30	4.80	5.00		49	0
30	4.80	30	7.20	4.75		49	2.40
30	7.20	30	9.60	4.50		50	0
30	9.60	31	0	4.25		50	2.40
31	0	31	2.40	4.00		51	0
31	2.40	31	4.80	3.75		51	2.40
31	4.80	31	7.20	3.50		52	0
31	7.20	31	9.60	3.25		52	2.40
31	9.60	32	0	3.00		53	0
32	0	32	2.40	2.75		53	2.40
32	2.40	32	4.80	2.50		54	0
32	4.80	32	7.20	2.25		54	2.40
32	7.20	32	9.60	2.00		55	0
32	9.60	33	0	1.75		55	2.40
33	0	33	2.40	1.50		56	0
33	2.40	33	4.80	1.25		56	2.40
33	4.80	33	7.20	1.00		57	0
33	7.20	33	9.60	0.75		57	2.40
33	9.60	34	0	0.50		58	0
34	0	34	2.40	0.25		58	2.40
				Standard.		59	0
				Additions to Standard.		59	2.40
				per cent.		60	0
34	2.40	34	4.80	0.25		60	2.40
34	4.80	34	7.20	0.50			
34	7.20	34	9.60	0.75			
34	9.60	35	0	1.00			
35	0	35	2.40	1.25			
35	2.40	35	4.80	1.50			
35	4.80	35	7.20	1.75			
35	7.20	35	9.60	2.00			
35	9.60	36	0	2.25			
36	0	36	2.40	2.50			
36	2.40	36	4.80	2.75			
36	4.80	36	7.20	3.00			
36	7.20	36	9.60	3.25			
36	9.60	37	0	3.50			
37	0	37	2.40	3.75			
37	2.40	37	4.80	4.00			
37	4.80	37	7.20	4.25			
37	7.20	37	9.60	4.50			
37	9.60	38	0	4.75			
38	0	38	2.40	5.00			
38	2.40	38	4.80	5.25			
38	4.80	38	7.20	5.50			
38	7.20	38	9.60	5.75			
38	9.60	39	0	6.00			
39	0	39	2.40	6.25			
39	2.40	39	4.80	6.50			
39	4.80	39	7.20	6.75			
39	7.20	39	9.60	7.00			
39	9.60	40	0	7.25			
40	0	40	1.20	7.50			
40	1.20	40	2.40	7.75			
40	2.40	40	3.60	8.00			
40	3.60	40	4.80	8.25			
40	4.80	40	6	8.50			
40	6	40	7.20	8.75			
40	7.20	40	8.40	9.00			
40	8.40	40	9.60	9.25			
40	9.60	40	10.80	9.50			
40	10.80	41	0	9.75			
41	0	41	1.20	10.00			
41	1.20	41	2.40	10.25			
41	2.40	41	3.60	10.50			
41	3.60	41	4.80	10.75			
41	4.80	41	6	11.00			
41	6	41	7.20	11.25			
41	7.20	41	8.40	11.50			
41	8.40	41	9.60	11.75			
41	9.60	41	10.80	12.00			
41	10.80	42	0	12.25			
42	0	42	2.40	12.50			
42	2.40	42	4.80	12.75			
42	4.80	42	7.20	13.00			
42	7.20	42	9.60	13.25			
42	9.60	43	0	13.50			
43	0	43	2.40	13.75			
44	0	44	2.40	15.00			
45	0	45	2.40	16.25			

And so on in either direction in the same ratio.

The first ascertainment of price shall be for the three months of January, February, and March 1891. Such ascertainment to take place as early as possible in April, and to regulate wages for April, May, and June 1891. And so on every three months. The changes in the wages shall take effect as soon in the month of January, April, July, or October (as the case may be) as the time of ascertaining the price will reasonably admit of, but not later than the 7th of the month.

The net average selling price of No. 3 Cleveland pig iron shall be confidentially ascertained by two properly accredited and certificated accountants, one chosen by the ironmasters and the other by the blast-furnace men and at their respective charges, with whom there shall be associated any accountant who may be appointed by the North-eastern Railway Company. Such price shall be ascertained from the books of the following firms:— Messrs. Bolckow, Vaughan, & Co., Limited; Messrs. Bell Brothers, Limited; Messrs. Cochrane & Co., Limited; Cargo Fleet Iron Co., Limited; Messrs. Pease & Co.; Sir B. Samuelson & Co., Limited; the Tees-side Iron and Engine Works Co., Limited; and Edward Williams. The price shall be the actual net average invoice price at the works for each period of ascertainment.

Should any dispute arise as to the carrying out of any of these arrangements, or as to the rates of wages at particular works, the question in difference shall be submitted to the decision of a committee comprising not more than six ironmasters, and not more than six blast-furnace men, who, if they cannot agree, shall appoint an umpire to settle the matter, but no alteration shall, during the currency of this agreement, be made in the rates now prevailing at any of the works of the ironmasters parties hereto, unless such alteration is sought on the ground of the working conditions or the working appliances having changed since the standard rates were fixed so as to affect the facilities for working.

If for any reason either party to this agreement desire to omit any of the firms above named, or to add thereto, the matter shall in case of difference be referred to the said committee.

No. 9. (See No. 299, page 373.)

SOUTH LANCASHIRE AND CHESHIRE COAL ASSOCIATION.

STATEMENT of ADVANCES and REDUCTIONS in MINERS' WAGES, and AVERAGE DAILY EARNINGS from 1881 to 1891.

—	Advanced.	Reduced.	—	Average Daily Earnings.		
				Colliers.	Datallers.	
	Per cent.	Per cent.		s. d.	s. d.	s. d.
January 1, 1881 -	—	—	—	—	—	—
November 8, 1881 -	10	—	—	—	3 0	to 4 3
November 1, 1882 -	10	—	June—August 1882 -	5 6	—	—
July 15, 1884 -	—	10	January—December 1883 -	6 0½	3 0	to 4 6
October 30, 1888 -	10	—	January—June 1884 -	6 0	—	—
July 2, 1889 -	5	—	September 1886—April 1887 -	4 9	3 2	to 4 6
October 1, 1889 -	5	—	January—October 1888 -	4 8	—	—
January 7, 1890 -	10	—	October 1888—July 1889 -	5 2	3 0	to 4 5
March 24, 1890 -	5	—	July—September 1889 -	5 5	3 4	to 4 8
July 29, 1890 -	5	—	October 1889—January 1890 -	5 8	—	Ditto.
			January—March 1890 -	6 5	3 6	to 5 0
			March—July 1890 -	6 8½	3 9	to 5 3
			August—December 1890 -	7 1½	3 10	to 5 6

WEST LANCASHIRE DISTRICT.

STATEMENT showing total PERSONS EMPLOYED, TONS RAISED, TONS PER MAN, and FLUCTUATIONS in SELLING PRICES of COAL at pit, 1880 to 1890 inclusive.

