

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.

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GROUP "A."

INTRODUCTION.

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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 enginemmen, 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 enginemmen 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 Enginemmen's Protective Associations; the Lancashire Colliery Enginemmen's Association and the Cumberland Enginemmen's Association; the Amalgamated Society of Enginemmen, 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 Enginemmen, 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 Confidence 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.

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| (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 - - - - - | " |
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| A. Distribution of labour as between factories, workshops, and homes - - - - - | xxiii |
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| IX. QUESTIONS WHICH REFER ONLY TO EMPLOYERS' ASSOCIATIONS. | |
| A. Objects - - - - - | " |
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| 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.

In respect of the returns of wages it must be noticed that, although in the latter answers particulars are more frequently given with regard to the different grades of labour, a further difficulty arises from the fact that many employers have returned only the average aggregate wages paid by their firm per week. And in the case of the employers' associations, the total number of men employed by firms in connection with one association, and the varieties of labour represented amongst them, are so great that it is generally impossible for the association to give more than an average wage, or the extreme limits of widely divergent rates. Thus, for instance, in the case of the North of England Iron and Steel Manufacturers' Association, the firms in connection with which employ about seven thousand men, "earnings run from 2s. 8d. to 3l. per shift, and in some special cases to more than this." The following answer from Messrs. W. Gray & Co., iron and steel shipbuilders, shows the great variety in the labour employed by a single firm, and also in the modes of payment adopted: "Iron and brass moulders, pattern-makers, turners, machinists, copper-smiths, brass finishers, masons, carpenters, joiners, spar-makers, painters, nail-makers, riggers, plumbers, labourers, enginemen, cranimen, furnacemen, blacksmiths, strikers, fitters, boilermakers, by the hour and day, except in cases of men working by piece. Platers, rivetters, holders up, caulkers, drillers, blacksmiths, fitters, boilermakers, and forgers by the piece; none by task. Platers' helpers, who are paid by platers, strikers for blacksmiths, if working on piece, paid through sub-contractors." The answer from the Butterley Iron Company illustrates the same facts in connection with coal and ironstone mines: "Firemen, enginemen, oddmen, and gang lads by the day; permanent staff by the week; coal and ironstone-getters by the piece; coal-getting, ganging, and banking by sub-contracting." In some answers very elaborate tables of wages and their fluctuations are given, or copies of sliding-scales, or other statistical statements, have been enclosed and are printed in the Appendix. In the answers from Messrs. Mather and Platt, mechanical engineers, a table is given showing the standard wages fixed by the trade societies, and the maximum and minimum wages paid by the firm, for each of eighteen different classes of labourers; and the Lanarkshire Coal Masters' Association gives a table of the variations in the nominal rates of miners' wages from March 1885 to September 1891, adding that "the actual average wage earned is usually in excess of the nominal rate."

(b.) Strikes and lock-outs.

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-

mentioned points; and in several other cases the absence of exact information would render any summary unsatisfactory.

Before dealing in order with those points in which some summary of the answers has been possible, two questions may be mentioned as of particular interest, on account of the importance which seems to be attached to them in the answers. These are the questions of the eight hours' day, and of systems for settling disputes or regulating wages, such as boards of arbitration and conciliation, or sliding-scales.

B. Chief points of interest.

II. WAGES.

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."

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

(b.) Piece-work.

Some form of fine is mentioned in thirty-seven answers from employers, and in twenty-one from employers' associations; in twenty-six answers from employers and in nine from employers' associations mention is made of stoppages which are not penalties but payments towards accident, doctor, or hospital funds, or for rent, coal, or explosives and materials supplied for use on the works. Deductions by fines are said in some cases to be seldom enforced although provided for in working rules. They occur most often amongst miners, since it is a usual agreement that stoppages should be made when the men "send out other materials than those contracted to be gotten," or when the tubs are insufficiently filled. Fines for unpunctuality, breach of rules, or neglect of work are mentioned in some answers, and are generally said to be of rare occurrence. Stoppages for the use of tools, sharpening of tools, or the provision of powder, candles, or oil are mentioned, principally with regard to miners, and stoppages for rent also occur in ten answers.

B. Deductions by fines and other forms of stoppage.

All the answers from employers and employers' associations agree in stating that no form of the truck system now exists, although in two answers allowances of coal are mentioned as a form of payment in kind.

C. Truck system.

With regard to allowances there are twenty-one answers which mention some system of bonus. This is generally given as compensation for exceptional difficulty in the work, as a reward for "extra exertion" or "special services," as a fixed per-centage upon the work done, or to young persons "by way of encouragement." Thus it is stated by the Alma Colliery Company that grants are "made for any difficult work, viz., bad coal, water, bad roof, or any other inconvenience to workmen," and by the Cleveland Ironmasters' Association that "various bonuses are paid to different sections of men according to the makes of the furnaces at which they are engaged, the amounts of such bonuses having been arrived at between the Employers' Association, and the Men's Association." In the works of Sir A. Hickman, iron and steel manufacturer, "a certain portion of the profits is divided

D. Allowances. (a.) Bonus.

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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 '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.

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.

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.

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."

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."

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."

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.

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 a black-list.

(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-Osredd 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-Osredd 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* 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 | " " " | Tyno 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, Twysbw, 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 Glenmalure. |

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. |

GROUP A.

ASSOCIATIONS OF EMPLOYÉS.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

BRASS TRADES.

| | 1. | 2. | 3. |
|---|---------------------------|---|---------------------------|
| TRADE UNION | United Journeymen Brass | | |
| District | Bristol Branch. | Bury Branch. | Belfast Branch. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | |
| (a.) Members of trade union—(1) male, (2) female. | 96 males. | 47. | 118 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | 24 males. | — | About 10. |
| (c.) Apprentices or other learners or young persons. | 16 apprentices. | Unknown. | 60. |
| (d.) Unskilled labourers | None. | — | None. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | |
| (1.) Wages:— | | | |
| (a.) Their amounts and fluctuations. | — | Average 32s. | 34s. to 36s. per week. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the hour. | By the hour. | Weekly by the week. |
| (c.) Deductions by fines or other forms of stoppage. | None. | — | — |
| (d.) Truck-system or payment in kind. | — | — | — |
| (e.) Allowances in form of— | | | |
| (1.) Bonus | — | — | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | 2d. per week stopped for insurance at London and Yorkshire Railway Works, Horwich. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | — | — |
| (f.) Length of notice for ending engagement. | One month on either side. | One week's notice required. | None. |
| (2.) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | 51 hours per week. | 53 hours per week. | 54 hours per week. |
| (b.) Overtime and its remuneration. | Time and half. | Time and quarter first two hours, time and half to 12, and double time after 12 midnight. | Time and half. |
| (c.) Night shifts and their remuneration. | Double time. | — | — |
| (d.) Sunday work and its remuneration. | Double time. | Double time. | Double time for 24 hours. |
| (e.) Weekly half-holiday or other holiday with or without payment. | — | General holiday without pay. | — |

GROUP A.: REPLIES FROM ASSOCIATIONS OF EMPLOYÉS.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

BRASS TRADES.

| 4. | | 5. | 6. |
|---|---|------------------------|----|
| Founders' Association. | | | |
| Oldham Branch. | Wigan Branch. | Derby Branch. | |
| 170 males. | 36 males. | 61 males. | |
| 60. | 8 males. | — | |
| 60. | 19. | — | |
| 20. | 9. | — | |
| — | The standard wages of the town is 30s. per week, none of our members are allowed to work for less, but by individual effort the greater part, say, three-fourths, have succeeded in obtaining 32s., a few have 34s., the piece hands average 2l. per week. | 28s. to 32s. per week. | |
| Weekly by the hour and piece. | By the week; piece-work is done, but not to any great extent. | By the hour | |
| — | — | — | |
| — | — | — | |
| — | — | — | |
| — | — | — | |
| — | — | — | |
| One week. | 7 days. | 6 days. | |
| 53 hours per week. | 53 hours per week. | 54 hours per week. | |
| Time and a quarter, time and half, and double time. | Time and quarter for first two hours, time and half after until commencement of next day. No time to be computed as overtime until full time has been made since starting, or until 54 hours for a full week has been worked, excepting when time has been lost from causes not the fault of the workman. | 8 hours for a day. | |
| — | — | — | |
| Double time. | Sunday, Christmas Day, and Good Friday, double time. | 6 hours per day. | |
| — | — | No payment. | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

BRASS TRADES—*continued.*

| | 7. | 8. | 9. |
|---|---|---|--|
| TRADE UNION - - - { | Brass Founders and Workers' Societies. | Brass Moulders' Trade Society. | Scottish Brass Moulders' Union. |
| District - - - { | London. | North-East Coast from Tyne to Tees. | Glasgow. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | |
| (a.) Members of trade union—(1) male, (2) female. | 378 males. | 234 males. | About 300 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | Over 1,500 males. | 58 males not members of our Society. | — |
| (c.) Apprentices or other learners or young persons. | 30 per cent. | 162. | — |
| (d.) Unskilled labourers - | None. | 200. | — |
| Representations or information offered for the consideration of the Commission under the following heads: | | | |
| (1.) <i>Wages</i> :— | | | |
| (a.) Their amounts and fluctuations. | Minimum 8d. per hour day work. | — | We think wages paid are unduly low, and even when advanced do not long remain so; reductions are more frequently the rule. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the hour, day, and week; the majority by the piece. | Weekly, by the hour. | Most are paid by the hour, receiving their wages every fortnight, and a few by the piece. |
| (c.) Deductions by fines or other forms of stoppage. | None. | None. | Fines are deducted, but in our trade this should not be, as it is often the case we require to give our own time to finish a job or adjust material. |
| (d.) Truck system or payment in kind. | None. | None. | — |
| (e.) Allowance in form of— | | | |
| (1.) Bonus - - - - | None. | — | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | — | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | — | — |
| (f.) Length of notice for ending engagement. | When finished piece work on one hour's notice. | — | — |
| (2.) <i>Hours of Labour</i> :— | | | |
| (a.) Ordinary or standard hours of labour. | Nine. | 53 hours per week. | 54 hours per week. |
| (b.) Overtime and its remuneration. | Time and half. | Time and quarter from 5 to 9 p.m.; time and half 9 p.m. to 6 a.m. | — |
| (c.) Night shifts and their remuneration. | Double time. | Time and quarter. | — |
| (d.) Sunday work and its remuneration. | Double time. | Double time. | — |
| (e.) Weekly half-holiday or other holiday with or without payment. | One without payment weekly, all bank holidays, and in some cases two days after, and one week at Christmas without payment. | — | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

BRASS TRADES—*continued.*

| 10. | 11. | 12. |
|---|---|---|
| Brass Turners, Fitters, and Finishers' Society. | Operative Brass Cook Finishers' Trade Society. | Brass Finishers' Society. |
| Northumberland and Durham. | Birmingham. | Glasgow and District. |
| <p>350 males. } 150 males. } Total about 700. About 200. } 90 to 100. }</p> <p>Varying from 32s. to 40s. per week; governed in market trade shop by supply and demand.</p> <p>By the hour and piece.</p> <p>Varies; rarely imposed unless in some cases to prevent dismissal; in piece work deficiencies are made good by workmen.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>One week usually.</p> <p>58 hours per week.</p> <p>Time and quarter over full time.</p> <p>Do. Do.</p> <p>Time and half and double time.</p> <p>None.</p> | <p>57 males.</p> <p>Cannot say.</p> <p>One man, one boy.</p> <p>—</p> <p>Piece-work (list price).</p> <p>By piece-work.</p> <p>Mill power, 7½ per cent.</p> <p>—</p> <p>None.</p> <p>Sick pay, 5s. a week for 13 weeks. Half pay, 2s. 6d. a week for 13 weeks.</p> <p>—</p> <p>One week.</p> <p>54 hours.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> | <p>815 males.</p> <p>Cannot state accurately, probably 100 males.</p> <p>About 200.</p> <p>—</p> <p>Glasgow, average 29s. 9d.</p> <p>By the piece, task, and through sub-contractor.</p> <p>—</p> <p>—</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>—</p> <p>51 and 54 hours per week.</p> <p>Time and quarter, and time and half.</p> <p>—</p> <p>No Sunday work.</p> <p>Holidays are not paid for.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

CUTLERY AND OTHER SHEFFIELD TRADES.

| | 13. | 14. | 15. | 16. |
|---|---|--|--|-----------------------------------|
| TRADE UNION | File Smiths' Union. | File Smiths' Society. | File Cutters' Society. | File Cutters' Union. |
| District | Warrington and Rainhill, Lancashire, and Latchford, Cheshire. | Wolverhampton, Willenhall, Bradley, Coseley, and Dudley. | Sheffield and a small branch at Cardiff in Wales. | Glasgow, Larbert, and Coatbridge. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | | |
| (a.) Members of trade union (1) male, (2) female. | 240 males in Warrington, and about 25 males in Latchford. | 106 males. | Males - 1,481 Females - 446 Boys - 269 2,196 | 86 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | 30 or 40. | About 9 males and 15 females. | Males - 240 Females - 55 295 | 15 males and 4 females. |
| (c.) Apprentices or other learners or young persons. | About 12. | About 40. | 9 9 | 19. |
| (d.) Unskilled labourers. | None. | — | Total - 2,500 None. | 22. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | | |
| (1.) Wages:— | | | | |
| (a.) Their amounts and fluctuations. | Average about 21s. per week, never fluctuate. | — | Males and females all work at the same list price, and the Society defends the females equally with the males. The amount earned varies from 7s. to 30s. per week, the great majority will average in good time of trade about 22s. per week, but these are all highly skilled workmen. Females will earn from 7s. to 12s. per week, these are all highly skilled artizans and will have worked several years at the trade before being able to earn those amounts. There are a few exceptionally clever workmen who can earn above 30s. per week, but they are a very small minority. | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Weekly, by the piece and task (so much for a dozen of 14). | By the piece. | Weekly by the piece. | Week and piece. |
| (c.) Deductions by fines or other forms of stoppage. | — | — | None. | — |
| (d.) Truck-system or payment in kind. | — | — | None. | — |
| (e.) Allowance in form of— | | | | |
| (1) Bonus | — | — | None. | — |
| (2) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | — | None. | — |
| (3) Free house, land, food, clothing, or other allowance or advantage. | None. | — | None. | — |
| (f.) Length of notice for ending engagement. | None. | 14 days. | Give and take one month's notice except when under special engagement, but we discountenance engagements other than to give and take one month's notice. | — |
| (2.) Hours of Labour:— | | | | |
| (a.) Ordinary or standard hours of labour. | Unlimited. | 50 to 56. | — | — |
| (b.) Overtime and its remuneration. | — | The same as ordinary working hours. | — | — |
| (c.) Night shifts and their remuneration. | — | — | — | — |
| (d.) Sunday work, and its remuneration. | — | — | — | — |
| (e.) Weekly half-holiday or other holiday with or without payment. | Bank holidays, without pay. | Without payment. | — | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

CUTLERY AND OTHER SHEFFIELD TRADES.

| 17. | 18. | 19. | 20. | 21. |
|---|---|---------------------------------------|--|---------------------------|
| File Forgers' Society. | Pen and Pocket Knife Cutlers' Association. | Bone Haft and Scale Cutters' Society. | Table-Blade Forgers and Strikers' Union. | Scissor Forgers' Society. |
| Sheffield. | Sheffield and District. | Sheffield. | Sheffield. | Sheffield. |
| 500 males. | About 1,800 males. | 70 males. | 320 males. | About 180 males. |
| 100 males. | 400 males. | 50 males. | 30 males. | — |
| 10. | 200 to 300. | — | 6. | 40. |
| None. | None. | — | — | — |
| 10 per cent. fluctuations. | From 10s. to 26s. per week, average about 18s. | 30s. full time, no fluctuations. | No fluctuations. | Paid by statement. |
| Piece. | By the piece and through sub-contractor. | By week and piece. | Piece. | Weekly. |
| Occasionally for imperfect work. | None. | — | Occasional amounts are deducted from wages for imperfect work, which is an injustice, it being sometimes due to faulty material. | — |
| None. | None. | — | | — |
| None. | None. | — | | — |
| None. | None. | — | | — |
| None. | None. | — | None. | — |
| None. | None. | — | None. | — |
| 1 month. | 4 weeks. | 1 month. | 1 month. | 1 month. |
| Piece-work. | Average 65 hours per week. | 50 | Piece-work. | Piece-workers. |
| — | None. | — | Ditto. | — |
| None. | None. | — | None. | — |
| None. | None. | — | None. | — |
| We have Saturday afternoon, but no pay for same, as we work by piece. | Saturday afternoons, 2 days at Easter, 3 days at Whitsuntide, in some cases 6 days, Bank holidays, and stock-takings, very often a week, and at Christmas 7 to 10 days, and in a few cases 3 weeks. | — | We have Saturday afternoon, but no pay for same as we work by piece. | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

CUTLERY AND OTHER SHEFFIELD TRADES—*continued.*

| | 22. | 23. | 24. | 25. |
|---|--------------------------------|--|---|---|
| TRADE UNION | Razor Scale Pressers' Society. | Edge Tool Grinders' Society. | Shear Grinders' Society. | Spring Knife Grinders' Association. |
| District | Sheffield and Stannington. | Sheffield. | Sheffield. | Sheffield. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | | |
| (a.) Members of trade union—(1) male, (2) female. | 60 males (including boys). | 180 males. | 200 males. | Males. } 700 |
| (b.) Not members of any trade union—(1) male, (2) female. | 40 males. | 30 males. | About 200 males and 20 females. | 100 males. |
| (c.) Apprentices or other learners or young persons. | 12. | 30 apprentices. | We take only members' sons, and they are apprenticed to their fathers. | 200 boys. |
| (d.) Unskilled labourers | — | None. | None. | None. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | | |
| (1.) Wages:— | | | | |
| (a.) Their amounts and fluctuations. | 22s. per week. | 26s. to 34s. per week. | Average 30s. to 35s. per week. | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Piece. | All piece-work, paid by the week. | Weekly, by the piece. | Weekly, by the hour, day week, piece, and task. |
| (c.) Deductions by fines or other forms of stoppage. | — | Gas, medical institutions, and other minor matters. | — | — |
| (d.) Truck-system or payment in kind. | — | None. | — | — |
| (e.) Allowance in form of— | — | — | — | — |
| (1.) Bonus | — | — | — | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | Allowance paid to those unemployed, short of work, sick, death, and pensions, according to number of family. | — | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | — | — | — |
| (f.) Length of notice for ending engagement. | — | 1 month. | 1 week or 1 month (Union intend asking all firms to give and take 1 month). | 1 month. |
| (2.) Hours of Labour:— | | | | |
| (a.) Ordinary or standard hours of labour. | 12 hours per day. | About 9 hours per day. | 54 hours per week. | 54 hours per week. |
| (b.) Overtime and its remuneration. | — | Same as day. | No extra pay for overtime. | — |
| (c.) Night shifts and their remuneration. | — | None. | — | — |
| (d.) Sunday work and its remuneration. | — | None. | — | — |
| (e.) Weekly half-holiday or other holiday with or without payment. | — | Christmas, 2 weeks; Whitsuntide, 1 week; Easter, 1 week; stock-takings, 1 or 2 weeks; and all-breakdowns in the machinery without pay. | — | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

CUTLERY AND OTHER SHEFFIELD TRADES—*continued.*

| 26. | 27. | 28. | 29. |
|--|--|--|---|
| Steel Fork Manufacturers and Forgers' Association. | Table Blade Grinders' Association. | Britannia Metal Smiths' Society. | Saw Makers' Society. |
| Sheffield. | Sheffield. | Sheffield. | Sheffield. |
| <p>120 males. } 10. } Total 50. } 300 120. } males.</p> | <p>About 600 males. 150 to 200 males. About 100 to 150. None.</p> | <p>380 males. 5 males. 80 boys. None.</p> | <p>150 males. 150 males. 40. —</p> |
| <p>26s. per week. By the piece.</p> | <p>Men 20s. to 30s. per week. Lads 4s. to 12s. per week. Wages lower in the summer. By the hour, day, week, and piece. 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 1l. to 1l. 5s. per week, and in some cases four or five lads from 4s. to 14s. per week. He does 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.</p> | <p>Average man, 15s. to 35s. per week. 10 per cent. weekly. 90 per cent. piece-work.</p> | <p>— By the piece.</p> |
| <p>None.</p> | <p>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.</p> | <p>None.</p> | <p>None.</p> |
| <p>In one or two cases.</p> | <p>—</p> | <p>None.</p> | <p>None.</p> |
| <p>—</p> | <p>—</p> | <p>None.</p> | <p>None.</p> |
| <p>—</p> | <p>—</p> | <p>None.</p> | <p>None.</p> |
| <p>1 week.</p> | <p>Where a man is employed by the manufacturer direct one month's notice is considered to be the established rule; but if employed by the team men he is often turned away at a minute's notice, or at the most a week's notice. It ought to be compulsory to give or take one week's notice.</p> | <p>1 month.</p> | <p>1 month.</p> |
| <p>No limit.</p> | <p>32 to 58 hours per week, average 54 hours.</p> | <p>9 hours.</p> | <p>No fixed hours, average about 8 hours per day</p> |
| <p>—</p> | <p>Overtime is run only when there is a holiday, that is supposed to fetch up the time lost in order to get the wheel rent, but they do not always run the whole time over that they have stopped; as to remuneration for overtime, it all depends whether the men have work to do. I remember a case last Christmas where the wheel stopped a fortnight, and to get one week's rent (the other was allowed being Christmas week) they run so many hours overtime and the grinders had not work for the ordinary time, but had to pay the rent, this is how we are remunerated for overtime.</p> | <p>As ordinary time.</p> | <p>—</p> |
| <p>—</p> | <p>None.</p> | <p>None.</p> | <p>—</p> |
| <p>—</p> | <p>None.</p> | <p>None.</p> | <p>—</p> |
| <p>—</p> | <p>We have a half-holiday on Saturday and one week at Christmas, which is often thrown into 1½ and 2 weeks, half a day on Shrove Tuesday, in some cases two days, and others four days at Easter (firms closing on Thursday night previous to Good Friday until the following Wednesday), three days at Whitsuntide, half a day quarterly, called rent day, one day on August Bank holiday, besides other occasional holidays; for all these holidays there is no payment to the men, it is all lost time, but in a great majority of cases the employers charge the wheel rent, which we consider unjust and unreasonable.</p> | <p>Saturday.</p> | <p>—</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.

| 34. | 35. | 36. | 37. | 38. |
|---|---|---|--|--|
| Amalgamated Society of Engineers. | | | | |
| Gloucester, Gloucestershire. | Oldham. | Preston District Branch. | Sheffield and Rotherham Branch. | Stanningley District Branch. |
| 98 males. | 1,900 males. | 380 males. | 950 males. | 81 (branch of the Steam Engine- makers' Society ex- ists at Radley, mem- bership about 70). } About 150. } Total 300. |
| Between 300 and 400. | Unknown. } Total about 14,000. | 320 males. } Total 900. | 250 males. | |
| 300 | — | 220. | About 300. | About 2 apprentices to 1 man. |
| 100 | — | Not obtainable. | None. | — |
| — | — | 32s. No fluctuations the last 12 months. | 36s. for 54 hours per week. | Average wage of trade unionists about 29s. per week; non-unionists a trifle lower. This is con- sidered by us too low a standard rate, especially as the neighbouring towns of Leeds and Bradford pay a higher rate. |
| Weekly, by the hour. Non- unionists only by piece and task work. | By the hour. | Weekly; by the hour. | By the hour; small pro- portion by piece. | Largely by the hour; the fairest way. Certain ex- tent by piece-work, which we consider ruinous to both trade and men, two or three days' work being thrust into one. About 80 men affected by piece-work. |
| Fines exist in non-society shops. — | None. | Not general in our trade here. | Not recognised. | — |
| — | None. | None. | Totally unknown. | — |
| Bonus to non-society shop foremen. | None. | None. | Bonus paid to men in several instances when members were on strike. | — |
| — | None. | Men suffering from acci- dent receive 9s. per week, no sick and no pension. Two workshops in this town stop 1d. per week from all men for accidents. | — | — |
| — | None. | None. | — | — |
| Employers give no notice of discharge, but expect week's notice from the men. | Individually at a moment's notice; collectively, under consideration. | From a week to a month. | Nothing to 14 days. | Ought to be a general length of notice agreed on throughout the dis- trict. |
| 54 per week. | 54 hours per week. | 54. | 54 per week. | — |
| Society men time and quarter for first two hours, and afterwards time and half; non-society men time and quarter for all overtime. | In machine shops time and $\frac{1}{4}$ th. Engine shops time and quarter, time and half, and double time. | 5.30 to 10 p.m. time and half; 10 p.m. to 2 a.m. double time; 2 a.m. to 6 a.m. time and half. | First 2 hours, time and quarter; after, time and half. | Time and quarter. We con- sider this too low (on an average 2 hours in about half the shops). |
| Society men time and quarter; non-society men bare time. | Not worked. | 45 hours, to be paid for as 54 hours day work. | 45 hours night work equal to 54 hours day work. | Time and quarter; too low. |
| Double time. | Double time. | Double time. | Time and three-quarters from 12 midnight on Saturday to 6 o'clock Monday morning. | Time and half; very seldom worked |
| — | — | Generally leave work at 12.30 on Saturdays, and no pay for any holiday. | — | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.

34. 35. 36. 37. 38.

| Amalgamated Society of Engineers. | | | | |
|--|---|--|---|--|
| Gloucester, Gloucestershire. | Oldham. | Preston District Branch. | Sheffield and Rotherham Branch. | Stanningley District Branch. |
| 98 males. | 1,900 males. | 380 males. | 950 males. | 81 (branch of the Steam Engine-makers' Society exists at Badley, membership about 70). } Total 300. |
| Between 300 and 400. | Unknown. } Total about 14,000. | 320 males. } Total 900. | 250 males. | |
| 800 | --- | 220. | About 300. | |
| 100 | --- | Not obtainable. | None. | About 2 apprentices to 1 man. |
| --- | --- | 32s. No fluctuations the last 12 months. | 36s. for 54 hours per week. | Average wage of trade unionists about 29s. per week; non-unionists a trifle lower. This is considered by us too low a standard rate, especially as the neighbouring towns of Leeds and Bradford pay a higher rate. |
| Weekly, by the hour. Non-unionists only by piece and task work. | By the hour. | Weekly; by the hour. | By the hour; small proportion by piece. | Largely by the hour; the fairest way. Certain extent by piece-work, which we consider ruinous to both trade and men, two or three days' work being thrust into one. About 80 men affected by piece-work. |
| Fines exist in non-society shops. | None. | Not general in our trade here. | Not recognised. | --- |
| --- | None. | None. | Totally unknown. | --- |
| Bonus to non-society shop foremen. | None. | None. | Bonus paid to men in several instances when members were on strike. | --- |
| --- | None. | Men suffering from accident receive 9s. per week, no sick and no pension. Two workshops in this town stop 1d. per week from all men for accidents. | --- | --- |
| --- | None. | None. | --- | --- |
| Employers give no notice of discharge, but expect week's notice from the men. | Individually at a moment's notice; collectively, under consideration. | From a week to a month. | Nothing to 14 days. | Ought to be a general length of notice agreed on throughout the district. |
| 54 per week. | 54 hours per week. | 54. | 54 per week. | --- |
| Society men time and quarter for first two hours, and afterwards time and half; non-society men time and quarter for all overtime. | In machine shops time and 1/4th; Engine shops time and quarter, time and half, and double time. | 5.30 to 10 p.m. time and half; 10 p.m. to 2 a.m. double time; 2 a.m. to 6 a.m. time and half. | First 2 hours, time and quarter; after, time and half. | Time and quarter. We consider this too low (on an average 3 hours in about half the shops). |
| Society men time and quarter; non-society men bare time. | Not worked. | 45 hours, to be paid for as 54 hours day work. | 45 hours night work equal to 54 hours day work. | Time and quarter; too low. |
| Double time. | Double time. | Double time. | Time and three-quarters from 12 midnight on Saturday to 6 o'clock Monday morning. | Time and half; very seldom worked |
| --- | --- | Generally leave work at 12.30 on Saturdays, and no pay for any holiday. | --- | --- |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

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

39.

40.

41.

42.

| TRADE UNION - | Amalgamated Society of Engineers. | Marine Engineers' Union. | Iron Founders' Friendly Society. | |
|---|---|---|--|--|
| District - | Stockton-or-Tees Branch. | Universal. | Belfast, Ballymena, Newry, Portadown, and Strabane. | Birkenhead, Cheshire. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | All males. The Mercantile Marine officials (B. of T.) will be able best to supply the information. | | |
| (a.) Members of trade union—(1) male, (2) female. | 720, and about 200 in other trades unions; male. | 90% belong to the Marine Engineers' Union. | 309 males. | 72 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | About 250, male. | — | 111 males. | — |
| (c.) Apprentices or other learners or young persons. | About 500. | See Amalgamated Society of Engineers. | 135. | 12. |
| (d.) Unskilled labourers. | — | None. | 130. | — |
| Representations or information offered for the consideration of the Commission under the following heads: | | | | |
| (1.) Wages:— | | | | |
| (a.) Their amounts and fluctuations. | — | 15 <i>l.</i> to 30 <i>l.</i> per month according to trade engaged in; fluctuations due to various causes, including freights. | Standard rate 34 <i>s.</i> per week, and during depressed periods 31 <i>s.</i> per week. | From 36 <i>s.</i> to 38 <i>s.</i> per week. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Per hour paid weekly, and a little piece-work. | End of voyage. | Bi-monthly and weekly; by the hour, day, and week. | By the hour |
| (c.) Deductions by fines or other forms of stoppage. | — | — | — | None. |
| (d.) Truck-system or payment in kind. | — | — | — | — |
| (e.) Allowance in form of— | | | | |
| (1.) Bonus. | None. | Bonuses are sometimes given, but the extreme uncertainty of their payment and the knowledge with which ship-owners use them as an instrument for keeping down wages, causes this Association to look upon the system with great dissatisfaction and desire its abolition. | — | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | Totally unknown to us. | — | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | Food supplied. | — | — |
| (f.) Length of notice for ending engagement. | Some firms give and take one week, others none at all. | 24 hours after arriving into an English port given by owners, but 48 hours' notice expected by same. | — | — |
| (2.) Hours of Labour:— | | | | |
| (a.) Ordinary or standard hours of labour. | 53 per week. | Cannot be stipulated, have to work all hours in cases of breakdowns, &c. | 54 per week. | 54 hours per week. |
| (b.) Overtime and its remuneration. | Time and quarter recognised rate; agitating for increased rate. | None. | Time and half for first 4 hours, time and three-quarters afterwards; some firms time and quarter only. | Time and half for first 4 hours. Time and three-quarters after first 4 hours. |
| (c.) Night shifts and their remuneration. | About 1½ hours for each hour worked. | — | — | — |
| (d.) Sunday work and its remuneration. | Double time. | The working of cargo in ports on Sundays causes much dissatisfaction, and work, for which there is no extra payment. | Double time. | Double time. |
| (e.) Weekly half-holiday or other holiday with or without payment. | — | When in port on Saturday it is generally a half holiday with no pay deducted; in many instances it is compensated by taking short meal hours during the other 5 days. | — | Saturday, half-day without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

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

43.

44.

45.

46.

47.

| Iron Founders' Friendly Society. | | | | |
|---|---|---|-----------------|---|
| Riddings, near Alfreton. | Chelsea, Battersea, and Pimlico. | Hartlepool and West Hartlepool. | Hyde, Cheshire. | Keighley, including Bingley, Eastburn and Skipton. |
| 170 males. | 240 males. | 211 | 107 males. | 70 males. |
| A few males. | 50 males. | 7 | — | 330 males and 150 machine moulders. |
| — | 60 | 70 | 15 | 60 |
| 20 | — | Unknown. | 75 | 200 |
| Boys 12s. to 18s. per week, men 26s. to 37s. per week; all waste work to be deducted from the above prices, thus making it that the above prices are seldom realised. | 38s. per week, this rate has been stationary for the last 20 years. | Average wage 35s. per week when trade good. Some of the men are reduced 5s. per week when trade is slack. | 38s. per week. | Unionists average 32s. per week, non-unionists average 30s. per week. Majority of non-unionists work piece-work and get what remuneration they can. |
| By the week and task. | By the day and week. | By the week. | By the hour. | Unionists generally by the hour, non-unionists by the piece. |
| House rent and water rate are stopped by agreement. None. | None. | — | — | — |
| None. | None. | — | — | — |
| None. | None. | 2d. a week for doctor; 1d. a fortnight for hospital. | — | — |
| None. | None. | — | — | — |
| 28 days. | None given or required. | One day. | — | 6 days. |
| Day work 9½ hours, pipe-makers no limited time. | 54 hours per week. | 53 hours per week. | Standard. | 54 hours. |
| Ordinary pay by the hour. | Time and quarter first two hours, time and half afterwards. | Time and quarter, but the extra quarters do not count until the 53 hours have been worked. | — | Time and quarter after 54 hours. |
| Do. do. | — | Time and quarter. | — | — |
| Do. do. | Double time, but seldom required. | Double time. | Double time. | — |
| No holiday. | Saturday without payment. | — | — | Saturday afternoon without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

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

48. 49. 50. 51.

| TRADE UNION - | Iron Founders' Friendly Society. | | | |
|---|--|--------------------------|--|-------------------------|
| District | Kendal and Lancaster. | Rotherham and Doncaster. | Smethwick, Spon Lane, and Oldbury, Staffordshire. | Southampton, Hampshire. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | | |
| (a.) Members of trade union—(1) male, (2) female. | Average 56 males. | 84 males. | 280 males. | — |
| (b.) Not members of any trade union—(1) male, (2) female. | None. | — | 110 males. | — |
| (c.) Apprentices or other learners or young persons. | About 17. | — | 120 males. | — |
| (d.) Unskilled labourers | 21. | — | 80 males. | — |
| Representations or information offered for the consideration of the Commission under the following heads: | | | | |
| (1.) <i>Wages</i> :— | | | | |
| (a.) Their amounts and fluctuations. | 32s. per week. | None. | The average wage of Smethwick is 36s. per week of 54 hours. No variation for 18 years, except in 2 firms. | 32s. per week. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the hour and 11 men by the piece. | By the day and piece. | Daywork, 8d. per hour; piecework (guaranteed), 8d. per hour. Balance struck every 4 weeks, which, if in favour of the employé, is then paid; if in favour of employer, it has to be worked off during the ensuing 4 weeks. | By the week. |
| (c.) Deductions by fines or other forms of stoppage. | — | — | None. | — |
| (d.) Truck-system or payment in kind. | — | — | All cash payments. | — |
| (e.) Allowance in form of— | | | | |
| (1.) Bonus | — | — | None. | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | — | None. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | — | None. | — |
| (f.) Length of notice for ending engagement. | — | 1 week. | One week (6 days). | — |
| (2.) <i>Hours of Labour</i> :— | | | | |
| (a.) Ordinary or standard hours of labour. | 54 hours per week. | 54 hours. | 54 hours per week, 6 a.m. to 5 p.m. | 54 hours per week. |
| (b.) Overtime and its remuneration. | Time and quarter for all overtime, and after 63 hours time and half at one firm. | — | Time and quarter till 9 o'clock. Time and half after. | Time and quarter. |
| (c.) Night shifts and their remuneration. | — | Time and half. | None. | — |
| (d.) Sunday work and its remuneration. | Time and quarter. | Time and three-quarters. | Rare, but double time, if worked. | — |
| (e.) Weekly half-holiday or other holiday with or without payment. | Without. | — | Saturday hours 6 a.m. to 1 p.m. | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

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

52.

53.

54.

55.

Iron Founders' Friendly Society.

| North and South Shields and in the City of Durham. | Todmorden and Hebden Bridge, Lancashire. | Stalybridge, Mottram, Dukinfield, Cheshire; Ashton-under-Lyne, Lancashire; Mossley, Yorkshire; Glossop, Derbyshire. | Warrington, Lancashire. |
|--|---|---|---|
| <p>210.</p> <p>20.</p> <p>104.</p> <p>—</p> | <p>About 60 males.</p> <p>About 21 males.</p> <p>Average about 20.</p> <p>Average about 16.</p> | <p>118 males.</p> <p>59 males, 34 plate moulders.</p> <p>30.</p> <p>About 44.</p> | <p>650.</p> <p>—</p> <p>400.</p> <p>600.</p> <p style="text-align: right;">} Total 2,000.</p> |
| <p>35s. and 37s. per week at present wages; have risen 10 per cent. since 1887.</p> | <p>34s. weekly, moulders; no fluctuations.</p> | <p>34s. to 36s. per week.</p> | <p>18s. to 5l., according to skill.</p> |
| <p>Majority by the hour. "A week consists of 53 hours." Some are paid by the piece, when the men are responsible for half the loss should the casting not be good.</p> | <p>Mostly task work.</p> | <p>Jobbing moulders are paid by the day; light machinery moulders and plate moulders by the piece.</p> | <p>Mechanics and labourers by the hour, learners by the day.</p> |
| <p>None.</p> | <p>None.</p> | <p>Unknown.</p> | <p>Small fines occasionally for misconduct.</p> |
| <p>None.</p> | <p>None.</p> | <p>—</p> | <p>None.</p> |
| <p>None.</p> | <p>None.</p> | <p>—</p> | <p>None.</p> |
| <p>None.</p> | <p>None.</p> | <p>1 or 2 firms, where about 2d. a week is stopped for sick and accident fund.</p> | <p>None.</p> |
| <p>None.</p> | <p>None.</p> | <p>—</p> | <p>None.</p> |
| <p>Generally none required.</p> | <p>None.</p> | <p>1 week.</p> | <p>14 days.</p> |
| <p>53 hours per week.</p> | <p>53 per week.</p> | <p>53.</p> | <p>11 to 13 per day; 54 to 72 per week.</p> |
| <p>Time and quarter to 9 o'clock; time and half after.</p> | <p>Time and quarter.</p> | <p>Time and quarter.</p> | <p>Same as ordinary.</p> |
| <p>None.</p> | <p>None.</p> | <p>Double time.</p> | <p>Do. do.</p> |
| <p>Double time, but seldom worked.</p> | <p>None.</p> | <p>Do.</p> | <p>None.</p> |
| <p>General and local holidays, without pay.</p> | <p>None.</p> | <p>None, unless work is scarce, and then without payment.</p> | <p>Saturday without payment.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

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

| | 56. | 57. | 58. |
|---|---|--|---|
| TRADE UNION - - - - - | Iron Founders' Friendly Society. | Associated Iron Moulders. | Durham County Colliery Enginemens' Association. |
| District - - - - - | Workington, Whitehaven, Cockermouth, &c., Cumberland. | Aberdeen District. | Durham. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | |
| (a.) Members of trade union—(1) male, (2) female. | 35 males. | All males - | 1,633 (all adult males). } |
| (b.) Not members of any trade union—(1) male, (2) female. | 40 males, 3 females. | 8 males - Average 160 (apprentices not included). | 60 or 70 (all males). } |
| (c.) Apprentices or other learners or young persons. | 20 | Average 65 - | 18 according to association's rules. } |
| (d.) Unskilled labourers - - - | 38 | Average 60 - | None. } |
| Representations or information offered for the consideration of the Commission under the following heads: | | | |
| (1.) <i>Wages</i> :— | | | |
| (a.) Their amounts and fluctuations | Moulders' wages should be fixed at a reasonable rate, and employers should give bonus money when the market improves, this would prevent strikes; too much mistrust exists. | 7½ <i>d.</i> per hour. | 3 <i>s.</i> 9 <i>d.</i> , 3 <i>s.</i> 11 <i>d.</i> , and 4 <i>s.</i> 6 <i>d.</i> (based on rates of 1879); 35 per cent. addition, making present rates: 5 <i>s.</i> 0½ <i>d.</i> , 5 <i>s.</i> 3½ <i>d.</i> , and 6 <i>s.</i> 1 <i>d.</i> |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the hour. | Weekly, by the hour. | Fortnightly, by the day. |
| (c.) Deductions by fines or other forms of stoppage. | — | If absent 3 minutes are fined 15 minutes, and if absent 16 minutes are fined 80 minutes. (No work no pay.) | None. |
| (d.) Truck-system or payment in kind. | — | None. | None. |
| (e.) Allowance in form of— | | | |
| (1.) Bonus - - - - - | — | Four members get a bonus, according to profits, every six months. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | Association pays 100 <i>l.</i> in a case of disablement for life, and superannuation 5 <i>s.</i> to 8 <i>s.</i> , according to length of membership. | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | None. | Houses and fire-coal free many instances gardens payments in lieu thereof. Fortnight. |
| (f.) Length of notice for ending engagement. | 1 week. | 1 minute's notice. | |
| (2.) <i>Hours of Labour</i> :— | | | |
| (a.) Ordinary or standard hours of labour. | — | 54 hours per week. | 8, 11, and 12 per day. |
| (b.) Overtime and its remuneration | Time and a half. | Time and half. | After 8 hours per day for time. |
| (c.) Night shifts and their remuneration. | Double time. | 1 <i>s.</i> extra per week of 54 hours. | Same as day-shifts. |
| (d.) Sunday work and its remuneration. | — | Double time, but very seldom. | Ordinary rates; in some time and quarter. |
| (e.) Weekly half-holiday or other holiday with or without payment. | — | Saturday afternoon without pay. | None. |

Total about 1,700.

CONDITIONS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.

33.

34.

35.