—	Total Persons employed above and below Ground.	Tons of Mineral raised.	Tons raised per Man on total Persons employed.	Selling Price of Coal at Pit, per Ton.	—	Selling Prices compared with basis of 1880.
1880 - - -	29,246	20,500 9,600,436	322	s. d. × 5 6	1880 basis	100
1881 - - -	29,454	24,965 9,173,088	312	× 5 8	—	103
1882 - - -	30,397	10,424 10,081,282	333	× 5 6	—	100·0
1883 - - -	31,625	13,746 10,553,732	334	5 8	—	103·0
1884 - - -	31,730	15,424 10,199,412	322	5 4	—	96·9
1885 - - -	32,251	16,063 10,864,553	337	5 2	—	93·9
1886 - - -	32,940	6,272 10,862,943	330	5 0	—	90·9
1887 - - -	33,887	10,338 10,981,491	324	5 0	—	90·9
1888 - - -	34,111	8,553 11,095,114	325	5 4	—	96·9
1889 - - -	34,896	5,545 11,442,646	323	6 3	—	113·6
1890 - - -	39,522	6,387 11,515,345	299	8 3	—	150·0

N.B.—The figures in the above four columns, 2 to 5, are taken from the annual reports of Her Majesty's Inspector of Mines for West Lancashire, with the exception of the selling prices for 1880–1881 and 1882 marked × which are not given in the reports for those years.

The inspection reports do not distinguish between persons employed in coal mines from those in other mines, and the above figures in column 2 include persons employed in all mines. The tons of coal raised, column 3, are shown in large figures. The tons of other minerals, column 3, are shown in small figures. The tons raised per man, column 4, are obtained by dividing the total tons of mineral raised by the total number of persons employed. The tonnage of coal raised, as distinct from other minerals, can only be obtained from each current year's reports, and in all but in each current year's report the figures for West Lancashire and North Wales are all put together as for one district.

**STATEMENT showing FLUCTUATIONS in COLLIERS' WAGES in WEST LANCASHIRE,
1880 to 1890 inclusive.**

		Rate of Wages added or reduced at each change.	Wages Standard as altered from Time to Time.
1880	Basis of standard wages taken, say, at -	—	100·00
1881	November 1881. Wages advanced 10 per cent.	10·00	110·00
1882	November 1882. Ditto 10 per cent.	11·00	121·00
1883	No alteration	—	"
1884	August 1884. Wages reduced 10 per cent.	12·10	108·90
1885	No alteration	—	"
1886	" "	—	"
1887	" "	—	"
1888	November 1888. Wages advanced 10 per cent. +	10·89	119·79
1889	July 1889. Wages advanced 5 per cent. +	5·99	125·78
	October 1889. Wages advanced 5 per cent. +	6·29	132·07
	January 1890. Ditto 10 per cent. +	13·20	145·27
1890	March " Ditto 5 per cent. +	7·26	152·53
	August " Ditto 5 per cent. +	7·62	160·15

N.B.—The per-centages are cumulative, as shown by the above calculations.

Westhoughton, November 12, 1891.

GEO. CALDWELL.

No. 10. (See No. 299, page 373.)

SOUTH LANCASHIRE AND CHESHIRE COAL ASSOCIATION.

**CONDITIONS of EMPLOYMENT at the COLLIERIES and WORKS of the GARSWOOD HALL
COLLIERIES COMPANY, LIMITED, for all persons employed at the Collieries and
Works directly or indirectly.**

The owners of the said colliery and works are herein-after called the "employer."

The said colliery or collieries and works are herein-after called "the colliery." Unless the context otherwise requires in reading this contract, the singular number includes the plural, and the male gender the female.

1. The persons employed at the colliery, directly or indirectly, must be and continue to be during such employment, ordinary members of the Lancashire and Cheshire Miners' Permanent Relief Society, under its present or any future name.

2. The persons directly employed at the colliery are engaged for an indefinite period, determinable upon notice.

3. The employer shall be and continue to be an honorary member of the said society, and shall subscribe thereto not less than 25 per cent. on the amount paid by the ordinary members and half-members employed directly or indirectly at the colliery.

4. In consideration of such payment by the employer, and of being employed at these works, and as part of the terms of employment, every person so employed undertakes for himself and his representatives, and any person entitled in case of his death, to look to the funds of the said society alone, under the rules and constitution thereof, for compensation in case of injury sustained in the course of such employment, whether resulting in death or not; and that neither the employer, nor any other person in his employment, whether a fellow servant or not, shall be liable in respect of any defect, negligence, act, or omission under the "Employers' Liability Act, 1850," or otherwise, in respect of any negligence occasioning such injury.

5. This contract shall remain in force and operate as a contract between the workman and the owner for the time being of the colliery, so long as the workman con-

tinues to be employed at the colliery, notwithstanding any change in the members for the time being constituting the employer's firm.

6. All other usual and customary terms and regulations which obtain or exist with respect to the employment of workmen, and all other persons employed at the colliery, whether expressed in writing or not, shall be and remain in full force and effect as part of the contract between the employer and the workman, or other persons employed.

For Miners and Contractors only.

7. Every miner and contractor employed at the colliery shall upon engaging any drawer, workman, or other person to work under him, and before employing such drawer, workman, or other person, require such drawer, workman, or other person to obtain a copy of these conditions from the officer whose duty it is to provide such copies, and inform such drawer, workman, or other person that they are the conditions under which persons are employed at the colliery, and such miner, drawer, workman, and other person respectively shall be bound by such conditions.

For Drawers and Persons working under Contractors only.

8. Every drawer employed by any miner, and every workman or other person employed by a contractor at the colliery, shall, at the request of such miner or contractor, obtain a copy of these conditions from the officer whose duty it is to provide such copies, and such drawer, workman, or other person shall, in consideration of being employed at the works, and of the payments made by the owner under the 3rd condition, be bound both as between himself and the miner or contractor, and between himself and the owner, by the terms of these conditions.

No. 11 (see No. 299, page 373).

SOUTH LANCASHIRE AND CHESHIRE COAL ASSOCIATION.

STATEMENT OF DAYS worked in COLLIERY in WEST LANCASHIRE DISTRICT, 1889-91.

Year.	Days possible to have worked.	Days idle.								Total Days idle.	Total Days in Year.
		Days actually worked.	Sundays, Good Fridays, and Christmas Days.	Holidays.	Pay Mondays.	Want of Trade.	Idle through non-attendance of Colliers.	Strikes.	Break-down.		
1889 - - -	311	266	54	10	21	10	4	—	—	99	365
1890 - - -	311	266½	54	12	18	1	6½	7	—	98½	365
1st January to October 26, 1891.	255	220	44	12	16	1	6	—	—	79	299

STATEMENT OF HOURS worked in WEST LANCASHIRE.