36.

of Engineers.

| Edinburgh and Leith. | Gloucester, Gloucestershire. | Oldham. | Preston District, Lancashire. | Sheffield and Rotherham, Yorkshire. |
|---|---|-------------------------------------|--|--|
| Employment irregular when trade is depressed. | — | Yes, through fluctuations of trade. | Irregular, chiefly through slackness of work. | — |
| Workshops are badly lighted and in bad condition to work in through draughts and the inlet of rain, &c. Never saw an inspector in a smith's shop. | Very bad; wants investigating. | — | Generally safe. Lighting all right. Inspection of sanitary and work places required. | Very deficient generally; reform much needed. |
| — | Sufferers from accidents have always failed to obtain compensation. | — | None. | — |
| — | — | — | None. | — |
| — | — | — | None. | — |
| — | — | — | None. | — |
| 5 years. | Verbal indentures by premium and no premium. | — | From 5 to 7 years. | By verbal agreement chiefly. |
| Too hard work for foreigners. | — | — | None. | — |
| Steam hammers. | — | — | Very considerable in this district. | — |
| — | — | — | Fair. | — |
| (1) No dismissals; (2) do our best to urge men to join the society rather than refuse to work with them; (4) generally good. | Delegates often get dismissed. Relations of employers and trades unionists are not very good. | (4) Very good up to the present. | Dismissals very rare in this district. Seldom any refusal to work with non-unionists. No black list here. Relations with employers good. | Delegates dismissed occasionally. As a rule, we do not refuse to work with non-unionists. Black list carried out to great extent by use of inquiry note, which is a great grievance in our trade generally. Relations between employers and trades unionists are improving in this district. |
| Increase or reduction in wages. | Some employers refuse to pay the overtime rate and night-shift rate demanded by our society. | — | Mostly disputes are about wages. | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

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

| | 62. | 63. |
|---|--|--|
| TRADE UNION | National Federation of Enginemen's Protective Association. | |
| District | Shropshire District. | North Staffordshire. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | |
| (a.) Members of trade union—(1) male, (2) female. | 70 | — |
| (b.) Not members of any trade union—(1) male, (2) female. | Cannot say; perhaps 60 males. | — |
| (c.) Apprentices or other learners or young persons. | None. | — |
| (d.) Unskilled labourers | — | — |
| | | } Total 600. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amounts and fluctuations | From 3s. 7d. to 4s. 3d. per day. This is considered a standing wage (by arrangement with employers), subject to 8 months' notice on either side. | Enginemen, average, 4s. 7d. per day; stokers, 3s. 6d. per day. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the week of 6 days. | By the day. |
| (c.) Deductions by fines or other forms of stoppage. | — | — |
| (d.) Truck-system or payment in kind | — | — |
| (e.) Allowance in form of— | | |
| (1.) Bonus | — | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | — |
| (f.) Length of notice for ending engagement. | 8 months. | 14 days. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | 9 per day. | 12 per day, no meal-times allowed. |
| (b.) Overtime and its remuneration | Ordinary pay. | 12 hours at the average wages. |
| (c.) Night shifts and their remuneration | Same as day-shifts. | Same as day-shifts. |
| (d.) Sunday work and its remuneration | Same as week days. | 12 hours at 4s. 7d. |
| (e.) Weekly half-holiday or other holiday with or without payment. | No stoppages for holidays. | None. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

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

| | 69. | 70. | 71. |
|---|---|------------------------------|--|
| TRADE UNION | National Federation of Enginemen's Protective Association. | | Beetling Enginemen's Trade Union. |
| District | Wrexham and Ruabon (North Wales). | Dewsbury District. | North of Ireland. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | |
| (a.) Members of trade union— | | | |
| (1) Male, (2) female | 120 | All males. | Between 200 and 300 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | 30 | Unknown. | About 300 males. |
| (c.) Apprentices or other learners or young persons. | — | — | About 4 per cent. |
| (d.) Unskilled labourers | — | — | None. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | |
| (1.) Wages:— | | | |
| (a.) Their amounts and fluctuations. | The enginemen of the above districts are not paid for their work according to other districts in England. | — | Average 15s. per week, but fluctuates 5s. per week more or less. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Fortnightly, by the hour, day, and week. | By the week. | Weekly or fortnightly by the week, piece, or task. |
| (c.) Deductions by fines, or other forms of stoppage. | — | — | Nearly all firms fine for damages, some nominal, and others excessively heavy, some firms keep the amount, others give the full pay, at the same time telling the man what he is fined in, and if he does not pay he receives notice to quit. |
| (d.) Truck system or payment in kind. | — | — | — |
| (e.) Allowance in form of— | | | |
| (1.) Bonus | — | — | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | If disabled through accident, 7s. per week from permanent relief fund; sick pay 5s. per week; 10d. per fortnight deducted from wages. | — | Not general, but a few firms have a deferred and sick pay, no pensions. |
| (3.) Free house, land, food, clothing, or other allowance or advantage. | — | — | None. |
| (f.) Length of notice for ending engagement. | 14 days. | 14 days. | Where firms pay weekly or fortnightly the length of notice varies from one to two weeks. If it is piece-work a man is considered clear, when he has the work he had on hand, when he received or gave notice, completed, though some firms compel employes to give a fortnight's notice. |
| (2.) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | Winding, pumping, and fan enginemen, 12 hours per day; haulage enginemen, 9 to 11 hours. | About 54 hours per week. | 6 a.m. to 6 p.m., 1 hour and a half allowed out of this for meals. |
| (b.) Overtime and its remuneration. | — | Same as ordinary time. | Some firms allow wages for overtime, some do not. |
| (c.) Night shifts and their remuneration. | No extra remuneration, hours the same (12). | Same as day. | Where two sets of men are employed the night shift is paid at the same rate of wages as the day shift. |
| (d.) Sunday work and its remuneration. | No extra remuneration, hours the same. | — | None. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Holidays without payment. | Stop at 1 p.m. on Saturdays. | No holidays are paid for except in a very few cases. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.—continued.

| 72. | | 73. | | 74. | | 75. | | | | | | | | | | | | | | | | | | | |
|--|----------|--|--------------|---|----------|---|--|----------------------|--|----------------------|--|----------------------|--|----------|----------|---------------|--------------|----------|----------|--|--|---|--|---|--|
| Amalgamated Society of Enginemen, Cranemen, Boilermen, and Firemen. | | United Engine Keepers' Protective Association of Scotland. | | Under Engineers and Stokers' Society. | | Engine Drivers and Stokers' Society. | | | | | | | | | | | | | | | | | | | |
| England and Scotland (Staffordshire and Cumberland excepted). | | Scotland (Fife excepted). | | Oldham, Hollinwood, Royton, Lees, Grotton, Middleton and Heywood. | | Sheffield and 8 miles around. | | | | | | | | | | | | | | | | | | | |
| 4,000 males. | | 1,365, males. | | 170 males. | | 135 males in the Attercliffe Branch. | | | | | | | | | | | | | | | | | | | |
| Boys are sometimes employed, but at great risk to themselves and others. | | 435, males (these may be connected with another union which is known to exist). | | About 300. | | About 135. | | | | | | | | | | | | | | | | | | | |
| None. | | Total 1,700. | | Total about 500 males. | | — | | | | | | | | | | | | | | | | | | | |
| Total, probably upwards of 20,000. | | — | | — | | — | | | | | | | | | | | | | | | | | | | |
| <table border="1"> <thead> <tr> <th colspan="2">Enginemen.</th> <th colspan="2">Boilermen.</th> <th colspan="2">Firemen.</th> </tr> <tr> <th colspan="2">Per day of 12 hours.</th> <th colspan="2">Per day of 12 hours.</th> <th colspan="2">Per day of 12 hours.</th> </tr> <tr> <th>Min. 4s.</th> <th>Max. 6s.</th> <th>Min. 3s. 10d.</th> <th>Max. 5s. 9d.</th> <th>Min. 3s.</th> <th>Max. 5s.</th> </tr> </thead> </table> | | Enginemen. | | Boilermen. | | Firemen. | | Per day of 12 hours. | | Per day of 12 hours. | | Per day of 12 hours. | | Min. 4s. | Max. 6s. | Min. 3s. 10d. | Max. 5s. 9d. | Min. 3s. | Max. 5s. | In the various districts wages range from 4s. 2d. to 5s. 6d. per day, and generally fluctuate with the rise and fall in the price of coal. | | Average about 28s. per week; no stated hours; are paid whether there is work to do or not, but pay stopped when sick. | | — | |
| Enginemen. | | Boilermen. | | Firemen. | | | | | | | | | | | | | | | | | | | | | |
| Per day of 12 hours. | | Per day of 12 hours. | | Per day of 12 hours. | | | | | | | | | | | | | | | | | | | | | |
| Min. 4s. | Max. 6s. | Min. 3s. 10d. | Max. 5s. 9d. | Min. 3s. | Max. 5s. | | | | | | | | | | | | | | | | | | | | |
| By hour and day; in a few cases by the week. Seldom by the piece; mill enginemen, rolling plates, and angles, are almost the only ones on piece-work. Very often through sub-contractor. | | By the day, and payments made in some cases weekly, others fortnightly and monthly. Union favour weekly payments. | | By the week. | | By the hour, day, piece, and through sub-contractor. | | | | | | | | | | | | | | | | | | | |
| Very often fines are stopped because of break-ages to machinery. In many instances men submit to the fines in preference to being thrown out of work. | | — | | — | | — | | | | | | | | | | | | | | | | | | | |
| None. | | — | | — | | All wages should be paid in coin. | | | | | | | | | | | | | | | | | | | |
| Sometimes allowed to plate and angle mill enginemen. | | — | | — | | Is sometimes paid on amount of work done to ascertain how much work can be done, which when known, bonus is discontinued. | | | | | | | | | | | | | | | | | | | |
| None. | | Deductions are sometimes made in cases of accident to cover expenses or loss incurred. | | — | | — | | | | | | | | | | | | | | | | | | | |
| Not aware of any. | | — | | — | | Pay wages so that a person can buy his own necessaries himself. | | | | | | | | | | | | | | | | | | | |
| Generally seven days' notice on either side. | | Varies from one to fourteen days. In many cases must be lodged on regular pay day. Union recommends one day's notice, and to be accepted on any legal working day. | | Seven days given and taken. | | Six days is long enough. | | | | | | | | | | | | | | | | | | | |
| 12 hours per day except Saturday, which is 10; 70 hours per week. | | 12. | | Minimum 70 hours per week. | | Eight hours for colliery winders made compulsory on all. | | | | | | | | | | | | | | | | | | | |
| Generally paid for at $\frac{1}{4}$ extra rate. | | At ordinary rate. | | Without payment. | | Should be remunerated by extra pay if worked to accommodate employer. | | | | | | | | | | | | | | | | | | | |
| If working continuously nothing extra paid. | | Same as day shift. | | Do do. | | Five nights equal to six shifts, as is done by some now. | | | | | | | | | | | | | | | | | | | |
| Paid at the rate of time and half and double time. | | Same as weekday shift; but ought to be paid time and half or dispensed with as much as possible which is not the case at present. | | Do. do. | | Double time. | | | | | | | | | | | | | | | | | | | |
| No holidays with payment; enginemen, cranemen, and boilermen generally work part of Sunday repairing and washing their boilers out. | | No payments in this trade for holidays. | | Very seldom have any holidays. | | That a man should be paid well for the time he is at work and lose time for holidays; a man that wants paying without working is a drone to his fellow men. | | | | | | | | | | | | | | | | | | | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.—continued.

| | 76. | 77. | 78. | 79. |
|---|--|---|--|--|
| TRADE UNION | Iron Grinders' Society. | Blacksmiths' Associated. | United Hammermen's and Forge Furnacemen's Society. | Hammermen's Society. |
| District | Glasgow. | Aberdeen and District. | Northumberland. | Royal Dockyard, Chatham. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | | |
| (a.) Members of trade union—(1) male, (2) female. | Over 80 males. | 118 males (about 9 blacksmiths, members of other trade unions). | *650 males. | — |
| (b.) Not members of any trade union—(1) male, (2) female. | 40 males. | 108. | * About 850 males. | — |
| (c.) Apprentices or other learners or young persons. | Over 80 apprentices. | 41. | About 100. | — |
| (d.) Unskilled labourers | 30 | About 100, chiefly hammermen. | About 200* included in the above. | — |
| Representations or information offered for the consideration of the Commission under the following heads: | | | | |
| (1.) Wages:— | | | | |
| (a.) Their amounts and fluctuations. | Between 83s. and 40s. per week. | Average 27s. 9d. per week, fluctuating 2s. less. | 4s. 7d. per day of 9 hours or 54 per week. Very regular. | 3s. 6d. to 4s. 2d. per day according to dockyard regulation. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub contractor. | By the hour 80; by the piece 40. | By the week, and a little piece-work done in the shipyards. | Fortnightly, some special work by piece. | Usually by the day, sometimes by the piece. |
| (c.) Deductions by fines or other forms of stoppage. | Fines 5 per cent. per annum; stoppages 3s. per man. | None, unless not working. | None. | — |
| (d.) Truck-system or payment in kind. | — | None. | None. | — |
| (e.) Allowance in form of— | | | | |
| (1.) Bonus | — | None. | — | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | None. | None. | Half-pay in case of accidents. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | None. | Free house in many cases, but not all. | — |
| (f.) Length of notice for ending engagement. | Some firms require two weeks' notice to be given at pay table. | Generally none, in some places 1 week. | Fortnight. | — |
| (2.) Hours of Labour:— | | | | |
| (a.) Ordinary or standard hours of labour. | 54 | 54 hours per week. | 54 hours per week. | According to Ad regulation for dockyards. |
| (b.) Overtime and its remuneration. | Some firms time and quarter, some time and half. | Time and half, a few only time and quarter. | Sometimes time and half. | Do. |
| (c.) Night shifts and their remuneration. | 2s. 6d. per week of 60 hours. | — | Time and half. | Do. |
| (d.) Sunday work and its remuneration. | — | Double time. | Time and half, in some cases double time. | Do. |
| (e.) Weekly half-holiday or other holiday with or without payment. | 23 holidays per year without payment. | Saturday half-holiday, being paid by week, nothing deducted. | In some places 2½ days at Easter, Whit Monday and Tuesday. | Do. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.—continued.

| 80. | 81. | 82. | 83. |
|---|--|---|---|
| United Pattern Makers' Association. | | United Machine Workers Association. | |
| <p>Chief Engineering Centres of the United Kingdom.</p> | <p>London. "</p> | <p>Glasgow.</p> | <p>Manchester, Sheffield, Oldham, Belfast, Newcastle-on-Tyne, Sunderland, Hull, Hartlepool, Stockton, Liverpool, Barrow-in-Furness, Leeds, Bradford, Preston, Blackburn, Halifax, Grantham, and most Engineering Districts.</p> |
| <p>3,255 in our association distributed throughout the kingdom. Probably 2,000 members of other societies. No females connected with our trade. Probably 2,000.</p> <p>None.</p> | <p>All males } Do not know - 182. About 1 in 5 - None. }</p> | <p>220 males. } About 120 males. } Total About 200. } 500. About 80. }</p> | <p>2,800 males.</p> <p>Youths and young men learning the trade admitted in all districts.</p> |
| <p>From 30s. to 40s. 6d. per week, the difference being generally proportionate to the number of unionists and non-unionists in the various centres where we have branches; generally the wages in inland towns do not fluctuate much, but in seaport towns, where marine engineering is the staple trade, the wages rise and fall according to the state of trade to the extent of about 6s. per week.</p> | <p>By the hour, 9d. per hour. By the week, minimum rates 40s. for 54 hours. Does not fluctuate.</p> | <p>Average wage in good trade 36s. per week, in dull trade 30s. per week.</p> | <p>From 24s. for drillers to 36s. per week for planers.</p> |
| <p>By the hour, paid weekly or fortnightly. Piece-work almost unknown.</p> | <p>By the hour and week.</p> | <p>By the hour.</p> | <p>Chiefly by the hour. In some cases by the piece, but not general. By the task in a few machine-making establishments, more particularly in the Oldham district. Very few payments through sub-contractors.</p> |
| <p>None.</p> <p>None.</p> | <p>None.</p> <p>None.</p> | <p>Wages deducted when absent.</p> <p>None.</p> | <p>None.</p> <p>None.</p> |
| <p>Exceedingly rare.</p> <p>None.</p> <p>None.</p> | <p>Does not apply.</p> <p>Do. do.</p> <p>Do. do.</p> | <p>None.</p> <p>None.</p> <p>None.</p> | <p>A few firms give a bonus.</p> <p>Some firms have sick and accident societies to which the men are compelled to pay.</p> <p>None.</p> |
| <p>Generally none, but sometimes men have to give a week or a fortnight's notice, employers usually evading their responsibility by suspending men for an indefinite period.</p> | <p>2 hours to grind tools.</p> | <p>None.</p> | <p>Some cases one week's notice, but generally no notice given or required.</p> |
| <p>53 and 54 hours per week.</p> <p>Varies from ordinary time for overtime to one and a quarter, one and a half, and double time. General rate one and a quarter first 2 hours and one and a half time after.</p> <p>Generally time and quarter, but seldom worked.</p> <p>Double time, but seldom worked.</p> <p>No payment for holidays.</p> | <p>54 hours per week.</p> <p>Time and quarter first 2 hours, time and half after.</p> <p>Double time.</p> <p>Do not work Saturday afternoon unless as overtime at above rates.</p> | <p>54 hours per week.</p> <p>Time and half.</p> <p>12 hours, 1d. per hour extra on day's wages.</p> <p>Double time.</p> <p>Saturday afternoon without payment</p> | <p>Some 58 hours per week, others 54 hours.</p> <p>Generally time and quarter first two hours, second two hours time and half, after that double time.</p> <p>Time and quarter generally.</p> <p>Double time.</p> <p>Not paid for any holidays.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS).

84.

85.

| TRADE UNION | National Association of | |
|--|--|--|
| District | Cleveland and Durham. | West Coast (Cumberland and Lancashire). |
| <p>Number of workpeople engaged in trade or branch of industry particularised as follows:</p> <p>(a.) Members of trade unions—(1) male, (2) female.</p> <p>(b.) Not members of any trade union—(1) male, (2) female.</p> <p>(c.) Apprentices or other learners or young persons.</p> <p>(d.) Unskilled labourers</p> | <p>About 3,000 males.</p> <p>—</p> <p>None.</p> <p>—</p> <p>Total about 3,700.</p> | <p>Male.</p> <p>About 300.</p> <p>Few young persons employed.</p> <p>Although not apprenticed, nine-tenths are skilled hands.</p> <p>Total about 2,500.</p> |
| <p>Representations or information offered for the consideration of the Commission under the following heads:</p> | | |
| <p>(1.) <i>Wages</i> :—</p> <p>(a.) Their amounts and fluctuations.</p> | <p>Vary from 5s. 10d. to 3s. as standard rates. In 1889 wages at standard went up 25 per cent. above these rates (quarter ending March 1890). Reduced since then 16½ per cent.; wages now 7½ per cent. above standard rates.</p> | <p>Vary from 3s. 2d. to 8s. per day. In all cases wages are ruled by sliding scale.</p> |
| <p>(b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.</p> | <p>Chiefly day wages, but paid weekly; a few work by the ton of iron produced; a very small minority paid through sub-contractor.</p> | <p>In the majority of cases by the day; in some instances by the ton. Weekly pay.</p> |
| <p>(c.) Deductions by fines or other forms of stoppage.</p> | <p>Stoppages for house rent, doctor, and hospitals; in some instances fines for misconduct.</p> | <p>None without the men's sanction.</p> |
| <p>(d.) Truck system or payment in kind.</p> | <p>None.</p> | <p>None.</p> |
| <p>(e.) Allowance in form of—</p> <p>(1.) Bonus</p> | <p>Bonus paid after a certain amount of work is performed.</p> | <p>—</p> |
| <p>(2.) Deferred pay, such as sick, accident, pension, or other insurance system.</p> | <p>None.</p> | <p>—</p> |
| <p>(3.) Free house, land, food, clothing, or other allowance, or advantage.</p> | <p>None.</p> | <p>Nothing free, except clothes for boiler and stove cleaners.</p> |
| <p>(f.) Length of notice for ending engagement.</p> | <p>Generally 7 days; with some firms 14 days.</p> | <p>14 days.</p> |
| <p>(2.) <i>Hours of Labour</i> :—</p> | | |
| <p>(a.) Ordinary or standard hours of labour.</p> | <p>Two shifts of men for the 24 hours; a great many compelled to do the full 12 hours per shift.</p> | <p>At all continuous work of a heavy nature 8 hours is worked; about five-sixths of men on 8 hours. Some men work 9 hours. All shift-and-shift men should work only 8 hours.</p> |
| <p>(b.) Overtime and its remuneration.</p> | <p>None.</p> | <p>No overtime.</p> |
| <p>(c.) Night shifts and their remuneration.</p> | <p>Same as day shift.</p> | <p>Same as day shifts.</p> |
| <p>(d.) Sunday work and its remuneration.</p> | <p>Once a fortnight each shift has to work 24 hours; paid three shifts' wages.</p> | <p>Single time for 8 hours' men; time and half for others.</p> |
| <p>(e.) Weekly half-holiday or other holiday with or without payment.</p> | <p>No holidays.</p> | <p>One day in each year without payment.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS).

| 86. | 87. | 88. | 89. |
|---|--|--|---|
| Blast-furnacemen. | Nut and Bolt Makers' Society. | British Amalgamated Association of Steel Smelters. | Associated Society of Millmen. |
| Ayrshire and Lanarkshire. | Smethwick, Staffordshire. | West of Scotland, N.E. of England, Midlands, Lancashire, Staffordshire, and South Wales. | Chiefly the West of Scotland. |
| <p>1,000 males. } 500 males. } None. } Total 1,500. All. }</p> | <p>152 males. 20 males. None. None.</p> | <p>2,950 males. } 1,650. } Total 5,140. Young persons almost nil. 1,910. }</p> | <p>About 2,000 males. } About 2,000 males. } Total about 5,000. None. } About 500. }</p> |
| <p>Vary from 6s. down to 2s. 8d., according to position. The men of these districts have only been connected with the association a little over 12 months and have suffered a reduction averaging 12½ per cent. Chiefly by the day, but only settle up once a month, sub twice a week. A few are paid by the ton on the same terms.</p> <p>Fines are not enforced, other forms of stoppages are house rents, rates, taxes, &c., coals, medical attendance and contributions to friendly societies if any exist at the respective works. System of co-operative stores; little better than the old system of truck.</p> <p>None.</p> <p>—</p> <p>—</p> <p>1 month.</p> <p>12 hours per shift.</p> <p>None.</p> <p>Same as day shifts.</p> <p>Once a fortnight each shift has to work 24 hours; only get ordinary pay.</p> <p>None.</p> | <p>32s. per week of 54 hours.</p> <p>Weekly, by the hour and piece.</p> <p>None.</p> <p>In kind.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>7 days.</p> <p>9 hours' system.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>No payment.</p> | <p>30s. to 120s.</p> <p>Skilled labour, generally by tonnage rate; unskilled, by day rate; payment through sub-contractor, not to any serious extent.</p> <p>Fines for neglect of work, occasional; in non-union shops general.</p> <p>Practically nil.</p> <p>For special care in working furnace.</p> <p>None.</p> <p>Some firms who possess houses include coals in rent.</p> <p>Day to day in some cases, others fortnightly. South Wales nearly all monthly. Weekly most general.</p> <p>12 hours, 6 days per week</p> <p>Almost nil.</p> <p>Same as for days. Men working week about.</p> <p>Generally to unskilled double time. Overtime almost nil with skilled.</p> <p>Nil.</p> | <p>Average about 35s. per week, but through over-production, and competition amongst employers, have had to submit to 25 per cent. within the last 18 months.</p> <p>By the week chiefly; payment through sub-contractor in some cases.</p> <p>None.</p> <p>None.</p> <p>In some cases.</p> <p>None.</p> <p>None.</p> <p>14 days.</p> <p>12 per day.</p> <p>Single time.</p> <p>—</p> <p>Time and a quarter.</p> <p>None.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

90.

91.

| TRADE UNION | Associated Iron and Steel Workers. | National Amalgamated Iron Plate | |
|--|---|--|--|
| District | South Yorkshire, East Lancashire, North and South Staffordshire, East Worcestershire, Shropshire, West Coast, and North of England. | London District. | Manchester District. |
| Number of workpeople engaged in trade or branch of industry particularised as follows— (a.) Members of trade union— (1) male, (2) female. (b.) Not members of any trade union—(1) male, (2) female. (c.) Apprentices or other learners or young persons. (d.) Unskilled labourers | 9,500 males. Difficult to state, large number being connected with various other labour associations. Small proportion connected with association, but large number employed. | 110 males. 150 males. 50. None. | 211 males. 200 males. 50 females, tin trade. 50. None. |
| Representations or information offered for the consideration of the Commission under the following heads:— (1.) <i>Wages</i> :— (a.) Their amounts and their fluctuations. (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. (c.) Deductions by fines or other forms of stoppage. (d.) Truck-system or payment in kind. (e.) Allowance in form of— (1) Bonus (2.) Deferred pay, such as sick, accident, pension, or other insurance system (3.) Free house, land, food, clothing, or other allowance, or advantage. (f.) Length of notice for ending engagement. (2.) <i>Hours of Labour</i> :— (a.) Ordinary or standard hours of labour. (b.) Overtime and its remuneration. (c.) Night shifts and their remuneration. (d.) Sunday work and its remuneration. (e.) Weekly half-holiday or other holiday with or without payment. | No fixed amount, fluctuations every 2 months by the sliding scale ascertained by awards of arbitrators or mutual arrangements by representatives of employers and workmen. Generally by tonnage for skilled workmen; day's rates for unskilled workmen. In most cases weekly payments, but in some fortnightly, with a sub intermediate week; partly through sub-contractor. For rent and by fines, and in the way of replacing defections. None. Practically none. Some places have sick and accidents clubs supported by voluntary contributions, but none on the principle of deferred pay. None. In some districts 12 hours is under certain conditions the recognised length of notice, but as a rule 7 to 14 days is given. 54 to 72 hours per week. Very little, from time and a quarter to double time. Generally same as day shift; in several large shops 1½ day is paid for each night. Time and quarter to double time. General holidays without pay. | Average 24s. per week for competent workmen. Average 20s. per week for competent workmen. A few men in all districts, permanent day workers paid by the week, majority paid by the piece; very little sub-contracting in the trade, union objecting to it. In a few cases 4d. or 6d. per week deducted for use of gas, disciplinary fines in some cases. None. Bonus allowed by one firm only throughout trade, viz.:—F. Braby & Co., Ltd., London. They reserve the right to apportion or withhold same, but it has been given almost without exception for 36 years, and usually amounts to an average week's wages per year for all employes. In a few cases for sick and burial benefit. None. Usually 7 days. London, 9 hours for many years, other districts just adopting; 9 hours, has been 10 hours. No extra remuneration for overtime. None. None. Holidays without pay. | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

91.

Workers, Braziers, Mounting Forgers, Tinnern, Stampers, and Galvanizers' Trade and Friendly Society.

| Bristol District. | Birmingham District. | Wolverhampton and District. | Lye District, Worcestershire. |
|-------------------|----------------------|-----------------------------|-------------------------------|
| 25 males. | 485 males. | 377 males. | 300 males. |
| 55 males. | 70 males. | 50 males. 18 females. | 200 males. 150 females. |
| 20. | 35. | 67. | 200. |
| 2. | None. | None. | None. |

Average 20s. per week for competent workmen.

A few men in all districts, permanent day workers paid by the week, majority paid by the piece; very little sub-contracting in the trade, union objecting to it.

In a few cases 4d. or 6d. per week deducted for use of gas, disciplinary fines in some cases.

None.

Bonus allowed by one firm only throughout trade, viz. — F. Braby & Co., Ltd., London. They reserve the right to apportion or withhold same, but it has been given almost without exception for 26 years, and usually amounts to an average week's wages per year for all employés.

In a few cases for sick and burial benefit.

None.

Usually 7 days.

London, 9 hours for many years, other districts just adopting 9 hours, has been 10 hours.

No extra remuneration for overtime.

None.

None.

Holidays without pay

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

92.

93.

| TRADE UNION - - - | Wheelwrights and Blacksmiths' Society. | |
|---|---|--|
| District - - - | Lancashire, Yorkshire, Midlands, and the Metropolis. | London District. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | |
| (a.) Members of trade union—(1) male, (2) female. | 960 males | 250 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | Never ascertained. | There are two other societies. |
| (c.) Apprenticed or other learners or young persons. | — | — |
| (d.) Unskilled labourers | — | — |
| | | Total 5 to 6,000. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amounts and fluctuations | 24s. to 40s. per week. | Between 7½d. and 10d. per hour. Piece masters pay 5d. to 7½d. per hour. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the hour, day, and week; by the piece in several districts, principally agricultural implement shops, through sub-contractor only in isolated cases. | By the hour. By the piece, weekly draw, settlement at the end of job or month. Payment through sub-contractor. |
| (c.) Deductions by fines or other forms of stoppage. | None. | — |
| (d.) Truck-system or payment in kind. | None. | — |
| (e.) Allowance in form of— | | |
| (1.) Bonus - - - | None. | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | — |
| (3.) Free house, land, food, clothing or other allowance, or advantage. | — | — |
| (f.) Length of notice for ending engagement. | No recognised rule. | None, as a rule. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | 50 to 59 hours per week. Each district regulates its standard. | 54 hours per week. |
| (b.) Overtime and its remuneration | Time and quarter for the first four hours, time and half after. | Same as day work. |
| (c.) Night shifts and their remuneration. | — | — |
| (d.) Sunday work and its remuneration. | Time and half. | — |
| (e.) Weekly half-holiday or other holiday with or without payment. | Weekly half-holiday, Christmas, New Year, Good Friday, Whitsuntide, and generally a day or two in August, without pay. | Saturday afternoon and other holidays at own expense. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

| 94. | 95. | 96. |
|---|---|---|
| Scale Beam Makers' Society. | Spring Trap Makers' Society. | Scottish Copper Smiths' Association. |
| Glasgow. | Wednesfield and Heath Town. | Edinburgh and Leith Branch. |
| <p>50 males. } — } 60. } 20. }</p> <p style="text-align: right;">Total 100 to 150.</p> <p>Journeymen from 24s. to 36s.; apprentices, 5s. to 12s. for five years' apprenticeship.</p> <p>Weekly.</p> <p>—</p> <p>—</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>6 days.</p> <p>54 per week.</p> <p>Time and half.</p> <p>—</p> <p>Double time.</p> <p>—</p> | <p style="text-align: center;">**</p> <p>100 males. } 10 males; 10 females. } 30. }</p> <p style="text-align: right;">Total about 150.</p> <p>Satisfactory—average 4s. 6d. per day; piece men earn considerably more, being the best men.</p> <p>By the week as a rule; some few by the piece.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>14 days.</p> <p>10 per day, or 57½ per week</p> <p>Remuneration in proportion to daily wages.</p> <p>None.</p> <p>None.</p> <p>None.</p> | <p>43 males. } None. } 18. } About 50. }</p> <p style="text-align: right;">Total 110.</p> <p>7d. to 8d. per hour.</p> <p>Weekly, by the hour.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>54 hours per week.</p> <p>Time and half.</p> <p>None.</p> <p>Double pay.</p> <p>Without pay.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

LEAD.

97.

| TRADE UNION | Lead Workers. |
|---|--|
| District | Tyne. |
| <p>Number of workpeople engaged in trade or branch of industry particularised as follows:</p> <p>(a.) Members of trade union—(1) male, (2) female.</p> <p>(b.) Not members of any trade union—(1) male, (2) female.</p> <p>(c.) Apprentices or other learners or young persons.</p> <p>(d.) Unskilled labourers</p> <p>Representations or information offered for the consideration of the Commission under the following heads:</p> <p>(1.) <i>Wages</i> :—</p> <p>(a.) Their amounts and fluctuations</p> <p>(b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through subcontractor.</p> <p>(c.) Deductions by fines or other forms of stoppage.</p> <p>(d.) Truck-system or payment in kind</p> <p>(e.) Allowance in form of—</p> <p>(1.) Bonus</p> <p>(2.) Deferred pay, such as sick, accident, pension, or other insurance system.</p> <p>(3.) Free house, land, food, clothing or other allowance, or advantage.</p> <p>(f.) Length of notice for ending engagement</p> <p>(2.) <i>Hours of Labour</i> :—</p> <p>(a.) Ordinary or standard hours of labour</p> <p>(b.) Overtime and its remuneration</p> <p>(c.) Night shifts and their remuneration</p> <p>(d.) Sunday work and its remuneration</p> <p>(e.) Weekly half-holiday or other holiday with or without payment.</p> | <p>Males.</p> <p>A great many women engaged in the lead trade not connected with any union. } 900</p> <p>Men employed on desilverizing process, average 35s., cupola men, 27s. and 30s. per week. Pit men, 5s. for 8 hours. Those working at improving furnaces are paid 23s. for 54 per week; where 12 hours per day, 24s. per week. Those employed at refining furnaces, 7s. 6d. for 12 hour shifts, and 4s. for 8 hour shifts; those employed at the crucible furnaces for 12 hour shifts from 6s. to 6s. 6d. for 8 hours.</p> <p>By the week, shift, and piece.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>7 days.</p> <p>Desilverizing process 6 and 9 hours. Improving furnaces 12 hours per day, and some per week of 54 hours. Refining furnaces 8 and 12 hours. Crucible furnaces 8 and 12 hours.</p> <p>None.</p> <p>No remuneration.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING.

| | 98. | 99. | 100. | | | | | | | | | | | | | | | | |
|---|---|--|--|----------------|-------------------|----------------|-------------------|-------------------|----------------|----------------|----------------|-------------------|---------------|-------------------|-------------------|---|---|---|---|
| TRADE UNION - | Durham Miners' Association. | Durham Cokemen's Association. | Northumberland Colliery Mechanics' Mutual Provident Association. | | | | | | | | | | | | | | | | |
| District - - - - | Durham. | Durham and part of Northumberland. | Northumberland. | | | | | | | | | | | | | | | | |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | | | | | | | | | | | | | | | | | |
| (a.) Members of trade union—(1) male, (2) female. | About 40,000 males | 3,640 males. | 650 males. | | | | | | | | | | | | | | | | |
| (b.) Not members of any trade union—(1) male, (2) female. | — | 240 males. | About 300 males. | | | | | | | | | | | | | | | | |
| (c.) Apprentices or other learners or young persons. | None. | There are a few young persons employed as daubers. These are included in the two preceding answers. | About 100. | | | | | | | | | | | | | | | | |
| (d.) Unskilled labourers. | — | A certain amount of skill is necessary in all operations. | About 150. | | | | | | | | | | | | | | | | |
| Representations or information offered for the consideration of the Commission under the following heads: | | | | | | | | | | | | | | | | | | | |
| (1.) Wages:— | <i>Advances.</i> | | | | | | | | | | | | | | | | | | |
| (a.) Their amounts and fluctuations. | <table border="0"> <tr> <td>Mar. '72. 20 %</td> <td>Jan. '88. 1 1/2 %</td> </tr> <tr> <td>July '72. 15 %</td> <td>Oct. '88. 1 1/2 %</td> </tr> <tr> <td>Feb. '73. 15 %</td> <td>Jan. '89. 1 1/2 %</td> </tr> <tr> <td>Dec. '80. 2 1/2 %</td> <td>July '89. 10 %</td> </tr> <tr> <td>Apr. '81. 3 %</td> <td>Nov. '89. 10 %</td> </tr> <tr> <td>Aug. '82. 1 1/2 %</td> <td>Feb. '90. 5 %</td> </tr> <tr> <td>Nov. '82. 1 1/2 %</td> <td>Nov. '90. 5 %</td> </tr> <tr> <td>Jan. '83. 1 1/2 %</td> <td></td> </tr> </table> | Mar. '72. 20 % | Jan. '88. 1 1/2 % | July '72. 15 % | Oct. '88. 1 1/2 % | Feb. '73. 15 % | Jan. '89. 1 1/2 % | Dec. '80. 2 1/2 % | July '89. 10 % | Apr. '81. 3 % | Nov. '89. 10 % | Aug. '82. 1 1/2 % | Feb. '90. 5 % | Nov. '82. 1 1/2 % | Nov. '90. 5 % | Jan. '83. 1 1/2 % | | We have a standard day's work and wages fixed by a recent arbitration (we enclose a copy of the award). (See Appendix No. 1.) Fluctuations in prices are according to state of trade and are increases on or deductions from the standard, as may be arranged between us and the Owners' Association, or as fixed by arbitration. | The average wage is 4s. 7d. per day, house and coals. Think the present rate of coals guarantees that the average wage should be 5s. for skilled mechanics, because the houses are not worth the amount the coal-owners put upon them, viz., 5s. per week and 1s. 6d. for coals, which is little better than duff; and, what is more, men are working 54 hours per week, and the mechanics in the next county, viz., Durham, are working only 53, and have been doing so for nearly 12 months. We have asked three times for this, and they will not give it—it means a strike. |
| Mar. '72. 20 % | Jan. '88. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| July '72. 15 % | Oct. '88. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| Feb. '73. 15 % | Jan. '89. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| Dec. '80. 2 1/2 % | July '89. 10 % | | | | | | | | | | | | | | | | | | |
| Apr. '81. 3 % | Nov. '89. 10 % | | | | | | | | | | | | | | | | | | |
| Aug. '82. 1 1/2 % | Feb. '90. 5 % | | | | | | | | | | | | | | | | | | |
| Nov. '82. 1 1/2 % | Nov. '90. 5 % | | | | | | | | | | | | | | | | | | |
| Jan. '83. 1 1/2 % | | | | | | | | | | | | | | | | | | | |
| | <i>Reductions.</i> | | | | | | | | | | | | | | | | | | |
| | <table border="0"> <tr> <td>Apr. '74. 10 %</td> <td>July '79. 1 1/2 %</td> </tr> <tr> <td>Oct. '74. 9 %</td> <td>Aug. '82. 1 1/2 %</td> </tr> <tr> <td>Apr. '75. 5 %</td> <td>May '84. 1 1/2 %</td> </tr> <tr> <td>Feb. '76. 7 %</td> <td>'85. 1 1/2 %</td> </tr> <tr> <td>Sept. '76. 6 %</td> <td>'86. 1 1/2 %</td> </tr> <tr> <td>Mar. '77. 7 1/2 %</td> <td>'88. 1 1/2 %</td> </tr> <tr> <td>May '79. 8 1/2 %</td> <td>July '88. 1 1/2 %</td> </tr> </table> | Apr. '74. 10 % | July '79. 1 1/2 % | Oct. '74. 9 % | Aug. '82. 1 1/2 % | Apr. '75. 5 % | May '84. 1 1/2 % | Feb. '76. 7 % | '85. 1 1/2 % | Sept. '76. 6 % | '86. 1 1/2 % | Mar. '77. 7 1/2 % | '88. 1 1/2 % | May '79. 8 1/2 % | July '88. 1 1/2 % | Men are paid fortnightly. About 5 per cent. of men employed work by the day. About 25 per cent. of men employed work by piece. None by task. There is little or no subcontracting in the trade. | By the fortnight. Sometimes piece work, but not the rule. | | |
| Apr. '74. 10 % | July '79. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| Oct. '74. 9 % | Aug. '82. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| Apr. '75. 5 % | May '84. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| Feb. '76. 7 % | '85. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| Sept. '76. 6 % | '86. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| Mar. '77. 7 1/2 % | '88. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| May '79. 8 1/2 % | July '88. 1 1/2 % | | | | | | | | | | | | | | | | | | |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through subcontractor. | Day and piece. | | | | | | | | | | | | | | | | | | |
| (c.) Deductions by fines or other forms of stoppage. | "Laid out and set out." | Part of the men have 6d. per fortnight kept off them at the colliery office for leadage of fire coals, the coals being considered as part of their wages. | — | | | | | | | | | | | | | | | | |
| (d.) Truck-system or payment in kind. | None. | Fire coal is supplied in kind, being a part of wage earned. | — | | | | | | | | | | | | | | | | |
| (e.) Allowance in form of— | | | | | | | | | | | | | | | | | | | |
| (1.) Bonus | None. | None. | — | | | | | | | | | | | | | | | | |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | None. | — | | | | | | | | | | | | | | | | |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | Generally free houses and gardens | At a few collieries free houses are given. | Free house. | | | | | | | | | | | | | | | | |
| (f.) Length of notice for ending engagement. | Fortnight. | 14 days either way. | Fortnight. | | | | | | | | | | | | | | | | |
| (2.) Hours of Labour:— | | | | | | | | | | | | | | | | | | | |
| (a.) Ordinary or standard hours of labour. | These vary. | We have no standard hours except in the case of datal men, generally speaking, men work 7 to 8 hours per day. | 54 per week. | | | | | | | | | | | | | | | | |
| (b.) Overtime and its remuneration. | Same as day. | We have an agreement that when men are kept over 8 hours per day, they shall be paid overtime <i>pro rata</i> to ordinary wages in addition to oven, ton or datal price. | Time and quarter. | | | | | | | | | | | | | | | | |
| (c.) Night shifts and their remuneration. | Ditto. | We have only one place where there are night shifts. Paid as per day. | Time and quarter. | | | | | | | | | | | | | | | | |
| (d.) Sunday work and its remuneration. | Ditto. | What little Sunday work is done is paid time and half. | Time and half. | | | | | | | | | | | | | | | | |
| (e.) Weekly half-holiday or other holiday with or without payment. | One day in every two weeks, Christmas, New Year's day, Easter Monday, Whit Monday, and Good Friday. | We claim six holidays each year. No payment for these days is expected or paid. | At one or two collieries they have a quarter day Easter Monday and Tuesday, and Whit Monday and Tuesday, with payment; all the rest without payment. | | | | | | | | | | | | | | | | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

| | 101. | 102. | 103. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|---|---|---------|----------------------|-------------------------------|----------------------|-------------------------------|------|------|---|------|--------|---|---------|------|------|------|------|--------|-----|--------|------|-------|-----|-------|--------|-------|--------|------|------|------|-------|--------|-------|---------|------|------|------|-----|--------|-----|---------|------|-----|------|------|--------|-------|---------|------|------|-------|-----|--------|-------|--------|------|-----|-----|------|---------|-------|--------|------|------|------|------|--------|-------|--------|------|------|------|-----|--------|---|---|------|-------|-------|-----|------|-------|--------|------|------|------|------|--------|-------|--------|------|------|------|------|--------|-------|---------|--|--|
| TRADE UNION | Northumberland Miners' Mutual Confident Association. | Northumberland Deputies. | North Staffordshire Amalgamated Association of Miners. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| District | Northumberland. | Northumberland. | Silverdale Hive Lodge, North Staffordshire. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Number of workpeople engaged in trade or branch of industry particularised as follows:— (a.) Members of trade union—(1) male, (2) female. (b.) Not members of any trade union—(1) male, (2) female. (c.) Apprentices or other learners or young persons. (d.) Unskilled labourers | 16,858 and 1,468 half members (males). 10,315 males. — | 570 males. — None. None. | About 1,000 males. About 200 males. — Surface labourers, 150 to 200. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Representations or information offered for the consideration of the Commission under the following heads:— (1.) Wages:— (a.) Their amounts and fluctuations. | STATEMENT showing wages earned per day, days worked and amount earned per year, less about 10% 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. | In 1887–1888, 4s. 3d. per day; 1891, 6s. 3d. per day; piece work at 6d. per score of "props drawing," with 4d. per set of "chocks," this applies to 100 of our members, is done in overtime and does not apply to their daily wage of 5s. 3d. | Varying, men from 4s. 2d. to 7s. per day. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="1"> <thead> <tr> <th></th> <th>Steam.</th> <th>Soft.</th> <th>Total.</th> <th>Price.</th> <th>Days worked per ann.</th> <th>Wage per Year less about 10%.</th> </tr> </thead> <tbody> <tr> <td>1878</td> <td>5/1½</td> <td>—</td> <td>5/1½</td> <td>5/1'78</td> <td>—</td> <td>2 s. d.</td> </tr> <tr> <td>1879</td> <td>4/11</td> <td>4/5½</td> <td>4/9½</td> <td>4/5'96</td> <td>229</td> <td>55 2 0</td> </tr> <tr> <td>1880</td> <td>4/11½</td> <td>4/8</td> <td>4/11½</td> <td>5/0'15</td> <td>244'4</td> <td>60 6 7</td> </tr> <tr> <td>1881</td> <td>5/0½</td> <td>4/7½</td> <td>4/11½</td> <td>4/9'81</td> <td>244'4</td> <td>60 11 8</td> </tr> <tr> <td>1882</td> <td>5/4½</td> <td>4/7½</td> <td>5/3</td> <td>5/2'21</td> <td>247</td> <td>64 17 7</td> </tr> <tr> <td>1883</td> <td>5/8</td> <td>4/9½</td> <td>5/3½</td> <td>5/1'92</td> <td>252'2</td> <td>69 16 9</td> </tr> <tr> <td>1884</td> <td>5/3½</td> <td>4/10½</td> <td>5/3</td> <td>5/1'62</td> <td>241'8</td> <td>63 9 4</td> </tr> <tr> <td>1885</td> <td>5/5</td> <td>4/7</td> <td>5/1½</td> <td>4/10'70</td> <td>226'2</td> <td>57 4 5</td> </tr> <tr> <td>1886</td> <td>5/2½</td> <td>4/6½</td> <td>5/0½</td> <td>4/7'23</td> <td>215'8</td> <td>54 3 9</td> </tr> <tr> <td>1887</td> <td>4/7½</td> <td>4/5½</td> <td>4/7</td> <td>4/7'90</td> <td>—</td> <td>—</td> </tr> <tr> <td>1888</td> <td>4/7'8</td> <td>4/5'1</td> <td>4/7</td> <td>4/11</td> <td>241'8</td> <td>55 8 2</td> </tr> <tr> <td>1889</td> <td>5/6½</td> <td>4/11</td> <td>5/4½</td> <td>5/4'08</td> <td>276'1</td> <td>78 8 7</td> </tr> <tr> <td>1890</td> <td>6/9½</td> <td>6/2½</td> <td>6/6½</td> <td>7/7'65</td> <td>275'0</td> <td>89 19 6</td> </tr> </tbody> </table> | | Steam. | Soft. | Total. | Price. | Days worked per ann. | Wage per Year less about 10%. | 1878 | 5/1½ | — | 5/1½ | 5/1'78 | — | 2 s. d. | 1879 | 4/11 | 4/5½ | 4/9½ | 4/5'96 | 229 | 55 2 0 | 1880 | 4/11½ | 4/8 | 4/11½ | 5/0'15 | 244'4 | 60 6 7 | 1881 | 5/0½ | 4/7½ | 4/11½ | 4/9'81 | 244'4 | 60 11 8 | 1882 | 5/4½ | 4/7½ | 5/3 | 5/2'21 | 247 | 64 17 7 | 1883 | 5/8 | 4/9½ | 5/3½ | 5/1'92 | 252'2 | 69 16 9 | 1884 | 5/3½ | 4/10½ | 5/3 | 5/1'62 | 241'8 | 63 9 4 | 1885 | 5/5 | 4/7 | 5/1½ | 4/10'70 | 226'2 | 57 4 5 | 1886 | 5/2½ | 4/6½ | 5/0½ | 4/7'23 | 215'8 | 54 3 9 | 1887 | 4/7½ | 4/5½ | 4/7 | 4/7'90 | — | — | 1888 | 4/7'8 | 4/5'1 | 4/7 | 4/11 | 241'8 | 55 8 2 | 1889 | 5/6½ | 4/11 | 5/4½ | 5/4'08 | 276'1 | 78 8 7 | 1890 | 6/9½ | 6/2½ | 6/6½ | 7/7'65 | 275'0 | 89 19 6 | | |
| | Steam. | Soft. | Total. | Price. | Days worked per ann. | Wage per Year less about 10%. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1878 | 5/1½ | — | 5/1½ | 5/1'78 | — | 2 s. d. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1879 | 4/11 | 4/5½ | 4/9½ | 4/5'96 | 229 | 55 2 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1880 | 4/11½ | 4/8 | 4/11½ | 5/0'15 | 244'4 | 60 6 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1881 | 5/0½ | 4/7½ | 4/11½ | 4/9'81 | 244'4 | 60 11 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1882 | 5/4½ | 4/7½ | 5/3 | 5/2'21 | 247 | 64 17 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1883 | 5/8 | 4/9½ | 5/3½ | 5/1'92 | 252'2 | 69 16 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1884 | 5/3½ | 4/10½ | 5/3 | 5/1'62 | 241'8 | 63 9 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1885 | 5/5 | 4/7 | 5/1½ | 4/10'70 | 226'2 | 57 4 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1886 | 5/2½ | 4/6½ | 5/0½ | 4/7'23 | 215'8 | 54 3 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1887 | 4/7½ | 4/5½ | 4/7 | 4/7'90 | — | — | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1888 | 4/7'8 | 4/5'1 | 4/7 | 4/11 | 241'8 | 55 8 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1889 | 5/6½ | 4/11 | 5/4½ | 5/4'08 | 276'1 | 78 8 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1890 | 6/9½ | 6/2½ | 6/6½ | 7/7'65 | 275'0 | 89 19 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Hewers, putters, and generally onsets, and in some cases stonemen are paid by the piece. All other classes are paid a daily or weekly wage. | Fortnightly by the hour, day, week, and piece. | By the day; by ton, yard, piece. Piece-work is adopted in all cases where possible to agree. A few cases of contractors, known as bullies or charter-masters, sublet work to men. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (c.) Deductions by fines or other forms of stoppage. | By agreement between employers and workmen fines are inflicted when more than a specified quantity of stone or other un-saleable substance is sent away among the coal. Fines are also occasionally inflicted when men, instead of nicking or cutting the coal at the side as per agreement, blast it. | None. | No deduction except for necessary stores such as powder, roburite, or tools to work with where men find their own. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (d.) Truck-system or payment in kind. | — | None. | None. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (e.) Allowance in form of— (1.) Bonus (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | None. | A few cases. Employers pay a small per-centage on workmen's contributions to permanent relief fund. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | It is the custom to allow free houses, or a certain amount of money in lieu thereof, to married workmen—the amount of rent money allowed at present varying from 2s. per week to 6d. per working day. | Free houses, with coals at 6d. per fortnight for leading, and generally a piece of land connected with each house. | None. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (f.) Length of notice for ending engagement. | 14 days on either side | Fortnight. | 14 days. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (2.) Hours of Labour:— (a.) Ordinary or standard hours of labour. | Hewers at long-hour collieries about 7 hours and 30 minutes, and at short-hour collieries about 6 hours and 35 minutes from bank to bank. All other classes of underground labour, except boys, rolleyway-men, and onsets, 8 hours from bank to bank. The hours of onsets and many rolleyway-men are 10 and 11 hours from bank to bank. The hours of boys are 10 from bank to bank, except those working in connection with endless ropes and chains, who work half an hour longer. | 8 hours per day. 7½d. per hour. The same price. One fourth extra. No pay for holidays. | 8 hours. No systematic overtime; if any, usual rate. Same as day rate. None. No work no pay. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