	Hours per Day.	Hours per Week.	Overtime, including Sunday and Night Work, paid at the rate of	Remarks.
Colliers - - -	9	45½	- - -	One week. Bank to bank.
		54½	- - -	Other week. "
Drawers - - -	9	45½	- - -	One week. "
		54½	- - -	Other week. "
Firemen - - -	12	69	Paid weekly	Sunday. Travelling time not included and paid separately.
Datallers (night) - - -	9	53	8 hours per day	
" (day) - - -	10	58		
Boys (drivers, &c.) - - -	10	54	None.	
Winding enginemen - - -	12	84	12 hours per day	Overtime for other work paid at the rate of 8 hours per day.
Fan " - - -	12	84	12 " "	Do. do. do.
Other " - - -	9	52½	8 " "	
Boiler firemen - - -	12	80	12 " "	Overtime for other work paid at the rate of 8 hours per day.
Pitmen - - -	12	72	Paid weekly.	
Fitters - - -	10	57½	8 hours per day.	
Smiths - - -	10	57½	" "	
Joiners and carpenters - - -	10	57½	" "	
Masons - - -	10	57½	" "	
Labourers - - -	10	57½	" "	
Coke drawers - - -	8	48	Piece-work.	
" labourers - - -	10	57½	8 hours per day.	
Screeners - - -	9½	55	" "	
Surface men - - -	10	57½	" "	
Locomotive drivers - - -	11	63	Paid weekly	Overtime for other work paid at the rate of 8 hours per day.
Brakesmen - - -	11	63	" "	Do. do. do.

No. 12 (see No. 299, page 373).

SOUTH LANCASHIRE AND CHESHIRE COAL ASSOCIATION.

STATEMENT OF COLLIERS' SHIFTS worked and lost at representative COLLIERIES in the WEST LANCASHIRE DISTRICT.

At certain collieries in the West Lancashire District records have been kept of the colliers' shifts worked and lost from 1880 to the present time, and they show the following per-centage of shifts lost to the total shifts that could have been worked when the pits were open.

	1880.	1881.	1882.	1883.	1884.	1885.	1886.	1887.	1888.	1889.	1890.
Colliery A. - - -	11.33	9.63	9.63	11.79	9.9	10.89	10.89	10.45	10.80	10.30	18.04
Colliery B. - - -	9.03	11.08	11.59	14.51	13.54	13.30	13.77	15.52	17.57	19.06	19.26

The averages are not uniform in every year, but they were near together at, say, about 10 per cent. in 1880, and finish in 1890 at 18 and 19 per cent. respectively, the principal increase in both cases taking place in 1890 with the great increase of wages.

At one colliery C. the record covers a period of two years 1889 and 1890 with 11.25 and 14.45 per cent. respectively, and for nine months, January to October 1891, with 16.34 per cent. again showing more time lost since wages advanced. For the current year 1891 I give examples from the following collieries: A.=18.01, B.=19.0, C.=16.34, D.=17.45, E.=15.35, all of which show very similar results and they are all greater than when wages were lower.

The above averages are arrived at from figures of

representative collieries from various parts of the district showing in the aggregate the following:—

—	Possible shifts.	Shifts worked.	Shifts lost.
Say 10 years at two collieries 1880 to 1889 inclusive and one year 1889 at another colliery	2,003,825	Per cent. 1,830,821=88.84	Per cent. 233,704=11.16
1890 and to October 1891 at five collieries	602,920	754,005=83.58	148,825=16.48

November 12, 1891.

GEORGE CALDWELL.

No. 13 (see No. 301, page 375).

DURHAM COAL OWNERS' ASSOCIATION.

FLUCTUATIONS IN WAGES IN THE DURHAM COAL TRADE, 1871-91.

Hours per shift, 6 to 6½ at face. Houses free. Fire coal. 6d. per day leading. Sliding scale agreed to March 9, 1877. Second scale agreed to October 11, 1879. Third scale agreed to April 9, 1882. Fourth scale agreed to June 12, 1884, and terminated July 31, 1889.

Date.	Advanced.	Reduced.	Making the Wages to be				Wages per Day.	
			Above 1871.	Below 1871.	Above 1879.	Below 1879.	6 Hours.	6½ Hours.
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	s. d.	s. d.
1871 - - - - -	—	—	—	—	—	—	—	4 9
1872, February - - -	20	—	20	—	—	—	—	5 8.40
" July - - - - -	15	—	38	—	—	—	6 6½	—
1873, February - - -	15	—	58.7	—	—	—	7 6½	—
1874, April - - - - -	—	10	42.8	—	—	—	6 9½	—
" November - - - -	—	9	30	—	—	—	6 2½	—
1875, April - - - - -	—	5	23.5	—	—	—	5 10½	—
1876, February - - -	—	7	14.86	—	—	4	5 4½	—
" September - - - -	—	6	7.97	—	—	—	5 0½	—
1877, April - - - - -	—	7½	—	0.13	—	—	4 8½	5 0½
1879, May - - - - -	—	8½	—	8.87	—	—	4 3.83	4 6.98
" July - - - - -	—	1½	—	10.00	—	—	4 2	4 5
1880, December - - -	2½	—	—	7.76	2½	—	4 3½	4 6½
1882, April - - - - -	3½	—	—	4.39	6½	—	4 5.12	4 8.31
" August - - - - -	—	1½	—	5.51	5	—	4 4.50	4 7.65
" November - - - -	1½	—	—	4.39	6½	—	4 5.12	4 8.31
1883, February - - -	1½	—	—	8.26	7½	—	4 5.75	4 8.97
" July 20* - - - - -	—	—	—	—	—	—	4 6½	4 9½
1884, August - - - - -	—	1½	—	4.39	6½	—	4 5½	4 8½
1885, May - - - - -	—	1½	—	5.51	5	—	4 5	4 8
1886, May - - - - -	—	1½	—	6.64	3½	—	4 4½	4 7½
1888, February - - -	1½	—	—	5.51	5	—	4 5	4 8
" May - - - - -	—	1½	—	6.64	3½	—	4 4½	4 7½
" August - - - - -	—	1½	—	7.76	2½	—	4 3½	4 6½
" November - - - -	1½	—	—	6.64	3½	—	4 4½	4 7½
1889, February - - -	1½	—	—	6.51	5	—	4 5	4 8
" August - - - - -	10	—	3.49	—	15	—	4 11	5 2
" December - - - -	10	—	12.49	—	25	—	5 5	5 8
1890, March - - - - -	5	—	17	—	30	—	5 8	5 11
1891, January - - - -	5	—	21.5	—	35	—	5 11	6 2

* Agreed that each 1½ per cent. shall vary hewers' average earnings ¾d. per shift.

No. 14. (See No. 302, page 376.)

MONMOUTHSHIRE AND SOUTH WALES COAL OWNERS' ASSOCIATION.