| 104. | 105. | 106. | 107. | 108. |
|----------------------------------|---|--|--|---|
| Amalgamated Miners' Association. | Amalgamated Society of Staffordshire Miners. | Pelsall District Miners' Association. | North Yorkshire and Cleveland Miners and Quarrymen's Association. | Aberdare and Merthyr Miners' Association. |
| Staffordshire. | West Bromwich, Oldbury, Tipton, and Coseley. | Bloxwich, Walsall, Brownhill, Pelsall, and neighbourhood. | Cleveland, Teesdale, Forcett, Tut-hill, Durham, Weardale, and Frodingham, Lincolnshire. | Aberdare and Merthyr. |
| 2,700. 800. — — | 2,000 males. 1,500 males. None. About two-thirds. | 4,700 males. 300. No apprentices; young persons included in No. given above. Do not know. | 4,692 males. About 2,000 males. 69 males under 16 years of age. None; all competent in their several respective occupations as miners, quarrymen, platelayers, deputies, enginemen, mechanics or fillers. | 800 males. 7,500 males. — About 25%. |
| — | (See Appendix No. 2.) | None whatever. | Cleveland district miners, 5s. 2d.; quarrymen, Weardale, 5s.; other classes from 4s. 10d. to 3s. Fluctuation in wages due mainly to bad trade. | — |
| — | By the day and skilled workmen by the piece. | Some by day; some by piece. | Deputies, mechanics, barers, drivers, enginemen, and others not miners or quarrymen, by day; miners and quarrymen by ton rate generally fixed every 3 months. Very seldom by task. | Day and piece; about 10% paid through subcontractor. |
| — | — | — | Where impurities are filled in with the minerals for which the tonnage rate is paid or arrears of rent when unable to work through accident or disease, and for coals and doctor. | For tools, schools, and fines. |
| — | None. | In kind. | None. | None. |
| — | None. Men pay 4d. per week for 6s. per week. Employers find surgeon. | — | Those who voluntarily subscribe to the Miners' Permanent Relief Fund have the same deducted at the mines from their wages. | None. Accidental fund, employers contributing 25% on what workmen contribute on condition to contract out of Employers' Liability Act. |
| — | None. | Nothing but coal. | None. | None. |
| 14 days. | 14 days. | 14 days. | 14 days. | 1 month. |
| — | 9 hours per day from bank to bank. | 9 hours per day. | 8 for miners, 10 to 12 for other classes of daymen, except deputies, who work 8. | 9 hours, or 54 per week. |
| — | Same as day. | Same as day. | Time and half. | Same as day. |
| — | Ditto. | — | When the miners work other shifts than from 6 a.m. to 3 p.m., 1d. per ton extra. | Ditto. |
| — | Ditto. | — | Same as overtime. | Some extra. |
| — | Without payment. | According to trade. | None. | Monthly holiday without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

| | 109. | 110. | 111. | 112. |
|---|---|---|---|--|
| TRADE UNION | Neath, Swansea, and Llanelly Miners' Association. | House Coal Society of Monmouth. | Rhondda House Coal Society. | Blaenavon Workmen's Committee. |
| District | Neath, Swansea, and Llanelly. | Rhondda Valleys. | Rhondda, Gilfach, Glyncoerriog, Ywysbwl, Hauharran, Hautwite, Taff Well, Quakers' Yard, and Merthyr Vale. | Blaenavon. |
| Number of workpeople engaged in trade or branch of industry particularised as follows : (a.) Members of trade union—(1) male, (2) female. (b.) Not members of any trade union—(1) male, (2) female. (c.) Apprentices or other learners or young persons. (d.) Unskilled labourers | 4,000 males. 2,000 males. — Very few. | 12,000 males. — — About one-third. | Only male. None. None. Not many unskilled employed. | 1,700 males, members of our local association. — — — |
| Representations or information offered for the consideration of the Commission under the following heads : (1.) Wages :— (a.) Their amounts and fluctuations. (b.) Mode of payment, whether by the hour, day, or week ; by piece, task, or through sub-contractor. (c.) Deductions by fines or other forms of stoppage. (d.) Truck-system or payment in kind. (e.) Allowance in form of— (1.) Bonus (2.) Deferred pay, such as sick, accident, pension, or other insurance system. (3.) Free house, land, food, clothing, or other allowance or advantage. (f.) Length of notice for ending engagement. (2.) Hours of Labour :— (a.) Ordinary or standard hours of labour. (b.) Overtime and its remuneration. (c.) Night shifts and their remuneration. (d.) Sunday work and its remuneration. (e.) Weekly half-holiday or other holiday, with or without payment. | 6s. 6d. per day. | Present district rates :— Miners, 8s. 6d. to 7s. per day ; Repairers, 6s. 6d. to 7s. per day ; Labourers, 3s. 11½d. to 5s. 18d. per day ; Hauliers, 4s. 10½d. to 4s. 11½d. ; Doorboys, 1s. 9d., 1s. 11½d., 3s. 1d. | Average wages would be 6s. to 6s. 6d. per day, the wages would be from 4s. 5½d. to 8s. 6d. per day. | From 2s. 8½d. to 8s. 4d. per day, with 53½ per cent. added at present. |
| | By the ton and day work, and by the yard. | Miners, piece-work and tonnage. Repairers, piecework and daywork. Doorboys - } daywork. Hauliers - } Labourers - } Sub-contracting does not exist as a rule. | By the day ; by ton and yardage and piece ; not much by task ; little through sub-contractor. | By the day, by the ton, by the yard. Paid direct through the works office. |
| | — | No fines deducted nor allowed, but house, coal, medical attendance, check-weighers, permanent relief fund and other auxiliary funds, are deducted by arrangement. | No fines. 3d. in the pound stopped for doctor, and 3½d. per week for the provident fund. The men are opposed to this. | Deductions made for medical and educational purposes. |
| | Scarcely anything. | None. | — | None. |
| | — | None. | None. | None. |
| | — | Employers contribute 25 per cent. on the workmen's contributions towards the permanent relief fund where it is in existence. | None. | None. |
| | — | None. Houses rather dear. | None. | None. |
| | — | Generally calendar month ; in some instances fortnightly, and day-to-day contract. 54 per week. | One day, seven days, and one calendar month. | One month's notice to be given on the first day of each month. |
| | 9 from bank to bank. | Very little worked ; when ordered and done paid about 30 per cent. extra. | 9 to 10 hours per day. | 55½ hours per week on an average. |
| | — | Generally six turns paid, for five night shifts' work. Double rates paid (but very little Sunday work done). No payment for holidays. One monthly holiday rigorously observed. | If working overtime paid the usual rate of wage. | — |
| | Payment differs in many collieries. | — | Work five nights and get six nights' pay. | — |
| | — | — | Work six hours and get nine hours' pay. | — |
| | — | — | One day monthly without pay. | First Monday in each month without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 113. | 114. | 115. | 116. |
|---|---|--|---|
| Ayrshire Miners' Union. | Fife and Kinross Miners' Association. | Mid and West Lothian Miners' Union. | Blantyre Miners' Association. |
| Ayrshire. | Fife and Kinross. | Broxburn and other shale mining districts, Scotland. | Ladarskshire generally, Blantyre, Burnbank, Hamilton, Eddlewood, Cadzow and Baillieston. |
| <p>About 1,000.</p> <p>Over 7,000.</p> <p>1,867.</p> <p style="text-align: right;">} Total Adult males, 8,737.</p> | <p>7,000 underground workers, males.</p> <p>1,000 underground workers, males.</p> <p>About 1,000.</p> | <p>900 males.</p> <p>2,600 males.</p> <p>About 200 boys under 16 years of age.</p> <p style="text-align: right;">} Total 9,500 shale miners and 200 coal miners.</p> | <p>(County 80,000. Districts named 300 to 1,000 each).</p> <p>Blantyre, 800 males.</p> <p>Union is almost extinct in the county.</p> <p>No statistics. In many districts in the county learners and young persons are bearing down wages; their regulation is essential. Such are frequently employed in violation of the Mines Regulation Act, 1887.</p> |
| <p>Wages in 1886 were 2s. 6d. per day. In 1888 wages had risen to 5s. 3d. per day, and still remain at this rate. In 1878 wages were 9s. 6d. per day.</p> | <p>Miners average 6s. 3d. per day (advance of 50 per cent. since December 1888). "Oncost" men, 4s. 6d. to 5s. 9d. per day.</p> | <p>Miners at working face 5s. 6d. to 8s. per day. Drawers, 4s. to 5s. 6d.; boys under 16 years of age, 2s. to 3s. 6d.</p> | <p>The wages of coal miners are continuously under their value, in view of a miner's risk, duration of life, and value to the State. The fluctuations are frequent and so arbitrary in their imposition that they in a large measure account for the apparent abandon and migratory habits of miners.</p> |
| <p>Men engaged on the surface, and in haulage and mending roads underground, are mostly paid day wages. Colliers and miners engaged in getting coal and ironstone are mostly paid by the piece, i.e., a fixed rate per ton on the quantities got. The practice of paying through sub-contractor is growing.</p> | <p>All "oncost" workers by the day. Miners and in most cases brushers and sinkers by the piece.</p> | <p>Drawers per day, practical miners per ton, also paid through sub-contractor.</p> | <p>By the day (oncost men). By tonnage (miners). Working to first contractor is frequent.</p> |
| <p>Deductions are made when foreign material is sent out with the mineral contracted to be gotten; also for pick sharpening, house rent, medical attendance, and house coal.</p> | <p>Deductions are made for house rents, doctor's fees, fire coal, domestic water, and repairing tools, also for foreign material sent out among the coal. The weigher and checkweigher fix these. "Billy Fairplay" fixes the deductions for small coal.</p> | <p>Deductions for house rent, pick sharpening, doctor's money, and until recently for school fees.</p> | <p>Deductions for foreign materials exist in varied forms at every colliery; their imposition is so tyrannical that in many cases grievous injustice is done.</p> |
| None. | None. | None. | 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. |
| None. | None. | <p>Allowances in money made to the miners, for what is called "deficiency," a lump sum for difficult work not covered by the regular contract prices.</p> <p>In the Burtialand company 3d. per week is kept from each miner. The company are supposed to pay a sum equal to the men's collective contributions. In times of accident they obtain a fair allowance, on condition that the employers are not taken to law.</p> | <p>In some collieries a system of bonus or making up, but its operation is so uncertain that it is found injurious.</p> |
| None. | None. | None. | A sick and accident fund exists at all collieries. |
| None. | <p>At one colliery, Dysart, free housing is provided; fire coal at cheaper rate than market price.</p> | None. | None now, although free houses and gardens were common arrangements in former times. |
| Varies from one day to two weeks. | 14 days. | One to six days over all the shale works, 3 days in Grangepans, one day in Loganlee. | Generally no notice asked or given; at some collieries two days. |
| No standard; hours vary from 7 to 10 per day. Unknown. | 8 hours. | Nine hours from bank to bank. | 10 hours. |
| Nothing extra for night work. | Overtime not allowed by union, but this rule is rigidly adhered to. | Paid at same rate as ordinary labour | Oncost at datal rate. |
| Nothing extra for Sunday work. | — | " " " | As daywork. |
| Nothing extra for Sunday work. | — | " " " | As week-day work. |
| Few miners or colliers care to work more than five days per week. Some districts have a set holiday, without pay, weekly; in others, each man takes a day as it suits him. | One holiday is observed at nearly all collieries each fortnight without pay. | Paid only for time or work done; not on duty no pay. | In the county the majority of the districts work five days a week, observing Thursday or Saturday as an entire holiday, without of course payment for idle days, the object being regulation of production, which the miners reckon their most powerful weapon |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

| | 117. | 118. | 119. |
|---|--------------------------|--|---|
| TRADE UNION | Quarrymen's Association. | Quarrymen's Union. | |
| District | Rossendale. | Leicestershire. | North Wales. (Carnarvon and Merioneth.) |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | |
| (a.) Members of trade union—(1) male, (2) female. | 300 males. | 900 males. | 5,800 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | 700 males. | About 1,000 males. | 6,200 males. |
| (c.) Apprentices or other learners or young persons. | About 100. | Unable to answer. | 2,400. No apprentices; the mode of teaching young quarrymen very unsatisfactory. |
| (d.) Unskilled labourers | — | About one third of the men employed at the quarries. | 3,000. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | |
| (1.) Wages:— | | | |
| (a.) Their amounts and fluctuations. | Average 7½d. per hour. | A skilled workman in full work might average 25s. or 26s. per week. A great deal depends on the quality of the stone. For the most part men are paid so much per ton. When wood instead of granite setts is paved in large towns, both trade and wages are slackened at quarries. The daymen, or unskilled labourers, get from 3½d. to 5d. per hour. | Wages low; fluctuate very much. Most of the quarrymen work on contract or "bargain" taking, let either monthly or to work a certain piece of rock. Average from 3s. to 5s. a day, some more, some less. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the hour. | Fortnightly. Those commonly termed daymen are usually paid so much per hour. The majority of the men maintain that it would be to their advantage to get their wages at the end of each week. So much per ton according to the sort of square or setts, &c., made. Very little payment through sub-contractor. | By the day; no weekly payments of which some districts are in favour. Contracts monthly and otherwise. Task work hardly ever, only special work to be done after ordinary hours. Payment through sub-contractor only to journeymen. |
| (c.) Deductions by fines or other forms of stoppage. | — | — | Fines for blasting sometimes out of specified time. Men stopped for breaking some senseless rules for days, weeks, and months, and often dismissed. |
| (d.) Truck-system or payment in kind. | — | — | None. |
| (e.) Allowance in form of— | — | — | None. |
| (1.) Bonus | — | — | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | At some quarries so much is deducted each month for sick and accident fund. | Sick, accident, and doctor's payments in some of the quarries. Few owners give grants towards these funds. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | — | None. |
| (f.) Length of notice for ending engagement. | — | No recognised rule as to notice. | Hardly any. The men have a right to complete their contracts, but have had some litigations owing to wrong dismissals. |
| (2.) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | 50½ hours. | 10 hours in summer, and about 8 hours in winter. | Summer—8½ to 9 hours a day. Winter hours average about 7. |
| (b.) Overtime and its remuneration. | — | Ordinary pay. | Very little worked. Remuneration, pay and a half. |
| (c.) Night shifts and their remuneration. | — | — | No night shifts, only under special circumstances, and by miners in Festiniog. They work day and night for same pay; works underground. |
| (d.) Sunday work and its remuneration. | — | Ordinary pay. | None. |
| (e.) Weekly half-holiday or other holiday with or without payment. | — | Quarrymen have many holidays during the year without pay. | Saturday afternoon calculated in week's working hours. Few other holidays. Vary in different localities. Without payments now, but it has been otherwise. |

Total about 12,000.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &c.

| | 121. | 122. | 123. |
|---|--|---|---|
| TRADE UNION | Boiler Makers' and Iron | | |
| District | The United Kingdom. | London. | Tyne District, including Blyth. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | |
| (a.) Members of trade union—(1) male, (2) female. | 36,000. | About 2,000. | All males. |
| (b.) Not members of any trade union—(1) male, (2) female. | About 14,000. | About 1,000. | Cannot state. |
| (c.) Apprentices or other learners or young persons. | About 3,000. | About 1,000. | 1,000 apprentices - 1,000 rivet heating boys 3,000 (about). |
| (d.) Unskilled labourers | Cannot say. | — | — |
| | } Total about 50,000 mechanics. | | } Total about 6,000 angle iron smiths, platers, rivetters and caulkers. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | |
| (1.) <i>Wages</i> — | (Day Rates.) | | |
| (a.) Their amounts and fluctuations. | Smiths, from 36s. to 50s. per week Platers " 34s. " 46s. " Rivetters " 28s. " 38s. " Caulkers " 28s. " 36s. " Holders up " 22s. " 32s. " | — | Boiler makers, 38s. per week; Shipyards 35s. " but nearly all piece-work. |
| (b.) Mode of payment whether by the hour, day, or week; by piece, task, or through subcontractor. | By the week. Most of our members work by the piece. | That all wages be paid through the office direct to each man. | Weekly and piece. |
| (c.) Deductions by fines or other forms of stoppage. | — | — | None, except men leave work unfinished. |
| (d.) Truck-system or payment in kind. | — | — | None. |
| (e.) Allowance in form of— | — | — | None. |
| (1.) Bonus | — | — | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | — | Towards hospital fund only. |
| (3.) Free house, land, food, clothing, or other allowance or advantage. | — | Object to sick fund because it injures friendly societies, but approve of accident, pension, and insurance, providing the same is not compulsory. | None. |
| (f.) Length of notice for ending engagement. | Some firms do not require any notice, others a week, and a few a fortnight. | — | Generally 7 and 14 days. Exceptional, one day. |
| (2.) <i>Hours of Labour</i> — | | | |
| (a.) Ordinary or standard hours of labour, | Yes. | To be 8 hours per day, 48 hours per week. | 53 and 54 per week. |
| (b.) Overtime and its remuneration. | About time and a half; we do not work a great deal. | Shipyards, time and half for first three hours; if all night, double time. | Time and a quarter, time and a half, and double time. |
| (c.) Night shifts and their remuneration. | About time and three-eighths. | Double time. | Time and a half. |
| (d.) Sunday work and its remuneration. | Double time. | Double time. | Double time. |
| (e.) Weekly half-holiday or other holiday with or without payment. | — | — | None. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &c.

| 124. | 125. | 126. |
|--|---|--------------------------|
| Shipbuilders' Society. | Boat Builders' Society. | |
| Manchester, and a radius of 20 miles. | Scotland. | River Thames. |
| 2,000 males. | 7,406 males. | 120 males. |
| 200 males. | 100 males. | None. |
| 850 males. | Rate of 4 per cent. to number of journeymen. | 40. |
| 300 males. | 6,000. | None. |
| | | } Total 120 males. |
| 1l. 11s. to 2l. 2s. per week of 53 hours. | A maximum and minimum rate, with a rise or fall of 5 per cent. between such rates, according to state of trade; such agreement to last for 12 months. | — |
| Weekly, by the hour, and 35 per cent. by the piece. | By week and piece. | By the day and piece |
| None. | None. | — |
| None. | None. | — |
| None. | Bad. | — |
| 30 per cent. pay about 2d. per week to sick and burial society. | Not practicable. | — |
| None. | Not practicable. | — |
| None. | Not practicable. | None. |
| 58 hours per week. | 54 per week. | 54 hours per week. |
| First two hours, time and quarter; second two hours, time and half; and double time after for all hours worked until 6 o'clock the following morning. Every day's overtime to stand for itself. All per-centage on overtime to be paid by the employers, and not to come out of the contracts of members working piece-work. | 50 per cent. more than day work. | 8 hours for 1 day's pay. |
| — | Time and quarter for regular night shift; double for special night work. | — |
| Sundays, Good Friday, and Christmas Day, double time. | Double. | — |
| — | Without payment. | Without pay. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &c.—continued.

| 128. | 129. | 130. | 131. | | | | | | | | | | | | | | | | |
|---|--|--|---|-----------|-----------|------|------------|------------|----------|------|------|---------|------|------|-------|------|------|---|---------------------|
| Associated Shipwrights' Society. | | Shipwrights' Trade and Friendly Association. | | | | | | | | | | | | | | | | | |
| H.M. Dockyards. | Hull, Beverley, Goole, Leeds, Yorkshire, Grimsby, Lincolnshire, and the several Shipyards on the Rivers and Canals, tributaries to the Humber. | Aberdeen. | Liverpool, Birkenhead, &c. | | | | | | | | | | | | | | | | |
| <p>Associated Shipwrights' Society, Chatham, 142. Associated Shipwrights' Society, Yarmouth, 25. Associated Shipwrights' Society, London, 13. Ship Constructive Association, 800. About 3,000 members in an association (not a Trade Union). (Chatham, 210). About 400 (Chatham, 150).</p> | <p>About 1,000 in Hull, Grimsby, Goole, Beverley and Leeds. About 200 located in the small yards up the rivers and canals. About 300, or on an average of about three to every four journeymen. Only employed as helpers to carry material in the large yards, especially iron-yards, the proportion being only small.</p> | <p>About 200 males. None 44 apprentices. Unknown.</p> | <p>1,350 males (another society of 450 members). From 30 to 40. About 100 apprentices. None.</p> | | | | | | | | | | | | | | | | |
| <p>Established men 80s. to 33s. per week. Hired men 30s. to 34s. per week. Some men paid by the piece, but the price is not made known to them.</p> | | <table border="1"> <thead> <tr> <th></th> <th>New Work.</th> <th>Old Work.</th> </tr> </thead> <tbody> <tr> <td>Hull</td> <td>s. d. 34 6</td> <td>s. d. 37 0</td> </tr> <tr> <td>Beverley</td> <td>34 6</td> <td>37 6</td> </tr> <tr> <td>Grimsby</td> <td>33 0</td> <td>38 0</td> </tr> <tr> <td>Goole</td> <td>33 0</td> <td>38 0</td> </tr> </tbody> </table> | | New Work. | Old Work. | Hull | s. d. 34 6 | s. d. 37 0 | Beverley | 34 6 | 37 6 | Grimsby | 33 0 | 38 0 | Goole | 33 0 | 38 0 | <p>29s. 3d., steady the last 2 years.</p> | <p>7s. per day.</p> |
| | New Work. | Old Work. | | | | | | | | | | | | | | | | | |
| Hull | s. d. 34 6 | s. d. 37 0 | | | | | | | | | | | | | | | | | |
| Beverley | 34 6 | 37 6 | | | | | | | | | | | | | | | | | |
| Grimsby | 33 0 | 38 0 | | | | | | | | | | | | | | | | | |
| Goole | 33 0 | 38 0 | | | | | | | | | | | | | | | | | |
| <p>By the day, week, and piece.</p> | <p>Fluctuations during the last 10 years 3s. per week, all, with the exception of Hull, being at the present time at the maximum. Hull wages at present being 1s. 6d. per week higher than ever previously obtained. Hull and Beverley generally paid by the hour, except at the old wood yards, where men are paid by day or week. Grimsby, Goole, and others pay by the day or week. No task work with the exception of docking of vessels in graving docks, and fixed quantities of caulking to constitute a day's work. Payment through sub-contractor very rare, and then under exceptional circumstances.</p> | <p>Weekly, by the week.</p> | <p>Weekly, by the day.</p> | | | | | | | | | | | | | | | | |
| <p>For lost time and other offences, at the discretion of the Admiral Superintendent, by stoppage of wages, which we consider illegal</p> | <p>None.</p> | <p>Only fines for lost time in the morning.</p> | <p>Stoppages in a few steamship companies for club.</p> | | | | | | | | | | | | | | | | |
| <p>To hired men after 20 years' service 1 week's pay for each year. Employés in H.M. dockyard for accident and contagious diseases receive half-pay. Employés on the establishment receive as pension 1 day's pay per week for every 10 years' service.</p> | <p>None.</p> | <p>1d. per hour more for old than new work.</p> | <p>—</p> | | | | | | | | | | | | | | | | |
| <p>2 and 8 days.</p> | <p>Union does not countenance them, members accept or reject at their own discretion. The practice is very rare where our men are employed.</p> | <p>None.</p> | <p>—</p> | | | | | | | | | | | | | | | | |
| <p>51 hours per week.</p> | <p>Only in inland yards, where cottages are built in yards, which is exceptionally rare.</p> | <p>None.</p> | <p>—</p> | | | | | | | | | | | | | | | | |
| <p>2 hours for 1st quarter, $\frac{1}{2}$th of a day for every $\frac{1}{4}$ hour after.</p> | <p>Ordinary employment by hour or day, except in a few instances, under special circumstances men are usually dismissed or employed at will without notice on either hand. Hull and Beverley have a 3 months' arrangement or agreement with employers respecting advance or reductions in wages or change in working rules. March 1st to October 31st, 53 hours. November and February, 50 hours. December and January about 47 hours per week. Time and quarter first 2 hours, time and half after.</p> | <p>Hour and sometimes not that, which we consider a grievance.</p> | <p>Half an-hour.</p> | | | | | | | | | | | | | | | | |
| <p>Time and a half.</p> | <p>Only worked under exceptional circumstances, time and quarter paid. Only when absolutely necessary, double time.</p> | <p>54 per week, 94 per day for 5 days, and 05 on Saturday.</p> | <p>—</p> | | | | | | | | | | | | | | | | |
| <p>4½ days, with pay.</p> | <p>Saturday afternoons, all national, local, seasonal, and festive holidays, &c., without pay. No pay for enforced idleness, which is aggravated by being extended to undue length on each occasion, by additional days over the actual holiday proper.</p> | <p>Time and quarter from 5.30 to 7.30 p.m.</p> | <p>—</p> | | | | | | | | | | | | | | | | |
| | | <p>Time and half from 7.30 p.m. to 6 a.m. Double time.</p> | <p>—</p> | | | | | | | | | | | | | | | | |
| | | <p>1.30 p.m. on Saturday, which ends the week of 54 hours.</p> | <p>—</p> | | | | | | | | | | | | | | | | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &c.—continued.

| | 132. | 133. | 134. | 135. |
|---|---|--|--|---|
| TRADE UNION | Shipwrights' Benevolent Society. | Shipbuilders Helpers' Association. | Ship Painters' Society. | House and Ship Painters' Society. |
| District | Dublin. | Clyde and West of Scotland. | Liverpool. | Aberdeen, Scotland. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | | | |
| (a.) Members of trade union—(1) male, (2) female. | 116 males. | 1,756 males. | 960 males. | 246 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | — | All employed at one part of the work are in Union. | 90 males. | 6 males. |
| (c.) Apprentices or other learners or young persons. | 6. | Unable to answer. | Unknown. | About 200. |
| (d.) Unskilled labourers | — | All of the 1,756. | — | About 4. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | | |
| (1.) Wages:— | | | | |
| (a.) Their amounts and fluctuations. | 86s. per week. | 7d. to 7½d. per hour. | Summer (9 months) 5s. 8d. per day (54 hours per week), winter (3 months) 5s. 4d. per day of 9 hours. | Minimum, 6½d., maximum 8d., average, 7d. per hour. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the week. | By the hour and through sub-contractor. | By the day. | By the hour. |
| (c.) Deductions by fines or other forms of stoppage. | — | None. | — | — |
| (d.) Truck-system or payment in kind. | — | None. | — | — |
| (e.) Allowance in form of— | | | | |
| (1.) Bonus | — | None. | — | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | None. | — | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | None. | — | — |
| (f.) Length of notice for ending engagement. | — | None. | One day. | One day at the most, in some cases one hour. |
| (2.) Hours of Labour:— | | | | |
| (a.) Ordinary or standard hours of labour. | 1st March to 1st November, 6 a.m. to 5 p.m., 1½ hours for meals. Winter months from daylight till dark. | 54 per week. | 8 hours. | 51 hours in summer, 40 in winter. |
| (b.) Overtime and its remuneration. | 1s. per hour. Very seldom worked. | Time and half. | Time and half to midnight, double time after. | Time and quarter first two hours after the nine hours have been worked. Time and half after and on Saturdays from 1p.m. |
| (c.) Night shifts and their remuneration. | — | 1d. per hour extra. | — | — |
| (d.) Sunday work and its remuneration. | — | — | Double time. | Time and half. |
| (e.) Weekly half-holiday or other holiday with or without payment. | — | All holidays without payment. | Saturday afternoon. | Saturdays without payment. |

Total, 1,050.

Total, 352.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR

SHIPBUILDING, &c.—continued.

| 136. | | 137. | 138. | 139. |
|------------------------|--|------------------|--|---------------------------------------|
| Sail Makers' Society. | | | Riggers' Association. | United Drillers and Cutters' Society. |
| London. | Glasgow. | | Portsmouth, Devonport, Chatham, and Sheerness Dockyards. | Kingston-upon-Hull |
| — | Males. | | 289. | 130 males |
| — | All members. | | The riggers employed in the dockyards are not members of any Trade Union, but a separate association exists at each yard for the purpose of bettering their condition by united action in a legitimate manner, in the form of petitioning the Lords Commissioners of the Admiralty yearly for the removal of grievances, &c., and about 90 per cent. subscribe to the funds for that purpose; the whole number as above (289). | None. |
| 10 apprentices. | 90. | Total 150 males. | — | 13 Apprentices. |
| — | None. | Total 180 males. | — | None. |
| 3d. per hour. | 7d. per hour. 17 11s. 6d. per week of 54 hours; full time constant. | | Four classes of wages are paid, two to established, and two to hired riggers, viz., established 4s. 2d. and 4s. 4d. per day. Hired 4s. 3d. and 4s. 6d. The average for the whole number being nearly 4s. 4d. per day. Wages do not fluctuate. | — |
| By the piece and hour. | Weekly, by the hour. | | By the day and by task. | Chiefly by the piece. |
| — | None. | | Can be inflicted for loss of time, insufficiency of work, and other offences. | — |
| — | None. | | — | — |
| — | None. | | Bonuses are allowed to hired men on discharge, after 15 years' service on recommendation. | — |
| — | None. | | Deferred pay or pension is granted to established men at the age of 60 years, at the rate of two-thirds of their day's pay for 40 years' service, or a proportionate part of that amount if their services are less. | — |
| — | None. | | — | — |
| None. | At any time. | | The established men are permanent, and the engagement ends at the age of 60 years, but they are liable to be discharged at any moment with forfeiture of all deferred pay or pension for misconduct, such as felony, followed by imprisonment, loss of time, &c. Hired men are generally given one week's notice, but can be discharged the same as established men. | — |
| 9 hours per day. | 54 per week. | | Average eight and a half hours per day throughout the year. | 53 hours per week. |
| Extra. | Time and a quarter. | | Very slight, and is paid for by a graduated scale, the first two hours counting quarter day, and the second two hours third of a day, and at the same proportion up to two hours before bell ringing, which again counts quarter day. | — |
| — | None. | | — | Time and half. |
| Double time. | None. | | Time and half. | Double time. |
| — | No payment for holidays. | | Four holidays with payment. Holidays without payment not to exceed 14 days per annum. | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 101. | 102. | 103. | 104. |
|---|---|--|---|--|
| TRADE UNION | Northumberland Miners' Mutual Confident Association. | Northumberland Deputies'. | North Staffordshire Amalgamated Association of Miners. | Amalgamated Miners' Association. |
| District | Northumberland. | Northumberland. | Silverdale Hive Lodge, North Staffordshire. | Staffordshire. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (3.) <i>Conditions of Labour</i> :— | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | As a large quantity of the coal produced in this county is exported to the Baltic, and as the Baltic ports are closed in winter, the pits usually work about 20 per cent. less time from the end of October to the end of March than they do during the rest of the year. | Winter trade is generally slack. | Fairly good year round. | Irregular in summer time. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | The death rate from accidents is practically the same per 1,000 persons employed as it was 20 years ago. The average deaths per year for the 7 years ending 1880 was 1 in every 973, and for the last 3 years 1 for every 974 employed. | Most dangerous. Inspect all working places ourselves before each shift. We use the safety lamp. | Employment dangerous. Gradient of mines, 18 to 26 inches to the yard. Seams, 10 feet thick; very gassy. | — |
| (c.) Compensation for accidents. | 5s. per week is allowed to men injured at their work, and half that amount is allowed to boys. | None. | — | — |
| (d.) Sub-division of labour as between different trades. | — | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | — | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | — | — |
| (g.) Apprenticeship | — | — | — | — |
| (h.) Employment of foreigners | — | — | — | — |
| (i.) Introduction of labour-saving machinery. | Mechanical drills have been largely introduced by the workmen during the last 10 years, which have no doubt been of great advantage to both employers and workmen. | — | In thick ironstone seams boring machines are used to advantage. | — |
| (j.) Supply and quality of materials, machinery, and other plant. | — | — | — | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | We have nothing to complain of under this head. The relations between the employers and us, except on the occasions referred to below, have always been of the most friendly character. | No dismissal of delegates; no black list; work in peace with non-unionists. Mutual relations good. | For some years men have not been discharged for acting as delegates. No black list. Union men have not refused to work with non-unionists. The relation between employers and men are of a cordial character. | Had a little trouble when union first started, employers objecting to unionists, but this spirit is dying out now the majority of men have joined the union. |
| (l.) Other causes of dispute | — | None. | — | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

TUBE MAKERS AND SCREWERS.

148.

| TRADE UNION | Tube Makers' Society. |
|--|---|
| District | Staffordshire, Worcestershire, and Warwickshire. |
| Number of workpeople engaged in trade or branch of industry particularised as follows : | |
| (a.) Members of trade union—(1) male, (2) female. | 1,000 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | 4,000 males. |
| (c.) Apprentices or other learners or young persons. | — |
| (d.) Unskilled labourers | — |
| Representations or information offered for the consideration of the Commission under the following heads : | |
| (1.) Wages :— | |
| (a.) Their amounts and fluctuations | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the day, chiefly by the piece. |
| (c.) Deductions by fines or other forms of stoppage. | In some instances deductions to work sick club, hospital, and employers' liability. |
| (d.) Truck-system or payment in kind | — |
| (e.) Allowance in form of— | |
| (1.) Bonns | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — |
| (f.) Length of notice for ending engagement | — |
| (2.) Hours of Labour :— | |
| (a.) Ordinary or standard hours of labour | 9 hours per day. |
| (b.) Overtime and its remuneration | Time and quarter. |
| (c.) Night shifts and their remuneration | — |
| (d.) Sunday work and its remuneration | None. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Saturday half-holiday without pay. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

WIRE WORKERS.

144.

145.

| TRADE UNION - - - - - | Small Wire drawers' Society. | Wire Workers' Society. |
|---|---|--|
| District - - - - - | Halifax, Cleckheaton, and Brighouse. | London. |
| Number of workpeople engaged in trade or branch of industry particularised as follows: | | |
| (a.) Members of trade union—(1) male, (2) female. | 350 males. | 100 males. |
| (b.) Not members of any trade union—(1) male, (2) female. | About 100 males. | 200 to 250 males. |
| (c.) Apprentices or other learners or young persons. | Difficult to ascertain. | About one-fifth of total. |
| (d.) Unskilled labourers - - - | Do. do. | None required. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amounts and fluctuations - | Present average, 15s. to 20s. per week. | 80s. to 35s. weekly. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the piece. | By the week, chiefly by the piece. |
| (c.) Deductions by fines or other forms of stoppage. | If not satisfactory, returned. | None. |
| (d.) Truck-system or payment in kind | — | None. |
| (e.) Allowance in form of— | | |
| (1.) Bonus - - - - - | None. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | None. |
| (3.) Free house, land, food, clothing or other allowance, or advantage. | None. | None. |
| (f.) Length of notice for ending engagement. | Finish job in hand. | 1 week. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | 6 a.m. to 5.30 p.m. | 10 hours per day, 8 a.m. to 7.30 p.m. |
| (b.) Overtime and its remuneration - | — | Nothing extra being piece-work. |
| (c.) Night shifts and their remuneration | — | None. |
| (d.) Sunday work and its remuneration | — | None. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Saturday stop at 1 p.m. | Half-holiday on Saturday without payment |

Total 300 to 350 males.

GROUP A.

ASSOCIATIONS OF EMPLOYÉS.

CONDITIONS OF LABOUR.

ROYAL COMMISSION ON LABOUR:

CONDITIONS OF LABOUR.

BRASS TRADES.

| | 2. | 3. | 5. | 6. |
|--|--|-----------------|---|---------------|
| TRADE UNION - - - - - | United Journeymen Brass Founders' Association. | | | |
| District - - - - - | Bury Branch. | Belfast Branch. | Wigan Branch. | Derby Branch. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (B.) <i>Conditions of Labour</i> :— | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Slackness. | — | The work in our trade is very regular, and there are no stoppages, unless through slackness of trade. | — |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | — | Not good here. | No complaint under this head. | — |
| (c.) Compensation for accidents. | No system. | None. | No provision outside the sick-pay of the society. | None. |
| (d.) Sub-division of labour as between different trades. | — | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | — | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | — | — |
| (g.) Apprenticeship | 7 years. | 7 years. | <i>Extract of Rule.</i> —(This rule is adopted by the employers.)— [No person shall be eligible to become a member of this society but such as have served a recognised apprenticeship (that is under an indenture) or otherwise have served under an agreement to the satisfaction of the members. No boy will be allowed to learn the trade who is over 14 years and 3 months of age.] | — |
| (h.) Employment of foreigners | — | — | None. | — |
| (i.) Introduction of labour-saving machinery. | — | — | — | — |
| (j.) Supply and quality of materials, machinery, and other plant. | — | — | — | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trades unions generally. | (1 to 3) None; (4) masters do not interfere. | — | (1) None dismissed; (2) unionists and non-unionists work together in harmony; (4) amicable. | — |
| (l.) Other causes of dispute | — | — | — | — |

CONDITIONS OF LABOUR.

BRASS TRADES.

| 7. | 8. | 9. | 10. | 12. |
|--|---|--|---|--|
| Brass Founders' and Workers' Societies. | Brass Moulders' Trade Society. | Scottish Brass Moulders' Union. | Brass Turners, Fitters, and Finishers' Society. | Brass Finishers' Society |
| London. | North-East Coast from Tyne to Tees. | Glasgow. | Northumberland and Durham. | Glasgow and District. |
| More regular in summer. | — | — | Only seasonal holidays, breakdowns, and slackness. | No seasonal causes in operation. |
| Fairly well. | Very bad. | This is a thing that men in the trade have a just cause of complaint, and one that is very much needing looking after. | Generally safe, but lighting and sanitation very bad in places. No inspection of workshops. | Never see the factory inspector. |
| None. | — | — | In some works there is compensation from accident funds, contributed to by workmen and employers alike, in others, and the majority, there is none. | — |
| None. | — | — | As recognised by the different trade societies. | — |
| None. | — | — | No house-work. | — |
| None. | — | — | No women and children employed. | — |
| — | 5 years or above to constitute an apprenticeship. | — | 5 to 7 years. | — |
| Very few. | — | — | Very few, if any. | — |
| A large amount. | To our detriment of 5 per cent. | — | This is being done as much as possible continually. | — |
| Very good. | — | With a great number of employers it is a hard thing to get right apparatus. | The employers for their own interest keep the supply good, both in quality and quantity. | — |
| (2) Do not refuse to work with non-unionist; (4) mutual relations very good. | — | — | (1) Very rare; (2) not usual in our trade; (3) used by some firms; (4) satisfactory. | (1) Ought to be an illegal act; (3) as the progress which the workers have made in the past is the result of the action of trade unions, the "black-leg" ought to be compelled to contribute to his trade union. |
| — | — | — | — | — |

CONDITIONS OF LABOUR.

CUTLERY AND OTHER SHEFFIELD TRADES.

| | 13. | 14. | 15. |
|--|--|--|--|
| TRADE UNION - - - | File Smiths' Union. | File Smiths' Society. | File Cutters' Society. |
| District - - - - | Warrington and Rainhill, Lancashire, Latchford, Cheshire. | Wolverhampton, Willenhall, Bradley, Coseley, and Dudley. | Sheffield, and a small Branch at Cardiff, Wales. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> (8.) <i>Conditions of Labour</i> :— (a.) Irregularity of employment through seasonal or other causes. | — | — | Formerly employers would stock goods in slack times, but now when there is the least slackness the workmen are reduced in quantity, and are compelled to appeal to their union for assistance, and if not members, then have frequently to submit to reductions in their wages, the non-unionist being used to reduce the unionist into submission. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Very good and under Government inspection. | — | The sanitation of the workshops is frequently of the very worst possible kind. Many of the females work in their dwelling-houses, and are not subject to inspection. |
| (c.) Compensation for accidents. | — | None whatever. | None. |
| (d.) Sub-division of labour as between different trades. | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | 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 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 conditions 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. |
| (f.) Distribution of labour as between men, women, and children. | — | — | About one-third are females and boys. |
| (g.) Apprenticeship - | Very bad system, apprentices receive only 2s. 6d. per week, during first year, and 7s. per week during seventh or last year. | — | Seven years, this being indispensable to good workmanship. |
| (h.) Employment of foreigners. | — | — | None. |
| (i.) Introduction of labour-saving machinery. | — | — | File-cutting machines have been in operation for the last 25 years: of late years they have increased in number largely, in consequence of the great number of deceptions practised upon the unsuspecting buyer, and the difficulty the purchaser has in detecting the machine-cut file until it is too late, hence he concludes that the best way to protect himself is by buying at the lowest possible price. The systems of fraud are varied and numerous, one is to send out some samples of the best hand-cut files marked "Machine cut," these are intended to advertise the machine work; a second plan is to stamp the machine-cut files, "Hand Cut"; a third and more common practice, is to place upon the packages of machine-cut files, labels bearing the words, "Warranted hand-cut." Whilst it is well known that a person purchasing files and asking to be supplied with "hand cuts," will receive files, either entirely cut by machine, or a mixture of hand and machine cut, and at the same time receive the most emphatic verbal assurance that what he is buying are hand-cut files; some are partially cut by machinery and part by hand, and sold for hand-cut files. Have never known a case where the machine-cut files have been either labelled or marked "machine-cut" in the ordinary way of the trade. As the result of these scandalous systems of fraud, the respectable manufacturers are undersold, highly skilled workmen starved, and the consumers systematically robbed. As a body of workmen we do not raise 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 consumer would be able to make a free choice and no one could complain. |
| (j.) Supply and quality of materials, machinery, and other plant. | We have to purchase our own tools or make them ourselves, some portion of our tools is fixed plant. | — | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | — | — | (2) As a rule we get along without any serious friction with non-unionists; we always adopt moral suasion, and in the main find it succeeds in the end. |
| (l.) Other causes of dispute - | — | — | The principal cause of dispute is the repeated attempts to reduce wages beyond a point where it is possible to live respectably, and we invariably find that as soon as there is a slackness in trade, the workmen's wages are the first to be attacked. |

CONDITIONS OF LABOUR.