MEMORANDUM OF AGREEMENT made this 1st day of January 1892, between the undersigned W. THOMAS LEWIS, EDWARD JONES, EDWARD P. MARTIN, EDWARD DAVIES, FRED L. DAVIS, WILLIAM THOMAS, T. FORSTER BROWN, A. G. OGILVIE, and JAMES COLQUHOUN, and the other persons who shall execute this Agreement, duly authorised to act on behalf of the members of the Monmouthshire and South Wales Coal Owners' Association, herein-after called the employers, not exceeding eleven persons in all, of the one part, and the undersigned WILLIAM ABRAHAM, DAVID MORGAN, ISAAC EVANS, MORGAN WEEKS, THOMAS ISAAC, DANIEL JONES, THOMAS DAVIES, THOMAS RICHARDS, ALFRED ONIONS, DAVID BEYNON, and JOHN B. JONES, duly authorised to act on behalf of the workmen (excepting Enginemen, Stokers, and Outside Fitters) employed at the Collieries of the members of the said Association of the other part.

1. The said parties hereto are herein-after styled the joint committee, and the said committee shall be kept on foot by the employers and workmen.
2. The joint committee shall have two secretaries: one appointed by the employers, and the other by the workmen.
3. The number of members on the joint committee shall not exceed 22 representatives, exclusive of the two secretaries, 11 acting on behalf of the employers, and 11 acting on behalf of the workmen.
4. The joint committee agree upon the following conditions to regulate the rates of wages to be paid to the said workmen at the said collieries as and from the 1st day of January 1892.
5. This agreement shall comprise and apply to the whole of the members of the said association excepting as provided under clause 15.
6. The wages shall be regulated by a sliding scale based upon the average nett selling price of coal as ascertained, and from time to time certified by the accountants.
7. The average nett selling price shall be taken as for large colliery screened coal delivered free on board at Cardiff, Newport, Swansea, and Barry.
8. For coal sold into waggons or otherwise at the collieries, the cost of transit to the ordinary port of shipment shall be added in calculating the average nett selling price, workmen's coal to be excluded.
9. The standard of wages upon which future advances and reductions are to be made shall be the several rates actually paid at the respective collieries or the month of December 1879, and such wages shall be equivalent to a standard average nett selling price of 7s. 10d. and under 8s. per ton. Provided that at the collieries where the standard or basis upon which wages are now regulated is the rate of wages paid in the year 1877, that shall continue to be the standard for those collieries.
- 9A. It is hereby agreed with respect to all collieries or portions of collieries now belonging to or hereafter acquired or opened by the members of the Monmouthshire and South Wales Coal Owners' Association that both the employers and the workmen shall be bound to observe and fulfil all customs, provisions, and conditions existing in December 1879 at the associated collieries, and no variation shall be made therein either by employers or workmen, except by mutual agreement between the employers and their workmen or between their respective representatives.
10. The wages shall be advanced or reduced at the end of each period of two months by additions or reductions of 1½ per cent. upon the mean monetary result found by the joint auditors as between the scale dated 6th June 1882 and the scale dated 15th January 1890.
11. There shall be no maximum or minimum in the scale of wages under this agreement.
12. Two accountants shall be appointed, one by the employers and the other by the workmen, to ascertain the average nett selling price of coal, such average nett price for the—
Two months ending the last day of February shall govern wages from the first day of April to the last day of May, and so on for every successive two months.
13. The accountants shall give a certificate of the nett average selling price for each of the above periods of two months, such certificate to be forwarded to the joint secretaries, and afterwards upon the authority of the joint committee to be made known to the employers and workmen.
14. Any contract for the sale of coal for a period of more than 12 months shall not be taken into account for more than six successive audits of two months each.
15. The accountants shall not take into account in the audits any coal produced from the anthracite collieries.
16. The joint committee shall meet at least once in each month.
17. Both parties to this agreement pledge their respective constituents to make every effort possible to avoid claims or disputes at the collieries, and that in case of any unavoidable differences, the owners and the officers together with their workmen shall endeavour to settle all matters at the collieries, and only in case of failing to effect a settlement shall an appeal be made to the joint committee. It is also hereby agreed that in such cases no notice to terminate contracts shall be given by either employers or their workmen before the particular question in dispute shall have been considered by the joint committee, and they shall have failed to arrive at an agreement.
18. That at the collieries under this agreement all wages due to the workmen shall be paid once in each fortnight, provided that at those collieries where wages are now paid weekly such practice shall continue in force.
19. The wages payable for the month of January 1892 shall be 46½ per cent. above the standard of December 1879. An audit for the period 1st October to 31st December 1891 shall be taken to govern wages under this agreement for the two months commencing 1st February 1892.
20. The mineral to be gotten is clean large screened coal only as herein-after described:—
The cutting price to be paid colliers includes all services in respect of the small coal necessarily produced in getting the large coal, in conveying it from the working places to the screen at the surface, and in the process of screening, that price being equal to the value of all the services involved in getting such large and small coal in compliance with the provisions of the Coal Mines Regulation Act, 1887, and being more than the value of the services rendered in respect of the large screened coal only.
The weight of the large screened coal for the purpose of paying the colliers shall be ascertained as follows:—
After each tram is brought to the surface it shall be weighed at the weighing machine and then tipped over the screen in use at the colliery to separate the large coal passing over it from the small coal passing through it, the tare being deducted from its gross weight.
The small coal which has passed through the screen shall be weighed, and that weight shall be deducted from the gross weight of the coal in the tram to ascertain the nett weight of the large screened coal, and upon the nett weight of such large screened coal the wages shall be paid which shall cover all the services rendered by the colliers in respect of the large coal and the small coal as weighed together at the machine.

20A. It is distinctly understood that clause 20 in this agreement is not intended to change the system of weighing, screening, and paying for the coal as heretofore, except by mutual arrangement.

21. This agreement shall continue in force for six months from the 1st January 1892, and thenceforth until either party gives six months' notice of termination, such notice to be given on the 1st day of July 1892, or on the first day of any succeeding January or July.

22. A copy of this agreement is to be placed in a contract book at each colliery of the members of Monmouthshire and South Wales Coal Owners' Association, which shall be signed by or on behalf of the owners of such colliery, and also by each workman employed at such colliery as one of the terms of the engagement between the employers and the said workmen.

23. It is hereby agreed that all notices to terminate contracts on the part of the employers as well as employed shall be given only on the first day of any calendar month, and to terminate upon the last day of the same month.

W. THOMAS LEWIS.	WILLIAM ABRAHAM.
EDWARD JONES.	D. MORGAN.
EDW. P. MARTIN.	ISAAC EVANS.
EDWARD DAVIES.	MORGAN WEEKS.
FRED. L. DAVIS.	T. D. ISAAC.
W. THOMAS.	DANIEL JONES.
T. FORSTER BROWN.	THOMAS DAVIES.
GRAEME OGILVIE.	THOMAS RICHARDS.
JAMES COLQUHOUN.	ALFRED ONIONS.
	DAVID BEYNON.
	JOHN B. JONES.

Witness to the signatures of the parties hereto.

W. GASCOYNE DALZIEL.
LEWIS MILES.

Dated this 1st day of January 1892.

SCALE under CLAUSE 10 of the AGREEMENT of 1st JANUARY 1892, as approved and adopted by the Sliding Scale Joint Committee, 6th February 1892.