CUTLERY AND OTHER SHEFFIELD TRADES.

| 17. | 18. | 19. | 20. | 21. |
|---|---|---------------------------------------|---|-------------------------------|
| File Forgers' Society. | Pen and Pocket Knife Cutlers' Association. | Bone Haft and Scale Cutters' Society. | Table-Blade Forgers and Strikers' Union. | Scissor Forgers' Society. |
| Sheffield. | Sheffield and District. | Sheffield. | Sheffield. | Sheffield. |
| None. | Seasonal. | — | None. | — |
| Inspection needed to improve the lighting and sanitary condition of workshops. | In some cases the shops are not fit to work in as to sanitation, and they ought to be inspected more often. | Moderately good. | Inspection needed; improvement needed in the lighting and sanitary condition of shops. | — |
| None. | — | — | None. | — |
| None. | Dealt very largely in against the interests of the trade. | — | None. | — |
| No work done at home. | — | — | No home work. | — |
| No women or children employed | — | — | No women or children employed. | — |
| 2 or 3 years. | — | — | Not more than 4 or 5 years. | — |
| None. | — | — | None. | — |
| Machinery largely introduced <i>not to save our labour, but to supplant us.</i> | — | — | Machinery largely introduced <i>not to save our labour, but to supplant us.</i> | Stamping and flying machines. |
| — | — | Circular saw by motive power. | — | — |
| Mutual relations very satisfactory; no black list, and no friction between union and non-union men. | — | — | One delegate dismissed; no black list issued; no friction between unionists and non-unionists; mutual relations satisfactory. | — |
| None. | — | Generally price of labour. | — | — |

CONDITIONS OF LABOUR.

CUTLERY AND OTHER SHEFFIELD TRADES—*continued.*

| | 22. | 23. | 24. |
|--|--|--|---|
| TRADE UNION | Razor Scale Pressers' Society. | Edge Tool Grinders' Society. | Shear Grinders' Society. |
| District | Sheffield and Stannington. | Sheffield. | Sheffield. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> (3.) <i>Conditions of Labour</i> :— (a.) Irregularity of employment through seasonal or other causes. | — | Only general depression of trade. | Ours is a seasonal trade. Before we had a society our men were compelled to work 70 hours each week in the season, but now we only work 54 hours each week, the manufacturers are obliged to stock the work ready for the next season, which finds the men work all the year round. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | — | Dangerous employment; suggests that practical sub-inspectors should go over grinding wheels, &c., and remedy any existing evil. | — |
| (c.) Compensation for accidents. | — | Only the Employers' Liability Act. | None, though accidents are very frequent through grinding stones breaking. |
| (d.) Sub-division of labour as between different trades. | — | None. | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | None. | — |
| (f.) Distribution of labour as between men, women, and children. | — | None. | — |
| (g.) Apprenticeship - | — | 7 years. (From 14 to 21 years of age.) | — |
| (h.) Employment of foreigners | — | None. | — |
| (i.) Introduction of labour-saving machinery. | — | Scarcely any; it seems impracticable. | — |
| (j.) Supply and quality of materials, machinery, and other plant. | The product required very good, but material to work up very inferior. | There are exceptional cases; viz., buying inferior grindstones which break and then either kill or maim workmen. | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | Employers and employés combine. | Representatives of Union have been refused employment after a strike; we refuse to work with non-unionists; no black list; mutual relations fairly moderate. | — |
| (l.) Other causes of dispute - | — | — | — |

CONDITIONS OF LABOUR.

CUTLERY AND OTHER SHEFFIELD TRADES—continued.

| 25. | 26. | 27. | 28. | 29. |
|-------------------------------------|--|---|---|---|
| Spring Knife Grinders' Association. | Steel Fork Manufacturers and Forgers' Association. | Table Blade Grinders' Association. | Britannia Metal Smiths' Society. | Saw Makers' Society. |
| Sheffield. | Sheffield. | Sheffield. | Sheffield. | Sheffield. |
| Independent of season. | — | — | — | — |
| Decidedly unsafe. | — | (b.) The safety of employment is a matter of great importance in our trade, and we as an association consider that something is required to be done, especially where people are allowed to put down about eight troughs where there is only room for six to be comfortable and safe. Some are put right in front of fire-places and thereby endanger the lives of those who may be standing on the hearth drying blades or anything else; others in front of the wheel door, and people going in or out of the door are in danger. Only the other week, a stone running in front of a door suddenly broke, and broke the door down completely, one quarter of the stone going outside. If anyone had been entering at the time they would certainly have been injured, and perhaps killed. In many wheels there is not room enough between the troughs to enable the workmen to get about, and to get out of the way in the case of a stone breaking. There is a man working in the trade to-day who was injured by a stone breaking and not having room enough to escape; he has been a cripple for 12 years, and will be for life. Some wheels are very bad in regard to lighting; there are several wheels where they have to burn gas all the year round if they must see to work at all, and there are others that are so bad that if it is very dull and the gas is not turned on, they have to work in the dark or leave off until it becomes lighter. When this has to be done it is very bad for the man, as his wheel rent is going on. As to the inspection of work-places, we are of opinion that it requires practical men having knowledge of a wheel or shop to be appointed as factory inspectors, and if there was a sub-inspector appointed for Sheffield alone he would have plenty of work to do. We consider that this course is required to be adopted if we are to have the work of inspection done efficiently; and further, the inspector should not give notice to the employers when he is going to inspect factories or work-shops, but should have power to do so at any time. | Generally good; sanitation bad; inspection incomplete. | All shops are under factory inspection. |
| None. | — | — | — | None. |
| None. | — | — | — | — |
| All factory work. | Workshops and homes. | — | None. | None. |
| Men and boys only. | — | — | None. | None. |
| Boys 14 to 21 years of age. | — | No man should be allowed to have more apprentices than he can teach the trade. At present there are men who have three, four, and five apprentice lads, and they keep them at one stage, as it were; and consequently they do not know their trade when they become men and must take a job at the one stage at a low wage. This causes a sub-division of labour and brings down wages also. A man should only be allowed one apprentice at a time unless they be his own sons, and he should be held responsible for teaching them his trade all through, and should have such apprentice bound within a certain time, say three months. | Optional. | 7 years, in which they are supposed to learn the trade. |
| None. | — | — | None. | None. |
| None. | — | — | None. | Yes. |
| — | — | — | — | — |
| — | Use no forcible means. | (3) No black list used yet. (4) Is clearly shown by the way the employers treat the officials of the unions by not seeing them if they can help it, and by trying to influence the men not to join the Union. I know of one place where the employer objects to his men joining, and asks them to get the dotal men not to join; there are a few exceptions to this, but most of them try to avoid the Trade Union altogether. The chief cause of dispute in our trade is caused by most of the employers pulling down the prices so low that the men can scarcely pay the expenses they are under at the wheel and keep their families. Some of the prices are not half the statement list that used to be paid, and yet they keep trying to take more off. The main cause of this is by men having more apprentices than they can teach their trade. (See answer under "Conditions of Labour, question (c.) Apprenticeship.") | No representative delegates dismissed; no cases of refusal of unionists to work with non-unionists; mutual relations, generally good. | (1) No dismissals; (2) unionists and non-unionists work together; (3) no black list; (4) mutual relations fair. |
| — | — | — | — | — |

CONDITIONS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.

30.

31.

32.

| TRADE UNION - - - | Amalgamated Society | | |
|--|---|--|--|
| District - - - - - { | Blackburn. | Chatham, Rochester, and Strood, Kent. | Radius of 8 miles round Derby, Derbyshire. |
| Representations or information offered for the consideration of the Commission under the following heads—cont. (3.) <i>Conditions of Labour</i> :— (a.) Irregularity of employment through seasonal or other causes. | — | Employment fairly steady. | — |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Inspection required. | Employment somewhat unsafe for engineers working on boats in dockyards. Inspection unknown. | Very fair. |
| (c.) Compensation for accidents. | 100% under our rules. | Compensation for accidents in dockyards, but small in amount. | None. |
| (d.) Sub-division of labour as between different trades. | — | Owing to the old-fashioned trade of shipwright having supplied the training of the chief Admiralty officials, there is a constant endeavour in the dockyard to introduce them into work that in private works engineers are employed on. | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | — |
| (g.) Apprenticeship - - - | — | There is a system of apprenticeship by competitive examination, which is continuously evaded by the irregular introduction of learners by patronage, under the description of "trade boys." | Varying from 5 to 7 years. |
| (h.) Employment of foreigners | — | — | — |
| (i.) Introduction of labour-saving machinery. | — | — | — |
| (j.) Supply and quality of materials, machinery, and other plant. | — | Tools and materials in yard entirely dependent on money in hand. Work often done with extreme difficulty, through paucity of tools and inferiority of materials. | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | We do not refuse to work with non-unionists. Mutual relations good. We have no black list, but some employers have. | Personal resentment always exists between unionists and non-unionists. Relations of employers and employes good. | Union not recognised. |
| (l.) Other causes of dispute - | — | Refusal of Admiralty to recognise trades unions, and difficulty of ascertaining responsibility and of direct communication. | — |

CONDITIONS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.

| 33. | 34. | 35. | 36. | 37. |
|---|---|-------------------------------------|--|--|
| Engineers. | | | | |
| Edinburgh and Leith. | Gloucester, Gloucestershire. | Oldham. | Preston District, Lancashire. | Sheffield and Rotherham, Yorkshire. |
| Employment irregular when trade is depressed. | --- | Yes, through fluctuations of trade. | Irregular, chiefly through slackness of work. | --- |
| Workshops are badly lighted and in bad condition to work in through draughts and the inlet of rain, &c. Never saw an inspector in a smith's shop. | Very bad; wants investigating. | --- | Generally safe. Lighting all right. Inspection of sanitary and work places required. | Very deficient generally; reform much needed. |
| --- | Sufferers from accidents have always failed to obtain compensation. | --- | None. | --- |
| --- | --- | --- | None. | --- |
| --- | --- | --- | None. | --- |
| --- | --- | --- | None. | --- |
| 5 years. | Verbal indentures by premium and no premium. | --- | From 5 to 7 years. | By verbal agreement chiefly. |
| Too hard work for foreigners. | --- | --- | None. | --- |
| Steam hammers. | --- | --- | Very considerable in this district. | --- |
| --- | --- | --- | Fair. | --- |
| (1) No dismissals; (2) do our best to urge men to join the society rather than refuse to work with them; (4) generally good. | Delegates often get dismissed. Relations of employers and trades unionists are not very good. | (4) Very good up to the present. | Dismissals very rare in this district. Seldom any refusal to work with non-unionists. No black list here. Relations with employers good. | Delegates dismissed occasionally. As a rule, we do not refuse to work with non-unionists. Black list carried out to great extent by use of inquiry note, which is a great grievance in our trade generally. Relations between employers and trades unionists are improving in this district. |
| Increase or reduction in wages. | Some employers refuse to pay the overtime rate and night-shift rate demanded by our society. | --- | Mostly disputes are about wages. | --- |

CONDITIONS OF LABOUR.

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

38.

39.

40.

| TRADE UNION | Amalgamated Society of Engineers. | | Marine Engineers' Union. |
|---|--|---|--|
| District | Stanningley District. | Stockton-on-Tees. | Universal. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (8.) <i>Conditions of Labour</i> :— (a.) Irregularity of employment through seasonal or other causes. | — | — | Caused by bad freights and fluctuations of trade. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | — | — | There are many elements of danger in the engine room of a steamship in addition to the perils of the sea, viz. :— Fire through spontaneous combustion, escaping steam from breakages from accidents, from insufficient room or badly-designed machinery, bad ventilation and indifferent lights in the engine rooms, and a deficiency of sanitary arrangements. |
| (c.) Compensation for accidents. | — | — | Compensation unknown to marine engineers. |
| (d.) Sub-division of labour as between different trades. | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | — |
| (g.) Apprenticeship | We consider there are too many apprentices for the number of men engaged in our branch of trade. | — | From 5 to 7 years, the Board of Trade recognises 3 years, which should be raised to 5 years which would better qualify them for their responsible duties. Practically none. |
| (h.) Employment of foreigners. | — | — | — |
| (i.) Introduction of labour-saving machinery. | — | — | Improved and labour-saving machinery, such as the introduction of steam winches, steam steering gear, &c., have increased the work and responsibilities over 100 per cent. |
| (j.) Supply and quality of materials, machinery, and other plant. | — | — | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | — | Representative delegates are sometimes dismissed, but some trivial offence is usually assigned, generally losing time. Unionists have not openly refused to work with non-unionists, but where unionists preponderate, no efforts are spared to induce the non-unionists to join the union. We believe a black list is kept by most employers. The relations between employers and trade unions are generally good. | Though agreeing mainly with the principles of trades unionism, our association has no alliance or co-operation with any other organisation. |
| (l.) Other causes of dispute | — | — | — |

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. | — | — | — | — |

CONDITIONS OF LABOUR.

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

| | 48. | 49. | 52. | 53. |
|--|------------------------------|----------------------------|---|--|
| TRADE UNION - - - { | Ironfounders | | | |
| District - - - - - { | Kendal and Lancaster. | Rotherham and Doncaster. | North and South Shields and in the City of Durham. | Todmorden and Hebden Bridge, Lancashire. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (3.) <i>Conditions of Labour:—</i> | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | — | — | Iron moulders on the whole are very well employed. | Just now very slack; at the largest firm there are, say, 9 moulders playing weekly, and we take it in turns. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | — | Satisfactory. | Very fairly looked after. | Ought to be more regular inspection of workshops. |
| (c.) Compensation for accidents. | — | — | No accident since the passing of the Act. | Our trades union looks into this matter. |
| (d.) Sub-division of labour as between different trades. | — | — | None. | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | None. | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | None. | — |
| (g.) Apprenticeship - - | 1 apprentice to every 3 men. | 7 years. | Yes. | No indentures, but they generally serve 6 to 7 years. |
| (h.) Employment of foreigners | — | None. | None. | None. |
| (i.) Introduction of labour saving machinery. | — | None. | None. | Lots of that kind is tried here. |
| (j.) Supply and quality of materials, machinery, and other plant. | — | — | — | Very fair. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trades unions generally. | — | (4) Mutual relations good. | Unionists refuse to work with non-unionists if young men who will not join the union, but old men not able to join the society on account of their years are allowed to work in some shops. On the whole very good feeling exists between employers and trades unionists generally. | Mutual relations good as far as we know. |
| (l.) Other causes of dispute - | — | — | — | — |

CONDITIONS OF LABOUR.

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

| 54. | 55. | 56. | 57. | 58. |
|---|--|---|--|---|
| Friendly Society. | | | Associated Iron Moulders. | Durham County Colliery Enginemens' Association. |
| Stalybridge, Mottram, Dukinfield, Cheshire; Ashton-under-Lyne, Lancashire; Mossley, Yorkshire; Glossop, Derbyshire. | Warrington, Lancashire. | Workington, Whitehaven, Cockermouth, &c., Cumberland. | Aberdeen District. | Durham. |
| Only in cases of severe frost. | Varies according to weather and trade. | Trade is irregular. | Depends upon trade—if good all are employed, if bad they go on the streets. At present we have 15 members idle, trade being a little dull. | Very regular. |
| Employment not very dangerous if carefully followed out. Better condition of workshops desirable, especially during the winter months; could do with better lighting. | — | Sanitation bad. | Dangerous; not very good; the same; we never knew of any. | Safety, fairly good; lighting, variable; sanitation, in some cases good, in others very bad (underground); inspection, fairly good. |
| None from masters, except in very serious cases. | — | — | None, unless by suing the employers. | None. |
| — | — | — | None. | None. |
| — | — | — | None. | — |
| — | — | — | None. | — |
| — | None. | — | 7 years. | When taken on firemen are of 3 years' experience (age 23, others 18). |
| — | None. | — | None. | Very few indeed. |
| — | — | — | The ordinary cranes for lifting purposes. | None. |
| — | — | — | — | — |
| Object to work with non-unionists. Good feeling exists between master and union. Generally grievances settled without ill-feeling. | None. | — | (4) Friendly. | (1), (2), and (3) none; (4) mutual relations good. |
| Unfair reduction of wages. Reducing price of jobs. Sometimes cases of oppression. | None. | — | — | Local misunderstandings between workmen and employers as to wages and modes of working. |

CONDITIONS OF LABOUR.

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

| | 59. | 60. | 61. | 62. |
|---|---|--|---|-------------------------------|
| TRADE UNION | National Federation of Enginem ⁿ 's Protective Association. | South Yorkshire District Steam Enginem ⁿ 's Protective Association. | National Federation of Enginem ⁿ 's Protective Association. | |
| District- | Northumberland. | South Yorkshire. | Leigh, &c. | Shropshire. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (3.) <i>Conditions of Labour</i> :— | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | When the pits are idle enginem ⁿ and firemen are sometimes laid off. | Very little. | 90 per cent. constantly employed, a few work 4 and 5 days per week when trade is bad. | Regular all through the year. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | No complaints. | This requires special attention by all concerned. | Generally good. | All receive proper attention. |
| (c.) Compensation for accidents. | In some cases enginem ⁿ and firemen employed underground are allowed "smart money," equal 5s. per fortnight. | According to circumstances. | 7s. to 8s. per week allowed. | None. |
| (d.) Sub-division of labour as between different trades. | — | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | — | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | — | — |
| (g.) Apprenticeship - | We have constantly a few learning to be practical enginem ⁿ . | — | — | — |
| (h.) Employment of foreigners | — | — | — | — |
| (i.) Introduction of labour-saving machinery. | — | — | — | — |
| (j.) Supply and quality of material, machinery, and other plant. | — | Ought to be good, but is not so in all places. | — | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | No complaints to make under this head, mutual relations are of the most friendly and cordial kind. | — | (1) Seldom dismissed, received generally with courtesy; (2) do not refuse to work with non-unionists; (3) no black list; (4) acknowledged, but not liked. | Mutual relations good. |
| (l.) Other causes of dispute - | — | — | Putting extra work on the enginem ⁿ , such as firing for himself in the night shift and other matters. | None. |

CONDITIONS OF LABOUR.

ENGINEERING, ENGINEMEN, &c.—continued.

| 64. | 65. | 66. | 68. | 69. |
|--|--|---|---|--|
| National Federation of Enginemen's Protective Association. | National Federation of Enginemen's Protective Association. | Lancashire Colliery Enginemen's Association. | National Federation of Enginemen's Protective Association. | |
| Cannock Chase, Stafford- shire. | Dudley District. | Wigan and Districts. | Somerset. | Wrexham and Ruabon (North Wales). |
| Time lost in summer sea- son. | None. | Always regular. | According to condition of trade. | Exceptional cases engine- men lose time when no work in pit. |
| Fair. | Safety, lighting, and sani- tation, very good. | This is fairly attended to. | Fairly good. | Sanitation and lighting good. |
| None. | None. | None. | None. | — |
| — | — | — | — | — |
| — | — | — | — | — |
| — | — | — | — | — |
| — | None. | — | — | — |
| — | — | — | — | — |
| — | — | — | — | — |
| — | — | Very good. | Good. | — |
| The district is very fair; exceptional case or two. | — | — | (4) Some very good; others very unsatis- factory. | — |
| None. | — | — | — | — |

CONDITIONS OF LABOUR.

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

71.

72.

| TRADE UNION | Beetling Enginemen's Trade Union. | Amalgamated Society of Enginemen, Cranemen, Boilermen, and Firemen. |
|---|--|---|
| District - | North of Ireland. | England and Scotland (Staffordshire and Cumberland excepted). |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | |
| (3.) <i>Conditions of Labour</i> — (a.) Irregularity of employment through seasonal or other causes. | Severe frosts block our business, and where water is used as a driving power freshets in the rivers often cause stoppages. | Average time worked taking all the large works will be about 10 months per year. Cause of irregularity scarcity of orders. |
| (b.) Safety of employment and the lighting, sanitation, and inspection of workplaces. | Consider our employment unsafe; where we work (beetling engine houses) there are a great many naked wheels, and what is known in the trade as "wiper beams" run on cast-iron axles overhead when we are working, and in case of breakage we know of no fixture to prevent these beams from falling. In some houses the lighting is very good, in others very deficient; some houses are both cold and damp, water running down the walls and along the floor; these conditions are more pronounced in the winter months. All places we wrought in were inspected, and many dangerous places fenced up by order of the inspector; but the impression left on our minds was that there was a keener look-out for young persons than for dangerous machinery. | Our society is constantly involved in disputes through the neglect of firms repairing engines and cranes in proper time. We consider that there is at present no inspection worth anything. It is a matter that needs the serious consideration of the authorities at once. |
| (c.) Compensation for accidents. | Some firms allow compensation for accidents; others do not. | Not aware of any agreements being in force to insure compensation. Under the Employers' Liability Act we find it very difficult to make out a case. The Act needs amending. |
| (d.) Sub-division of labour as between different trades. | — | Do not understand question. |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | Does not apply. |
| (f.) Distribution of labour as between men, women, and children. | — | Not applicable. |
| (g.) Apprenticeship - | — | Consider there should be instituted a regular system of instruction and service as proposed by the promoters of the Engines and Boilers Bill. At present totally incompetent persons are placed in charge of boilers and engines. |
| (h.) Employment of foreigners. | — | Not applicable. |
| (i.) Introduction of labour-saving machinery. | — | Generally to men's advantage. |
| (j.) Supply and quality of materials, machinery, and other plant. | — | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. (l.) Other causes of dispute. | We are a new organisation, so the employers have had little time to take action in the matter. We have not refused to work with non-unionists. Never use a black list. Mutual relations more or less strained owing to the employers looking with displeasure upon all attempts at organisation by the workmen. Some firms have a form of questions which all men must sign before being engaged. This form sets forth that the employé will pay no fines, that he is not a trade unionist, nor will become one while in their employment. | Delegates are not often dismissed in a manner that can be detected. Through the employment of plenty of officials we are able to prevent a great deal of victimising in this respect. We claim the right to refuse to work with non-unionists in a legitimate manner by quietly withdrawing our members and getting them transferred to a place where all are unionists. There is a little "black-listing" done. Generally relations with employers are very cordial. They often assure us they prefer union men. |
| | | Our disputes have generally been about— 1. Foremen requiring our members to work their boilers too long without having them washed out. 2. By firms reducing the wages of members without giving due notice. 3. By alterations being made without notice in regard to mode and rate of payment. |

CONDITIONS OF LABOUR.

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

| 73. United Engine Keepers' Protective Association of Scotland. | 74. Under Engineers and Stokers' Society. | 75. Engine Drivers and Stokers' Society. | 76. Iron Grinders' Society. |
|---|--|---|--|
| Scotland (Fife excepted). | Oldham, Hollingwood, Royton, Lees, Grotton, Middleton, and Heywood. | Sheffield and 8 miles around. | Glasgow. |
| <p>—</p> <p>We would favour neutral inspection of boilers and machinery at intervals not exceeding six months. Lighting and sanitation in many cases very defective.</p> | <p>—</p> | <p>—</p> | <p>—</p> <p>Very dangerous and unhealthy. Sanitation, with a few exceptions, very bad; no inspection.</p> |
| <p>No provision.</p> | <p>Generally 8s. a week paid out of accident fund, which is kept up by mill hands.</p> | <p>If caused by incompetent men being set to work to save a few shillings per week in wages as is frequently the case, make the person responsible that appoints him to the place. Pass a Liability Act with no loop holes in it for him to creep through.</p> | <p>None, except sued for at court of law.</p> |
| <p>—</p> <p>—</p> <p>—</p> | <p>—</p> <p>—</p> <p>—</p> | <p>—</p> <p>—</p> <p>—</p> | <p>—</p> <p>—</p> <p>—</p> |
| <p>No stipulated period to serve.</p> | <p>—</p> | <p>We admit none to our society but those that have had charge of a steam engine for 2 years.</p> | <p>5 years.</p> |
| <p>—</p> <p>—</p> <p>—</p> | <p>—</p> <p>There are a great many mechanical stokers at work in our district.</p> | <p>Discourage it as much as possible as it tends to reduce the wages of all trades.</p> | <p>—</p> <p>Considerable within last 10 years.</p> |
| <p>No dismissal that we are aware of. Generally our members do not refuse to work beside non-union men; some of our districts do refuse. No black list in operation. Relationship favourable.</p> | <p>—</p> <p>—</p> | <p>In my experience men are not dismissed at once for being on deputations, that would be too straightforward a course to adopt, but they are usually marked and discharged for some frivolous thing that may transpire on the first opportunity. As one who has taken some part in trade unions, I know that boycotting is practical in more places than Ireland. One cause very prevalent is to try and compel enginemmen to teach other men to work their engines. As men frequently object to teach non-society men, the result is the man objecting is discharged, especially if there should be some one at hand ready to take his place for a trifle less money.</p> | <p>Relations with employers generally good; in some cases non-unionists preferred.</p> <p>Fortnightly pays and fortnightly warnings.</p> |

CONDITIONS OF LABOUR.

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

77.

78.

80.

| TRADE UNION | Blacksmiths' Associated. | United Hammermen and Forge Furnacemen's Society. | United Pattern Makers' Association. |
|---|---|---|--|
| District | Aberdeen and District. | Northumberland. | Chief Engineering Centres of the United Kingdom. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> — (a.) Irregularity of employment through seasonal or other causes. | Very little in Aberdeen. | Through want of trade sometimes during the winter. | Pattern makers usually work under cover, and lose no time through seasonal causes. The past 3 years 2 per cent. of our members have been unemployed from scarcity of work; in years of exceptional depression this percentage has been largely increased, amounting in 1879 to about 13 per cent. Not much to complain of. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Safety and lighting good. Sanitation, fair. Inspection, a mere farce. | Very good. | Disabled members from 50% to 100% from society. Serious accidents very rare, only 1 in past 7 years. |
| (c.) Compensation for accidents. | Nothing but present Act of Parliament. | Sometimes. | None. |
| (d.) Sub-division of labour as between different trades. | None. | None. | None. |
| (e.) Distribution of labour as between factories, workshops, and homes. | None. | None. | None. |
| (f.) Distribution of labour as between men, women, and children. | None. | None. | None. |
| (g.) Apprenticeship | 5 years. | Well employed. | Generally lads go to the trade at the age of 15, and serve until 21; they are generally bound. |
| (h.) Employment of foreigners | None. | None. | None, as far as we know. |
| (i.) Introduction of labour-saving machinery. | Nothing but steam hammers. | Sometimes. | Planing machines, circular and band-saws, and lathes are the only machines used. Most work done by hand. Improbable that any further introduction of labour-saving machinery will be made. Generally no ground for complaint. |
| (j.) Supply and quality of materials, machinery, and other plant | Good. | Very good. | |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | (1) No dismissals; (2) do not refuse; (3) fallen into disuse; (4) good. | Nothing of this. | We scarcely have a dispute, but representative delegates are dismissed on account of the prominent position they take. Employers do not openly dismiss them for this cause but the first opportunity is taken of getting rid of them. In shops where we are strong enough our members refuse to work with non-unionists. No regular black list is published, but we occasionally use our monthly report as a means of warning our members against obnoxious individuals. |
| (l.) Other causes of dispute— | Workmen think they work too many hours per week. | Sometimes wages, at present hours. They are 54, while nearly all the factories and mechanics in the next county (Durham) are working only 53. Meeting with owners shortly, we propose telling them what has been done, and what further will be done if they refuse us again. | Refusals on the part of our union to allow interlopers to work at our trade. Disputes with employers regarding wages. Dispute in consequence of the employment of blacklegs, or the victimization of delegates. |

CONDITIONS OF LABOUR.

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

| 81. | 82. | 83. |
|---|--|---|
| United Pattern Makers' Association. | | United Machine Workers' Association. |
| London. | Glasgow. | Manchester, Sheffield, Oldham, Belfast, Newcastle-on-Tyne, Sunderland, Hull, Hartlepool, Stockton, Liverpool, Barrow-in-Furness, Leeds, Bradford, Preston, Blackburn, Halifax, Gratham, and most Engineering Districts. |
| Somewhat irregular through orders being small, and little or no work can be done on stock. | Irregular only through reasonable depression or disputes in other branches of the ship-building and engineering trades. | Only cause of irregularity is depression in trade; if overtime were abolished should have no cause for complaint under that head. |
| Have never seen an inspector in 30 years. | Fairly satisfactory. | No cause for complaint. |
| Slight; compensated by society; do not make claim on employers. | None. | Comparatively few accidents. |
| The engineering trade is subdivided, pattern making being one and is not again subdivided. Factory and workshop. | — | — |
| Men only. | None. | No home-work. |
| 5 to 7 years. | — | Males only. |
| Do not object to work with a foreigner if he does not work for less wages. | 5 years. | Varying from 3 to 5 years in some firms. |
| No objection. | None. | Very few in our trade. |
| Medium. Never knew a workman that did not prefer the best, but he seldom gets it. | — | The whole of our machines are labour-saving. |
| (4.) Very little friction. | Representative delegates very often dismissed, which always causes irritation and disputes. Unionists in this district do not refuse to work with non-unionists. | Only a few who have been dismissed for official connexion. Only refuse to work with non-unionists in extreme cases. |
| — | The practice of employers to pay off men after a rise in wages and start others at a lower rate. | — |

CONDITIONS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS).

| | 84. | 85. | 86. | 87. |
|---|---|--|--|------------------------------|
| TRADE UNION | National Association of Blast Furnacemen. | | | Nut and Bolt Makers Society. |
| District | Cleveland and Durham. | West Coast (Cumberland and Lancashire). | Ayrshire and Lanarkshire. | Smethwick, Staffordshire. |
| Representations or information offered for the consideration of the Commission under the following heads—cont. | | | | |
| (3.) <i>Conditions of Labour</i> :— | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Only caused through depression in trade. | Continuous, except when dulness of trade causes furnaces to be put out of blast. | Only caused through depression in trade. | Bank holidays. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Not particularly dangerous; lighting and sanitation bad; never heard of inspectors visiting furnaces. | Government inspector never seen, although badly wanted in some places. | Moderately safe; lighting bad; sanitation bad; never heard of blast furnaces being visited by inspectors. | — |
| (c.) Compensation for accidents. | None, except by law or mutual arrangement. | None, except through court of law. | None, except by law or mutual arrangement. | None. |
| (d.) Sub-division of labour as between different trades. | None. | — | None. | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | None. | — | None. | — |
| (f.) Distribution of labour as between men, women, and children. | None. | — | None. | — |
| (g.) Apprenticeship | None. | — | None. | — |
| (h.) Employment of foreigners | A few Germans and Poles, mostly British employed. | None. | Mostly British, some few Poles. | None. |
| (i.) Introduction of labour saving machinery. | Through improved machinery the furnaces produce 25 per cent. more iron without any increase in the number of men employed. | Can only be done to a small extent; very little change has taken place during last 10 years. | Very little up to present time. | To a great amount. |
| (j.) Supply and quality of materials machinery, and other plant. | Not applicable. | Good supply of tools. | Not applicable. | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | Nothing to complain of concerning dismissal of representative delegates, no refusal by either unionists or non-unionists to work together; use of black list not of any importance; friendly relationships between employers and union. | Lodge officers dismissed in two instances; one case caused a prolonged strike. In one instance unionists refused to work with a non-union man. | Several instances of dismissal of representative delegates; no refusal by either unionists or non-unionists to work together; no knowledge of black list; the employers positively refuse to recognise trades unions or their leaders. | — |
| (l.) Other causes of dispute | The long hours the men have to work; the small total earnings in comparison with the hours worked; the continuous hours of working; on Sundays the 24 hours' shift once in 14 days; the exposure to all kinds of weather. | In one case unionists refused to work with non-unionists. | The long hours worked; the small pay in comparison with the hours worked; the conditions of working; the 24 hours on Sundays; the exposure to all kinds of weather. | — |

CONDITIONS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS).

| 88. | 89. | 90. | 91. | |
|---|---|---|---|----------------------|
| British Amalgamated Association of Steel Smelters. | Associated Society of Millmen. | Associated Iron and Steel Workers. | National Amalgamated Iron-plate Workers, Braziers, Mounting Forgers, Tinnerns, Stampers, and Galvanizers' Trade and Friendly Society. | |
| West of Scotland, &c. | The West of Scotland chiefly. | South Yorkshire, &c. | London District. | Manchester District. |
| Furnace repairs average six weeks per annum. | Chiefly through break-ages of machinery. | Often irregular through seasonal causes and fluctuation in trade. | Generally irregular; fluctuation great, principally through seasonal causes. | |
| Sanitation generally bad. | Sanitation and inspection bad; lighting good. | Sanitation and arrangement of works often bad, in some cases very fair. | Iron-plate workers and braziers comparatively safe. Galvanizers liable to occasional accidents from explosion of metal. Lighting in many cases unsatisfactory. Sanitation generally reported as very bad; urinals and w.c.'s in unsuitable places, and ventilation unsatisfactory. Inspection very unsatisfactory. Inspectors seldom seen. (See answer to General Questions 10, No. 8.) | |
| Accidents few. Compensation easily arranged. | Chiefly obtained by proceedings being taken in court. | Only appeal under Liability Act. | No compensation for accidents except where obtainable under Employers' Liability Act. Not customary with us to contract out of it. | |
| — | — | — | Each trade do their own particular work. | |
| — | — | — | Factory work general, home work not recognised or encouraged by society. | |
| — | — | All males. | Female labour (for male work) not recognised by Society, but prevalent to some extent in Worcestershire and Wolverhampton districts, with most deleterious results to our trade. | |
| Boys not physically fit for the work. Society insists on three years. | — | — | The system gradually declining, much to our regret. (See answers to General Questions 10, No. 9.) | |
| Only at Landore has this been attempted. | Scarcely any foreigners employed. | Very small throughout the trade generally. | Manchester only reports employment of foreign Jews, who are arriving in comparatively large numbers; a source of danger to our interests; have to institute protective measures; often cause disputes. On account of ignorance of language and poverty are often imposed upon by unscrupulous employers. | |
| — | A large amount of labour-saving machinery has been introduced in recent years. 20 per cent. of manual labour has been dispensed with. | Not in the iron trade, but growing in steel trade. | Does not affect us in any appreciable degree. There are no reductions for use of same. | |
| Invariably good. | — | — | Generally unsatisfactory. | |
| (1) Practically nil; (2) insist on every man being in union; (4) good. | No dismissal of delegates; have not refused to work with non-unionists; no black list; relations with employers most cordial. | (1) As a rule men's representatives acknowledged by employers; (2) unionists believe in winning rather than coercing non-unionists; (3) no black list; (4) fairly good. | Dismissal of representative men, and use of black list carried on to a disgraceful extent. Mutual relations far from satisfactory at present, although our officials are generally favourable to conciliatory courses. Vindictive dismissals have often caused strikes. | |
| Dismissing men without just cause; wages rates; members of union in arrears of contributions. | — | Changes in the condition of labour and material. | General cause of dispute the payment of less than current rates of wages. | |

CONDITIONS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

91.

| | | | | |
|---|---|----------------------|-----------------------------|-------------------------------|
| TRADE UNION | National Amalgamated Iron-plate Workers, Braziers, Mounting Forgers, Tanners, Stammers, and Galvanizers' Trade and Friendly Society. | | | |
| District | Bristol District. | Birmingham District. | Wolverhampton and District. | Lye District, Worcestershire. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (3.) <i>Conditions of Labour</i> :— | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Generally irregular, fluctuation great, principally through seasonal causes. | | | |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Iron-plate workers and braziers comparatively safe, galvanizers liable to occasional accidents from explosion of metal. Lighting in many cases unsatisfactory. Sanitation generally reported as very bad, urinals and w.c.'s in unsuitable places, and ventilation unsatisfactory. Inspection very unsatisfactory. Inspectors seldom seen. (See answer to General Questions 10, No. 8.) | | | |
| (c.) Compensation for accidents. | No compensation for accidents except where obtainable under Employers' Liability Act. Not customary with us to contract out of it. | | | |
| (d.) Sub-division of labour as between different trades. | Each trade do their own particular work. | | | |
| (e.) Distribution of labour as between factories, workshops, and homes. | Factory-work general, home-work not recognised or encouraged by society. | | | |
| (f.) Distribution of labour as between men, women, and children. | Female labour (for male work) not recognised by society, but prevalent to some extent in Worcestershire and Wolverhampton districts with most deleterious results to our trade. | | | |
| (g.) Apprenticeship | The system gradually declining, much to our regret. (See answers to General Questions 10, No. 9.) | | | |
| (h.) Employment of foreigners | Manchester only reports employment of foreign Jews, who are arriving in comparatively large numbers; a source of danger to our interests; have to institute protective measures; often cause disputes. On account of ignorance of language and poverty are often imposed upon by unscrupulous employers. | | | |
| (i.) Introduction of labour-saving machinery. | Does not affect us in any appreciable degree. There are no reductions for use of same. | | | |
| (j.) Supply and quality of materials, machinery, and other plant. | Generally unsatisfactory. | | | |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | Dismissal of representative men and use of black list carried on to a disgraceful extent. Mutual relations far from satisfactory at present, although our officials are generally favourable to conciliatory courses. Vindictive dismissals have often caused strikes. | | | |
| (l.) Other causes of dispute | General cause of dispute, the payment of less than current rates of wages. | | | |

CONDITIONS OF LABOUR.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

| 92. | 93. | 94. | 95. | 96. |
|---|--|-----------------------------|--|-------------------------------------|
| Wheelwrights and Blacksmiths' Society. | | Scale-beam Makers' Society. | Spring-trap Makers' Society. | Scottish Coppersmiths' Association. |
| Lancashire, &c. | London District. | Glasgow. | Wednesfield and Heath Town. | Edinburgh and Leith Branch. |
| Busiest in summer months. | Through slackness of work, which may occur at any time, but principally in the winter. | — | Production exceeds consumption sometimes, and not unfrequently spasmodic advances in price of iron and other materials. | Dull trade only. |
| Not much danger, only from the miserable hovels which many employers call workshops, doorless, and in many cases almost roofless. | — | — | Very fairly satisfactory. | — |
| Only from the society unless it were possible to squeeze in "the Liability Act." | — | None. | None. | None. |
| Between wheelwrights and smiths. | — | — | — | — |
| All done in workshop. | — | — | — | None. |
| No women or children. | — | — | — | None. |
| An effort is being made to restrict the number of apprentices in each shop or employer at 1 to 3 journeymen. | Very few are bound in our trade. | — | Has completely died out. | 6 years. |
| Work would be too arduous. | 2 only known. | — | None. | None. |
| Is becoming very general, and very acceptable to the workmen. | Of late years all large firms are introducing machinery. | — | Is being now introduced, but not to the advantage of the workmen. | None. |
| The employer supplies all plant and materials except the wheelwrights' ordinary tools, which amount to some 7 <i>l.</i> and 8 <i>l.</i> in value per man. | Sawing, boring, spoke-turning, chucking, drilling, blast-blowing, and other purposes. | — | Good supply of materials, but iron very frequently bad and often a great loss to employers. When trade is good and price of iron high, it is, as a rule, worse than at any other time. | — |
| (1) One dismissed during the last 16 years; (2) do not refuse; (3) do not use; (4) generally good. | — | — | One shop where men are not unionists. | — |
| — | — | — | None. | — |

CONDITIONS OF LABOUR.

LEAD.

97.

| TRADE UNION - - - - - | Lead Workers. |
|--|---|
| District - - - - - | Tyne. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(8.) <i>Conditions of Labour</i> :—</p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents -</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship.</p> <p>(h.) Employment of foreigners.</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, and other plant.</p> <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers and trade unions generally.</p> <p>(l.) Other causes of dispute.</p> | <p>Depression occasionally.</p> <p>Employment very unhealthy. At the present time 4 men in workhouse, and 2 walking about unable to work, living on charity.</p> <p>None.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>Cannot report.</p> <p>—</p> |

CONDITIONS OF LABOUR.

MINING AND QUARRYING.

98.

99.