When the average nett selling price of Coal per Ton, F.O.B.		Wages to be at the following per-cent- age above the Standard.	Where the average nett selling price of Coal per Ton, F.O.B.		Wages to be at the following per-cent- age above the Standard.
is	and under		is	and under	
s. d. 7 10'25	s. d. 8 0'00	Standard.	s. d. 10 10'20	s. d. 11 0'00	26½
8 0'00	8 1'71	1½	11 0'00	11 1'71	27½
8 1'71	8 3'43	2½	11 1'71	11 3'43	28½
8 3'43	8 5'14	3½	11 3'43	11 5'14	30
8 5'14	8 6'86	5	11 5'14	11 6'86	31½
8 6'86	8 8'57	6½	11 6'86	11 8'57	32½
8 8'57	8 10'29	7½	11 8'57	11 10'29	33½
8 10'29	9 0'00	8½	11 10'29	12 0'00	36
9 0'00	9 1'71	10	12 0'00	12 1'71	36½
9 1'71	9 3'43	11½	12 1'71	12 3'43	37½
9 3'43	9 5'14	12½	12 3'43	12 5'14	38½
9 5'14	9 6'86	13½	12 5'14	12 6'86	40
9 6'86	9 8'57	15	12 6'86	12 8'57	41½
9 8'57	9 10'29	16½	12 8'57	12 10'29	42½
9 10'29	10 0'00	17½	12 10'29	13 0'00	43½
10 0'00	10 1'71	18½	13 0'00	13 1'71	45
10 1'71	10 3'43	20	13 1'71	13 3'43	46½
10 3'43	10 5'14	21½	13 3'43	13 5'14	47½
10 5'14	10 6'86	22½	13 5'14	13 6'86	48½
10 6'86	10 8'57	23½	13 6'86	13 8'57	50
10 8'57	10 10'29	25	13 8'57	13 10'29	51½
			13 10'29	14 0'00	52½

No. 15. (See No. 302, page 376.)

MONMOUTHSHIRE AND SOUTH WALES COAL OWNERS' ASSOCIATION.

TABLE of RESULTS of AUDITS under the ASSOCIATION SLIDING SCALES of 1875, 1880, 1882, and 1890.

Audit for the Period	Advances.	Reductions.	Wages above Standard.	Date of change in wages.	Remarks.
1875 SCALE.					
2 months Nov. and Dec. 1875		7½ per cent.		Jan. 1876.	1st scale formed Dec. 1875.
6 " Jan. to June 1876 -					No change in wages.
6 " June to Dec. 1876 -					Do.
6 " Jan. to June 1877 -					Do.
9 " July 1877 to March 1878.		5 "		Jan. 1878.	
4 " Jan. to April 1879 -		10 "		July 1879.	

December 1879 Standard for Scales of 1880, 1882, and 1890.

Audit for the Period	Advances.	Reductions.	Wages above Standard.	Date of change in wages.	Remarks.
1880 SCALE.					
4 mos. ending 30th April 1880	5 per cent.		5 per cent.	1st February 1880.	Scale revised 14 Jan. 1880.
4 " 31st Aug. 1880-			5 "		No change in wages.
4 " 31st Dec. 1880-			5 "		Do.
4 " 30th April 1881	2½ "		7½ "	1st July 1881.	
4 " 31st Aug. 1881-	2½ "		10 "	1st Nov. 1881.	
4 " 31st Dec. 1881-			10 "		No change in wages.
4 " 30th April 1882-			10 "		Do.

Audit for the Period	Advances.	Reductions.	Wages above Standard.	Date of change in wages.	Remarks.
1882 SCALE.					
4 mos. ending 31st Aug. 1882-	5 per cent.		15 per cent.	1st June 1882.	Scale revised 6 June 1882.
4 " 31st Dec. 1882 -			15 "		No change in wages.
4 " 30th April 1883			15 "		Do.
4 " 31st Aug. 1883-	2½ "		17½ "	1st Nov. 1883.	No change in wages.
4 " 31st Dec. 1883-			17½ "		Do.
4 " 30th April 1884			17½ "		Do.
4 " 31st Aug. 1884-		2½ per cent.	15 "	1st March 1885	
4 " 31st Dec. 1884 -			15 "		
4 " 30th April 1885		2½ "	12½ "	1st July "	
4 " 31st Aug. 1885		2½ "	10 "	1st Nov. "	
4 " 31st Dec. 1885 -		2½ "	7½ "	1st March 1886	
4 " 30th April 1886			7½ "		No change in wages.
4 " 31st Aug. 1886-		2½ "	5 "	1st Nov. 1886.	
4 " 31st Dec. 1886 -		2½ "	2½ "	1st March 1887.	
4 " 30th April 1887			2½ "		Do.
4 " 31st Aug. 1887-			2½ "		Do.
4 " 31st Dec. 1887 -			2½ "		Do.
4 " 30th April 1888			2½ "		Do.
4 " 31st Aug. 1888-	5 "		7½ "	1st Nov. 1888.	
4 " 31st Dec. 1888 -			7½ "		Do.
4 " 31st Mar. 1889-	7½ "		15 "	1st April 1889.	
	2½ "		17½ "	1st May "	
	5 "		22½ "	1st Sept. "	
5 " 31st Aug. 1889-	2½ "		25 "	1st Oct. "	
4 " 31st Dec. 1889-	7½ "		32½ "	1st Jan. 1890.	
1890 SCALE					
3 " 31st Mar. 1890-	13½ "		46½ "	1st May 1890.	Scale revised 15 Jan. 1890.
3 " 30th June 1890	8½ "		50 "	1st Aug. "	
3 " 30th Sept. 1890	2½ "		52½ "	1st Nov. "	
3 " 31st Dec. 1890 -	2½ "		55 "	1st Feb. 1891.	
3 " 31st Mar. 1891-	2½ "		57½ "	1st May "	
3 " 30th June 1891			57½ "		No change in wages.
3 " 30th Sept. 1891		3½ "	58½ "	1st Nov. "	
1892 SCALE.					
3 " 31st Dec. 1891 -		7½ "	46½ "	1st Jan. 1892.	Scale revised 1st Jan. 1892.
2 " 29th Feb. 1892		2½ "	40½ "	1st Feb. 1892.	
2 " 30th April 1892		5½ "	40 "	1st April 1892.	
2 " 30th June 1892		3½ "	36½ "	1st June 1892.	
2 " 30th June 1892		2½ "	38½ "	1st Aug. 1892.	

No. 16. (See No. 303, page 377.)

NORTHUMBERLAND COAL OWNERS' ASSOCIATION.

NORTHUMBERLAND.—Hours per shift, 6 to 6½ at face. Houses free. Fire coal 6d. per day leading. November 1878.—Hewers' hours increased half an hour per shift. Sliding scale agreed to Nov. 15, 1879. Second sliding scale agreed to March 9, 1883; terminated Dec. 31, 1886. Third scale agreed to May 24, 1887, and terminated Dec. 31, 1887.