100.

| TRADE UNION | Durham Miners' Association. | Durham Cokemen's Association. | Northumberland Colliery Mechanics' Mutual Provident Association. |
|--|---|---|--|
| District | Durham. | Durham and part of Northumberland. | Northumberland. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— (a.) Irregularity of employment through seasonal or other causes. | None of any consequence. | The regularity or otherwise of employment is governed by the state of trade. | Irregular, owing to bad trade. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Inspection as per Mines Act. | — | Very good. |
| (c.) Compensation for accidents. | Smart money, 5s. per week. | Have had only one case in several years in which compensation was paid; this was done voluntarily. | None as yet, but according to Act of Parliament we could claim it. |
| (d.) Sub-division of labour as between different trades. | — | — | None. |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | None. |
| (f.) Distribution of labour as between men, women, and children. | — | All men except a few dauber lads. | None. |
| (g.) Apprenticeship - | — | — | Of course there are apprentices. |
| (h.) Employment of foreigners | — | — | None. |
| (i.) Introduction of labour-saving machinery. | No agreement with employers with the exception of one or two cases. | Very little in the trade. | None. |
| (j.) Supply and quality of materials, machinery, and other plant. | — | — | — |
| (k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers and trades unions generally. | Have been dismissed; work with non-unionists; no black list; mutual relations good. | On the whole our relations with the employers are fairly satisfactory. Generally speaking union men do not work harmoniously with non-union men, but we have not had as many representative men discharged recently, as was the case a few years ago. | None. |
| (l.) Other causes of dispute - | — | Various; the chief being the non-carrying out of agreements made for either side by joint committees or the two associations. | The only cause of dispute with us at present is having to work 54 hours instead of 53 (see answer to question, wages 1 (a)). |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—continued.

| | 101. | 102. | 103. | 104. |
|---|---|--|---|--|
| TRADE UNION | Northumberland Miners' Mutual Confident Association. | Northumberland Deputies'. | North Staffordshire Amalgamated Association of Miners. | Amalgamated Miners' Association. |
| District | Northumberland. | Northumberland. | Silverdale Hive Lodge, North Staffordshire. | Staffordshire. |
| Representations or information offered for the consideration of the Commission under the following heads—cont. | | | | |
| (3.) <i>Conditions of Labour</i> :— | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | As a large quantity of the coal produced in this county is exported to the Baltic, and as the Baltic ports are closed in winter, the pits usually work about 20 per cent. less time from the end of October to the end of March than they do during the rest of the year. | Winter trade is generally slack. | Fairly good year round. | Irregular in summer time. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | The death rate from accidents is practically the same per 1,000 persons employed as it was 20 years ago. The average deaths per year for the 7 years ending 1880 was 1 in every 978, and for the last 3 years 1 for every 974 employed. | Most dangerous. Inspect all working places ourselves before each shift. We use the safety lamp. | Employment dangerous. Gradient of mines, 18 to 26 inches to the yard. Seams, 10 feet thick; very gassy. | — |
| (c.) Compensation for accidents. | 5s. per week is allowed to men injured at their work, and half that amount is allowed to boys. | None. | — | — |
| (d.) Sub-division of labour as between different trades. | — | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | — | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | — | — |
| (g.) Apprenticeship. | — | — | — | — |
| (h.) Employment of foreigners. | — | — | — | — |
| (i.) Introduction of labour-saving machinery. | Mechanical drills have been largely introduced by the workmen during the last 10 years, which have no doubt been of great advantage to both employers and workmen. | — | In thick ironstone seams boring machines are used to advantage. | — |
| (j.) Supply and quality of materials, machinery, and other plant. | — | — | — | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | We have nothing to complain of under this head. The relations between the employers and us, except on the occasions referred to below, have always been of the most friendly character. | No dismissal of delegates; no black list; work in peace with non-unionists. Mutual relations good. | For some years men have not been discharged for acting as delegates. No black list. Union men have not refused to work with non-unionists. The relation between employers and men are of a cordial character. | Had a little trouble when union first started, employers objecting to unionists, but this spirit is dying out now the majority of men have joined the union. |
| (l.) Other causes of dispute | — | None. | — | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—continued.

| 105. | 106. | 107. | 108. | 109. | 110. |
|--|---|---|--|---|---|
| Amalgamated Society of Staffordshire Miners. | Pelsall District Miners' Association. | North Yorkshire and Cleveland Miners and Quarrymen's Association. | Aberdare and Merthyr Miners' Association. | Neath, Swansea and Llanelly Miners' Association. | House Coal Society of Monmouth. |
| West Bromwich, Oldbury, Tipton, and Coseley. | Bloxwich, Walsall, Brownhill, Pelsall, and neighbourhood. | Cleveland, Teesdale, Forcett, Tuthill, Durham, Weardale, and Frodingham, Lincolnshire. | Aberdare and Merthyr. | Neath, Swansea, and Llanelly. | Rhondda Valleys. |
| — | During severe frost. | The quarrymen, barers and workmen employed on the surface through stress of weather. The miners through falls of roof, inrush of water, or breakage of machinery. | — | Irregular work through weather preventing shipping. | Irregularity through seasonal causes rare, but considerable irregularity, through depression of trade, such as was the case in 1886, 1887, and earlier periods. |
| — | — | Since the passing of the Coal Mines Regulation Act the danger attendant upon mining has been considerably lessened and ventilation greatly improved. | — | — | Employment precarious and dangerous. Workplaces inspected by officials and by workmen, in accordance with the Mines Act and special rules, but inspections by Her Majesty's Inspectors are few and far between, and all workmen unanimously of opinion that this staff sorely needs augmenting. |
| 6s. per week. | — | Purely voluntary on the part of the employer. There has never been an action instituted against an employer in this district for negligence. | — | — | Generally nil, except occasionally by arrangement or law, where employers are found guilty of neglect. |
| — | — | — | — | — | — |
| — | — | — | — | — | — |
| — | — | — | — | — | — |
| — | — | — | — | — | — |
| — | — | There are several drilling machines in use in this district in place of hand and different arrangement of endless rope haulage in place of horse power. | — | — | None, but thousands of immigrants, absolutely unskilled, from agricultural districts. |
| — | — | Very good all round. | — | — | Sufficient and quality good, and the most modern. |
| — | In some instances unionists have refused to work with non-unionists, with result non-unionists have joined. The relationship between unionists and employers very good. | (1) None. (4) Relationship with employers good. | Many delegates dismissed; unionists work with non-unionists. | Black list very often used for preventing workmen on strike getting employment. | Dismissal at present of rare occurrence. Black list in use in all cases where bodies of men are idle through strikes or lock-outs. Mutual relations between employers and trade unions fairly good. |
| — | No dispute since 1884. | — | — | — | Fixing of price lists, house rents medical appointments, timbering &c. |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 111. | 112. | 113. |
|---|---|---|---|
| TRADE UNION - - - { | Rhondda House Coal Society. | Blaenavon Workmen's Committee. | Ayrshire Miners' Union. |
| District - - - - - { | Rhondda, Giffach, Glyncorriog, Ywysbwl, Hanharran, Hautwite, Taff Well, Quakers' Yard, and Merthyr Vale. | Blaenavon. | Ayrshire. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Only depression of trade. | Bank holidays and summer months. | Very great, the average earnings for last year being about 4½ days per week. The year was one of good trade. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Safety, very fair. Working by night-light. | Dangerous avocation from roof and sides. Working places examined at least twice per quarter by workmen. Working naked lights. | One person was killed in the year 1890 for each 657 persons employed and for each 231,915 tons of mineral raised. Inspection very deficient. |
| (c.) Compensation for accidents. | Not much claimed. | None. | Provided by Employers' Liability Act, 1880. |
| (d.) Sub-division of labour as between different trades. | None. | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | None. | — | — |
| (f.) Distribution of labour as between men, women, and children. | None. | — | — |
| (g.) Apprenticeship - | None. | — | Two years under the supervision of a skilled miner before being entrusted to work alone as a coal or ironstone getter. This provision is rarely enforced. |
| (h.) Employment of foreigners | None. | — | — |
| (i.) Introduction of labour-saving machinery. | None. | — | — |
| (j.) Supply and quality of materials, machinery, and other plant. | None by the men. | — | Complaints about the supply of prop-wood very frequent. Most of the accidents are traceable to the insufficient propping of roads and working-places. |
| (k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers and trade unions generally. | Dismissal of delegates. No refusal to work with non-unionists. Black list in existence if the men will speak out for their rights. Relationship with employers and trade union not very good. | No representative delegates dismissed. Mutual and friendly relationship existing between employer and employed. | Dismissal of union delegates and officials very frequent. No refusal to work with non-unionists. Black list used by employers. Employers have frequently refused approaches made by the union to discuss trade questions. |
| (l.) Other causes of dispute - | — | Incidental causes. | Hours and wages. |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—continued.

| 114. | 115. | 116. | 117. |
|--|---|---|--|
| Fife and Kinross Miners' Association. | Mid and West Lothian Miners' Association. | Blantyre Miners' Association. | Quarrymen's Association. |
| Fife and Kinross. | Broxburn and other Shale Mining Districts, Scotland. | Lanarkshire generally, Blantyre, Burnbank, Hamilton, Eddlewood, Cadzow, and Baillieston. | Rossendale. |
| <p>Only when shipping demand for coal is slack. This is generally the case during the first quarter of the year.</p> <p>Inspection of working places not so efficient as should be. Government inspectors do not visit mines often enough.</p> <p>None, except where employers are legally liable.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>Delegates not interfered with. Union men do not refuse to work with non-unionists. No black list in use. Employers refuse to employ each other's men when a dispute occurs.</p> <p>Wages; deductions for foreign material found amongst coal, and the fixing and observance of a fortnightly holiday.</p> | <p>Employment on the whole most regular.</p> <p>—</p> <p>No mutual arrangements exist, unless in Burntisland already referred to. Cases for accident claims are settled in the law courts, where the employers generally have most success, owing to their power to injure witnesses against them.</p> <p>—</p> <p>—</p> <p>No man is supposed to obtain charge of a working face (in obedience to the Mines Regulation Act) until he has had 2 years' experience of face work under a practical miner. This part of the Act is more honoured in the breach than the observance.</p> <p>Not many, but unaware of any restriction.</p> <p>—</p> <p>—</p> <p>—</p> <p>It has been and is very common to dismiss, either directly, but mostly in an indirect manner, representative men, so much so that it is with great difficulty men can be induced to take a leading part in trades union affairs.</p> <p>Employers refusing to allow the men to work shorter hours, to allow the men to appoint a checkweigher, to have a union or acknowledge the accredited representatives of the same.</p> <p>The men refusing to work under a scale of deductions for dirt, which they consider oppressive.</p> | <p>From seasonal causes there is little or no inconvenience in the county. Short supplies of rolling stock on the railway systems has of late been the only interruption.</p> <p>In almost every colliery the miners complain that safety, sanitation, and inspection are not sufficiently enforced according to the requirements of the Mines Act, nor will such be until considerable improvements are effected.</p> <p>None except what is obtained by litigation.</p> <p>—</p> <p>—</p> <p>Majority are of opinion that females should not be employed.</p> <p>This clause of the Mines Act requires amending.</p> <p>Such are beginning to be introduced to the detriment of native labour and the safety of the mines.</p> <p>To a very limited extent.</p> <p>In many collieries the quantity and quality of materials supplied is limited and inferior, which demands that the Mines Act be so amended as to remedy the evil.</p> <p>The dismissal of delegates has so terrorised the men that union has been crushed out of existence. Names of delegates have been passed from colliery to colliery, so that they could not get work until they changed their name. In some collieries black lists of men not to be employed were used. The unions when strong have adopted the course of refusing to allow their members to work with those who were non-members, because they were working contrary to union rules. The majority of employers in Lanarkshire have persistently opposed the formation of unions, ignored their existence, and by their unreasonable attitude to the united policy of workmen, the relations are most unsatisfactory. Frequently respectful approaches addressed to the "Employers' Association" have received no attention, which silence resulted in friction and interruption of work. Have posted 100 circulars and only got two replies.</p> <p>Scales of deductions for foreign material; taring of tubs; weighing of material.</p> | <p>Wet weather and frost.</p> <p>—</p> <p>None.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

118.

119.

| TRADE UNION | Quarrymen's Union. | |
|---|---|--|
| District | Leicestershire. | North Wales (Carnarvon and Merioneth). |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(3.) <i>Conditions of Labour:</i></p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents.</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship.</p> <p>(h.) Employment of foreigners.</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, and other plant.</p> <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers and trade unions generally.</p> <p>(l.) Other causes of dispute.</p> | <p>When town councils and others are determined to keep their streets and roads in good order, and not pave with wood, quarry work is fairly good.</p> <p>Managers generally provide pretty well for the safety of employes; quarries are healthy places as a rule. There is very little inspection beyond that of employer and employed; that is to say, a visit of a Government inspector is a very rare thing.</p> <p>Nothing beyond what is obtained from sick and accident fund.</p> <p>---</p> <p>---</p> <p>---</p> <p>Very few apprentices as compared to 10 or 12 years ago.</p> <p>Foreigners are employed in a few instances, and are treated with due respect.</p> <p>Very little of this in quarries. The breaker or crusher is about the only machine which has taken the place of men and boys; this, although it does but common work, does not work altogether satisfactorily.</p> <p>The above-mentioned machine is worked by a steam engine, which also provides steam by which a steam drill is worked. Skilful men with sharp-edged hammers do all the important work at stone quarries.</p> <p>Employers are beginning to look more favourably on trade unions, and are on fairly good terms with officers of union.</p> <p>---</p> | <p>Employment on the whole regular.</p> <p>Dangerous, unhealthy, damp inside, and dusty out. No supervision by inspectors, except underground quarries and factory. Both unsatisfactory.</p> <p>Annual donations in fatal cases to widows and orphans in Penrhyn Quarry. Only in few quarries.</p> <p>None.</p> <p>There are only the following main divisions:—Quarrymen, rockmen, miners, and labourers.</p> <p>Cannot classify this; no women employed.</p> <p>No articulated apprentices. Boys are taken in at the age of 14, but they must take their chance to learn by being assisted by their fathers, relatives, or friends.</p> <p>Foreigners cannot do the work, only of labourers. Hardly any employed.</p> <p>Dressing, sawing, drilling machines, and locomotives.</p> <p>Waggons, trolleys, machinery, and locomotives are supplied by the owners, but the men pay indirectly for the use of them.</p> <p>The masters do not admit that they are against unionists, but sometimes they show they do not like them when they get another excuse for dismissing them. Unionists do not refuse to work with non-unionists. Recently a few members were dismissed soon after having given evidence in a law suit. Cannot prove black list, but the workmen generally believe there is one in most quarries.</p> <p>Some years ago men were dismissed for taking part in Parliamentary elections and other causes.</p> |

CONDITIONS OF LABOUR.

SHIPBUILDING, &c.

| | 121. | 122. | 123. | 124. |
|---|--|--|--|---|
| TRADE UNION | Boiler Makers and Iron Shipbuilders' Society. | | | |
| District | The United Kingdom. | London. | The Tyne, District, including Blyth. | Manchester and a Radius of 20 Miles. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> — | | | | |
| (8.) <i>Conditions of Labour</i> :— | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Rather irregular through waiting for material, exposure to weather, and other causes. | — | The shipyard men all off in bad or stormy weather. Boiler men employed. | 5 per cent. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Our work is rather dangerous, and many accidents happen that cannot be prevented. | There is a great need of better lighting in most shops and yards which might be improved by electric or lucigine. All inspectors should be skilled workmen as they would then be fully competent to judge of the requirements. | Shipyard work is dangerous. | — |
| (c.) Compensation for accidents. | When there is an accident caused by any negligence of an employer we sue for damages under the Employers' Liability Act. | — | Through the courts or by arrangement. | None. |
| (d.) Subdivision of labour as between different trades. | — | — | Could and should be settled by the officials of the societies and the employers without any stoppages. | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | No home work. | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | None. | — |
| (g.) Apprenticeship | — | That all young men should work at least 5 years, between the ages of 14 and 21, at the apprentice rate of wages of the shop or yard they may be employed in. | 5 years, to commence at 16 years of age. | Make it compulsory to serve at least five years before arriving at the age of 21. |
| (h.) Employment of foreigners | — | — | None. | None. |
| (i.) Introduction of labour-saving machinery. | — | — | Cannot object to machinery. | Hydraulic flanging and riveting machinery. |
| (j.) Supply and quality of materials, machinery, and other plant. | — | — | — | Good. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | — | (4.) Is on the improve. | Not at all general. We will not work with non-unionists, mutual relation very good. | Refuse to work with non-unionists; mutual relations fairly good where unionists are employed. |
| (l.) Other causes of dispute | — | — | Piece-work generally and number of apprentices. | When unskilled men are introduced by the employer to work with our men. |

CONDITIONS OF LABOUR.

SHIPBUILDING, &c.—*continued.*

| | 125. | 126. | 127. |
|---|--|---|--|
| TRADE UNION | Boiler Makers and Iron Shipbuilders' Society. | Boat Builders' Society. | Associated Shipwrights' Society. |
| District | Scotland. | River Thames. | United Kingdom. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (8.) <i>Conditions of Labour</i> — | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Seasonal and prevalence of piece-work. | — | We have a number of men who stand by the graving docks and consequently they are only irregularly employed. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | — | — | Ours is a very dangerous employment and liable to accidents owing to the everchanging condition of staging and gear in the construction of the vessel and we consider the uprights and staging should be regularly inspected. |
| (c.) Compensation for accidents. | Bad, being in the hands of insurance companies who are more disposed to resist legal claims than employers would be. | — | In some districts there is what is called yard accident funds, but we are not aware of any arrangement for compensation in case of accident by an employer alone except in H.M. Dockyard. |
| (d.) Sub-division of labour as between different trades. | Four, <i>viz.</i> , caulkers, riveters, platers, and angle smiths. | — | The exact demarcation of work between trades has been the cause of a number of disputes and considerable difficulty recently in various districts. |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | — |
| (g.) Apprenticeship | Five years, to choose division intended to be followed at the beginning. | 7 years. | We consider all apprentices should be bound and indentured and that the representatives of the firms in the yards should direct more attention to them to see that they receive every opportunity of learning their trade so that they may become efficient and competent workmen. |
| (h.) Employment of foreigners. | None. | None. | Very few at trade on shore, but a considerable number are employed at it as seagoing shipwrights (ship's carpenters). |
| (i.) Introduction of labour-saving machinery. | Great improvement, because of heavy material. | — | — |
| (j.) Supply and quality of materials, machinery, and other plant. | Good. | — | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | No delegates dismissed. Members will not work with non-members. Relations with employers most cordial. | (4.) Fair. | We have not much to complain of under these heads as our relations with our employers, with one or two exceptions, are of a friendly character. |
| (l.) Other causes of dispute | Arrangement of piece rates | Joiners and shipwrights doing our work. | Piece-work, line of demarcation, scales of work, and port bye-laws. |

CONDITIONS OF LABOUR,
SHIPBUILDING, &c.—continued.

| 128. | 129. | 130. | 131. |
|--|---|--|---|
| | Associated Shipwrights' Society. | | Shipwright Trade and Friendly Association. |
| H.M. Dockyards. | Hull, &c. | Aberdeen. | Liverpool, Birkenhead, &c. |
| — | Affected seriously by weather, other trades scarcity of work, surplus of labour, closing of works an unnecessary length at holiday times, varying from one day to a week or more. | Owing to fluctuation in trade. | Lost time through bad weather. |
| Dangerous, a large number of accidents occur, but reasonable precautions are taken by the authorities. | Scaffolding and staging not always of the most perfect and safe character. Lighting not generally ample. Air in various parts of large vessels not of the healthiest, purest, or most safe nature. Workshops casually inspected, but our men are principally employed on ship or dock-yards where plant is not generally inspected or looked after, but ought to be. Many graving docks and yards very imperfectly inspected, lighted, and unsatisfactory. | Require to be very careful; artificial light in the winter season; never see inspectors. | — |
| Half-pay while from work, not exceeding 3 months. | None unless it can be proved to come under the Employers' Liability Act. | None. | None. |
| Subject to the discretion of proficient officers. | — | Various trades. | — |
| — | All done in shops, on board ship, or outside public works. | No home work. | — |
| — | All done by men and apprentices. | None. | — |
| 6 years. | 7 years, a few 5 years. | Allotted among the journeymen. | Seven years. No restriction as to number. |
| — | Not recognised unless apprenticed to the trade in England, or under exceptional circumstances; do not know of one case at present where a foreigner is working on shore in this district as a shipwright, but our occupation as sea-going ship's carpenters has been taken from us by them and other encroachers on our trade on board ship while at sea. | None; and do not want them. | Foreigners are employed as sea-going carpenters at a lower wage than natives. |
| — | The customary wood-working machinery has driven our labour into joiners' and others' hands. | Some labour-saving machines, but not so many as in other places. | — |
| — | According to quality, or class, or repute of firm. Material and plant often poor, bad, and defective, object economy, workmen or workmanship no consideration. | — | — |
| — | Representatives when dependent on labour of firm have been dismissed for attending delegations. Separate paid delegate necessary to avoid this. All men who work at our trade with us are unionists; has been so for years; non-unionists a rarity; do not work with us or cause any trouble; all find it their own interest, and that of the trade, to join the union if eligible; only a few ineligible men dabble with our trade in some out-of-the-way place. This applies to the towns such as Hull, Grimsby, Goole, and Beverley, the small yards up the rivers and canals have not been able to organise yet, but will do so; they generally drift into the large towns and join. No rise of black list, only in very serious cases. Relations with employers of a mutual character. | Some pressure has been brought to bear on delegates, but not now. | We have two paid delegates to regulate the men and the work. Our relations with employers are good. |
| — | Advances and reductions in wages; disputes a rarity, generally settled by mutual arrangement at any rate during the present year (1890); have occasional disputes with closely allied trades about demarcation of work; have suffered through the encroachment of other workers in wood into modern ship construction; as iron superseded wood think we ought to move with the change in every case, consequently have to fight to exist. | — | — |

CONDITIONS OF LABOUR.

SHIPBUILDING, &c.—continued.

| 136. | | 137. | 138. | 139. |
|--|---------------------------------------|---|-----------------------|--|
| Sail Makers' Society. | | | Riggers' Association. | United Drillers and Cutters' Society. |
| London. | Glasgow. | Portsmouth, Devonport, Chatham, and Sheerness Dockyards. | | Kingston-upon-Hull. |
| — | Irregular. | | Regular. | 50 per cent. of members have to lose time in wet and very frosty weather. |
| Bad. | Nothing to complain of. | We are provided with good materials for our work, but from the nature of the employment there is certainly more danger than in many other trades. | | — |
| — | None. | 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 he 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. | | Through Employers' Liability Acts. |
| — | None. | | — | — |
| — | None. | | — | — |
| — | males. | | — | — |
| — | 6 years. | Riggers in Her Majesty's dockyards serve their apprenticeship in the Royal Navy as seamen. They must be at least able seamen and have served eight years as a man, six of which must have been in a seagoing ship. They have to pass the necessary examination in their trade before the officials of the Rigging Department with satisfaction as to health, character, &c., before entry. | | One apprentice to every eight journeymen; commence, age 16 to 18 years, serve three years. |
| — | A rare occasion. | | — | — |
| Very bad. | 19 machines. | A great deal of expense must have been saved in the Rigging Department by the application of steam and hydraulic pressure to capstans for transporting, docking, &c., but this would be in the direction of unskilled labour. | | — |
| We refuse to work with non-unionists. Relations with employers good. | We work with no other than unionists. | | — | (1) Seldom dismissed; (2) refuse to work with non-unionists; (3) fairly good. |
| — | — | | — | When agreements are unconditionally broken. |

CONDITIONS OF LABOUR.

TIN PLATE WORKERS, &c.

140.

141.

142.

| TRADE UNION | Tin Plate Workers' Union. | Tin Plate Workers' Society. | Tin Plate Workers' Society. |
|---|---|---|--|
| District | Aberavon District. | Aberdeen. | Glasgow and West of Scotland. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> — | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Dry summers affect water-mills for months | General workshops steady. Provision works according to season, sometimes 6, 8 and 12 hours per day. | Busy or slack seasons, according to state of trade. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | It is essential that a practical man be appointed as inspector to the tinplate industry. | Very fair, some better than others. | Employment fairly safe. No inspection. |
| (c.) Compensation for accidents. | Left to employer's honour. | None. | (See answer to Question, Wages (c) (2).) |
| (d.) Sub-division of labour as between different trades. | None. | None. | Little sub-division of labour with other trades sometimes they infringe upon us, and we do the same on them. When this happens the matter is settled in an amicable manner. |
| (e.) Distribution of labour as between factories, workshops and homes. | None. | None. | No home work nor allowed to work overtime for any other employer. |
| (f.) Distribution of labour as between men, women, and children. | None. | In provision works only between men and women. | Men, labourers, and boys. |
| (g.) Apprenticeship | Abolished through the union. | — | 6 years. |
| (h.) Employment of foreigners | None. | None. | None. |
| (i.) Introduction of labour-saving machinery. | Various labour-saving (?) machines have been introduced in the coating department of our industry. In the opinion of the Union it is of no use and very dangerous, and owing to the nature of the work required no machinery can be of service. | A very large extent. | To a large extent. |
| (j.) Supply and quality of materials, machinery, and other plant. | — | Employers supply all working plant in fair condition. | Employers supply in some cases good tools and machinery, in others of an indifferent character. To employer's interest to supply good tools and machinery. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | A few delegates dismissed after one strike; black list kept them idle from 6 to 8 months, mutual relations anything but friendly. | (1) No. (2) No. (3) No. (4) Fair. | Very few members of Union dismissed through being delegates. No refusal to work with non-unionists. Do not allow members to work beside blacklisted men. Relations with the majority of employers very good. |
| (l.) Other causes of dispute | — | Serious reductions. | Some of our disputes are principally with unprincipled employers, who wish to work at an unfair advantage to other employers, and Union does all it can in its own interests to protect employers generally. |

CONDITIONS OF LABOUR.

| TUBE MAKERS AND SCREWERS. | | WIRE WORKERS. | |
|---|--|--|--|
| 143. | | 144. | 145. |
| TRADE UNION | Tube Makers' Society. | Small Wire Drawers' Society. | Wire Workers' Society. |
| District | Staffordshire, Worcestershire, and Warwickshire. | Halifax, Cleckheaton, and Brighouse. | London. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | — | Very irregular. | No great fluctuation. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Insufficient. | — | With care, passably safe. Of a mixed character. |
| (c.) Compensation for accidents. | In some instances contract out of the Act, in others, employers pay into insurance societies. | None. | None known. |
| (d.) Sub-division of labour as between different trades. | — | None. | None. Branch of the tinplate workers' trade. |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | None. | Does not apply. |
| (f.) Distribution of labour as between men, women, and children. | — | — | All men and boys. |
| (g.) Apprenticeship - | — | — | Usually 7 years; no premium. |
| (h.) Employment of foreigners | — | — | Very rare. |
| (i.) Introduction of labour-saving machinery. | — | — | Trade too small for its application. |
| (j.) Supply and quality of materials, machinery, and other plant. | — | — | Does not apply. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | (2) Refused in several instances; (4) unsatisfactory through no fault of workmen, employers will not acknowledge society unless compelled. | (4) Embittered in consequence of reductions. | (1) Delegates not dismissed; (2) unionists work with non-unionists; (3) black list, none; (4) mutual relations good. |
| (l.) Other causes of dispute - | — | — | Each shop settles its own minor matters. |

GROUP A.

ASSOCIATIONS OF EMPLOYÉS.

STRIKES AND LOCK-OUTS.

STRIKES AND LOCK-OUTS.

BRASS TRADES.

| | 1. | 2. | 3. | 4. |
|--|--------------------------------|--------------|--------------------------------|----------------|
| TRADE UNION - - - - | United Journeymen Brass Founde | | | |
| District - - - - | Bristol Branch. | Bury Branch. | Belfast Branch. | Oldham Branch. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-Outs</i> :— | | | | |
| (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881–1890, and in the current year up to date. | None. | None. | Two partial strikes. | None. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | None. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | — | — | — | — |
| (a.) Date of commencement and termination. | — | — | — | — |
| (b.) Chief immediate causes of each dispute. | — | — | — | — |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — | — | — | — |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — | — |
| (e.) Attitude of union towards dispute. | — | — | — | — |
| (f.) Mode of settlement | — | — | — | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | Advance sought for and gained. | — |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | — | — | — |

STRIKES AND LOCK-OUTS.

BRASS TRADES.

| 5. | 7. | 10. | 12. |
|--|--|--|---|
| Association. | Brass Founders' and Workers' Societies. | Brass Turners', Fitters', and Finishers' Society. | Brass Finishers' Society. |
| Wigan Branch. | London. | Northumberland and Durham. | Glasgow and District. |
| One strike only from 1881 up to date (December 1891). | 12 during the 10 years. | No strikes or lock-outs in particular, but have been affected by disputes, one in March 1890 and one on November 4, 1891, between the engineers and employers. | Our society has only been instituted a little over 18 months, so cannot give any information as to past disputes. |
| One strike in the 10 years previous to 1881. | Less so. | Much more so. | — |
| — | — | — | — |
| September 21st to 27th, 1891. | — | — | — |
| An application for a reduction of one hour per week, from 54 to 53 hours per week. | Resisting a reduction in the price of labour. | The desire of certain trade unionists to make themselves prominent for their own selfish ends and not for the benefit of trade unionism. | — |
| 26 unionists, 9 non-unionists. | 48 unionists, 5 non-unionists. | — | — |
| None. | In all our disputes there has never been a lock-out. | 8,000 to 10,000. | — |
| The Union supported the strike. | Supported the men. | Our attitude has been to try and settle any disputes by conciliation and in protecting ourselves against an unscrupulous majority. | — |
| Correspondence through the Branch Secretary. | — | By mediation of the ex-mayor of Newcastle-on-Tyne. | — |
| The strike resulted in the adoption of the 53 hours per week, ceasing work at 12 o'clock on Saturdays. | In eight cases an advance and in four resumed work on the old terms. | None. | — |
| Paid 311. 5s. Loss of wages 56l. | 78l. paid by union to men on strike, and loss of wages estimated at 6l. per man. | Our members receive 15s. per week as strike pay. The loss to non-unionists, clerks, labourers, &c. must have been very great. | — |

STRIKES AND LOCK-OUTS.

CUTLERY AND OTHER SHEFFIELD TRADES.

| | 13. | 14. | 15. | 16. |
|--|--|--|--|------------------------------------|
| TRADE UNION | File Smiths' Union. | File Smiths' Society. | File Cutters' Society. | File Cutters' Union. |
| District | Warrington and Rain-hill, Lanchford, Cheshire - Lancs. | Wolverhampton, Willenhall, Bradley, Coseley, and Dudley. | Sheffield, and a small Branch at Cardiff, Wales. | Glasgow, Larbert, and Coatbridge. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-Outs:</i> — | | | | |
| (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | None. | 1 | A partial strike or lock-out took place in 1883 in consequence of an attempt to reduce wages 10 per cent. all round. | 1 |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | Have only had two strikes or lock-outs of any importance during the last 25 years; the rest have been small affairs induced by manufacturers seeking to reduce their workmen's wages in order to enable them to undersell their competitors in trade. | Less so. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | — | — |
| (a.) Date of commencement and termination. | — | March 15th to 22nd, 1890. | March 24th to June 18th, 1883. | November 30 to December 7, 1890. |
| (b.) Chief immediate causes of each dispute. | — | For price list nett. | Attempted reduction of wages 10 per cent. | Reduction of wages. |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — | 15 | Both unionists and non-unionists took part. | 41 men (we had no union). |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | None. | There was no material effect upon others outside our own ranks. | None. |
| (e.) Attitude of union towards dispute. | — | — | Favourable to workmen. | — |
| (f.) Mode of settlement | — | — | By negotiations between the representatives of employers and workmen. | Received the Sheffield Price List. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | 12½ per cent. advance. | The attempted reduction was enforced in 1883. | Advance. |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | — | Cost union 3,300 <i>l.</i> Loss in wages about 1,000 <i>l.</i> The union has during the past 12 months successfully defended its members against attempted reductions in their wages made by various firms to the amount of 10 per cent.; had such attempts been successful, it would undoubtedly have led to a general reduction in wages. The workmen who have been able to maintain their price have benefitted not less than 500 <i>l.</i> | None. |

STRIKES AND LOCK-OUTS.

CUTLERY AND OTHER SHEFFIELD TRADES.

| 17. | 18. | 19. | 20. | 21. |
|------------------------|--|---------------------------------------|---|---------------------------|
| File Forgers' Society. | Pen and Pocket Knife Cutlers' Association. | Bone-Haft and Scale Cutters' Society. | Table-Blade Forgers' and Strikers' Union. | Scissor Forgers' Society. |
| Sheffield. | Sheffield and District. | Sheffield. | Sheffield. | Sheffield. |
| Slight disputes only. | 48 disputes since formation of union in May 1889. | Several disputes. | Very few disputes. | None. |
| Less so. | — | Less so. | Less so. | Less so. |
| — | 45 in 1890 and 3 in 1891 (gives particulars of two). 1st. Messrs. Rodgers and Sons, Norfolk Street and Poud Hill. 2nd. Messrs. George Wolstenholme and Son, Wellington Street. | — | — | — |
| — | (1.) January. | — | — | — |
| — | (2.) February 1st to June 27th. | Price of labour. | — | — |
| — | Five per cent. reduction. | — | — | — |
| — | (1.) 330. | — | — | — |
| — | (2.) 154. | — | — | — |
| — | — | Weekly payments to members. | — | — |
| — | — | By conciliation. | — | — |
| — | — | Reduction. | — | — |
| — | — | — | — | — |

STRIKES AND LOCK-OUTS

CUTLERY AND OTHER SHEFFIELD TRADES—continued.

| | 22. | 23. | 24. |
|---|--|--|--|
| TRADE UNION | Razor Scale Pressers' Society. | Edge Tool Grinders' Society. | Shear Grinders' Society. |
| District | Sheffield and Stanington. | Sheffield. | Sheffield. |
| Representations or information offered for the consideration of the Commission under the following heads—cont. | | | |
| (4.) <i>Strikes and Lock-Outs</i> — | | | |
| (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881–1890, and in the current year up to date. | 1 | 1 lock out. | 1 since formation of union in February 1890. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | More so. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | — |
| (a.) Date of commencement and termination. | 1885. | 1 May to 28 August 1886. | October 1st to 8th, 1890. |
| (b.) Chief immediate causes of each dispute. | A reduction in price of 6d. per gross. | Chief employer wanted 15 per cent. of wages deducted. | The men wanted a week of about 50 hours instead of 70 hours in the season, and 20 out of the season. |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — | 30 unionists, 10 apprentices. | (1) 100 males. |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | 1 | 20 in addition to our own. | None. |
| (e.) Attitude of union towards dispute. | Indifferent. | Favourable. | Union supported the men. |
| (f.) Mode of settlement | — | Union conceded 10 per cent. | Employer agreed to the men's terms. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | Received 10 per cent. back as trade was brisk. | Have had no dispute over wages. |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages, during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | Disbursements about 850l. Loss of wages about 800l. | — |

STRIKES AND LOCK-OUTS.

CUTLERY AND OTHER SHEFFIELD TRADES—*continued.*

| 25. | 26. | 27. | 28. | 29. |
|---|---|---|---|---|
| Spring Knife Grinders' Association. | Steel Fork Manufacturers' and Forgers' Association. | Table Blade Grinders' Association. | Britannia Metal Smiths' Society. | Saw Makers' Society. |
| Sheffield. | Sheffield. | Sheffield. | Sheffield. | Sheffield. |
| 2 strikes. | 1 strike. | 6 strikes. | Disputes only. | 1 |
| More so. | Less so. | — | — | Less so. |
| — | — | — | — | — |
| February—August 1891. | 1890. | 2 in 1887. 4 in 1890 (particulars in the hands of the Board of Trade). | — | July 31st, 1886. |
| Reduction of 5s. | Low wages. | — | Attempted reductions of prices from the acknowledged standard rate of the town, without notice. | Reduction of wages, 10 per cent. off list. |
| 70 men. | 120 men. | — | — | (1) 6. |
| None. | — | — | — | None. |
| Supported dispute. | — | — | — | Society thought it a just dispute, and granted its men 16s. per week. |
| Agreeably. | — | — | — | Reduction of wages. |
| Maintained the price. | — | — | — | Reduction of wages. |
| Strike pay, 800l. Estimated loss in wages, 1,800l. | — | — | — | Loss to union, 105l. |

ROYAL COMMISSION ON LABOUR:

STRIKES AND LOCK-OUTS.

ENGINEERING, ENGINEMEN, &c.

30.

31.

32.

33.

| TRADE UNION - - - | Amalgamated Society | | | |
|--|---|--|---|---|
| District - - - | Blackburn. | Chatham, Rochester, and Strood, Kent. | Radius of eight miles round Derby, Derbyshire. | Edinburgh and Leith. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-Outs</i> :— (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | Cannot say, none for some years. We have had disputes, but no strikes. | None. | 1. | No general strike or lock-out during these years. |
| (2.) Whether more frequent than formerly during that period, or less so. | Do not know. | Less so. | About the same. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | — | — | — | — |
| (a.) Date of commencement and termination. | — | — | About eight weeks. | — |
| (b.) Chief immediate causes of each dispute. | Some employers would not pay our minimum rates of 54 hours, also the usual overtime rates. | — | Introduction of labourers to machines. | — |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | About 600 unionists; some are discharged after the usual notice, some leave and are supported by our society. | — | About 40 society men. | — |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | None. | — |
| (e.) Attitude of union towards dispute. | — | — | — | — |
| (f.) Mode of settlement - | — | — | Men returned to work. | — |
| (g.) Advance or reduction of wages or other result of each dispute. | Slight advance in our favour. | — | — | — |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | — | — | — |

STRIKES AND LOCK-OUTS.

ENGINEERING, ENGINEMEN, &C.

| 34. | 35. | 36. | 37. | 38. |
|---|---|---|--|--|
| f Engineers. | | | | |
| Gloucester, Gloucestershire. | Oldham. | Preston District, Lancashire. | Sheffield and Rotherham, Yorkshire. | Stanningley District. |
| 4 strikes and 1 lock-out. | 4. | 1 strike. | Minor disputes in two shops only. | To our knowledge no strikes have taken place. A strike was averted 12 months ago by 2s. a week advance being granted at the last moment. |
| More so. | Less so. | Less so. | — | — |
| — | — | — | — | — |
| September 1885, terminated October 1885; December 1889, terminated December 1889; February 1890, never settled to our satisfaction. | The most important dispute commenced May 2nd and terminated June 1st, 1891. | September 29, 1890; ended October 23, 1890. | — | — |
| Tyranny of manager in 1885. Advance of wages and rates on overtime in the other cases. | 2s. per week advance asked for by the men and refusal to grant it by some of the employers. | Tyrannical conduct of employer. | — | — |
| In 1885, 40 unionists and 500 non-unionists; in 1889, 30 unionists and 6 non-unionists; in 1890, 40 unionists and 6 non-unionists. | 300 unionists; 45 non-unionists. | 51 unionists, 4 non-unionists. | — | — |
| None. | Unknown. | None. | — | — |
| Union supported the strikes. | A determination to win. | Very firm. | — | Agitation for the advance of wages named was backed up and carried out by the executive of the Amalgamated Society of Engineers and the Steam Enginemakers' Society. |
| By delegation. | By negotiations and interviews by representatives of the men with the Employers' Association. | In favour of workmen. | — | — |
| Advance of wages. | Advance of 1s. per week and reduction of 1 hour per week from 54 to 53. | Do. do. | — | — |
| — | — | 140l. 822l. | — | — |

STRIKES AND LOCK-OUTS.

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

| | 39. | 40. | 42. | 43. |
|--|---|--|-----------------------|--|
| TRADE UNION - | Amalgamated Society of Engineers. | Marine Engineers' Union. | | Iron Founders |
| District - | Stockton-on-Tees, Durham. | Universal. | Birkenhead, Cheshire. | Riddings, near Alfreton. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-Outs:</i> (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | Only strike of any note was the 53 hours' strike, March 1890. Particulars were furnished to the Labour Correspondent to the Board of Trade at the time. | Any that have arisen within the limits quoted have been of a trivial nature and could not come under this heading. | 1 strike. | 1 strike. |
| (2.) Whether more frequent than formerly during that period, or less so. | About 1881 unionism got a firm footing in the district, since which time I think disputes have been less frequent. | With the increase of steam shipping, disputes are no doubt more frequent. | Less so. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | — | — |
| (a.) Date of commencement and termination. | — | — | — | April and May 1889 (8 weeks). |
| (b.) Chief immediate causes of each dispute. | — | — | Wages. | Advance of wages. |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — | — | 80 unionists. | This strike was before our society was formed, but was the cause of it starting. |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — | — |
| (e.) Attitude of union towards dispute. | — | — | — | — |
| (f.) Mode of settlement - | — | Should any occur we try conciliatory arbitration as a means. | Delegation. | The masters giving all that was asked for. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | Advance. | — |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | — | — | — |

STRIKES AND LOCK-OUTS.

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

44.

45.

47.

48.

49.

Friendly Society.

| Chelsea, Battersea, and Pimlico. | Hartlepool and West Hartlepool, Durham. | Keighley, including Singley, Eastburn, and Skipton. | Kendal and Lancaster. | Rotherham and Doncaster. |
|--|---|--|--|--|
| 1 lock-out at one shop. | 1 strike. | — | — | |
| Less so. | Less so. | — | About the same as the 10 previous years. | More frequent. |
| — | — | — | — | — |
| 1883 still out from shop. | 1888. | — | About 6 years ago. | (1.) January to February 1888. (2.) March to May 1889. |
| Introduction of piece-work and union men refused. 24 unionists. | Against a set of new rules. | — | Against a reduction of wages. About 40 unionists. | (1.) 10 per cent. reduction. (2.) 10 per cent. advance. (1.) 8 unionists. 40 non-unionists. (2.) 26 unionists. 300 non-unionists. |
| — | — | — | — | — |
| — | — | The rules of our union compel us to use all legitimate means to avoid a dispute before we are entitled to the benefits of the union. | Auxiliary benefit allowed. | — |
| — | — | — | Compromise of 1s. | (1.) Employers gave way. (2.) Do. — do. |
| — | — | — | — | — |
| — | — | — | — | — |

STRIKES AND LOCK-OUTS.

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

50.

52.

53.

54.

| TRADE UNION | Ironfounders' | | | |
|---|---|--|--|---|
| District | Smethwick, Spon Lane, and Oldbury, Staffordshire. | North and South Shields and in the City of Durham. | Todmorden and Hebden Bridge, Lancashire. | Stalybridge, Mottram, Dukinfield, Cheshire; Ashton-under-Lyne, Lancashire; Mossley, Yorkshire; Glossop, Derbyshire. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs</i> :—</p> <p>(1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute.</p> <p>(d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of union towards dispute.</p> <p>(f.) Mode of settlement</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above.</p> | <p>One dispute during last 10 years, by which 65 iron-moulders were discharged.</p> <p>Less so.</p> <p>—</p> <p>October 1883 to 1888.</p> <p>Refusal to work piece-work on an unfair basis.</p> <p>65 (unionists only).</p> <p>None.</p> <p>Our men at this firm were paid dispute allowance; no other members were allowed to work at this firm.</p> <p>The firm modified their scheme to suit us, and the men resumed work at 8d. per hour guaranteed.</p> <p>Reduction.</p> <p>Estimated paid out, 300l. Wages lost, 3,000l.</p> | <p>Two strikes, each time at the same shop, "The Grange Iron Works."</p> <p>Cannot answer correctly, as I do not remember any other strikes than the above, and this shop we have only had about 4 years.</p> <p>—</p> <p>August 26 to September 4, 1889. September 11 to 16, 1890.</p> <p>First strike for 2s. advance; second, against a foreman.</p> <p>32 unionists and 8 non-unionists.</p> <p>About 30 apprentices were thrown out of work for 2 days at the first strike; on the second they went with the men.</p> <p>Against the men, as they took it upon themselves.</p> <p>By delegate.</p> <p>(1.) Advance of 2s. in wages. (2.) Removal of foreman.</p> <p>Cost to the society nothing. Loss to the men do not know.</p> | <p>1.</p> <p>Less so.</p> <p>—</p> <p>Cannot state.</p> <p>Any employe stopping off work without leave or sending word to the foreman was fined 1s., and this is still in vogue.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> | <p>2.</p> <p>Less so.</p> <p>—</p> <p>(1.) 1888. (2.) 1891.</p> <p>(2.) 1891 (at Water-side Ironworks). Wanted men to work at lower wages than at other firms and to employ non-unionists.</p> <p>29.</p> <p>—</p> <p>—</p> <p>—</p> <p>Generally by deputa-tion.</p> <p>—</p> <p>—</p> |

STRIKES AND LOCK-OUTS.

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

| 55. | 56. | 57. | 58. | 59. |
|-------------------------|---|---------------------------------------|---|---|
| Friendly Society. | | Associated Iron Moulders. | Durham County Colliery Enginemens's Association. | National Federation of Enginemens's Protective Association. |
| Warrington, Lancashire. | Workington, Whitehaven, Cockermouth, &c., Cumberland. | Aberdeen District. | Durham. | Northumberland. |
| None. | None. | 1 strike. | 3 local strikes. | None. |
| — | — | Less so. | Less so. | — |
| — | — | — | — | — |
| — | — | June 9th to Aug. 29th, 1881. | Ushaw Moor, began 1881, lasted 3 years; South Medomsley, began 1886, lasted 18 months, ended 1888; North Biddick, began 1889, lasted 7 weeks. | — |
| — | — | Advance of $\frac{1}{2}$ d. per hour. | Of Ushaw Moor, wrongful dismissal of a workman; of South Medomsley and North Biddick, owners refused to pay county wages. | — |
| — | — | 100. | Ushaw Moor (1), 6; (2), 2; South Medomsley (1), 6; (2), 0. North Biddick (1) 10; (2), 1. | — |
| — | — | None. | Cannot answer. | — |
| — | — | — | Members ceased work, being in sympathy with the miners who commenced. | — |
| — | — | Conference with employers. | 1 mutually; 2 died out. | — |
| — | — | Received a small fraction. | Advance in 1 case; remained as before in other 2 cases. | — |
| — | — | — | Ushaw Moor, 60l.; South Medomsley, 691l. 6s.; North Biddick, 41l. 8s. Cannot give loss of wages. | — |

STRIKES AND LOCK-OUTS.

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

| | 60. | 61. | 62. | 63. |
|--|---|--|-------------|----------------------|
| TRADE UNION | South Yorkshire District Steam Enginemens' Protective Association. | National Federation of Enginemens' Protective Association. | | |
| District | South Yorkshire. | Leigh, &c. | Shropshire. | North Staffordshire. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-Outs</i> — (1.) Number of strikes and lock outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | 1 partial strike and lock-out. | About 8 per cent. of the unionists strike every year. Non-unionists are afraid to ask for their rights. | None. | 2 strikes. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | — | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | — | — |
| (a.) Date of commencement and termination. | May 27 to August 2, 1890. | The want of a uniform rate of wages. | — | 1890. |
| (b.) Chief immediate causes of each dispute. | Requiring our men to do other work than their own. | — | — | Wages. |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | 7 unionists and 5 non-unionists. | — | — | — |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | None. | — | — | — |
| (e.) Attitude of union towards dispute. | Wanted acknowledging; offered deputation to employers, but treated with contempt. | — | — | — |
| (f.) Mode of settlement | None. | — | — | None. |
| (g.) Advance or reduction of wages or other result of each dispute | Not a wage question. | — | — | — |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | Upwards of 100l. | — | — | — |

STRIKES AND LOCK-OUTS.