Date.	Advanced.	Reduced.	Making the Wages to be				Wages per day.			
			Above 1871.	Below 1871.	Above 1879.	Below 1879.	6 Hours.		6½ Hours.	
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	s.	d.	s.	d.
1871, Basis 6s. 1d.	—	—	—	—	—	—	—	—	—	—
1872, February	10	—	10	—	—	—	6	8½	—	—
" July	22	—	32	—	—	—	8	0½	—	—
1873, March	18	—	50	—	—	—	9	1½	—	—
1874, April	—	10	40	—	—	—	8	6½	—	—
" October	—	14	26	—	—	—	7	8	—	—
				Steam Coal.	Soft Coal.		Steam Coal.	Soft Coal.	Steam Coal.	Soft Coal.
1875, March	—	Steam. 10 Soft. 12½	Steam. 16 Soft. 13½	Per cent. —	Per cent. —	—	s. d. 7 0½	s. d. 6 5	—	—
1876, February	—	8	8	—	—	—	6 6½	—	—	—
" October	—	8	5½	—	—	—	5 11	—	—	—
1877, December	—	12½	par	12½	14.68	—	6 1	5 6	5 9.88	4 9.75
1878, November	—	10	—	21½	21.09	—	4 9.50	—	5 2	—
(Basis.)	—	Soft. 7½	—	—	—	—	—	4 5.48	—	4 9.66

Date.	Advanced.	Reduced.	Making the Wages to be				Wages per day.				
			Above 1871.	Below 1871.	Above 1879.	Below 1879.	6 hours.		6½ hours.		
	Per cent.	Soft. Per cent.	Soft. Per cent.	Steam Coal. Per cent.	Soft Coal. Per cent.	Per cent.	Per cent.	Steam Coal. s. d.	Soft Coal. s. d.	Steam Coal. s. d.	Soft Coal. s. d.
1880, January -	—	2½	—	23·22	23·06	2½	—	4 8·06	4 4·14	5 0·45	4 8·22
„ July -	2½	—	—	21¼	21·09	par	par	4 9·50	4 5·48	5 2	4 9·66
1881, April -	—	2½	—	23·22	23·06	2½	—	4 8·06	4 4·14	5 0·45	4 8·22
„ September -	—	2½	—	21¼	21·09	par	par	4 9·50	4 5·48	5 2	4 9·66
1883, March -	—	2½	—	19·28	19·12	2½	—	4 10·94	4 6·82	5 3·55	4 11·10
„ April -	—	1¼	—	20·27	20·11	1¼	—	4 10·22	4 6·15	5 2·77	4 10·88
„ July -	—	1¼	—	19·28	19·12	2½	—	4 10·94	4 6·82	5 3·55	4 11·10
„ October -	—	2½	—	17·32	17·15	5	—	5 0·37	4 8·15	5 5·10	5 0·54
1884, January -	—	1¼	Steam.	18·30	18·13	3¾	—	4 11·65	4 7·48	5 4·82	4 11·82
„ April -	—	1¼	—	19·28	19·12	2½	—	4 10·94	4 6·82	5 3·55	4 11·10
„ October -	—	1¼	—	18·30	18·13	3¾	—	4 11·65	4 7·48	5 4·82	4 11·82
1885, January -	—	1¼	—	19·28	19·12	2½	—	4 10·94	4 6·82	5 3·55	4 11·10
„ April -	—	1¼	—	20·27	20·11	1¼	—	4 10·22	4 6·15	5 2·77	4 10·88
1886, January -	—	1¼	—	21·25	21·09	par	par	4 9·50	4 5·48	5 2	4 9·66
1887, May -	—	12½	Steam.	31·09	36·02	—	12½	4 2·31	—	4 6·25	—
		6¼	Soft.	—	—	—	6¼	—	4 2·14	—	4 6·06
1888, November -	Steam.	—	—	27·64	24·17	—	Steam.	4 5·19	—	4 9·85	—
	5	—	—	—	—	—	7½	—	—	—	—
	2½	—	—	—	—	—	3¾	—	4 3·48	—	4 7·50
1889, February -	Steam.	—	—	21·25	21·09	par	—	4 9·50	—	5 2	—
	7½	—	—	—	—	—	—	—	—	—	—
	Soft.	—	—	—	—	—	par	—	4 5·48	—	4 9·66
„ March -	2	—	—	19·68	19·52	2	—	4 10·65	4 6·55	5 3·24	4 10·81
„ May -	—	—	—	—	—	—	—	—	—	—	—
„ June 24 -	5	—	—	15·74	13·71	7	—	5 1·22	4 10·65	5 6·34	5 3·24
„ September 30 -	3	—	—	13·38	11·34	10	—	5 3·25	5 0·29	5 8·2	5 5·01
„ December 30 -	10	—	—	5·50	3·46	20	—	5 9	5 5·78	6 2·40	5 10·92
1890, March 24 -	7½	—	Steam.	·44	—	27½	—	6 1·31	—	6 7·05	—
	—	—	Soft.	2·58	—	—	—	—	5 9·90	—	6 3·85
„ „ 29 -	—	—	—	—	—	—	—	—	5 10·76	—	6 4·50
„ July 7 -	2½	—	—	—	—	30	—	6 2·75	6 0·15	6 8·6	6 6
„ October 4 -	1¼	—	—	—	—	31¼	—	6 3·47	6 0·84	6 9·37	6 6·75
1891, February 9 -	—	1¼	—	—	—	30	—	6 2·75	6 0·15	6 6·86	6 6

No. 17. (See No. 304, page 378.)

CANNOCK CHASE COAL OWNERS' ASSOCIATION.

The wages of all workmen shall in future be regulated by the following scale, based upon the actual average price per sale ton of all the different kinds of coal and slack sold at the whole of the associated collieries of the above district.

The average price to be jointly ascertained by two qualified accountants, one of such accountants to be appointed and paid by the employers and the other by the employees.

The rate of 2s. 4½d. per stint shall be the minimum rate of wages payable.

The average price per ton for the twelve preceding weeks shall be ascertained and certified, and the rate of wages to be advanced or reduced according to the following scale, commencing from the take-up nearest to the 28th June:—

When the average selling price reaches—	
6s. 1d.,	then the stint shall be 2s. 4½d.
6s. 5d.,	„ „ „ 2s. 5¼d.
6s. 9d.,	„ „ „ 2s. 7d.
7s. 1d.,	„ „ „ 2s. 8¼d.
7s. 5d.,	„ „ „ 2s. 9½d.
7s. 9d.,	„ „ „ 2s. 10½d.

The advance or reduction of wages under this agreement shall take place on and from the first take-up after the issue of the accountants' reports.

Allowance coal as under the old agreement.

This agreement to be binding for twelve months certain, and then subject to six months' notice from either side.

We, the undersigned, being the representatives of the colliery owners and the workmen, and forming the conciliation board for the Cannock Chase District, hereby accept and agree to be bound by the foregoing. Signed at Birmingham this 22nd day of June 1882.