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

| 64. | 66. | 67. | 68. | 69. | 70. |
|-------------------------------------|--|-------------------------------------|--|-----------------------------------|--------------------|
| Enginemen's Protective Association. | Lancashire Colliery Enginemen's Association. | Cumberland Enginemen's Association. | National Federation of Enginemen's Protective Association. | | |
| Cannock Chase, Staffordshire. | Wigan and Districts. | West Cumberland. | Somerset. | Wrexham and Ruabon (North Wales). | Dewsbury District. |
| None. | Unknown. | None. | 3 disputes only. | None. | None. |
| — | More so. | — | — | — | — |
| — | — | — | — | — | — |
| — | — | — | All since 1888. | — | — |
| — | — | — | Advances in wages. | — | — |
| — | — | — | All unionists. | — | — |
| — | — | — | None. | — | — |
| — | — | — | Conciliatory. | — | — |
| — | — | — | Mutual agreement. | — | — |
| — | — | — | — | — | — |
| — | — | — | None. | — | — |

STRIKES AND LOCK-OUTS.

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

| | 71. | 72. | 73. |
|--|--|---|---|
| TRADE UNION - - - | Beetling Enginemens' Trade Union. | Amalgamated Society of Enginemens, Cranemens, Boilermens, and Firemen. | United Engine Keepers' Protective Association of Scotland. |
| District - - - - | North of Ireland. | England and Scotland (Staffordshire and Cumberland excepted). | Scotland (Fife excepted). |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-Outs:</i> — (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | No general strike or lock-out during this period; any that did occur were local. | During the current year there has been a large number of disputes resulting in only two actual strikes. | Three strikes that we are aware of. Two resulted in the men being locked out. |
| (2.) Whether more frequent than formerly during that period, or less so. | Less so. | The causes of such disputes as enumerated above have probably been less. But in the absence of any combination amongst the men necessarily they have not been taken up. Therefore there have been more disputes. | Less frequent. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | (1.) Portland Works, Galston, Ayrshire. (2.) Clyde Iron Company, Cambuslang, Lanarkshire. (3.) Mid and East Lothian strike 1890. |
| (a.) Date of commencement and termination. | — | (1.) West Hartlepool Steel and Iron Works, 24th January 1891 to 7th February 1891. (2.) Frodingham Steel and Iron Works, 24th July 1891 to 26th September 1891. (3.) Darlington Forge Company, Limited, 29th November 1890 to 28th August 1891. | (1.) 20th September 1890, men locked out. (2.) 10th January 1891, men locked out. (3.) Uncertain of dates; settled amicably by arbitration. |
| (b.) Chief immediate causes of each dispute. | Reduction of wages and attempts to put on excessive fines. | (1.) An illegal reduction of 10 per cent. (2.) Resisting reduction and protesting against unjust dismissal of a member. (3.) Ten per cent. advance required and full recognition of union. | For increase of wages. |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | Cannot tell. | (1.) 57 unionists. (2.) 33 unionists, 4 non-unionists. (3.) 39 unionists, 6 non-unionists. | (1.) 14 unionists. (2.) 17 do. (3.) 75 do. |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | None. | (1.) Between 600 and 700. (2.) Probably 500. (3.) About 1,200. | Aboveground and underground about 4,000 men idle during strike in the Lothians. About 200 men were partially idle in Galston district for about three weeks. Cambuslang, no information returned. |
| (e.) Attitude of union towards dispute. | — | (1.) Union supported members. (2.) Do. do. (3.) Do. do. | Disputants supported by union. |
| (f.) Mode of settlement - | Men generally had to submit. | (1.) Conference between employers and men's representatives. (2.) Conference between employers and men's representatives. (3.) Union defeated, works carried on by non-union men. | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | (1.) Amount deducted returned in full. (2.) Everything conceded to men; union acknowledged. | Advance of wages granted in all the above cases. |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | (1.) Paid out 43 <i>l.</i> Estimated loss of wages 900 <i>l.</i> (2.) Paid out 121 <i>l.</i> Estimated wages loss 800 <i>l.</i> (3.) Paid out 850 <i>l.</i> Cannot estimate wages loss, probably not very much. | Disbursements of Union, 278 <i>l.</i> 14 <i>s.</i> 7 <i>d.</i> Wages lost during strikes and lock outs 938 <i>l.</i> by men in our trade; cannot answer for other workmen. |

STRIKES AND LOCK-OUTS.

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

| 74. Under Engineers' and Stokers' Society. | 75. Engine Drivers' and Stokers' Society. | 76. Iron Grinders' Society. | 77. Blacksmiths' Associated | 78. United Hammermen and Forge Furnacemen's Society. |
|--|--|--|--|---|
| Oldham, Hollinwood, Royton, Lees, Grotton, Middleton, and Heywood. | Sheffield and 8 miles around. | Glasgow. | Aberdeen and District. | Northumberland. |
| <p>1. In all districts with the exception of Heywood, and Middleton.</p> <p>—</p> <p>—</p> | <p>••</p> <p>1 only. Plenty of causes for others, but policy of society is to put up with a lot of tyranny before resorting to a strike.</p> <p>—</p> <p>—</p> | <p>4.</p> <p>Less so.</p> <p>—</p> | <p>2 partial strikes.</p> <p>More so.</p> <p>—</p> | <p>Locked out once, owing to miners' strike.</p> <p>1 strike 15 years ago.</p> <p>—</p> |
| <p>May 2nd to July 14th, 1891.</p> | <p>About the beginning of July, but did not last many weeks as the men got work at other places.</p> | <p>Sept. 22, 1881. No settlement yet. Sept. 6, 1888; ended next day. Sept. 12, 1889; ended same day.</p> | <p>1881 (spring), one day. 1883 (spring), nine days.</p> <p>••</p> | <p>Cannot say exactly, it lasted about three weeks.</p> |
| <p>To be paid for overtime.</p> | <p>Reduction in wages.</p> | <p>To recover reduction of 7½ per cent.</p> | <p>Higher wages.</p> | <p>Reduction of wages. Present dispute reduction of hours.</p> |
| <p>No union men engaged during the strike.</p> <p>—</p> | <p>5 unionists.</p> <p>—</p> | <p>28 unionists. No non-unionists.</p> <p>—</p> | <p>1881, 7 unionists and 6 non-unionists. 1883, 40 unionists.</p> <p>1881, 9 hammermen. 1883, about 30 do.</p> | <p>(1.) 400. (2.) 200.</p> <p>None.</p> |
| <p>Each member received 10s. per week and 1s. per child.</p> | <p>Gave the men support according to rule.</p> | <p>Friendly.</p> | <p>Friendly.</p> | <p>Men in the union were of course on strike.</p> |
| <p>They would not pay us at all.</p> <p>—</p> | <p>The places were filled by non-unionists at 6s. per week less wages.</p> <p>—</p> | <p>By deputation, 1881 not yet settled.</p> | <p>Compromise.</p> | <p>Men went to work.</p> |
| <p>—</p> | <p>—</p> | <p>Advance in two cases.</p> | <p>Advance.</p> | <p>Do. do.</p> |
| <p>Cost union 200l.</p> | <p>About 20l.</p> | <p>By union over 100l. Estimated loss of wages, 150l.</p> | <p>Disbursements by union 21l. 9s. 3d. Loss of wages, about 94l.</p> | <p>None.</p> |

STRIKES AND LOCK-OUTS.

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

| | 79. | 80. | 81. | 82. | 83. |
|--|--------------------------|---|--|----------|---|
| TRADE UNION | Hammermen's Society. | United Pattern Makers' Association. | | | United Machine Workers' Association. |
| District | Royal Dockyard, Chatham. | Chief Engineering Centres of the United Kingdom. | London. | Glasgow. | Manchester, Sheffield, Oldham, Belfast, Newcastle-on-Tyne, Sunderland, Hull, Hartlepool, Stockton, Liverpool, Barrow-in-Furness, Leeds, Bradford, Preston, Blackburn, Halifax, Grantham, and most Engineering Districts. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | | |
| (4.) <i>Strikes and Lock-Outs:—</i> | | | | | |
| (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | None. | Eight strikes during the present year in our society, and others are pending. Impossible to say how many we have been engaged in for the past 10 years, as the majority of our disputes only affect a very few men, and only last a few days. | One dispute only. | None. | Cannot give particulars for each district. Chief dispute in Manchester was last April (1891), on the 53 hours' question. Many disputes in the Tyne district, but as we have only been established there about five years cannot give particulars. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | More so. | — | — | Less so. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | So numerous it would be impossible to give details. | — | — | None. |
| (a.) Date of commencement and termination. | — | — | — | — | Above strike commenced April 27 and ended April 30, 1891. |
| (b.) Chief immediate causes of each dispute. | — | Attempt of employers to introduce workmen (generally joiners) into our trade at low rate of wage. | Advance of wages. | — | Reduction of hours from 54 to 53 per week. |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — | — | — | — | (1.) 148. (2.) 40. |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | Our sectional disputes generally have the effect of at once throwing moulders out of employment, and ultimately affect other branches of the engineering trade. | — | — | Cannot say. |
| (e.) Attitude of union towards dispute. | — | — | — | — | Favourable. |
| (f.) Mode of settlement | — | — | Those men who did not get advance were removed to other districts. | — | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | — | — | Hours reduced from 54 to 53 per week at same wages. |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c.) and (d.) above. | — | Members receive 15s. per week whilst out on strike, and taking their average wage at 35s. a week, they lose 20s. a week. No payments to non-unionists. | — | — | Not ascertained yet, but would be about 35l. 5s. |

STRIKES AND LOCK-OUTS.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

| | 87. | 88. | 89. | 90. |
|--|-------------------------------|--|--|--|
| TRADE UNION - - - { | Nut and Bolt Makers' Society. | British Amalgamated Association of Steel Smelters. | Associated Society of Millmen. | Associated Iron and Steel Workers. |
| District - - - - - | Smethwick, Staffs. | West of Scotland, &c. | The West of Scotland chiefly. | South Yorkshire, &c. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-Outs</i> :— (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | None. | — | Cannot say. | Very few and only small local. (Particulars of 3 below.) |
| (2.) Whether more frequent than formerly during that period, or less so. | Less so. | Less frequent from 1886 to 1890 than formerly. | Cannot say. | Less so. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | Clyde Bridge Steel Works, and West of Scotland Steel Makers. | — |
| (a.) Date of commencement and termination. | — | — | Clydebridge:—Commenced September 3, 1889; terminated January 19, 1890. West of Scotland:—Commenced July 27, 1890, terminated August 14, 1890. | (1.) Warrington, 1881. (2.) In the north, 1882 (8 days). (3.) In the midlands, 1883 (2 weeks). |
| (b.) Chief immediate causes of each dispute. | — | — | — | (1.) 1881, over the Puddlers' Fettleary. (2.) 1882, unionists refusing to accept the award, Sir J. W. Pease. (3.) 1883, returns of sliding scale showing large reductions, and not being out till day before men had to commence working under it, caused short rebellion, there being no organisation to enforce the award. |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — | — | Clydebridge, 100. West of Scotland, 2,000. | Disputes occurred when the men were disorganised. |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | About 30 at Clydebridge. About 3,000 in the dispute with the West of Scotland Steel Makers. | — |
| (e.) Attitude of union towards dispute. | — | — | — | Conciliatory rules compel members to arbitration. |
| (f.) Mode of settlement | — | — | Defeated at Clydebridge West of Scotland dispute settled by arbitration. | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | West of Scotland:—Reduction of 5 per cent. | (2.) Men accepted original award. (3.) Resulted in temporary favour of men, but sliding scale arrangement was broken and resulted in our after loss. |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to these, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | — | About 1,700 <i>l.</i> | 1,430 <i>l.</i> 18 <i>s.</i> 4 <i>d.</i> :—Paid during the last 5 years on account of strikes and members out. |

STRIKES AND LOCK-OUTS.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

91.

National Amalgamated Iron Plate Workers', Braziers', Mounting Forgers', Tinnern', Stampers', and Galvanizers' Trade and Friendly Society.

| London District. | Manchester District. | Bristol District. | Birmingham District. | Wolverhampton and District. | Lye District, Worcestershire. |
|------------------|----------------------|-------------------|----------------------|-----------------------------|-------------------------------|
| | | | .. | | |

Disputes have occurred in each of these districts, of greater or lesser magnitude, principally in the years 1881, 1882, 1889, and 1890.

During 1889-90 more frequent than during the previous 10 years, simply because during those years wages and prices had gone down to an insufferable degree, and the men being latterly better organised were determined to improve matters.

The principal disputes occurred in the Birmingham and Wolverhampton districts, but have only space for those of Birmingham, which serve as a fair specimen of others.

| | | | | | |
|--|--|--|---|--|--|
| | | | 1881. March to June. 1882. 1889. December 7th to 18th. 1890. April 12th to Aug. 2nd. 1881. Against 10 per cent. reduction. 1882. Against still further reductions. 1889. 10 per cent. advance chiefly. 1890. To maintain advance of 1889. 1881. 70 unionists. 1882. 20 " " 1889. 200 " and 150 non-unionists. 1890. 200 unionists and 20 non-unionists. Number very small, not worth taking into account. The union generally authorised and supported the men in these disputes. Generally mutual arrangement. 1881. } Reductions. 1882. } 1889. Advance. 1890. Advance of previous year maintained. | | |
|--|--|--|---|--|--|

Estimated cost of strikes to union during the last 10 years:—In actual disbursements - £3,527
 In loss of wages - £7,614

£11,141

But we desire to add that we estimate that our men are receiving 5,000l. per year in advanced wages. We would also point out that loss of time does not in our case accurately represent loss of wages. As during a strike stocks are exhausted, and afterwards have to be made up, so that wages are rather deferred than lost.

STRIKES AND LOCK-OUTS.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

| | 92. | 93. | 94. | 95. | 96. |
|--|--|------------------|-----------------------------|--|--------------------------------------|
| TRADE UNION | Wheelwrights' and Blacksmiths' Society. | | Scale Beam Makers' Society. | Spring Trap Makers' Society. | Scottish Copper-smiths' Association. |
| District | Lancashire, &c. | London District. | Glasgow. | Wednesfield and Heath Town. | Edinburgh and Leith Branch. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | | |
| (4.) <i>Strikes and Lock-Outs</i> :— (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | Only one of any moment. | None. | None. | One strike. | 1. |
| (2.) Whether more frequent than formerly during that period, or less so. | More frequent. | — | — | Less so. | Less so. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | — | — | — |
| (a.) Date of commencement and termination. | Seven weeks. | — | — | November 22 to 29, 1890. | Two days. |
| (b.) Chief immediate causes of each dispute. | Application for advance of wages, and resisting a threatened reduction. | — | — | A uniform list of prices. | — |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | 25 unionists. | — | — | (1.) 22. (2.) 5. | — |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — | None. | None. |
| (e.) Attitude of union towards dispute. | Favourable to men. | — | — | Favourable. | — |
| (f.) Mode of settlement | Meeting between masters and men. | — | — | Masters and men came to an agreement. | — |
| (g.) Advance or reduction of wages or other result of each dispute. | Advance. | — | — | Advance. | Advance. |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | 160 <i>l.</i> paid to unionists and grants towards the relief of non-unionists. Loss of wages by our members 245 <i>l.</i> | — | — | Single men received 9 <i>s.</i> per week, and married men 13 <i>s.</i> | No loss of during di |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING.

| | 98. | 99. | 100. |
|--|-----------------------------|---|--|
| TRADE UNION | Durham Miners' Association. | Durham Cokemen's Association. | Northumberland Colliery, Mechanics' Mutual, Provident Association. |
| District | Durham. | Durham and part of Northumberland. | Northumberland. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4) <i>Strikes and Lock-Outs</i> :— (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | About 200. | We have only had two strikes of a serious character in the time named, one in 1889 and one in 1890; in other cases stoppages have been only for a day or two at most. | One lock-out. |
| (2.) Whether more frequent than formerly during that period, or less so. | About the same. | As the association was only formed in 1874 cannot say. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | The disputes referred to above were in the one case under the firm of Messrs. Bolchow, Vaughan, & Co., and in the other Messrs. Straker, Love, & Co. | — |
| (a) Date of commencement and termination. | — | Messrs. Bolchow, Vaughan, & Co. commenced Feb. 1889, terminated July 1889. Messrs. Straker, Love, & Co. commenced April 1890, ended May 1890. | 1887 from January for 17 weeks. |
| (b) Chief immediate causes of each dispute. | — | In the first case the cause was the dismissal of the local secretary, in the second the dismissal of four men without just cause. | — |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — | Messrs. Bolchow, Vaughan, & Co., 85 unionists. Messrs. Straker, Love, & Co., 164 unionists. | About 800 unionists. |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | None in case of Messrs. Bolchow, Vaughan, & Co. About 2,300 in case of Messrs. Straker, Love, & Co. | — |
| (e.) Attitude of union towards dispute. | — | The union supported the men in each case. | — |
| (f.) Mode of settlement | — | An urgency committee of owners and Federation Board. Neither. | Generally, might over right. ^{1/2} |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | — |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | Messrs. Bolchow, Vaughan, & Co. 412l. Messrs. Straker, Love, & Co., 620l. Cannot say exact loss of wages. | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING.

101.

102.

103.

| Northumberland Miners' Mutual Confident Association. | | | | | | | Northumberland Deputies. | | North Staffordshire Amalgamated Association of Miners. | | |
|---|--------------------|---------------------|-----------------------|-------------|--|---------------------|---|---|---|---------------------|-----------------------|
| Northumberland. | | | | | | | Northumberland. | | Silverdale Hive Lodgs, North Staffordshire. | | |
| (1 to 3.) | | | | | | | | | | | |
| We had three strikes in 1880, one in 1881, one in 1884, one in 1885, one in 1886, general strike in 1887, and four others, two in 1888, one in 1889, and two in 1890. | | | | | | | | | | | |
| — | Local Strikes. | Sacrificed Members. | Out of Work Payments. | — | Local Strikes. | Sacrificed Members. | Out of Work Payments. | — | Local Strikes. | Sacrificed Members. | Out of Work Payments. |
| 1880 | £ s. d. 1,155 14 6 | £ s. d. 2 10 0 | £ s. d. 667 5 2 | 1887 | £ s. d. 510 1 0 | — | £ s. d. 2,683 14 10 | 1 | — | — | — |
| 1881 | 23 16 0 | 14 11 3 | 610 16 11 | 1888 | 1,737 9 1 | — | 922 18 9 | — | — | — | — |
| 1882 | — | 1 1 0 | 298 3 3 | 1889 | 1,318 19 1 | — | 15 1 2 | — | — | — | — |
| 1883 | — | 26 18 0 | 553 1 0 | 1890 | 1,088 10 11 | 2 1 0 | 120 0 3 | — | — | — | — |
| 1884 | 78 6 6 | 12 2 3 | 569 12 3½ | | | | | | | | |
| 1885 | 192 5 0 | 35 4 8 | 1,551 19 6 | | | | | | | | |
| 1890 | 205 5 0 | 2 0 0 | 8,669 10 5 | | | | | | | | |
| | | | | | 6,310 7 1 | 96 7 9 | 10,032 3 11½ | | | | |
| LOCAL STRIKES. | | | | | | | | | | | |
| Date. | Collieries. | Members. | — | Totals. | — | — | — | — | — | — | |
| 1880 | Preston - | 36 | £ s. d. 87 13 0 | £ s. d. — | Dispute on tonnage price. | | | | | | |
| — | Seghill - | 271 | 305 2 0 | — | Workmen's fire coal. | | | | | | |
| — | Coxlodge | 201 | 763 14 6 | 1,155 14 6 | Reduction of ton prices in long wall working. | Less so. | | | Less so. | | |
| 1881 | Shilbottle | 41 | 23 16 0 | 23 16 0 | Dispute on tonnage price. | | | | | | |
| 1884 | Bobside | 307 | 78 6 6 | 78 6 6 | Screens in bad condition. | | | | | | |
| 1885 | Burradon | 300 | 192 5 0 | 192 5 0 | Masters gave notice to enforce payment for supplying water to workmen. | | | | | | |
| 1886 | Eltringham | 86 | 205 5 0 | 205 5 0 | Reduction of tonnage price. | | | | | | |
| 1887 | W. Cramlington | 100 | 307 8 8 | — | Reduction of wages. | | | | | | |
| — | South Benwell | 122 | 11 13 0 | — | Owners wishing to withdraw payment for clay given during strike. | | | | | | |
| — | North Elswick | 68 | 81 0 0 | — | Dispute on tonnage price. | | | | | | |
| — | Preston | 63 | 169 19 4 | — | Owners demanded 10 p.c. reduction of tonnage price. | | | | | | |
| 1888 | Choppington | 232 | 1,691 4 3 | 510 1 0 | Settled by compromise. | | | | | | |
| — | North Elswick | — | 49 3 6 | — | Pit had been stopped. Owners wanted men to commence at reduction of tonnage price. | | | | | | |
| 1889 | Dal. Benwell | 53 | 1,318 19 9 | 1,740 7 8 | Dispute on tonnage price. | | | | | | |
| 1890 | Cornwood | 97 | 1,036 16 11 | 1,318 19 9 | Owners requested men to pay rent in colliery houses. | | | | | | |
| — | North Wylam | 32 | 51 14 0 | 1,088 10 11 | Men requested free houses. Bad ventilation. | | | | | | |
| | | 2,009 | | 6,313 6 5 | | | | | | | |
| At five of the above collieries the owners were members of the Coal Owners' Association, viz., Seghill, Bobside, Burradon, West Cramlington, and Choppington. | | | | | | | | | | | |
| The 1887 strike commenced January 27th and ended May 25th. | | | | | | | | | | | |
| 1887 strike, the employers demanded 15 per cent. reduction in steam-coal collieries, and 10 per cent. in soft coal collieries, but which demands were subsequently reduced to 12½ and 7½ per cent. respectively. The result was 12½ per cent. and 6½ per cent. reduction, after a strike of 17 weeks. | | | | | | | 10 per cent. reduction of wages. | | Employers gave notice of 10 per cent. reduction in wages. Refused any suggestion less than the 10 per cent. | | |
| 1887, unionists on strike, 11,719; non-unionists on strike, 2,500. | | | | | | | 560 unionists, 80 non-unionists. | | 400 unionists; 800 non-unionists. | | |
| 1887, paid to men on strike 39,000l.; loss in wages about 180,000l. | | | | | | | Paid by union 1,268l. 14s. 11d.; loss of wages, 8,925l. | | Paid by union, 6,600l.; estimated loss of wages, 22,000l. | | |
| | | | | | | | | | Supported the men in the struggle. | | |
| | | | | | | | | | Joint meeting of employers and union agent. Notice of reduction withdrawn. | | |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| | 104. | 105. | 106. | 107. |
|--|--|--|---|---|
| TRADE UNION | Amalgamated Miners' Association. | Amalgamated Society of Staffordshire Miners. | Pelsall District Miners' Association. | North Yorkshire and Cleveland Miners' and Quarrymen's Association. |
| District. | Staffordshire. | West Bromwich, Oldbury, Tipton, and Coseley. | Bloxwich, Walsall, Brownhill, Pelsall, and Neighbourhood. | Cleveland, Teesdale, Forecett, Tuthill, Durham, Weardale, and Frodingham, Linc. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-Outs:</i> — | | | | |
| (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881–1890, and in the current year up to date. | 1. | 1. | One. | None. |
| (2.) Whether more frequent than formerly during that period, or less so. | Less since establishment of union. | — | Less so. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | — | — |
| (a.) Date of commencement and termination. | 18th September 1890, ended about October 1st, 1890. | June 14 to October 3, 1884. | Cannot say, played 16 weeks. | — |
| (b.) Chief immediate causes of each dispute. | To get a proper basis price fixed on a new seam of coal that had not been worked in the district before. | 4d. per day reduction. | Resisting a reduction in wages. | — |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | 70 unionists affected. | The whole of men employed. | — | — |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — | — |
| (e.) Attitude of union towards dispute. | — | — | — | — |
| (f.) Mode of settlement | — | Workmen gave in. | Men gave in after 16 weeks. | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | Reduction. | — | — |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | — | — | — |

STRIKES AND LOCK-OUTS.
MINING AND QUARRYING—*continued.*

| 109. | 110. | 111. | 112. |
|--|---|---|--------------------------------|
| Neath, Swansea, and Llanelli Miners' Association. | House Coal Society of Monmouth. | Rhondda House Coal Society. | Blaenavon Workmen's Committee. |
| Neath, Swansea, and Llanelli. | Rhondda Valleys. | Rhondda, Giffach, Glyncoerriog, Ywysbwl, Hauharran, Hautwite, Taff Well, Quakers' Yard, and Merthyr Vale. | Blaenavon. |
| Local strikes rather numerous; cannot give exact number. | ** No general strike or lock-out, nor any, where very large bodies of workmen were affected. | About 26 to November 1891. | None. |
| More frequent than formerly. | Less than formerly. | Less so. | Less so. |
| Messrs. Vivian's collieries the most important, others have not been of so lengthy a period, with the exception of the Tewgoed Colliery, which has been shut up since the 1st July last. | Cannot furnish particulars as to dates, no careful record of these things was then kept, but in the commencement of the decade there did occur several disputes, each affecting several hundreds of men, which was considered of great importance to the district at large. | | |
| (1.) Messrs. Vivian's strike commenced February 6th, 1891, ended 15th April 1891. (2.) Tewgoed Colliery, 1st July 1891. | (1.) Nixon's Navigation Collieries strike began Oct. 1, and is still going on (Oct. 22nd, 1891). (2.) Great Western Colliery, January to May 1889. | Llwyncelyn (?) commenced 14th February 1891 and not yet terminated (30 November 1891). Pensiawfer commenced 29th October 1890; not yet terminated (30 November 1891). Others are settled. Oppression from the employers. | |
| All trade unionists in each of the strikes. | — | About 3,000 unionists. | — |
| — | Cannot give exact number of these men, but in most of the foregoing instances a strong minority would have been thrown out of work in consequence. | None. | — |
| — | Supported the men in all cases. | Have supported men. | — |
| — | (2.) Great Western Colliery strike settled upon employers agreeing to pay day wages. Gelly, Tynybedw, sliding-scale. Ynysfeio, Abergorky men gave in owing to depressed times. | Mutual agreement. | — |
| — | Reduction in most instances. | Compromise. | — |
| 1890-1, about 3,000l.; loss of wages about 10,000l. | No official record kept. | During 1891, on behalf of the five disputes:—520l. paid by union; loss of wages, 2,000l. | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| | 113. | 114. | 115. |
|--|--|---------------------------------------|---|
| TRADE UNION - - - - - | Ayrshire Miners' Union. | Fife and Kinross Miners' Association. | Mid and West Lothian Miners' Association. |
| District - - - - - | Ayrshire. | Fife and Kinross. | Broxburn and other Shale Mining Districts, Scotland. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-Outs</i> :— (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881–1890, and in the current year up to date. | 4 strikes. | None of any magnitude. | 3 strikes, 2 lock-outs, and 1 general strike and lock-out. |
| (2.) Whether more frequent than formerly during that period, or less so. | Less frequent and less prolonged. | Less so. | More so. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— (a.) Date of commencement and termination. | — (1.) 1880 (4 weeks). (2.) 1886. (3.) 1887. (4.) 1888. | — | (1.) Oakbank. Lock-out, last week in August and first week in September 1886. (2.) Broxburn. Lock-out 16th to 30th Jan. 1887. (3.) General strike and lock-out, 8th July to 28th November 1887. (4.) Grangepans. Strike, 12th May to 13th June 1887. (5.) The Holmes. Strike, 1st to 28th March 1889. (6.) Grange-pans. Strike, 2nd to 16th Dec. 1889. |
| (b.) Chief immediate causes of each dispute. | (1.) Advance of wages. (2.) System of restriction carried through with the same object as above. (3.) Hours. (4.) Against 6 men who worked on the weekly holiday. | — | Oakbank. For taking a general holiday to secure shorter hours and an advance of wages. Broxburn. For taking a general holiday to protest against the company's violation of agreement. General strike and lock-out. To maintain their reduced hours, which the oil companies were determined to destroy; and to resist a 17 per cent. reduction in wages, and to obtain the recognition of their union, and better payment for deficiency. Grangepans (1st). To secure an advance of wages. The Holmes. To secure the reinstatement of a dismissed fellow workman. Grangepans (2nd). To secure an advance of wages. 1st. 150. 2nd. 500. 3rd. Nearly 2,000. 4th. 30. 5th. 100. |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — | — | In third dispute 4,970 men in the oil works were thrown idle. |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | |
| (e.) Attitude of union towards dispute. | Union supported all the above named. | — | Union managed the men's affairs in all. |
| (f.) Mode of settlement | Usually by compromise. | — | 1st. Men had to submit. 2nd. Employers had to submit. 3rd. " " " 4th. " " " 5th. Men " " 6th. Employers " " |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | 1st. Men were not allowed to take general holiday with their neighbours. 2nd. Men obtained more liberty of combination and ensured better work. 3rd. Men maintained their reduced hours, and half the reduction back, with more liberty of combination. 4th. Men obtained advance. 5th. Men failed in their object and practically destroyed their organisation. 6th. Men obtained advance. |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | — | — | (1.) 30 <i>l.</i> paid by union. 500 <i>l.</i> lost in wages. (2.) 91 <i>l.</i> " 1,200 <i>l.</i> " (3.) 1,400 <i>l.</i> " 36,000 <i>l.</i> " (4.) 81 <i>l.</i> " 162 <i>l.</i> " (5.) 96 <i>l.</i> " 720 <i>l.</i> " (6.) 20 <i>l.</i> " 240 <i>l.</i> " |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| 116. | 117. | 118. | 119. |
|---|---|--|---|
| Blantyre Miners' Association. | Quarrymen's Association. | Quarrymen's Union. | Quarrymen's Union. |
| Lanarkshire generally. Blantyre, Burnbank, Hamilton, Eddlewood, Cadzow, and Baillieston. | Rossgedale. | Leicestershire. | North Wales. (Carnarvon and Merioneth.) |
| <p>Strikes in that period have been numerous, but only in 1887 did one occur that affected the entire county. The entire number it is now impossible to ascertain. Another pretty general in 1888 to abolish sliding scale.</p> <p>For the past seven years disputes have been less frequent.</p> | <p>About 6 small local strikes since formation of society in December 1885.</p> | <p>1 strike and 3 or 4 little struggles.</p> | <p>20.</p> |
| <p>—</p> | <p>More frequent.</p> | <p>Less so.</p> | <p>Less so.</p> |
| <p>The 1887 dispute commenced in the beginning of January and finished in the middle of March for an advance of wages. October 1891, Clyde, six days. November 1891, Eddlewood, five days. November 1891, Nackerly, one day. October 1891, Bothwell Castle, two days.</p> | <p>Unable to answer.</p> | <p>April 1st, 1891, to 21st April 1891.</p> | <p>Only one important dispute during last 10 years at Dinorwic Quarries in 1885 and 1886.</p> <p>October 31st, 1885 to March 1st, 1886.</p> |
| <p>1887 advance of wages. In 1888 to abolish sliding-scale. Clyde, abolition of Billy. Eddlewood, resisting reductions. Nackerly, resisting deduction scale. Bothwell Castle, resisting arbitrary weight of tubs.</p> | <p>Reduction in wages.</p> | <p>A broken promise on the part of employers to give back 10 per cent. which workmen willingly submitted to in time of depression of trade, an improvement on which was to lead employers to put on the 10 per cent. again, which they did not do.</p> | <p>Dissatisfaction with management, stringent rules, and favouritism shown.</p> |
| <p>—</p> | <p>—</p> | <p>190 unionists.</p> | <p>(1) 1,600; (2) 1,100.</p> |
| <p>—</p> | <p>—</p> | <p>—</p> | <p>—</p> |
| <p>—</p> | <p>—</p> | <p>Very firm.</p> | <p>Union supported members.</p> |
| <p>The 1887,—by conference of employers and employed.</p> | <p>Increase of wages 10 per cent.</p> | <p>Duly appointed deputations waiting on employers.</p> | <p>By the intervention of another quarry proprietor and manager; not satisfactory.</p> |
| <p>1887 strike—obtained advance of 6d. per day. 1888 employers abandoned sliding-scale. Clyde, Eddlewood, and Nackerly men successful. Bothwell Castle men failed.</p> | <p>—</p> | <p>Advance of 5 per cent.</p> | <p>Wages more regular. New Code of Rules introduced by the management. Favouritism abandoned. (Wages low now).</p> |
| <p>—</p> | <p>—</p> | <p>Only a few pounds by union; loss of wages, 500l.</p> | <p>£10,207 5s. 4d.; loss of wages, 45,000l. to 50,000l.</p> |

STRIKES AND LOCK-OUTS.

NAIL MAKERS.

120.

| | |
|--|---|
| TRADE UNION - - - - - | Spike Nail Makers' Society. |
| District - - - - - | Halesowen. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | |
| (4.) <i>Strikes and Lock-Outs</i> :— | |
| (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | — |
| (2.) Whether more frequent than formerly during that period, or less so. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | — |
| (a.) Date of commencement and termination | — |
| (b.) Chief immediate causes of each dispute | — |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — |
| (e.) Attitude of union towards dispute | — |
| (f.) Mode of settlement | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | Not able to answer on account of disorganisation. |

STRIKES AND LOCK-OUTS.

SHIP BUILDING, &C.

| | 121. | 123. | 124. |
|--|---|--|--|
| TRADE UNION | Boiler Makers' and Iron Ship Builders' Society. | | |
| District | The United Kingdom. | The Tyne District, including Blyth. | Manchester and a radius of 20 miles. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-Outs</i> :— | | 4. | 5. |
| (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | None. There are very often stoppages of work through the adjustment of piece rates, but not ruptures with our employers. | | |
| (2.) Whether more frequent than formerly during that period, or less so. | Less so. | Very little difference. | Less so. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | — | — | — |
| (a.) Date of commencement and termination. | — | Average duration, 14 days. | 1882. 1885. 1887. 1889. 1891. |
| (b.) Chief immediate causes of each dispute. | — | Reduction in wages. | Wanting our members to finish work done by handy or unskilled workmen. |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | — | About 3,000 unionists. | About 200 unionists. |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | None. | — |
| (e.) Attitude of union towards dispute. | — | Against. | Favourable. |
| (f.) Mode of settlement | Conciliation. | Conferences between employers and men's officials. | Deputations. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | Reduction. | Generally advance. |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c.) and (d.) above. | — | Cannot say. | — |

STRIKES AND LOCK-OUTS.

SHIP BUILDING, &c.—*continued.*

125.

126.

127.

| TRADE UNION | Boiler Makers' and Iron Ship Builders' Society. | Boat Builders' Society. | Associated |
|---|--|---|--|
| District | Scotland. | River Thames. | United Kingdom. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs</i> :—</p> <p>(1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of (1) unionists, (2) non unionists, in trade or branch of industry directly engaged in each dispute.</p> <p>(d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of union towards dispute.</p> <p>(f.) Mode of settlement</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above.</p> | <p>No lock-outs. Number of sectional disputes in 1885. Six and seven years of bad trade had forced piece-work rates down.</p> <p>Less frequent since 1887.</p> <p>—</p> <p>Middle of June 1889 to the end of July 1889.</p> <p>Establishment of general rivetting list for the Clyde for ordinary merchant vessels.</p> <p>Unionists, 2,000.</p> <p>Unionists, 1,000.</p> <p>Favourable.</p> <p>Mutual concession.</p> <p>Advance.</p> <p>Paid out about 5,000<i>l.</i>; loss of wages about 25,000<i>l.</i></p> | <p>One strike, one lock-out, and several disputes.</p> <p>More so.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>By a deputation waiting on the employers.</p> <p>Employers' demands withdrawn.</p> <p>—</p> | <p>One strike, several disputes.</p> <p>—</p> <p>—</p> <p>1890 strike.</p> <p>Joiners on the Tyne objected to the award of Mr. T. Burt, M.P., in the arbitration on the Tyne list of work.</p> <p>—</p> <p>—</p> <p>—</p> <p>Arranged by conferences and conciliation.</p> <p>—</p> <p>188<i>l.</i> disbursed by union in trade disputes, five-eighths of which was expended on the 1890 strike.</p> |

STRIKES AND LOCK-OUTS.

SHIP BUILDING, &c.—*continued.*

| 128. | 129. | 130. | 131. | 133. |
|---|---|-----------|---|--|
| Shipwrights' Society. | | | Shipwrights' Trade and Friendly Association. | Ship Builders Helpers' Association. |
| Her Majesty's Dockyards. | Hull, &c. | Aberdeen. | Liverpool, Birkenhead, &c. | Clyde and West of Scotland. |
| No strikes; disputes only. | Six partial disputes and one serious one. | None. | Have had slight disputes with individual employers, but no strikes. | 2. |
| — | Less so. | — | Far less so. | More frequent. |
| — | (1.) At Messrs. Earle's with joiners. (2.) Messrs. Thos. Wilson, Son, and Co. | — | — | None. |
| 1873, and has not yet terminated. (January 5th 1892.) | (1.) May to October 1889 (11 weeks). (2.) June to July 1890 (8 weeks). | — | — | Both in 1891 (7 days). |
| Low rate of wages paid to our trade as compared with private firms, and to the system of tonnage and piece-work which has been introduced. | (1.) Line of demarcation on account of joiners encroaching on our trade. (2.) Messrs. Wilson would not recognise port rate of wages. | — | — | Resisting a 5 per cent. reduction. |
| — | (1.) 230 unionists. (2.) About 230 unionists. | — | — | 40 unionists in each dispute. |
| — | (1.) Over 1,000. (2.) None. | — | — | None. |
| — | (1.) Supported and carried through to settlement. (2.) Do. do. | — | — | — |
| Have requested that a Select Committee be appointed to take evidence from the workmen. Advance of wages by classification giving general dissatisfaction. | (1.) Meeting of contending parties, amicable settlement arrived at. (2.) Messrs. Wilson gave wages required. (2.) Advance. | — | — | Reduction withdrawn. |
| — | (1.) and (2.) Cost union 1,000 <i>l.</i> (1.) and (2.) Loss of wages, 1,500 <i>l.</i> | — | — | Paid 22 <i>l.</i> ; loss of wages about 60 <i>l.</i> |

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STRIKES AND LOCK-OUTS.

SHIP BUILDING, &c.—*continued.*

| | 135. | 136. | 137. | 139. |
|--|---|-----------------------|----------|---|
| TRADE UNION | House and Ship Painters' Society. | Sail Makers' Society. | | United Drillers' and Cutlers' Society. |
| District | Aberdeen, Scotland. | London. | Glasgow. | Kingston-upon-Hull. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-Outs</i> :— (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881–1890, and in the current year up to date. | 1. | None. | None. | 1 in 1884. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | — | Less so. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | — | — | — | Particulars not in possession of union. |
| (a.) Date of commencement and termination. | 1st May 1891 to 9th May 1891. | — | — | — |
| (b.) Chief immediate causes of each dispute. | Refusal by employes to adopt byelaws. | — | — | — |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | 252 unionists. | — | — | — |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — | — |
| (e.) Attitude of union towards dispute. | — | — | — | — |
| (f.) Mode of settlement | By conference. | — | — | — |
| (g.) Advance or reduction of wages or other result of each dispute. | Wages increased $\frac{1}{2}$ d. per hour, and acceptance of byelaws. | — | — | — |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | Paid 140 <i>l.</i> ; loss in wages about 400 <i>l.</i> | — | — | — |

STRIKES AND LOCK-OUTS.
TIN PLATE WORKERS, &C.

| | 140. | 141. | 142. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|--|--|---|----|----|------|---|---|--------|------|---|---|---------|------|---|---|---------|------|---|---|---------|------|---|---|---------|------|---|---|---------|------|---|---|--------|------|---|---|---------|------|---|---|--------|------|---|---|--------|
| TRADE UNION | Tinplate Workers' Union. | Tinplate Workers' Society. | Tinplate Workers' Society. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| District | Aberavon District. | Aberdeen. | Glasgow and West of Scotland. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (4.) <i>Strikes and Lock-Outs</i> :— (1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881-1890, and in the current year up to date. | One lock-out and several strikes. | 2. | 10. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (2.) Whether more frequent than formerly during that period, or less so. | More so. | About the same. | More frequent. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | — | — | — | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (a.) Date of commencement and termination. | Lock-out 4 to 8 weeks. | 1886. 5 March to 11 May. 1891. 12 Nov. to 26 Nov. | 1881 - - - 1 shop. 1883 - - - 3 shops. 1884 - - - 2 " 1885 - - - 1 shop. 1886 - - - 3 shops. 1887 - - - 3 " 1888 - - - 1 shop. 1889 - - - 1 " 1890 - - - 13 shops. 1891 - - - 5 " | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (b.) Chief immediate causes of each dispute. | Chief causes of strikes, &c. Reduction in wages varying 1 per cent. to 50 per cent., the men not being unionists. | 1886. Reduction of 25 per cent. 1891. Reduction of 30 per cent. | Enforcing minimum standard wage of 7d. per hour piece-work; maintaining 51 hours, and other various causes affecting rules of union, certain employers dictating to their men conditions of work or labour contrary to rules. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (c.) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute. | No union existed at time of some strikes. | 1886. 30 males. 1891. 6 males. | Unionists, 323 males. Non-unionists, 72 males. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute. | Cannot be given. | None. | None; apprentices, labourers, and boys always kept on, and like the men to gain their part. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (e.) Attitude of union towards dispute. | — | Union supported men. | No dispute recognised without sanction of union. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (f.) Mode of settlement | — | Compromise. | Must be settled through union. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (g.) Advance or reduction of wages or other result of each dispute. | — | 1886. Reduction of 15 per cent. 1891. Reduction of 30 per cent. Affects one shop only. | Generally maintaining wages in the raising of our minimum standard wage from 6d. to 7d.; it afterwards raised the wages of the whole trade; good men who had formerly earned 7d. easily got 7½d. and 8d. without any overtime on their part. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (h.) Actual disbursements by union on account of strike, and estimated loss of wages during the disputes to those, whether unionists or non-unionists, who are entered under heads (c) and (d) above. | Cannot be given. | 1886. Disbursed, 110l. Estimated loss of wages, 262l. 1891. No disbursements. Loss of wages, 15l. | <table border="0"> <tr> <td></td> <td>£</td> <td>s.</td> <td>d.</td> </tr> <tr> <td>1881</td> <td>-</td> <td>-</td> <td>13 5 4</td> </tr> <tr> <td>1883</td> <td>-</td> <td>-</td> <td>50 16 8</td> </tr> <tr> <td>1884</td> <td>-</td> <td>-</td> <td>26 15 8</td> </tr> <tr> <td>1885</td> <td>-</td> <td>-</td> <td>151 6 0</td> </tr> <tr> <td>1886</td> <td>-</td> <td>-</td> <td>152 5 1</td> </tr> <tr> <td>1887</td> <td>-</td> <td>-</td> <td>298 0 4</td> </tr> <tr> <td>1888</td> <td>-</td> <td>-</td> <td>8 15 4</td> </tr> <tr> <td>1889</td> <td>-</td> <td>-</td> <td>12 16 0</td> </tr> <tr> <td>1890</td> <td>-</td> <td>-</td> <td>68 9 4</td> </tr> <tr> <td>1891</td> <td>-</td> <td>-</td> <td>88 2 9</td> </tr> </table> <p>And a grant of 2l. 5s. to a non-unionist for his conduct during dispute.</p> <p>Account of expenses : £ s. d. Deputations, &c. - 88 5 0 Estimated loss of wages - 1,000 0 0</p> <p>During disputes an allowance is made to non-unionists.</p> | | £ | s. | d. | 1881 | - | - | 13 5 4 | 1883 | - | - | 50 16 8 | 1884 | - | - | 26 15 8 | 1885 | - | - | 151 6 0 | 1886 | - | - | 152 5 1 | 1887 | - | - | 298 0 4 | 1888 | - | - | 8 15 4 | 1889 | - | - | 12 16 0 | 1890 | - | - | 68 9 4 | 1891 | - | - | 88 2 9 |
| | £ | s. | d. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1881 | - | - | 13 5 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1883 | - | - | 50 16 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1884 | - | - | 26 15 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1885 | - | - | 151 6 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1886 | - | - | 152 5 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1887 | - | - | 298 0 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1888 | - | - | 8 15 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1889 | - | - | 12 16 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1890 | - | - | 68 9 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1891 | - | - | 88 2 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STRIKES AND LOCK-OUTS.

TUBE MAKERS AND SCREWERS.

143.

| | |
|--|---|
| TRADE UNION - - - | Tube Makers' Society. |
| District - - - - - | Staffordshire, Worcestershire, and Warwickshire. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs</i> :—</p> <p>(1.) Number of strikes and lock-outs in trade in district in each of the 10 years 1881–1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a) Date of commencement and termination.</p> <p>(b) Chief immediate causes of each dispute.</p> <p>(c) Number of (1) unionists, (2) non-unionists, in trade or branch of industry directly engaged in each dispute.</p> <p>(d) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of union towards dispute.</p> <p>(f.) Mode of settlement - - -</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by union on account of strike, and estimated loss of wages during the dispute to those whether unionists or non-unionists, who are entered under heads (c) and (d) ab.ve.</p> | <p>Several isolated, one general strike.</p> <p>Less so, through existence of society.</p> <p>—</p> <p>July 12th to August 9th, 1890.</p> <p>Attempt to enforce a reduction of 7½ per cent. on one branch of the trade.</p> <p>(1) and (2.) 500.</p> <p>None</p> <p>Supported the men by funds.</p> <p>Withdrawal of notice.</p> <p>No change.</p> <p>1,000l.</p> |

GROUP A.

ASSOCIATIONS OF EMPLOYÉS.

GENERAL QUESTIONS.

GENERAL QUESTIONS.

BRASS TRADES.

| | 1. | 2. | 3. | 4. |
|---|--|--|-----------------------|----------------------|
| TRADE UNION | United Journeymen Brass Founders' Association. | | | |
| District | Bristol Branch. | Bury Branch. | Belfast Branch. | Oldham Branch. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration sliding-scales, or other means of preventing or arranging trade disputes. | None whatever. | None. | None. | Trades Council. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | None. | None. | — |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | None. | — | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | — | Any member knowing of a vacancy acquaints the secretary at once. | — | Helping one another. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | None. | None. | — |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | — | None passed. | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | — | — | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | When there is a grievance, for the employés and employers to meet together and to continue doing so until they satisfactorily arrange the grievance. | By arbitration. | Board of arbitration. | — |
| (10.) Other statements or suggestions for the information of the Commission. | None. | — | — | — |

GENERAL QUESTIONS.

BRASS TRADES.

| 5. | | 6. | | 7. | 8. | 9. |
|--|---|----|--|---|-------------------------------------|--|
| United Journeymen Brass Founders' Association. | | | | Brass Founders' and Workers' Society. | Brass Moulders' Trade Society. | Scottish Brass Moulders' Union. |
| Wigan Branch. | Derby Branch. | | | London. | North-East Coast from Tyne to Tees. | Glasgow. |
| None. | Conciliation board of the Derby Trades Council. | | | Our rules state that all disputes to be settled by arbitration if possible. | — | — |
| None. | None. | | | None. | — | — |
| None. | — | | | Not directly. | — | — |
| A member knowing of a vacancy informs the secretary, who sends an unemployed member to apply for it. | Through branch secretaries. | | | Members out of employment attend the clubhouse daily, and sign a register, and any member in employment hearing of work communicates with the secretary, who sends a man after the situation. | — | — |
| None. | None. | | | None. | — | — |
| Agencies unknown other than trades organisations, similar to this society. | — | | | There are three other societies in London independent of us, who provide work for unemployed. | — | — |
| — | — | | | Our rules were revised last year, and I forward a copy. (See tabulation of rules.) | — | — |
| — | — | | | None. | — | — |
| — | — | | | None. | Board of conciliation. | We believe this can be accomplished by the employers themselves, but they act sometimes as if they did not want such a good thing to happen. |
| — | Union is in favour of an eight hours' day. | | | None. | Increased factory in spectorship. | We believe that if systematic overtime and piecework were prohibited, it would help to distribute work more fairly, and give a greater number of men and women employment, even though there would be grumbling on the part of some selfish individuals. |

GENERAL QUESTIONS.

BRASS TRADES—*continued.*

| | 10. | 11. | 12. |
|--|---|---|--|
| TRADE UNION | Brass Turners', Fitters', and Finishers' Society. | Operative Brass Cock Finishers' Trade Society. | Brass Finishers' Society |
| District | Northumberland and Durham. | Birmingham. | Glasgow and District. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None exist, and the chief cause of there not being so is not the employer, but some men in trade societies. | — | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | — | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | — | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | All members out of work sign the walking book, and these names are brought before the society, and any member knowing where men are wanted does, or is expected to, inform the secretary at once, and in many cases our relations are such with some employers, that if they want men, they send to the society for them. | Pay unemployed benefit to members. Married men 12s. per week for 9 weeks; single men 8s. for 9 weeks; and half-pay for 9 weeks. | Society too young to do much in this direction. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | — | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | There are several unconnected with trade unionism, but mostly for unskilled workmen. | — | None. |
| (7.) Request for copies of resolutions passed by society during last two years, recommending alterations in the laws affecting labour. | As this will most likely be done by the federal board, of which we are members, it shows our actions. | — | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | It would be most useful and helpful to our trade in general if statistics as to work and wages in the towns of the United Kingdom were collected and published by the Government, as it would help men out of work. | — | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | I would suggest that boards of conciliation of equal numbers of employers and workmen, with an independent chairman, unconnected with labour, say the county court judge, or some such person. | — | By substituting a system of co-operative production for the present one of individual competition. |
| (10.) Other statements or suggestions for the information of the Commission. | That the workmen in our trade wish to be left free from all parliamentary action with regard to settlement of wages, hours of labour, &c. | — | That wages be rated by the hour, and paid weekly, that piece-work and task-work should be abolished, and that all sub-contracting should be made illegal. That as a small instalment of social justice to the workers, an eight hours' Bill should be passed forthwith. That no contracts, Government or municipal, should be given to employers who do not pay the recognised rate of wages. That everyone whose income is under 2 <i>l.</i> per week should be exempt from all taxation, and that a very considerable reduction ought to be made at once in the rents of workmen's houses. These are a few of the minor questions that are now being discussed by the working classes, and while we cordially support them, we must express our warm sympathy with those broader principles affecting labour which are now finding acceptance among the workers of this and other lands. |

GENERAL QUESTIONS.

CUTLERY AND OTHER SHEFFIELD TRADES.

| | 13. | 14. | 15. |
|---|---|---|---|
| TRADE UNION | File Smiths' Union. | File Smiths' Society. | File Cutters' Union. |
| District | Warrington and Rainhill, Lancashire. Latchford, Cheshire. | Wolverhampton, Willenhall, Bradley, Coseley, and Dudley. | Sheffield, and a small branch at Cardiff, Wales. |
| 1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | Yes. | None. |
| 2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | — | No. | Some 28 or 30 years ago a co-operative manufactory was started, but 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, the concern failed some 12 years ago. |
| 3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | — | None. |
| 4.) Nature and extent of union's action in finding work for unemployed members. | — | Our branch is not overstocked with men, therefore we have no such cases to deal with. | When the co-operative works referred to above were in operation a considerable amount of work was found for the unemployed members. We have also in very slack times taken excavating and levelling work for our unemployed members, and also for non-unionists, which have been the means of keeping them off the rates. We are also in communication with employers, and supply, upon request, workmen to them. |
| 5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None whatever. | The co-operative undertaking not having proved itself a success, our members are very mistrustful of any other scheme. |
| 6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | — | None to my knowledge. |
| 7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | None. | Have passed resolutions and also drafted a Bill, which amongst other things provided that machine-made goods should be marked and sold for what they really are. |
| 8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | — | If figures are asked for to show the cost of disputes and the loss of wages, in our judgment it is only fair that the advantages in wages accruing to the workmen as the result of combination should also be obtained. |
| 9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | — | The most effectual way to avoid strikes is for workmen to be well organised and also for the employers to be federated together and a good joint board consisting of equal numbers of representatives, to meet, discuss and settle matters in dispute. |
| 10.) Other statements or suggestions for the information of the Commission. | — | — | Work done by the union during the past three years:— At the close of the 1883 dispute a reduction of 10 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 15 per cent., and in a number of cases they even deducted 20 and 25 per cent.; in fact a great number of both men and women during the late depression were working hard, but owing to the miserable wages paid were in a state of semi-starvation. This produced a strong reaction on the part of the workmen, and three years ago they commenced to reorganise, 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 12 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 <i>l.</i> 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. |

GENERAL QUESTIONS.

CUTLERY AND OTHER SHEFFIELD TRADES—*continued.*

| | 16. | 17. | 18. | 19. |
|--|---|---|--|---------------------------------------|
| TRADE UNION | File Cutters' Union. | File Forgers' Society. | Pen and Pocket Knife Cutlers' Association. | Bone-Haft and Scale Cutters' Society. |
| District | Glasgow, Larbert, and Coatbridge. | Sheffield. | Sheffield and District. | Sheffield. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | None. | None. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing attempted in the trade in the district; and results. | None. | None. | None. | Yes, but gave up business. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | — | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Members unemployed through no fault of their own receive 12s. per week until re-employed. | Weekly allowance for unemployed. | — | — |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. | — | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | — | — | — |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | None. | — | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | — | — | Full recognition. |
| (9.) Suggested means of avoiding or arranging strikes and promoting cordial relations between capital and labour. | None. | Government to institute a board of arbitration composed of employers and employes, to whom all disputes should be referred. | Board of conciliation. | Arbitration. |
| (10.) Other statements or suggestions for the information of the Commission. | None. | — | — | Shorter hours. |

GENERAL QUESTIONS.

CUTLERY AND OTHER SHEFFIELD TRADES—*continued.*

| 20. | 21. | 23. | 24. | 25. |
|---|--|--|---|-------------------------------------|
| Table Blade Forgers' and Strikers' Union. | Soissor Forgers' Society. | Edge Tool Grinders' Society. | Shear Grinders' Society. | Spring Knife Grinders' Association. |
| Sheffield. | Sheffield. | Sheffield. | Sheffield. | Sheffield. |
| None. | — | None. | The employers and the secretary of the society have up to the present come to terms. | None. |
| There is a small Co-operative Cutlery Manufacturing Society in Sheffield which does fairly well. | — | None. | None. | None. |
| None. | — | — | None. | None. |
| — | Weekly allowance for unemployed. | Pay a weekly allowance to unemployed; send list to employers wanting men. | If we work only 50 hours per week we have no unemployed. | We find employment to all we can. |
| None. | None. | None. | None. | None. |
| — | None. | None. | None. | None. |
| — | — | — | None passed. | None passed. |
| — | — | None. | None. | None. |
| Government to institute boards of arbitration in each large centre of industry composed of employers and employés, to whom all disputes should be referred. | Arbitration. | Boards of arbitration and conciliation composed of equal numbers of masters and workmen. | If the employers would meet the men instead of leaving it to the manager it might avoid a strike. | More unity of workmen. |
| — | We wish all stamped or flyed and casted soissors to be marked what they are. | Several alterations in position of machinery, viz.: —Troughs, &c., &c., the present system being unsafe. | Suggest that more factory inspectors be appointed and be in communication with trade secretaries, as there are grinding wheels and workshops in Sheffield not fit for men to work in. | None. |

GENERAL QUESTIONS.

CUTLERY AND OTHER SHEFFIELD TRADES—*continued.*

| | 26. | 27. | 28. | 29. |
|--|--|---|---|---|
| TRADE UNION | Steel Fork Manufacturers' and Forgers' Association. | Table Blade Grinders' Association. | Britannia Metal Smiths' Society. | Saw Makers' Society. |
| District | Sheffield. | Sheffield. | Sheffield. | Sheffield. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | — | The course invariably adopted by our union is, the men report dispute to executive, who consider the case and appoint a deputation to wait upon the employer, such delegates acting fairly as arbitrators, their decision being sometimes in favour of the employers, and generally giving satisfaction both to employer and workman. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing attempted in the trade in the district; and results. | None. | Unknown. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | Yes, through table-knife manufacturers, but none pay the list prices. | Unknown. | None. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | None. | The only way at present is by sending unemployed to places where men are wanted. | When a member (after notice being given him) leaves his situation, he is put into the first vacancy at another firm. | Most of the masters apply to the union for men. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | Not yet. | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | None. | None. | — |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | None passed. | The only resolution I have is as follows:— "That this meeting, representing the table blade grinders of Sheffield, is of opinion that no amendment of the Factory and Workshop Act will be satisfactory to the workpeople of this country which does not extend the powers of inspection to laundries and domestic workshops, and provide for the extension of the age limit to 12 years." | None. | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None yet. | — | None. | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Cannot see anything better than arbitration. | Think the sliding-scale system would be a means of preventing disputes if properly established, and would suggest a board of arbitration composed of equal numbers of employers and workmen with an independent referee, and if employers would only meet labour with more conciliation than they do at present better relations would exist. | See answer to Q. 1 above. | — |
| (10.) Other statements or suggestions for the information of the Commission. | Yes, that all forks be marked in their true character; steel forks to be marked steel, and metal, and cast metal, as the public cannot tell the difference and are deceived thereby. | Hope the Commission will consider the advisability of appointing a special commissioner to come down to Sheffield in order to get what evidence he can for the information of the Commission. He would be able to get more information, and be able to see some of the wretched places there called workshops, unfit for any human being. I know a place where the men work in water like sewer-water, it has such a fearful stench about it. There are many things that need inspection that we could scarcely explain in writing. | We should be very thankful if something could be done which would effectually prevent employers from keeping their workpeople waiting for hours after leaving off work on Saturdays for their wages, thus monopolising their time and preventing them from enjoying their supposed half-holiday, also greatly hindering those (especially females) who have house duties to perform upon reaching home. | — |

GENERAL QUESTIONS.
ENGINEERING, ENGINEMEN, &c.

30.

31.

| TRADE UNION | Amalgamated Society of Engineers. | |
|--|--|--|
| District | Blackburn. | Chatham, Rochester, and Strood, Kent. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding scales, or other means of preventing or arranging trade disputes. | None. | Our district committee endeavours to effect conciliatory settlements of disputes. •• |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | Yes, some. | Government are employers. They pay slightly less. Conditions of labour more honourable, except when regulations evaded, which is a common occurrence. Stiffness of system makes little reforms difficult of attainment. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Our men apply in the usual manner, personally. | Register kept of unemployed, and they are informed when vacancies occur. Employers endeavour to favour non-unionists, but come to us in emergencies to fill up vacancies. We think there should be public notice of vacancies. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | None. | No system of passing general resolutions. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | Recognition of trades unions, and direct representation of labour on all boards of management. |
| (10.) Other statements or suggestions for the information of the Commission. | Printed schedule to be handed in by executive committee. | Government the chief employer, and wages are based on such reduced rates as the greater stability of employment secures. Constant attempts 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. An upper official establishes his reputation by the number of reports he sends in, is therefore interested in avoiding any discovery of extenuation. The chief disadvantages of work in the yard are:—Overtime not recognised at extra rate till the completion of two extra hours. Men having worked extra time are often sent home for an equivalent time instead of receiving extra pay, without choice of when they will have the equivalent time. Though only allowed to lose 15 minutes at one time they are charged one-eighth of a day for each time they are late, if only an instant. Work goes on till 2 o'clock on Saturdays, whereas nearly all over the rest of the country the men leave at 12 and 1 o'clock. Dockyard men receive nothing extra when sent on steam trials, whereas a private contractor pays 3s. a day extra. No duty money allowed for dirty and unpleasant work on boats, and an allowance of canvas overalls is inoperative. Constant endeavour to place men of one department of trade to work at another. The impossibility of a man remedying a grievance without appealing through the officials to the admiral, which is too fussy an arrangement to be used to remedy small grievances. Instance: 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. |

GENERAL QUESTIONS.

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

32.

33.

34.

35.

| TRADE UNION | Amalgamated Society of Engineers. | | | |
|--|--|--|---|---|
| District | Radius of 8 miles round Derby, Derbyshire. | Edinburgh and Leith. | Gloucester, Gloucestershire. | Oldham. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Derby Trades Council are willing to act as a conciliation board. | None. | By delegates. | Only by interviews with each other by mutual consent of employers and employed. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | None. | None. | Not for many years. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Report issued monthly to secretaries giving number and trade of members out of employment. | We keep a vacant book which members idle must sign, and any member hearing of a vacancy at once communicates with the secretary. | Secretaries corresponding with each other. | — |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | — | None. | None. | Not in this district. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | None known. | None. | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | — | — | Not aware of any in this district. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | None. | — | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Co-operative principles, or a trades council composed of employers and employés. | — | By board of conciliation. | By a more equitable division of the profits accruing from labour, and a greater desire shown by employers to do justice to those whom they employ. |
| (10.) Other statements or suggestions for the information of the Commission. | — | — | Systematic overtime is greatly worked by non-unionists to the great injury of our trade, and ought to be abolished. | A great increase of workshop inspectors, and such inspectors to be known not only to employers but also to trade union officials, so that, if requisite, complaints could be forwarded to them, and interviews arranged, if necessary, in every district. |

GENERAL QUESTIONS.

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

36.

37.

38.

39.

| Amalgamated Society of Engineers. | | | |
|---|--|---|--|
| Preston District, Lancashire. | Sheffield and Rotherham, Yorkshira. | Stanningley District | Stockton on-Tees, Durham. |
| None. | None. | None. | None. |
| None. | Not in connexion with our trade. | None. | None. |
| None. | Not in our trade. | None. | None. |
| Monthly reports sent out showing state of trade in each district. Secretaries of districts in want of men write to secretaries where trade is slack, and men are forwarded from one district to another at Society's expense. | By monthly reports as to state of trade in each district and correspondence between secretaries. | Members inform secretary of vacancies, and if same are not filled by members of his branch, he informs other branches of the vacancies. | — |
| — | — | Not aware of any. | None. |
| — | — | — | — |
| — | — | — | — |
| — | — | — | — |
| Workmen to be united. | By free intercourse between employers and trades union officials. | Boards of conciliation and arbitration. | No probability of avoiding disputes so long as the conditions under which production is carried on remain as at present. Co-operative or State production are the only remedies we can suggest |
| None. | — | The great disparity and inequality in wages paid in different parts of the kingdom in one particular branch of trade should be looked into, as also the difference in wages paid in town and country. | — |

GENERAL QUESTIONS.

ENGINEERING, ENGINEMEN, &c.—continued.

40.

| | |
|---|---|
| TRADE UNION - - - | Marine Engineers' Union. |
| District - - - | Universal. |
| <p>(1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes.</p> <p>(2.) System of co-operative production, industrial partnership, or profit sharing, attempted in the trade in the district; and results.</p> <p>(3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment.</p> <p>(4.) Nature and extent of union's action in finding work for unemployed members.</p> <p>(5.) Action taken or considered by union in the direction of itself undertaking work.</p> <p>(6.) Information as to other agencies in the district for finding or providing work for the unemployed.</p> <p>(7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour.</p> <p>(8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government.</p> <p>(9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour.</p> <p>(10.) Other statements or suggestions for the information of the Commission.</p> | <p>Our association has as yet no definite line of action, but certainly favourable to conciliatory measures. Scales or rates of wages have been drawn up, relative to the different trades or lines of steamships, but have not hitherto been strictly adhered to.</p> <p>None that we are aware of.</p> <p>None, except the Royal Navy, Royal Naval Reserve, and Customs Department.</p> <p>We supply only properly qualified skilled labour.</p> <p>Mutual arbitration between shipowners and the Marine Engineers' Union.</p> <p>Our association being registered as a literary society under the Limited Liability Act, though combining many objects of a trade union, seek to promote the welfare of its members by asserting and maintaining their rights, and improving their position by lawful means. Our association has in view the fixing of minimum rates of wages from time to time, regulating the hours of labour, altering or arranging ships' articles of agreement to suit its requirements. Bad and inadequate supply of food in the mercantile navy being one of the most fertile sources of disturbance and discontent, this association is of opinion that the present antiquated scale of provisions sanctioned by the Board of Trade should be revised, and a much more liberal scale substituted, and that the pernicious system of allowing shipmasters a certain sum of money to find the crew in provisions be abolished. The said system being only equivalent to a license to masters to trade upon the men's victuals, supplying the latter with the cheapest rubbish in the market, and swindling them out of their just quantities.</p> <p>That a system of authorised cooks be instituted.</p> <p>That the insertion of misleading or illegal clauses in ships' articles be abolished, such as signing on to be transferred from one ship to another, the crew to give 48 hours' notice before leaving in an English port, whereas the master has only to give 24 hours' notice before dismissal, &c., &c.</p> <p>That in all ships carrying explosives as cargo it should be made compulsory to notify the crew to that effect in the articles.</p> <p>That all engineers on board of a steamship be legally constituted officers. We consider a great injustice is done to a highly educated and deserving class of men, upon whom devolves such great responsibilities as the modern steamship demands. Certificated engineers are not recognised in the mercantile marine as officers on the ships in which they serve, but are classed simply as seamen.</p> <p>The engineers in Her Majesty's Royal Navy and in all other navies, engineers are officers and are recognised as such in every foreign country where they possess either (or both) a naval or mercantile marine navy.</p> <p>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, we think would be of much use.</p> <p>That a great injustice is done to marine engineers at present on Board of Trade and local marine boards of inquiries in connexion with an engineer or engineers being in default, and that on all matters relating to same, the board of assessors should consist of two-thirds of marine engineers of the first class, as it is obviously unfair and unjust to leave the interests of marine engineers to shipmasters and shipowners, or to one or two members who represent the sailors and firemen as at present. These members not being practical engineers, are perfectly incompetent to deal with such.</p> <p>That engineers are often hampered by the Board of Trade, and as there is no legal remedy, they should have the right to appeal to some duly constituted authority appointed by the Government, and to be elected in the different ports, all so elected to be in possession of first class certificates of competency.</p> <p>That licenses or certificates be granted to donkey men after passing a practical examination of their ability, and that no one be allowed to take charge of any steam boiler on any ship, whether steam or sail, without being in possession of such certificate or license, the said license to bear a continuous record of its owners' services when granted. This would keep them sober and more attentive to their duty, knowing they have a license or certificate to lose.</p> <p>That the present system of registering nominal horse-power is very unsatisfactory. A large number of steamships are registered under their actual power. We think that the nominal horse-power should be fixed by measurement of surveyors of the Board of Trade, according to a rule agreed upon by the leading marine engine builders in the kingdom.</p> <p>That in the event of a fireman refusing duty, or otherwise misconducting himself, the chief engineer have power to log said fireman in his own log-book. Log-book to be signed by the chief and second engineers, and this to have the same effect as if logged in the official deck log as at present.</p> <p>That in the event of there being no superintendent engineer, the chief engineer being responsible for all hands in his department, should have power to engage or discharge engineers or firemen, in place of its being done by the captain as is frequently the case.</p> <p>That the accommodation for engineers being very defective, we consider the following improvements necessary, viz.:-</p> <p>I. Sleeping rooms to be adjacent to the engine room, and under cover, for each engineer the ship carries.</p> <p>II. Bath room and water-closet entering from the engine room, or under cover adjacent to the engine room.</p> <p>III. The messroom with cushioned seats and lockers of not less than 75 to 80 cubic feet for each engineer to be provided alongside the engine room, but no sleeping, bath, or messroom be placed over the main or other steam boiler, nor on the other side of any bulkhead affected by the temperature of such boiler.</p> <p>All engineers in foreign going ships to be supplied with bed, bedding, and towels.</p> <p>That it be made illegal for any shipmaster to give any gratuity or donation either in coin or in kind to any British consul or other Government official.</p> <p>That shipstore dealers be brought under the food inspection regulations.</p> <p>That the chief engineer in all cases be consulted before the character of an engineer or fireman be affixed to his discharge. At present, firemen, whether of good character or not, receive good discharges, which are valueless as to their abilities, or as a certificate of character.</p> |

GENERAL QUESTIONS.

ENGINEERING, ENGINEMEN, &c.—continued.

| 41. | 42. | 43. | 44. | 45. |
|--|--|---|--|---|
| Ironfounders' Friendly Society. | | | | |
| Belfast, Ballymena, Newry, Portadown, and Strabane. | Birkenhead, Cheshire. | Riddings, near Alfreton. | Chelsea, Battersea, and Pimlico. | Hartlepool and West Hartlepool, Durham. |
| (1.) — | None, except what our members think occasion requires. | None. ** | None. | None. |
| (2.) — | None. | None. | None. | None. |
| (3.) — | None. | None. | None. | None. |
| (4.) State of trade in each branch reported in "Monthly Trade Report," which enables un employed members to find work. | By issuing monthly trade reports in different towns. | We support them until they can find work if we consider they have been wrongfully dismissed. | By paying rail fare to places where work can be obtained, granting travelling cards to members, and keeping in touch with employers who frequently send to club house when wanting men. | We issue a trade report every month, which contains the number of men out at the various branches. If men are wanted at one branch, we write to another branch where men are out of work. We lend them their fare and 5s., if required, which is repayable by instalments within three months. |
| (5.) — | None. | None. | — | None. |
| (6.) — | None. | None. | — | None. |
| (7.) — | — | — | — | — |
| (8.) — | — | — | That the reports of the Labour Correspondent to Board of Trade should be supplied to trade union officials, and that the work of this department should be extended so as to furnish full statistical information on all questions of interest to workmen and employers. | — |
| (9.) — | Boards of arbitration and conciliation. | The best way we think is for the masters to meet a deputation of the men, as the market ebbs and flows, and the questions at issue to be settled by common sense and fair play, either side giving way when at fault. | Conciliation and arbitration boards composed of equal number of representatives between employers and employed. | If all workmen would become trade unionists there would be very few strikes. |
| (10.) — | — | We would like to see all overtime, piece-work, or task-work put under foot, and let every man receive a day's pay for a day's work, and I feel sure that this is the only way to ensure better work being turned out. | Should suggest that representative women should be asked to give information before the Commission, seeing that so many women are interested in the labour question. | Systematic overtime should be abolished. Even when trade is bad some firms are working night and day notwithstanding many men being out of work in the same town. One firm here, which employs 60 moulders, would require 90 or 100 but for overtime. Those who object to overtime on the ground of health have to put up with it or be discharged. |

GENERAL QUESTIONS.

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

| | 46. | 47. | 48. | 49. |
|--|---------------------------------|--|--|-----------------------------|
| TRADE UNION | Ironfounders' Friendly Society. | | | |
| District | Hyde, Cheshire. | Keighley, including Bingley, Eastburn, and Skipton. | Kendal and Lancaster. | Rotherham and Doncaster. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | We have no arbitration at present, but hope as a Trades and Labour Council has been formed in the town they will be prepared to ask the Employers' Association or Chamber of Commerce to join with them in forming an arbitration board. | — | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade and district; and results. | None. | — | — | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | Some of the town councillors, aldermen, and guardians, who pay as little wages as they possibly can. | — | — |
| (4.) Nature and extent of union's action in finding work for unemployed. | — | By issuing a monthly report to every member. | Granting travelling cards to all in search of employment who are eligible. | — |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | — | None. | — | — |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | — | — | — |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | — | — | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | — | — | — |
| (9.) Suggestions as to means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | By making arbitration compulsory by Act of Parliament. | — | — |
| (10.) Other statements or suggestions for the information of the Commission. | — | It is very desirable that the character note system known as ticket-of-leave should be made a penal offence, as it results in a man, having the courage of his convictions and an independent action, being boycotted by his employers. | — | — |

GENERAL QUESTIONS.

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

| 50. | 51. | 52. | 53. | 54. |
|---|---|---|--|--|
| Ironfounders' Friendly Society. | | | | |
| Smethwick, Spon Lane, and Oldbury, Staffordshire. | Southampton, Hampshire. | North and South Shields and in the City of Durham. .. | Todmorden and Hobden Bridge, Lancashire. | Stalybridge, Mottram, Dukinfield, Cheshire; Ashton-under-Lyne, Lancashire; Mossley, Yorkshire; Glossop, Derbyshire. |
| None. | Yes. | None. | None. | We generally concede a 2s. reduction during trade depression, and expect it to be advanced again when trade improves. |
| It is said that the firm (Tangye's, Limited) have a system of profit-sharing, though I cannot find one who has benefited thereby. | None. | None. | None. | None. |
| None. | Trade Council (local) | None. | None. | None. |
| We try to get work for one another; if men are wanted the secretary of the branch is informed, who writes to the various branches, as per the monthly report. | To keep the unemployed out of the workhouse and to supply his family with food. | State of trade in each branch reported every month, and members choosing to travel supplied with card entitling them to bed, &c. | Monthly trade report and correspondence between secretaries. | None, except in our own trade. |
| None. | None. | None. | None. | Never seriously considered. |
| None. | Secretaries of unions. | None. | None. | None. |
| — | Must not send resolutions. | A vote was taken on the 8 hours' question, May 3rd, 1889, and reported in our monthly, May 8th, 1889, as follows:— "Are you in favour of an 8 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. | None. | — |
| — | Stand up for the working man, not for the masters. | — | — | — |
| — | Masters should give in to the men when they are right. | To divide into districts, and have conciliation boards, to consist of masters and men. | We think if engaged in a dispute, we are able to manage our own affairs with the advice of our executive council, although, personally, I believe in a board of arbitration. | I should think if a longer notice was given or taken in all cases, it would have a tendency to prevent disputes. Only a week's notice is generally given, which does not give enough time to decide whether it is justifiable or not. One month's notice in all cases would give ample time for due consideration. There would then be fewer cases of mobbing and rioting. |
| — | As men do your duty. | If workmen could be induced to work no overtime or piece-work, and the masters encourage them to turn out a good article, we think there would be less unemployed and no fear of foreign competition. | None. | — |

GENERAL QUESTIONS.

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

| | 55. | 56. | 57. | 58. |
|--|---------------------------------|--|---|---|
| TRADE UNION | Ironfounders' Friendly Society. | | Associated Iron Moulders. | Durham County Colliery Enginemen's Association. |
| District | Warrington, Lancashire. | Workington, Whitehaven, Cockermouth, &c., Cumberland | Aberdeen District. | Durham. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Ruled by Midland Wages Board. | None needed, as the masters have complete control. | Conferences with employers. | Arbitrations and joint committees. Had sliding-scales for about 12 years. No scale at present. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | — | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | None. | None. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | — | We inform our brother members if we hear of anything. | Are always ready to supply men to employers, and if all employed, write to other districts. | Branch secretaries report vacancies to central office. General secretary, who knows where members are who require work, informs them of reported vacancies. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | — | None. | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | None. | — | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | — | Never framed any. | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | — | None. | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | Follow the teachings laid down in the New Testament by Paul, and let all employers realise that working men are human, that if they will deal fairly with them, it will bring its own reward. Some say that if men knew the business of their masters they would take advantage of them, but this has been proved to be false over and over again; wherever a kind master exists who wants to do right and takes his men into confidence, I have always seen the men do their very best for him. | — | Sliding-scales on just and equitable basis; arbitration and joint committees of employers and employed. |
| (10.) Other statements or suggestions for the information of the Commission) | — | Establishment of system to provide for sick and those suffering from accidents. Hours of labour should be fixed by law. Overtime, night-shifts, and Sunday work should be abolished; there should be a half-holiday every Saturday. | — | None. |

GENERAL QUESTIONS.

ENGINEERING, ENGINEMEN, &c.—continued.

| 59. | 60. | 61. | 62. | 63. |
|---|--|--|--|---|
| National Federation of Enginemen's Protective Association. | South Yorkshire District Steam Enginemen's Protective Association. | National Federation of Enginemen's Protective Association. | | |
| Northumberland. | South Yorkshire. | Leigh, &c. | Shropshire District. | North Staffordshire. |
| The only system we have is in having meetings with our employers at which we almost always manage to settle any matter that may be in dispute between us. | General officers, executive council, and deputations appointed for the occasion. | A delegate will go and see the masters individually. The masters will not meet collectively, hence strikes. | None. | None |
| — | Think not. | — | None. | — |
| — | None. | — | None. | — |
| Members report vacancies to the central office, to which unemployed members apply for information in regard to the same. Sometimes employers apply to us to recommend them good steady and practical men. | Union donation according to rule, until work is procured. | We have centres where all those who hear of a situation becoming vacant report at once to the same, so that the unemployed may apply. | None. | — |
| None. | None. | None. | None. | — |
| None. | None. | None. | None. | Suggests adoption of 8 hours. |
| Do not know of any, except that we vote for the "Eight hours Bill." | None passed. | Have no copies to hand, or would forward one. Masters can evade many of the present rules of the "Coal Mines Regulation Act," 1872 and 1877. | None passed. | — |
| — | None. | None. | None. | — |
| A fair and equitable "sliding-scale," failing this "arbitration." | We suggest (when a grievance occurs between the employers and employed) that the employers should always meet a deputation of our council, and not treat us like serfs, as in some instances, which I could name, but decline. | Only by a board of conciliation. | Boards of conciliation and arbitration, with mutual resolve to reason out difficult problems. | — |
| — | None. | If we could get a uniform rate for all upshaft winders it would be better. We also think that 12 hours per day is too long for any man to be in charge of a winding engine. We want 8 hours per day, and a uniform rate of wages. We want an Act compelling every colliery engine-man to cease work after being at work 8 hours, as we do not consider it safe for a man to be entrusted with life and property after that time. In fact, the majority of accidents occur with enginemen after working 8 hours, and through the same many men are discharged yearly. The strain is so great they hardly know what they are doing after gazing at an indicator for 8 hours. | Weekly payment of wages would be conducive to the comfort and general advantage of the work-people of the country; only partially established at present. Commission would help the cause of labour considerably by strongly recommending the general adoption of weekly payment of wages. | Not without a delegate to the Commission. |

GENERAL QUESTIONS.

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

| | 64. | 65. | 66. |
|--|--|--|---|
| TRADE UNION - - - - - | Enginemens' Protective Association. | National Federation of Enginemens' Protective Association. | Lancashire Colliery Enginemens' Association. |
| District - - - - - | Cannock Chase, Staffordshire. | Dudley District. | Wigan and Districts. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Sliding-scale with winders. | None in our trade. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | — | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | — | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | — | By making the secretary acquainted with vacant situations, who then informs the unemployed member. | Members hearing of vacancies report same to secretary, and he in turn to those out of work. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | — | — | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | — | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | — | <p>"That this conference pledges itself to try to get an 8 hours' working day for all colliery enginemens by parliamentary enactment, and that this conference also thinks it desirable that every effort should be made to get it as early as possible."</p> <p>It has been resolved that we support any action in Parliament for an 8 hours' working day, as we believe there is no other branch of industry more in need of it, because when a man has been on duty all night he has to begin to let men down the shaft, and this has to be done with great rapidity to do it in the time allowed.</p> |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | — | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | — | — |
| (10.) Other statements or suggestions for the information of the Commission. | Greatly in favour of 8 hours by legislation. | — | <ol style="list-style-type: none"> 1. It is our strong 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. 2. Where two pairs of engines are in one house a strong partition should be erected between the same, so as not to interfere with the signals. 3. We recommend that enginemens should have characters of competency and good conduct supplied by masters annually on application. 4. It is most unjust for masters to interfere with the liberty of workmen as to combination. 5. We believe wages disputes ought to be settled between enginemens' associations and the Coal Owners' Association. |

GENERAL QUESTIONS.

ENGINEERING, ENGINEMEN, &c.—continued.

| 67. | 68. | 69. | 70. | 71. |
|---|--|---|--|---|
| Cumberland Enginemen's Association. | National Federation of Enginemen's Protective Association. | | | Beetling Enginemen's Trade Union. |
| West Cumberland. | Somerset. | Wrexham and Ruabon (North Wales). | Dewsbury District. | North of Ireland. |
| None. | None. | None at present. | None. | — |
| — | None. | — | — | — |
| — | None. | — | — | — |
| — | By recommendation, and application to employers. | Whenever a member is out of employment all the members are bound, according to rule, to use their utmost endeavours to find him employment. | We search for each other in this district. | — |
| — | None. | — | — | None. |
| — | None. | — | — | — |
| At a meeting held in the Sun Inn, Maryport, 15th November 1890, it was proposed, seconded, and carried unanimously, "that the secretary write to secretary of Coal Owners' Association asking them to meet us with a view to discussing the desirability of having an 8 hours' shift conceded, 12 hours being too long, considering the responsible duties of winding enginemen." | — | — | — | — |
| — | — | Conciliation boards or sliding-scales. | — | — |
| — | — | 12 hours per day for all enginemen too long, especially for winding enginemen. | — | In our business, when the men quit work at 6 o'clock p.m., the machinery is driven up to 9, and in some cases 10 o'clock, and two or four men have to take it in turn to watch the machinery until it is stopped, for which they receive no pay. This long driving throws additional work on men in the morning. Our machinery is also driven during meal-hours, and we are responsible for all damages that may occur to all goods in our possession. Other firms drive their machinery all night, bringing back two or four men; pay these men a day's wage each. These men after having wrought their usual day's work are put on the night shift, and then work the next day, thus doing three days' work without rest. In a house of 30 beetling engines, 15 men will be employed up to 6 o'clock p.m., then 3 or 4 of the 15 will be employed to watch and work overnight, employers thus getting at night the same length of driving for two or four days' pay for which they paid 15 men during the day. Where firms pay piece-work, some of these do not pay for watching their machinery, even when driven all night. |

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

72.

73.

| TRADE UNION | Amalgamated Society of Enginemen, Cranemen, Boilermen, and Firemen. | United Engine Keepers' Protective Association of Scotland. |
|---|--|--|
| District | England and Scotland (Staffordshire and Cumberland excepted). | Scotland (Fife excepted.) |
| <p>(1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes.</p> <p>(2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results</p> <p>(3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment.</p> | <p>There is no system existing to which our society is a party. Disputes are generally settled by a conference between a deputation of members and the employers.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> | <p style="text-align: center;">No arrangements.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">—</p> |
| <p>(4.) Nature and extent of union's action in finding work for unemployed members.</p> | <p>Many contractors now send to the society's office for reliable and competent men. Better terms are being offered, and a better feeling is being created.</p> | <p>Communication by branch secretaries to general secretary when a vacancy occurs, and if any idle man on the list, attention is drawn to the fact.</p> |
| <p>(5.) Action taken or considered by union in the direction of itself undertaking work.</p> | <p>Not being engaged directly in the manufacture of anything, we cannot attempt this.</p> | <p style="text-align: center;">None.</p> |
| <p>(6.) Information as to other agencies in the district for finding or providing work for the unemployed.</p> | <p>No, we believe the municipal and local authorities should attempt to solve this problem.</p> | <p style="text-align: center;">None.</p> |
| <p>(7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour</p> | <p>1. <i>Enginemen's Certificates.</i>—"That this society believes the time has arrived when a Bill providing for the examination, and the granting of certificates of competency to all persons placed in charge of steam-engines or boilers, should be passed into law; believing as we do, that it is absolutely necessary for the protection of human life."</p> <p>2. <i>Eight Hours' Question.</i>—"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."</p> <p>3. <i>Trades Unions and Inquests.</i>—"That in order to secure a more thorough investigation into all cases of fatal accident to workmen, we believe the time has arrived when a Bill should be passed giving the representatives of the trade union of which the deceased was a member the right to attend the inquest on behalf of the relatives of the deceased; that such representatives may have the right to question witnesses, and tender evidence as an expert in the particular trade."</p> <p>4. <i>Better Workshop Inspection.</i>—"That this meeting believes that it is absolutely necessary that the Factory and Workshops Act, 1878, sec. 51 and 52, should be amended, in order that factory inspectors shall visit the scene of an accident in non-textile factories or workshops within 48 hours of the occurrence, and investigate fully the circumstances of the case; and in the case of a fatal accident, the result of such investigation to be submitted to the jury at the inquest."</p> <p>5. <i>Coroners' Juries.</i>—"That we believe that it is highly desirable that the Coroners' Juries Act should be amended, in order that it may be imperative upon the authorities to summon jurymen, the majority of whom shall be experienced and practical workmen, whose calling is of such a nature as will enable them to thoroughly understand the circumstances under which the deceased met his death."</p> <p>Resolutions have been also passed:</p> <p>1. "In favour of more working men and women factory inspectors."</p> <p>2. "In favour of 'trade union' rate of wages being ensured from all contractors."</p> | <p>Resolutions have been made in our association that there ought to be an examination of men before commencing work as engine-keepers for the safety of all connected with mines.</p> |
| <p>(8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government.</p> | <p>I suggest that all boilers should be examined once every year by an inspector appointed by the Board of Trade or other authority; and that any boiler attendant should have the right to call for an inspection at any time he may think it necessary to do so.</p> | <p style="text-align: center;">—</p> |
| <p>(9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour.</p> | <p>The union advocate strong organisation for both employers and employed, in order that both parties may meet to discuss every matter of dispute. Also further suggest that the State should further the organisation of workmen and women, by granting financial assistance to all unions whose objects are to promote greater providence and thrift on the part of its members.</p> | <p>Board of arbitration and representation of workmen.</p> |
| <p>(10.) Other statements or suggestions for the information of the Commission.</p> | <p>That something should be done to provide practical instruction for all firemen, in order that they may become fairly competent before being placed in responsible positions.</p> | <p>(10.) In reference to inspection of boilers, we consider it highly necessary. We are aware in many cases of boilers being worked with as old as 50 years, and no inspection made unless by the engine-keeper, and, as stated in a foregoing question, men are at present engaged without giving any certificate of competency. It very often comes under our notice of men failing in their effort to give satisfaction to their employers as an engine-keeper, thereupon endangering the lives of all connected with the mine. We also consider that 12 hours without an interval is too long to attend to the duties of a winding engine-keeper, as our work is of a highly responsible and dangerous nature.</p> |

GENERAL QUESTIONS.

ENGINEERING, ENGINEMEN, &c.—continued.

| 74 | 75. | 76. | 77. |
|---|---|--|--|
| Under Engineers' and Stokers' Society. | Engine Drivers' and Stokers' Society. | Iron Grinders' Society. | Blacksmiths' Associated. |
| Oldham, Hollinwood, Royton, Lees, Grotton, Middleton, and Heywood. | Sheffield and Eight Miles around. | Glasgow. | Aberdeen and District. |
| We require a sliding-scale. | None. | None. | A local arbitration committee consisting of representatives from employers and employed. |
| — | Only one, a colliery, which was commenced on that principle, but which came to a stand before getting to coal; standing yet. | None. | None. |
| — | — | None. | Local authorities, and pay fair remuneration. Conditions of employment very good. |
| Nothing but getting rid of those mechanical stokers. | All members of our society are supposed to be on the look-out for vacant situations, and to communicate with the branch secretaries should they hear of one about to become vacant. | The secretary being in communication with all the shops and knowing when a vacancy occurs. | Every member is bound to report a vacancy, and must recommend a member if suitable; it works well, and members have a great advantage over non-unionists. |
| None. | — | None. | None. |
| None. | — | None. | None. |
| There was one resolution passed and carried that there ought to be a Bill brought forward that each and every under engineer and stoker should have a certificate which should be gained by examination, something similar to that at the Trades Congress, 1891, for the enginemen. | That we try to secure an eight hours' day by parliamentary enactment for all colliery winding enginemen. That we render all the assistance we can in getting the Engines and Boilers Bill passed into law as proposed by the parliamentary committee of Trades Union Congress. | — | Our only resolution was in favour of a legal eight hour day. |
| (8.) style="text-align: center;">None. | — | — | None. |
| (9.) style="text-align: center;">— | By submitting each case to a tribunal composed of workmen and employers especially elected for the purpose annually. An Act of Parliament to be passed especially sanctioning the same, and to make it compulsory on both parties. | An established local board of arbitration. | Are very much divided on this question. |
| (10.) style="text-align: center;">None. | I may say that although the answers to the above questions are a true record of the state of our district, there are a few places to which they will not apply. We have a few employers or managers that practise unnecessary tyranny, but I am pleased to say they are only a few. For instance, we have 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 5 at night to 7 in the morning, which is 14 hours, and have nothing allowed extra for Sunday work. Another pit under the same firm the enginemen are expected to work two hours on Sunday morning without pay, and this is done at the present time, when the coal trade is in the height of prosperity. 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, on which the ventilation of the pit depends, and have to work 12 hours for 4s., with nothing extra for Sunday or night work. | — | Inspectors ought to have some knowledge of the trade; they ought to see that apprentices get fair play in learning their trade, as some shops are unsuitable for any lad serving five years, and they simply lose their time. Employers who neglect to teach their apprentices (for the sake of making a little more profit) should be punished by fine or imprisonment. |

GENERAL QUESTIONS.