On behalf of the Colliery Owners.	On behalf of the Workmen.
H. G. BOLAM, per G.C.R.	JOSEPH SOUTHALL.
W. B. HARRISON.	HENRY CRADDOCK.
JOHN N. BROWN.	JOSEPH HARVEY.
JOHN WILLIAMSON.	JOSEPH AUSTIN.
THOS. MCGHIE.	JOSEPH BAKER.
E. C. PEAKE, Sec.	FREDERICK BAILEY.

No. 18. (See No. 304, page 378.)

CANNOCK CHASE and DISTRICT COAL OWNERS' ASSOCIATION.

STATEMENT showing variations in HOLERS' STINTS from 1871.

Date.	Stint or Day Wage.	Date.	Stint or Day Wage.	Remarks.
1871, January	s. d. 3 6	1880, January 14	s. d. 2 6	These prices are stints or holers' wages. A day wage man gets always one and a half day, say 2s. 4½d. + 1s. 2½d. = 3s. 6½d.
" November	3 9	" March 10	2 3	
1872, September 19	4 0	1881, November 2	2 4½	
1873, March 5	4 6	1882, November 29	2 6	
1874, August 19	3 6	1883, July 11	2 4½	
1875, July 7	3 3	1888, October	2 7.35	
" November 10	3 6	1889, July	2 8.77	
1876, April 26	3 0	" October	2 10.20	
" September 13	3 3	1890, January	3 1.05	
1877, February 28	2 9	" March	3 2.475	
1878, December 18	2 6	" August	3 3.900	
1879, April 23	2 3			

No. 19. (See No. 305, page 379.)

THE SOUTH STAFFORDSHIRE AND EAST WORCESTERSHIRE COAL AND IRONSTONE MINERS' WAGES BOARD SLIDING SCALE.

Twopence per ton rise or fall in average selling price varies thick coal miners' wages 1d. per day.
Twopence per day rise or fall in thick coal miners' wages varies Thin Coal Miners' Wages 1½d. per day.

Average Selling Price.	Thick Coal Wages.	Thin Coal Wages.	REMARKS.	Average Selling Price.	Thick Coal Wages.	Thin Coal Wages.	REMARKS.
s. d. 4 9 (Basis)	s. d. 3 4 (Minimum)	s. d. 2 3 (Minimum)		s. d. 6 1	s. d. 4 0	s. d. 3 2	Average selling price for June, July, and August, 1880, 6/0 3d per ton.
4 11	3 5	2 8½		6 3	4 1	3 2½	
5 1	3 6	2 9½		6 5	4 2	3 3½	
5 3	3 7	2 10		6 7	4 3	3 4	Average selling price for Sept., Oct., and Nov., 1889, 6/7 4d per ton.
5 5	3 8	2 11	Average selling price for Nov. and Dec., 1889, and Jan., 1889, 5/6 9d per ton. (Basis, 5/-; Average selling price, 5/8.)	6 9	4 4	3 5	
5 7	3 9	2 11½		6 11	4 5	3 5½	
5 9	3 10	3 0½	Average selling price for Feb., Mar., and April, 1889, 5/9 8d per ton.	7 1	4 6	3 6½	Average selling price for Jan., Feb., and Mar., 1890, 7/6 0d per ton.
5 11	3 11	3 1		7 3	4 7	3 7	
				7 5	4 8	3 8	

N.B.—Any alteration in this Scale is subject to three months' notice.

May, 1890.

No. 20. (See No. 309, page 382.)

COAL OWNERS' ASSOCIATION (FIFE, &C.)

GENERAL REGULATIONS and CONDITIONS of EMPLOYMENT on which all PERSONS are employed at the Works of LOCHGELLY IRON AND COAL COMPANY, LIMITED, and that whether they are employed directly by the said Company or by Contractors or other Persons under the said Company.

I. Every workman shall be held to be engaged to work at such wages or prices as may be agreed on between the parties, until the expiry of fourteen days after he shall have given the said Company notice in writing, at the colliery office, of his intention to quit the employment; or until the expiry of fourteen days after he shall have received notice in writing to quit the employment from the said Company, or their manager; or until the expiry of fourteen days after a notice by the said Company or their manager to quit the employment shall have been posted at the pit-head and at the colliery office. The notice in the last case

may be applicable to one or any number of the workmen; and if applicable to more than one, need not specify the names of the workmen, but shall be sufficient if the workmen to whom the same applies shall be identified. The notices under this article shall in all cases be given on a lawful day and during office hours. The foregoing stipulations shall not prejudice the powers of the said Company to dismiss summarily any workman for misconduct.

II. Every underground worker shall, except when not required by the Company or their manager to do so, or unless he give reasonable excuse for absence,

work at least eleven lawful days in each fortnight, which days shall from time to time be fixed by the Company or their manager. Workmen employed in departments where it is considered necessary by the Company or their manager to work longer, shall work accordingly when required. Every workman shall run the risk of being stopped in his work, and of suffering a corresponding stoppage in his pay, by any unforeseen accident at or to the works, or machinery, and also during the period of necessary repairs thereon, or during any other necessary or unavoidable stoppage. In the event of a stoppage from any of the foregoing causes, it shall be in the power of the said Company to require the workmen to continue in their service, subject to their orders, and liable to be employed by them in any kind of work connected with the works they may see fit to employ them in.

III. Each workman shall pay the usual charges customary at the works, including house-rent, fire-coal, school-fees, medical attendance, and for-sharpening or repairing tools. Should any workman conceive there is an error in the statement of wages due to him, he must state his objections thereto on the first lawful day after the pay, failing which, the statement of the payable shall be held as conclusive, and not liable to be afterwards disputed. On leaving the pay-table, however, the workman shall be held to have satisfied himself that the sum he has received corresponds with the amount on his pay-ticket, and any objections to the amount of cash paid will not thereafter be received.

IV. All houses, gardens, &c. leased or granted to workmen by the said Company are to be held as leased or granted only during the period of the workman's engagement under Article I. Immediately on the expiration of said engagement, the workman must

remove from the subjects let to him, and leave the same in good order. The said Company shall be entitled to retain the wages due to the workman until the terms of this article are fulfilled.

V. No worker at any other colliery shall be allowed to reside or lodge in any of the houses belonging to the said Company and occupied or leased by the workmen.

VI. The said Company shall be bound to pay to each workman the customary wages payable at the works at the time for such work as he may have actually performed, but that only upon the usual pay-day at the works, and subject always to the deductions before specified. The said Company shall always be entitled to retain in their hands the wages of the usual "lay-days," and in the event of any workman not working his "lay-days," he shall have no claim to the wages due him till he works his "lay-days."

VII. Notices by the said Company of general alterations of these regulations, or of rates of wages or prices, shall be posted on the pit-head and at the colliery office fifteen days before they are to take effect; and any workman not giving the notice prescribed in Article I. of his intention to leave the works, shall be held bound to abide by the said alterations.

VIII. All workmen employed at the works, whether they are employed directly by the said Company, or by contractors, or other persons under the said Company, shall be held to have satisfied themselves with the foregoing regulations and conditions as those on which they are employed, and shall not be entitled afterwards to take any objections thereto, or to quit the employment except in the manner provided in Article I.

Registered office, Lochgelly,
25th May 1889.

No. 21. (See No. 301, page 395.)

DURHAM COAL OWNERS' ASSOCIATION.

TIME LOST by MEN lying idle at the DURHAM COLLIERIES.

Fortnightly Averages.			
Year.	Shifts the pit worked.	Shifts the Hewers worked.	Time lost by Hewers lying idle.
	Days.	Days.	Per-centage.
1881 - -	10·33	9·49	8·13
1882 - -	10·61	9·65	9·01
1883 - -	10·63	9·69	8·83
1884 - -	10·12	9·23	8·48
1885 - -	9·83	9·05	7·82
1886 - -	9·85	9·17	6·87
1887 - -	10·14	9·41	7·18
1888 - -	10·39	9·60	7·55
1889 - -	10·73	9·77	8·95
1890 - -	10·56	9·34	11·55

No. 22. (See No. 299, page 411.)

SOUTH LANCASHIRE AND CHESHIRE COAL ASSOCIATION.

STATEMENT as to COLLIERIES' STRIKE in 1881.

Strike commenced January 10th, 1881; ended February 22nd, 1881.

No. of pay.	Average Wages per fortnight.	Wages paid.	Difference.
1 - - -	£2,760	Employer's loss (direct)	Loss to workpeople
2 - - -	2,760	£1,476	£1,284
3 - - -	2,760	928	1,832
4 - - -	2,760	802	1,958
	<u>£8,280</u>	<u>£3,206</u>	<u>£5,074</u>

The above figures are returned by a colliery whose annual output is about 450,000 tons.

No. 23. (See No. 301, page 412.)

DURHAM COAL OWNERS' ASSOCIATION.

LIST of some of the more important STRIKES which have taken place at COLLIERIES belonging to MEMBERS of the ASSOCIATION since the Year 1880.

Year.	Duration of Stoppage.	Cause of Dispute.	Attitude of Owners' Association towards Dispute.	Mode of Settlement.	Result of Dispute.
1880	Days. 11½	Men refuse to ride with non-unionist.	Supporting owners.		The men went to work again as they came out, but shortly afterwards their request was granted.
	12 22 5	Men request non-union men to show pay tickets.	"	Men summoned	Men resume work on condition that owners withdraw summonses.
1882	6	Men dissatisfied with the action of checker, and want him dismissed.	"		
	8	Re-starting of Jet Seam; men object to putting cavils, and leave without notice.	"	Conference	Men to pay damages, and the question sent to arbitration.
1883	9	Men resist Joint Committee award	"	"	Men to resume work as before, and the whole question submitted to arbitration.
	6	Men resist Joint Committee award	"	"	Question referred back to Joint Committee.
1884	7	Putters resist Joint Committee award.	"	Miners' Association.	Men resume work under award.
	16	Men want manager suspended for alleged breach of Mines Act, and allege that gas test is out of order.	"	Miners' Association and agreement.	The gas test in order, and men resume work.
1885	13	Idle on account of owners discharging five putters; summonses issued; men would not resume work unless owners withdrew summonses.	"	Miners' Association.	Men resume work under old conditions. Men pleaded guilty, the fines were not enforced by the owners, the men paying the costs only.
	7	Men refuse to ride with non-unionists.	"	Conference	Men resume work and to pay damages.
1887	7	Men resist Joint Committee award	"	Miners' Association.	Men resume work and award referred back to Joint Committee for reference.
1888	6	Men refuse to ride with non-unionists.	"	Men summoned	Men returned to work after being summoned and fined.
	12	Putters laid pit idle because one of their number had worked three extra shifts.	"	Conference	Damages and costs to be paid.
1889	13	Hewers and putters refuse to have cavils drawn and through sympathy with men at adjoining colliery.	"	"	" "
	10	Idle because men at adjoining colliery had been summoned.	"	"	" "
1889	8	Manager refused to abolish penalties for men kirving elsewhere than in the splint.	"	Men summoned	Work unconditionally resumed. Men to pay damages.
	8	Men refuse to work, owing to water in workings.	"	"	Work unconditionally resumed. Men to pay damages.
1889	13	Men object to manager employing putting hewers.	"	Conference	Spare putters to be employed instead of putting hewers. Spare putters to hew when not required for putting.
	12	Manager discharged twelve men for absenting themselves from work, and misconduct.	"	"	Return to work offering apology for conduct.
1889	Wks. days. 6 1	Men want awards altered with regard to night shift hours.	"	"	Agreement arrived at that night-shift hewers go down at 4 p.m. instead of 4.30, and the back shift hewers to loose so that all may be ridden at 5.35.
	Days. 10	For advance of wages	"	"	Unconditionally resumed work. Question then sent to arbitration.
1890	9	Gas in mine; men alleging that it was not safe to work.	"	"	Place reported to be safe by H.M. Inspector of Mines and men resume work.
	6	Men on strike to enforce a reduction of working hours.	"	"	Agreement arrived at as to the hours of descending and ascending.
1890	Wks. days. 4 2	On strike because four cokemen were discharged, and miners demanding eight hours on half Saturday.	"	"	Cokemen withdraw request for reinstatement of men, and miners withdraw their request for 8 hours on half Saturday.

Year.	Duration of Stoppage.	Cause of Dispute.	Attitude of Owners' Association towards Dispute.	Mode of Settlement	Result of Dispute.
1890	Wks. days. 4 1	Back shift men were not allowed to ride on coming out-hye before proper time. Men then struck work; were summoned and fined. Men refused to pay fines, and came out on strike.	Supporting owners.	Conference	Men to resume work. Owners had taken on account of fines awarded by magistrates the wages then due. Agreed not to take out further summonses, nor enforce balance due on original summonses. Committee of two Associations to meet and consider other questions.
	10				
	18 0	Strike to enforce a 7 hours' maximum shift from bank to bank.	"	"	Times fixed in accordance with a concession made during the continuance of this strike applying to the whole county.
	6	Manager refused to meet checkweighman on deputation.	"	"	Manager will meet checkweighman when acting as one of the deputation. Men to pay damage for lying idle.
	10	Men refused to draw cavils unless certain requests were granted.	"	"	Men to resume work, cavils to be re-drawn, but acknowledged by both sides that in the absence of men the cavils to be drawn by owners. Men to pay damages.
	5	Putters dissatisfied with their wages.	"	"	3d. advance to putters in Busty Seam. 2d. " " Brock-Well Seam.
	6	Men dissatisfied with prices fixed under an award of Joint Committee.	"	Men summoned	Return to work unconditionally. Award then referred back to umpire for consideration. Men pay damages.
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