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

| | 78. | 79. | 80. |
|--|---|--|---|
| TRADE UNION - - - | United Hammermen and Forge Furnacemen's Society. | Hammermen's Society. | United Pattern Makers' Association. |
| District - - - | Northumberland. | Royal Dockyard, Chatham. | Chief Engineering Centres of the United Kingdom. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None, generally by arrangement. | — | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | — | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | — | The Government employ a very few of our members in Woolwich Arsenal; no complaint regarding the Gun or 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. No employment by local authority. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Just within its own limits. | Inquiring amongst employers, and recommending members whom we conscientiously can. | Employers apply to our branch secretaries when in want of men, and men out of work are sent to them. Monthly report issued, giving localities where men are out of work. The extent of action varies with state of trade, sometimes not more than a dozen men are shopped in a month, while one branch at times has more than that number of applications in a day. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | — | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | — | No other agencies, excepting contemporary unions, who admit pattern makers, viz.:—Amalgamated Engineers and Steam-engine Makers' Society. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | None. | — | None. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | — | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Arbitration, but employers will not give union that privilege. Think this matter ought to be settled by the Commission. | — | Boards of conciliation might be tried as an experiment. |
| (10.) Other statements or suggestions for the information of the Commission. | Would suggest that where employers or employes are unreasonable, the Commission should step in and settle the dispute. | — | — |

GENERAL QUESTIONS.

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

| 81. | 82. | 83. |
|--|--|--|
| United Pattern Makers' Association. | | United Machine Makers' Association. |
| London. | Glasgow. | Manchester, Sheffield, Oldham, Belfast, Newcastle-on-Tyne, Sunderland, Hull, Hartlepool, Stockton, Liverpool, Barrow-in-Furness, Leeds, Bradford, Preston, Blackburn, Halifax, Grantham, and most Engineering Districts. |
| None. | None, have always been able to arrange matters with the employers individually or through their association. | Sometimes conciliation, by interview between the employers and their workmen |
| The Thames Iron Works made an offer last year; it was rejected by the men; think it was not sufficiently understood. | None. | None. |
| Woolwich Arsenal, Small Arms Factory, same conditions as other firms. | None. | None. |
| Union is of great assistance in finding work for unemployed; keeps well informed where orders are placed, sends for men, pays expenses. | Members give information where men are wanted to the secretaries of their branch. The union pays travelling expenses to members going to situations. | In each district a vacant book is kept, which unemployed members sign each day. Vacancies reported to the book-keeper, and fortnightly the general secretary reports the number of men out to each branch. Members' railway fares paid to situations in other districts. |
| None. | None. | None. |
| None. | None. | None. |
| Do not consider legislation necessary. | None. | None. |
| None. | The amount of overtime worked, also nightshifts, and their effects upon the trade. | Should like to know how many machine men are employed in the United Kingdom, but this is difficult to ascertain, as more machines are constantly being introduced. |
| Only by the exercise of common sense and tact. Ask for more when you know it won't pay to refuse. Let it be to the interest of the leaders to keep peace, like paying a doctor when you are well and stopping it when ill. Avoid the swashbuckler style, affected by some trade unionists. | A system of bonus on wages might assist if properly conducted. | Conciliation supported by well organised bodies of society men. |
| — | — | None. |

GENERAL QUESTIONS.

IRON AND STEEL TRADES (MISCELLANEOUS).

84.

85.

86.

| TRADE UNION | National Association of Blast Furnacemen. | | |
|--|--|---|--|
| District | Cleveland and Durham. | West Coast (Cumberland and Lancashire). | Ayrshire and Lanarkshire. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | During the last 10 years the wages have been regulated by a sliding scale. Joint committee for settling minor disputes. | A joint committee now settles all disputes. A sliding-scale regulates wages. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | — | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Nothing of the kind in union's rules. | In many instances in the present depression men have agreed to lose a certain number of shifts per month in order to give employment to their fellow workmen, who would otherwise have been idle. | Nothing of the kind undertaken. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | None. | — |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | None. | None. | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | It would be useful information if the Government published periodically a return showing the rates of wages, hours worked, and conditions of labour generally, in all countries where iron is produced. | Yes. | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Can only say that for the past 20 years in this district nearly all disputes have been settled by arbitration or conciliation. Believe these to be the best means. | Capital and labour reasoning together at joint boards. | Suggests that scheme should be tried whereby if one party to the dispute be willing to submit to arbitration, the other side should be compelled. |
| (10.) Other statements or suggestions for the information of the Commission. | Suggests that something should be done where either employers or employed are willing to submit to arbitration and the other side refuses. There should be some tribunal to appeal to, and if thought advisable, compel the refusing party to submit to arbitration. Also suggests that the Government inspectors of factories and workshops should pay a visit occasionally to blast furnaces to see that everything is done for the safety of the men. | None. | Would ask the Commission to recommend that Her Majesty's inspectors of factories and workshops should pay occasional visits to furnaces to see that everything is done for the men's safety. |

GENERAL QUESTIONS.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

| 87. | 88. | 89. | 90. |
|-------------------------------------|---|--|--|
| Nut and Bolt Makers' Society. | British Amalgamated Association of Steel Smelters. | Associated Society of Millmen. | Associated Iron and Steel Workers, &c. |
| Smethwick, Staffs. | West of Scotland, &c. | Chiefly the West of Scotland. | South Yorkshire, &c. |
| Conciliation board. | None. | Board of arbitration and conciliation has been established within the last 12 months. Works very satisfactory. | In the North, conciliation and arbitration board; in the Midlands, Midland Iron and Steel Wages Board; and in other districts joint committees and sliding scales now govern wages. |
| None. | None. | None. | None. |
| None. | — | None. | None. |
| The first place open we send to it. | Many employers send direct to general secretary of union for reliable steady men. | If there is a vacancy at any of the works, generally try to get a union man into it, although non-unionists are not objected to, but as soon as a non-unionist starts, gentle pressure is brought to bear on him to become a unionist. | No provision made by rules, but every possible assistance rendered, and when work is found elsewhere, travelling expenses paid. |
| None. | None. | None. | None. |
| — | None. | No other agencies. | None. |
| — | — | No resolutions passed, because it would be useless as long as the House of Commons is constituted as at present. | Resolutions passed that it ought to become compulsory to find workmen full work during the time of a notice given by either side to terminate contract, or in lieu of work, the payment of full wages for such time covered by notice. |
| — | — | Total production of steel throughout the kingdom should be published yearly. | We have sliding-scale returns which are a fair and reliable guide to the actual realised price, and believe it would be most satisfactory if this principle were generally adopted. |
| Conciliation boards. | Conciliation boards. | Arbitration. | (a.) By a strict and loyal obedience to the principles of conciliation and arbitration. (b.) Wherever strikes occur with the advice and approval of leading officers and executive, they 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 compulsory formation of boards of conciliation and arbitration in each district with equal representation and equal voting power representing both employer and man. |
| — | — | — | — |

GENERAL QUESTIONS.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

91.

| TRADE UNION | National Amalgamated Iron Plate Workers', Braziers', Mounting Forgers', Tinnerns', Stampers', and Galvanizers' Trade and Friendly Society. | | |
|---|--|----------------------|-------------------|
| District | London District. | Manchester District. | Bristol District. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales or other means of preventing or arranging trade disputes. | No system at present in vogue, but mutual arrangement between employers and employed. | | |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | There are two small co-operative factories in the Worcestershire district reported as satisfactorily carried on by workmen, and in Birmingham another is in contemplation, principally with the object of finding employment for victimised workmen. | | |
| (3.) Employment by Government, or local authorities, of labour in the trade and district, and results as to remuneration and other conditions of employment. | Only case reported: Manchester Corporation make their own sanitary pans; remuneration, &c. highly satisfactory. | | |
| (4.) Nature and extent of union's action in finding work for unemployed members. | So far only by the transfer of unemployed to busy districts. | | |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | Only as stated in answer to General Questions No. 2. | | |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | | |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | <p style="text-align: right;"><i>Government Contracts</i></p> <p>That having regard to the evils existing under the present system of issuing and executing Government factory conditions of labour, and in view of the motion on this subject passed in the House of Com-</p> <ol style="list-style-type: none"> 1. That an uniform list of prices be compiled at this conference for all known descriptions of Govern- 2. That copies of same be distributed to secretaries of branches and shop secretaries, wherever this class 3. That where deemed advisable copies shall be supplied to employers for their guidance in quotations. 4. That copies be also forwarded to directors or controllers of army and navy contracts, with the request 5. That all cases of sub-letting or sweating coming to the knowledge of our executives be reported to 6. That the central executive, with the assistance of branches, compile an official list of employers and that said list be forwarded to heads of contract departments. <p style="text-align: right;"><i>Municipal or Local</i></p> <p>That this conference having regard to the evils of undue competition, both on the part of employers and all our executives the necessity of endeavouring to remedy the prevalent abuses:</p> <ol style="list-style-type: none"> 1. By, as far as practicable, agreeing upon a recognised list of prices for all well-known articles. 2. In cases of new articles, or where any doubt exists, interchange of information and ideas as to fair 3. By urging upon public bodies, as local boards, vestries, boards of works, &c., the adoption of reasonable, under penalty, observe the recognised customs and conditions as to rates of wages and working from sub-letting the whole or any portion of his contract, excepting such special portions of the work 4. By supporting the candidature of direct labour representatives on all public bodies. 5. By closely watching the issue of all contracts, and reporting all cases of sub-letting or other abuse, representatives, trades councils, &c. 6. By compiling and forwarding lists of fair employers to public bodies in each particular district. | | |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | <p>At a conference held in Birmingham, August 10th and 11th, 1891, and composed of delegates from all and that the following recommendations and resolutions should be forwarded for your considera-</p> <ol style="list-style-type: none"> 1. That the Employers' Liability Act should be made compulsory, and its evasion by contracting out 2. That a ministry of labour be established for the collection of statistical information relating to 3. The establishment of State conciliation boards with full judicial powers for the settlement of 4. The compulsory enrolment of all workmen in their respective trades unions. 5. The payment of members of Parliament by the Imperial Treasury; the payment of official election 6. That a legal eight hours' day or 48 hours per week, be enforced, but trade option be allowed to terminate at 5 p.m. each working day excepting Saturday, when of course usual half-holiday would 7. That the present laws relating to safety of employment, proper sanitation, lighting, and inspection 8. That bonâ fide working men should be appointed as factory inspectors. 9. That a law be enacted regulating the system of apprenticeship on the following lines:—A certain indenture, and penalties enforced against employers who fail to properly teach the apprentices their 10. That technical instruction be imparted to youths before leaving school, and that increased facilities 11. That in the opinion of this conference the administration of the law in relation to intimidation, punishment meted out to workmen charged with this offence) is very unsatisfactory, and trusts that 12. It was also resolved that the appended resolutions (<i>see</i> above) passed in conference March 31st, contracts. | | |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | | | |
| (10.) Other statements or suggestions for the information of the Commission. | | | |

GENERAL QUESTIONS.

IRON AND STEEL TRADES (MISCELLANEOUS)—*continued.*

| | 94. | 95. | 96. |
|--|---|--|---|
| TRADE UNION | Scale Beam Makers' Society. | Spring Trap Makers' Society. | Scottish Coppersmiths' Association. |
| District | Glasgow. | Wednesfield and Heath Town. | Edinburgh and Leith Branch. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | — | Midland Counties Trades Federation. | Association settles disputes. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | None. | 1a. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | None. | None in this district. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Duty of every member to inform the executive committee when vacancies occur, so that members who are on the idle list may be sent to such vacant places to seek work. | Union asks the different masters to find members work. Not one man out of work since the strike. | Secretary endeavours to find employment for all unemployed. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | — | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | None. | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | None. | None. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be collected and published by Government. | — | — | None. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | — | None. |
| (10.) Other statements or suggestions for the information of the Commission. | — | — | None. |

GENERAL QUESTIONS.

LEAD.

97.

| TRADE UNION - - - | Lead Workers. |
|--|---|
| District - - - | Tyne. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | No system, but we always go to arbitration. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Men sent to other districts. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | None passed. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Arbitration. |
| (10.) Other statements or suggestions for the information of the Commission. | None. |

GENERAL QUESTIONS.

MINING AND QUARRYING.

| | 98. | 99. | 100. |
|--|--|--|--|
| TRADE UNION - | Durham Miners' Association. | Durham Cokemen's Association. | Northumberland Colliery Mechanics' Mutual Provident Association. |
| District - | Durham. | Durham and part of Northumberland. | Northumberland. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Joint committee of owners, managers, and workmen, with county court judge as chairman. Federation board composed of enginemen, cokemen, mechanics, and miners. | Yes; general, joint, and urgency committees. | None for general questions. We have a joint committee for local ones. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | Not to our knowledge. | None. | Not aware of any. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | None. | — | If a man is thrown out of employment we support him according to rules 25 and 26. But we give no guarantee to find him employment. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | None. | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | Many were not printed, but written, so cannot give them. | Have not passed any. | There are none. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | — | None. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Boards of conciliation and sliding-scales. | — | Let an independent committee of, say, three, four, or five members, with, of course, an independent chairman, be formed, and let them settle disputes, where, for instance, with us, the coal-owners will not give heed to reason. |
| (10.) Other statements or suggestions for the information of the Commission. | — | — | None. |

GENERAL QUESTIONS.
MINING AND QUARRYING—continued.

101.

Northumberland Miners' Mutual Confident Association.

Northumberland.

(1.) Variations in prices and wages under the sliding-scale from 1879 to 1888, the basis price down to May 1883 being 5/1'28, and the standard wage, 5/3:—

| — | Price. | Variations above and below standard wage. | | — | Price. | Variations above and below standard Wage. | | — | Price. | Variations above and below standard Wage. | |
|------------|---------|---|--------|------------|---------|---|--------|------------|---------|---|-------------------|
| | | Above. | Below. | | | Above. | Below. | | | Above. | Below. |
| 1879. | | | | 1882. | | | | 1885. | | | |
| November - | 4/5'88 | — | 2½ | February - | 4/9'33 | — | — | February - | 4/10'56 | 1½ | — |
| 1880. | | | | May - | 4/10'71 | — | — | May - | 4/10'13 | 1½ | — |
| February - | 4/5'83 | — | 2½ | August - | 5/0'53 | — | — | August - | 4/11'75 | 1½ | — |
| May - | 5/6'23 | — | — | November - | 5/0'30 | — | — | November - | 4/9'36 | — | — |
| August - | 5/3'40 | — | — | 1883. | | | | 1886. | | | |
| November - | 4/9'30 | — | — | February - | 4/11 | 1½ | — | February - | 4/7'21 | — | — |
| 1881. | | | | May - | 5/0'80 | 2½ | — | May - | 4/7'31 | — | — |
| February - | 4/7'99 | — | 2½ | August - | 5/0'53 | 5 | — | August - | 4/7'66 | — | — |
| May - | 4/8'74 | — | 2½ | 1884. | | | | November - | 4/6'73 | — | — |
| August - | 4/11'58 | — | — | February - | 5/1'16 | 2½ | — | | | | |
| November - | 4/10'92 | — | — | May - | 5/1'50 | 2½ | — | | | | |
| | | | | August - | 5/2'46 | 3½ | — | | | | |
| | | | | November - | 5/1'39 | 2½ | — | | | | Scale terminated. |

* Scale revised and standard price reduced from 5/1'28 to 4/8 for the standard wage of 5/2.

Variations in prices and wages from November 1888 down to the present:—

| — | Price. | Ad- | Reduc- | — | Price. | Ad- | Reduc- |
|-------------|--------|---------|--------|------------|---------|---------|--------|
| | | vances. | tions. | | | vances. | tions. |
| 1888. | | | | 1890. | | | |
| November - | 4/4'38 | 5 | — | March - | 6/11'06 | 7½ | — |
| 1889. | | | | May - | 7/9'87 | — | — |
| February - | 4/9'47 | 7½ | — | June - | — | — | — |
| June - | 5/4'09 | 7 | — | August - | 8/0'04 | 2½ | — |
| September - | 5/7'34 | 3 | — | October - | — | — | — |
| December - | 5/9'68 | 10 | — | November - | 7/9'64 | 1½ | — |
| | | | | 1891. | | | |
| | | | | February - | 7/8'42 | — | 1½ |
| | | | | May - | 7/5'79 | — | — |

From the beginning of 1875 to the end of 1877 wages questions were settled by arbitration, of which in that brief period there were five. At the end of 1877 a general reduction of 12½ per cent. was demanded, and the owners refusing to submit their demand to arbitration, a strike of 8 weeks took place. A sliding-scale for the regulation of wages was established in November 1879, which with the exception of being terminated to make certain slight modifications in it, was in operation down to the end of 1886; it was then terminated by the employers and a general reduction demanded: the men resisted, and a strike of 17 weeks ensued. The loss in wages sustained by the workmen through this strike was not less than 180,000l., and 2½ per cent. more reduction than they could have resumed work on at the end of the second week of the strike. The principles of the three sliding-scales were: the scale formed in November 1879 provided that when the average selling price of all coals sent to bank fell 4d. per ton below 5/1'28, the basis price agreed upon, the wages of hewers and other underground workmen should be reduced 2½ per cent., and above-ground men 2 per cent., and when price increased 4d. per ton wages were to be advanced 2½ and 2 per cent. There was also provision for an extra 2½ per cent. advance to be given for every completed ¼ per ton increase in price.

The above scale was altered as follows in May 1883:—The basis price was reduced from 5/1'28 to 4/8, and in place of 2½ and 2 per cent. advance or reduction for every 4d. rise or fall in price, wages were to be advanced or reduced 1½ per cent. and 1 per cent. for every rise or fall of 2d. in price, with the same proportionate additional advances as in the previous scale.

At the end of the general strike in May 1887 the scale was re-established, but was altered so as to give an advance or reduction of 1½ per cent. and 1 per cent. for every 1d. rise or fall in price under 5/5, and 1½ per cent. and 1 per cent. for every 2d. rise or fall in price above 5/5. This scale was terminated by the workmen in December 1890, and there is, consequently, no arrangement now existing for the regulation of the general rate of wages.

Joint Committee.—There is a joint committee consisting of six representatives of the employers and six representatives of the workmen, and an independent chairman. This committee was formed in 1872, and has continued to act down to the present, and with such success that work has not been suspended for a single day at a single colliery by the workmen attempting to resist the decision of the committee on any question submitted to it.

(2.)

(3.)

(4.) We do nothing in the way of finding work, except in assisting them to remove to it when they find it, by paying them 5s. for the first mile, and 1s. for every additional mile up to 36 miles.

(5.) 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 1,000l. in it, and our members individually subscribed about 3,000l. more. The colliery was worked about 2½ years at a great loss, and was then taken back by the vendor.

(6.)

(7.)

(8.)

(9.) 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, that 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.

TABLE 2.

Table showing quantity of coal in million tons produced in the United Kingdom, South Wales, Scotland (east), and Northumberland, from 1874 to 1890 inclusive. South Wales and Scotland (east) are Northumberland's keenest British competitors. The Sliding-scale was established in December 1879, and remained in force till the end of 1890.

| Year. | United Kingdom. | South Wales. | Scotland (East). | Northumberland. | Year. | United Kingdom. | South Wales. | Scotland (East). | Northumberland. | Year. | United Kingdom. | South Wales. | Scotland (East). | Northumberland. |
|-------|-----------------|--------------|------------------|-----------------|-------------------|-----------------|--------------|------------------|-----------------|-------------------|-----------------|--------------|------------------|-----------------|
| 1874 | 126'5 | 11'4 | 10'1 | 6'4 | 1880 | 146'9 | 15'2 | 12'0 | 6'8 | *1887 | 162'1 | 16'5 | 15'2 | 5'6 |
| 1875 | 133'3 | 9'9 | 11'4 | 6'7 | 1881 | 154'1 | 16'0 | 14'0 | 7'0 | 1888 | 169'9 | — | — | 8'0 |
| 1876 | 134'1 | 11'6 | 11'6 | 6'5 | 1882 | 150'4 | 16'2 | 14'1 | 7'0 | 1889 | 176'9 | 20'5 | 13'6 | 8'7 |
| 1877 | 134'1 | 11'6 | 11'4 | 5'4 | 1883 | 163'7 | 17'6 | 14'1 | 7'5 | 1890 | 181'6 | 22'7 | 14'2 | 9'4 |
| 1878 | 132'6 | 12'1 | 11'6 | 5'2 | 1884 | 160'7 | 18'2 | 14'7 | 7'5 | | | | | |
| 1879 | 133'7 | 12'4 | 11'3 | 5'5 | 1885 | 159'3 | 17'3 | 14'9 | 7'3 | | | | | |
| | | | | | 1886 | 167'5 | 17'1 | 14'4 | 7'3 | Increase over '86 | 15'3 | 32'7 | — | 28'7 |
| | | | | | % Iner. over '79. | 17'8 | 37'9 | 27'4 | 32'7 | Decrease | — | — | 0'14 | — |

| | Northumberland. | United Kingdom. |
|---|-----------------|-----------------|
| Average number of persons employed per death per year for the 7 years ending 1880 | 979'8 | 432 |
| " " " " " 3 years ending 1887 | 917'3 | 362 |
| Improvement on average of first 7 years | 78'7 | 550'1 |
| | '009 | 27'3 |

* 17 weeks' strike.

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 102. | 103. | 104. |
|--|--|--|----------------------------------|
| TRADE UNION | Northumberland Deputies. | North Staffordshire Amalgamated Association of Miners. | Amalgamated Miners' Association. |
| District | Northumberland. | Silverdale Hive Lodge, North Staffordshire. | Staffordshire. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None since 1887. | Deputation of workmen meet employers, and failing to settle call in men's agent, who usually settles. No sliding-scale. Men do not believe in them. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | None. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | — | Union officials inquire at other collieries, and pay expense of removing members. | None. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | None. | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | None passed. | — | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | — | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | If a sliding-scale were adopted, which all men could understand and have confidence in, would diminish strikes. | In our opinion a complete union among men will be the means of avoiding strikes and promote cordial relations with the employers. | — |
| (10.) Other statements or suggestions for the information of the Commission. | To share profits, after deducting interest for capital and paying fair wage to men, as a settlement of trade disputes. | — | — |

GENERAL QUESTIONS.

MINING AND QUARRYING--*continued.*

| 105. | 106. | 107. | 108. |
|---|--|---|--|
| Analgamated Society of Staffordshire Miners. | Pelsall District Miners' Association. | North Yorkshire and Cleveland Miners' and Quarrymen's Association. | Aberdare and Merthyr Miners' Association. |
| West Bromwich, Oldbury, Tipton, and Cosely. | Bloxwich, Walsall, Brownhill, Pelsall, and Neighbourhood.* | Cleveland, Teesdale, Forcett, Tuthill, Durham, Weardale, and Frodingham, Lincolnshire. | Aberdare and Merthyr. |
| Joint committee of employers and men and sliding-scale. (See Appendix No. 2.) | --- | A joint committee composed of employers and employed, who, failing to arrange a settlement, are empowered to appoint an umpire, whose decision shall be binding on either side. | Disputes and sliding scales referred to joint committee, but no umpire to be called in. |
| --- | --- | --- | None. |
| --- | --- | --- | --- |
| --- | --- | --- | --- |
| --- | None. | --- | None. |
| --- | None. | --- | None. |
| --- | We are unanimous in favour of an eight hours day by Act of Parliament. | The only one passed by this association is, desiring to have the quarries placed under Government inspection. | February 9, 1891.--"That this Association disapproves of the proposed eight hours miners' Bill now before Parliament, inasmuch as it contains the eight hours from bank to bank but does approve of an Act which would involve eight hours of winding coal or working day, and are most determined to oppose the double-shift system." |
| --- | None. | --- | --- |
| Sliding-scale between capital and labour. | A good strong union is the best means of creating harmony between workmen and employers. | --- | By establishing sliding-scales, and joint committees to settle disputes, if they can, and to call in an umpire if necessary. |
| A board consisting of equal number of employers and men to settle all disputes. | --- | --- | Wish to be represented at the Commission by a delegate, who will give any further evidence required. |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 109. | 110. | 111. |
|--|---|---|--|
| TRADE UNION - { | Neath, Swansea, and Llanelli Miners' Association. | House Coal Society of Monmouth. | Rhondda House Coal Society. |
| District - - - - | Neath, Swansea, and Llanelli. | Rhondda Valleys. | Rhondda, Gilfach, Glyn-corrnog, Ywysbwyl, Haubarran, Hautwite, Taff Well, Quaker's Yard, and Merthyr Vale. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | A sliding-scale was in existence, but notice given by employers, it expired on the 31st December 1891. | Sliding-scale in existence, with a committee of employers and workmen to arrange trade disputes, as far as can be, without the assistance of a third party or umpire. | Sliding-scale, but is far from being satisfactory. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | None. | — | None. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | None. | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | In favour of the eight hours' system; violation of the 39th general rule; compelling colliery proprietors to bring to bank the bodies of persons killed in mines; the appointment of additional sub-inspectors. <i>Rhondda District of Miners.—Copies of Resolutions.</i> March 31, 1890.—“That this meeting is of opinion that representations should be made to Parliament asking them to introduce a measure compelling colliery proprietors to bring to the surface bodies of all persons killed in explosions; also requiring a more practical and effective system of inspections, as well as a further increase in the number of inspectors for South Wales.” April 28, 1890.—“That this meeting condemns the practice of allowing inexperienced miners to work in places by themselves without having had the necessary experience required by law. Also, that this meeting is of opinion that a further increase in the number of inspectors is required, and those to be selected from the working classes, and that they should have a voice in their selection.” Aug. 26, 1890.—“That this meeting is of opinion that the best and most effective method of securing the eight hours' system is by legislation, and that our delegates to the Trades Congress be instructed to vote accordingly.” April 27, 1891.—“That this meeting is of opinion that in the selection of inspectors of mines to fill the present vacancies in Wales, in addition to giving an applicant otherwise equally qualified, that preference should be given to a man conversant with the Welsh language, and having a thorough knowledge of the geology and various conditions of the strata of the district to which he is appointed. Also, moreover, seeing that the Chancellor of the Exchequer has 2,000,000 <i>l.</i> surplus, that the Home Secretary should be urged to press that a portion of that surplus should be directed to the employment of an adequate staff of working-men inspectors for the various mining districts of the United Kingdom.” | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | We believe there should be an additional number of sub-inspectors of mines in each district, such number to increase for an additional per cent. of out-put of coal. | — | None. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Compulsory arbitration by legislation where the dispute may affect more than 20 per cent. of any colliery if the parties concerned fail to settle themselves. | Appointing an umpire, failing settlement at sliding-scale. | Conciliation boards and arbitration board, or sliding-scale, with an umpire. |
| (10.) Other statements or suggestions for the information of the Commission. | That the hours of labour should be reduced for miners from nine hours per day from bank to bank, to eight per day from bank to bank, and inasmuch as we have failed between employers and workmen, the same should be brought about by legislation. | — | None. |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| 112. | 113. | 114. |
|--|---|---|
| Blaenavon Workmen's Committee. | Ayrshire Miners' Union. | Fife and Kinross Miners' Association |
| Blaenavon. | Ayrshire. | Fife and Kinross. |
| Local committee, sliding-scale, and arbitration. | None. | When a dispute occurs the practice has been for a committee of employers and workmen to meet, with a view to discuss and amicably adjust same. |
| None. | None. | None. |
| — | None. | None. |
| — | None. | None. |
| — | None. | None. |
| — | There are none. | None. |
| | 1. Amendment of Mines Act. 2. System of inspection. 3. National insurance. 4. Work for the unemployed. 5. An eight hour day. 6. Nationalisation of mines. 7. Workmen's houses. 8. Minimum wage. | Copies of resolutions adopted by the annual meetings of the Fife and Kinross Miners' Association held at Kirkcaldy, 7th June 1890, and Dundee, 1st June 1891. <i>Kirkcaldy Meeting.</i> 1. "That this meeting views with pleasure the result of the International Congress of Miners in Belgium, and heartily approves of the attitude of the miners' representatives of Europe in agreeing to press their respective Governments to enact a law which will limit the working time of all underground workers to 8 hours per day from bank to bank." 2. "That this meeting cordially approves of the action of the parliamentary committee of the Trades Union Congress in seeking to oppose the Employers' Liability Bill brought in by the Government, and declares that it will not rest satisfied until a measure is passed into law which will abolish the doctrine of common employment, prevent employers from contracting out of their liability, remove the necessity of notice of accident to an employer, and leave the fixing of the amount of any compensation to the legal tribunals of the country." <i>Dundee Meeting.</i> 1. "This meeting, having regard to the frequent unsuccessful efforts to establish an 8 hours' day in the mines of this country, owing to the opposition of the employers, and being of opinion that the 8 hours' day which has been in operation in the mines of Fife, Kinross, and Clackmannan for 21 years has not been in any way injurious to the coal industry of these counties, would seek to urge the Government to pass into law the 8 hours' Bill now before Parliament limiting the working time to 8 hours in all mines in Britain." 2. A resolution similar in terms to number 2 of the Kirkcaldy meeting was also adopted. |
| That a full report of inspectors of mines be published as to his visits to mines, and in cases of accidents, either in weekly or daily papers or at a cheap rate. | — | — |
| Sliding-scale, with an umpire. | — | Arbitration. |
| That there should be more sub-inspectors of mines appointed, the same to be chosen from practical miners. That no person be appointed under 30 years of age. That inspectors for South Wales and Monmouthshire should be able to speak the Welsh language. | — | — |

GENERAL QUESTIONS.

MINING AND QUARRYING—continued.

115.

116.

| TRADE UNION | Mid and West Lothian Miners' Association. | Blantyre Miners' Association. |
|--|---|---|
| District | Broxburn and other Shale Mining Districts, Scotland. | Lanarkshire generally, Blantyre, Burnbank, Hamilton, Eddlewood, Cadzow, and Baillieston. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | (1.) None. The oil companies are against them, and only resort to same when conviction forced upon them that terms of workmen must be conceded. (2.) None. (3.) Local authorities require a few servants, and treat them much as other employers do. (4.) In visiting the various districts to address meetings we learn where men are required, and how paid, and direct our members accordingly; no other means exist. (5.) None. (6.) None. | (1.) A sliding scale was introduced by the Employers' Association without any consent from the workmen, but its operation was so unsatisfactory that after friction and a few days' idle time it was abandoned. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | (7.) The resolutions passed at the Trades Union Congress for the last 20 years regarding land, minerals, the Mines Act, the Employers' Liability, and the Factory Acts, &c. are an index of the general views and feelings of our miners. (8.)—That an annual statement should be collected and published by Government of the number of men to whom working places were given for the first time as having been two years previously under the supervision of a practical miner in the mines. That the number of men employed in the oil works for the distillation of shale should be collected and published, setting forth the number in each department of labour, the hours worked, and wages paid. That along with the number of miners which are published at present, the shifts worked and average wages paid should be published. This should apply to every branch of industry. | (2.) None. (3.) None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | (9.)—That any principle beneficial to labour as a result of experience should be permanently established by law, and cease to be a bone of contention between employers and workmen: in this connexion we think employers should be legally forced to discuss with the accredited representatives of the workmen (without limitation of the workmen's choice of representatives). 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. Regarding the miners it should be illegal and penal for employers to dismiss their workmen for appointing a certain man their checkweigher and re-engaging them on condition that they should not appoint a particular man their checkweigher. That the workmen should have power to appoint representatives to inspect the employers' books, to see the wages paid to the workmen, as it is customary to pay some of the men better wages for pulling against their fellow-workmen; and also for the use of the arbitration board this is necessary. | (4.) No such system has ever been adopted, although in cases of isolated disputes, some employers have doubtless shifted their collieries to find men employment. (5.) None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | (10.)—That the oil works and such public works should be under strict governmental inspection, as serious accidents frequently occur, under circumstances that could be and would be prevented if an intelligent, strong, impartial, and humane neutral party was passing through these and such like works regularly, taking notice of the plant and practices of the works. That a more efficient class of miners would be raised if each miner on serving his two years of experience was required to obtain a registered certificate to that effect, which he had to produce before being entrusted with a working face. Much loss of life and property would certainly be saved by this regulation. That an Act should be passed inflicting severe punishment on employers where it can be proved that they dismiss a workman, and prevent him obtaining employment elsewhere, for taking a prominent or any part in lawful trade union action. The persecution, suffering, and hatred which employers are allowed to exercise towards these workmen is a disgrace to our civilisation. | (6.) None exist. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | In regard to miners, their choice of workmen inspectors should not be limited to practical miners at present in the mines, but simply practical miners not necessarily at present in the mines. Such inspection under present liberty has no existence, as workmen in the mines are subject to much persecution for this sort of work. Workmen under the proposed liberty should be compelled to make such inspections. The number of Government mining inspectors should be greatly increased, to admit of each pit in the kingdom being thoroughly inspected every three months. | (7.) Yes, and they are numerous, being upon the Mines Act, Truck Act, Employers' Liability Act; as also prospective legislation; and tenure of houses. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | That the oil works and such public works should be under strict governmental inspection, as serious accidents frequently occur, under circumstances that could be and would be prevented if an intelligent, strong, impartial, and humane neutral party was passing through these and such like works regularly, taking notice of the plant and practices of the works. That a more efficient class of miners would be raised if each miner on serving his two years of experience was required to obtain a registered certificate to that effect, which he had to produce before being entrusted with a working face. Much loss of life and property would certainly be saved by this regulation. That an Act should be passed inflicting severe punishment on employers where it can be proved that they dismiss a workman, and prevent him obtaining employment elsewhere, for taking a prominent or any part in lawful trade union action. The persecution, suffering, and hatred which employers are allowed to exercise towards these workmen is a disgrace to our civilisation. | (8.) A statistical account of all strikes or interruptions collected by inspector of mines from employers and employed. More definite and precise statistics should be obtained by inspectors as to the output of coal and the number of men actually employed thereat; as also a true report of coal raised at each colliery based on the pay sheets, and the quantity despatched therefrom; as also wages earned and profits realised. Dependents of those injured or killed. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | That the oil works and such public works should be under strict governmental inspection, as serious accidents frequently occur, under circumstances that could be and would be prevented if an intelligent, strong, impartial, and humane neutral party was passing through these and such like works regularly, taking notice of the plant and practices of the works. That a more efficient class of miners would be raised if each miner on serving his two years of experience was required to obtain a registered certificate to that effect, which he had to produce before being entrusted with a working face. Much loss of life and property would certainly be saved by this regulation. That an Act should be passed inflicting severe punishment on employers where it can be proved that they dismiss a workman, and prevent him obtaining employment elsewhere, for taking a prominent or any part in lawful trade union action. The persecution, suffering, and hatred which employers are allowed to exercise towards these workmen is a disgrace to our civilisation. | (9.) The fixing of a maximum profit on enterprise. A more numerous body of inspectors with judicial powers. The arranging of a minimum wage for miners. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | That the oil works and such public works should be under strict governmental inspection, as serious accidents frequently occur, under circumstances that could be and would be prevented if an intelligent, strong, impartial, and humane neutral party was passing through these and such like works regularly, taking notice of the plant and practices of the works. That a more efficient class of miners would be raised if each miner on serving his two years of experience was required to obtain a registered certificate to that effect, which he had to produce before being entrusted with a working face. Much loss of life and property would certainly be saved by this regulation. That an Act should be passed inflicting severe punishment on employers where it can be proved that they dismiss a workman, and prevent him obtaining employment elsewhere, for taking a prominent or any part in lawful trade union action. The persecution, suffering, and hatred which employers are allowed to exercise towards these workmen is a disgrace to our civilisation. | (10.) Since the union of the Scotch and English crowns, Scotch mining laws have been so completely over-looked that the condition of the Scotch miners has been considerably injured, having lost many privileges, legal safeguards and benefits. Were they enforced or re-enacted, many lives would be saved, position improved, and material conserved. The reckless waste of the country's wealth of coal is ruining capital and beggaring labour to such an extent that legislative interference is essential. The only remedy that will be satisfactory is the working of all minerals and metals by the State as a department on the lines of the Post Office, Telegraphs, and Dockyards. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | That the oil works and such public works should be under strict governmental inspection, as serious accidents frequently occur, under circumstances that could be and would be prevented if an intelligent, strong, impartial, and humane neutral party was passing through these and such like works regularly, taking notice of the plant and practices of the works. That a more efficient class of miners would be raised if each miner on serving his two years of experience was required to obtain a registered certificate to that effect, which he had to produce before being entrusted with a working face. Much loss of life and property would certainly be saved by this regulation. That an Act should be passed inflicting severe punishment on employers where it can be proved that they dismiss a workman, and prevent him obtaining employment elsewhere, for taking a prominent or any part in lawful trade union action. The persecution, suffering, and hatred which employers are allowed to exercise towards these workmen is a disgrace to our civilisation. | |
| (10.) Other statements or suggestions for the information of the Commission. | We think it right to state in the most earnest manner while the above suggestions and regulations are of vast importance in the government of labour, that they are only a palliative, not, and cannot be, a cure of permanent social or labour troubles, so long as the present land or any such system exists, whereby vast millions of money flow yearly to a few individuals, for land rents, feu duties, mining rent, and mineral royalties, who are exempt from necessary labour, and can exact this price as the terms on which the toiling millions have to live and work. We think the working classes are destroyed by the sale of intoxicating liquors, and that Governments who wish well to their people will make the sale of them as nearly impossible as they can, and in any case as profitless as possible, thereby lessening the interest to sell. | |

GENERAL QUESTIONS.

MINING AND QUARRYING—continued.

118.

119.

| TRADE UNION | Quarrymen's Union. | |
|--|---|--|
| District | Leicestershire. | North Wales (Carnarvon and Merioneth). |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade-disputes. | (1.) Grievance committee, who wait upon employers and endeavour to bring about a settlement of any little dispute which arises. | None. Attempt this year to get a joint meeting of masters' and workmen's representatives. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | (3.) None. | Hardly any. Know of only one quarry trying this system now. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | (3.) None. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | (4.) Branch secretaries report monthly as to the state of the trade in their respective branches. This enables the general secretary to inform any unemployed member as in which branch he would be most likely to find employment. There is also a monthly journal issued in the interests of quarrymen, and valuable reports are to be found therein. | Once a limited liability company was established to work a quarry, but failed to raise sufficient capital to carry it on. All the union does is to assist members to remove and seek employment. Some years ago, assisted members to emigrate to the United States and colonies. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | (5.) None. | No more than is named in previous reply. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | (6.) Unable to answer. | No other agencies. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | (7.) None. | <p><i>Resolution passed at Conference at Carnarvon (May 17th, 1890).</i></p> <p>"That this conference of the North Wales Quarrymen's Union desire to draw the special attention of the Welsh members of Parliament to the advisability to introduce a measure to Parliament to establish arbitration boards to settle labour disputes, and that a copy of this be sent to all the Welsh members."</p> <p><i>Resolution passed at a Special Conference at Carnarvon (December 13th, 1890).</i></p> <p>"That this conference is unanimously of opinion that Parliament ought soon to pass a measure to force the establishment of boards of arbitration in connexion with every industry, so that employers and employed may understand one another better, so as to enable them to prevent strikes and lock-outs, and may have an opportunity to discuss important matters, such as wages and hours of labour." Copy of this resolution was sent to all the Welsh members.</p> <p><i>Resolution passed at the Annual Conference at Blaenar Festiniog (May 16th, 1891).</i></p> <p>"That this conference is happy to find the progress the eight hours' movement is doing, and consider that the hours of labour of the quarrymen ought not to be more than eight hours a day, and further, that we appoint representatives to give evidence before the Labour Commission on the eight hours' question, boards of arbitration, and other matters in connexion with slate quarrying."</p> |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | (8.) Of late years in our large cities and towns wood has been paved in place of stone, and if an annual return could be made showing accurately to what extent the stone trade had been affected by wood paving it would be interesting to quarrymen, who would be able by that means to discuss the bright or dull season of their trades. | In the Government Returns every quarry ought to supply full particulars for publication, like other trades, of men and boys employed, tons of slate manufactured, and selling price or amount received for slates sold. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | (9.) — | There ought to be an arbitration board in connexion with the trade made up of representatives of masters and workmen. Give them power to appoint it, but if they neglect to do so, Government ought to do it for them. |
| (10.) Other statements or suggestions for the information of the Commission. | (10.) Men's sets for the most part are weighed in small waggons on small machines, and there is often much complaint of short weight, and men wonder why inspectors do not suddenly drop in and test the machines at the quarries as they do at the grocer's or elsewhere. The wagon comes many times in a fortnight, and if men get 4 or 4 cwt. short in each load when making sets at 6d. or 7d. per cwt., it is easy to understand the cause of their complaint; by the end of the fortnight they are a few shillings short. It would be satisfactory to quarrymen to know that in future Government inspectors would frequently visit and carefully inspect the quarries. | <p>(1.) The enfranchisement of leaseholds is having the special attention of quarrymen, as originally established.</p> <p>(2.) Superannuation fund to old and disabled men.</p> <p>(3.) Better accommodation at the sheds where the men get their meals.</p> <p>(4.) The managers ought to be practical men, and able to understand their work and the men.</p> <p>(5.) Royalties and rents very often too high.</p> |

GENERAL QUESTIONS.

NAIL MAKERS.

120.

| TRADE UNION - - - | Spike Nail Makers' Society. |
|--|--|
| District - - - - | Halesowen. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | — |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | — |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — |
| (4.) Nature and extent of union's action in finding work for unemployed members. | — |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the employed. | — |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Co-operation between employers and employed. |
| (10.) Other statements or suggestions for the information of the Commission. | — |

GENERAL QUESTIONS.

SHIPBUILDING, &c.

121.

122.

123.

| TRADE UNION | Boiler Makers' and Iron Shipbuilders' Society. | | |
|--|--|---|--|
| District | The United Kingdom. | London. | The Tyne District, including Blyth. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | We have always settled our disputes by conciliation. | Arbitration is rather approved of. | Conciliation for 12 years back. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing attempted in the trade in the district; and results. | None. | Has never been suggested; would welcome some such scheme. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | We find 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. 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 Government, but not to any large extent; their remuneration is rather below the average. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | We send members of our society all over the United Kingdom, and pay their fares, when employers require hands to do their work. The employers apply to our branch secretaries for men when wanted, and he sends at once to the general office for them, where a monthly return is made of men out of work at all our branches. | A book called the vacant book is kept at each meeting place in which unemployed sign their names. Secretary communicates with same in the event of a vacancy occurring. Should this be some distance away the member's fare is paid on condition that he remains with the firm he goes to for six months. Not to my knowledge, but think the same might be done with success. | Through the society's officials. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | — | — | Once only. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | — | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | We think the seventh section of the Trade Union Act should be altered so as to allow them to become possessors of land by deed of gift as well as purchase. One of our members at Swindon died leaving by will three houses for the benefit of the society. In the High Court of Justice, Chancery Division, Mr. Justice North ruled in the case of <i>Amos, Carrier v. Price</i> , May 28th, 1891, that our society could not possess the property under the seventh section. We consider this a great injustice and a serious loss to the society. | — | Cannot remember any. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | — | None. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | — | By a proper understanding on both sides. |
| (10.) Other statements or suggestions for the information of the Commission. | — | — | None. |

GENERAL QUESTIONS.

SHIPBUILDING, &c.—continued.

124.

125.

126.

| TRADE UNION | Boiler Makers' and Iron Shipbuilders' Society. | | Boatbuilders' Society. |
|--|---|---|--|
| District | Manchester, and a radius of 20 miles. | Scotland. | River Thames. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Only by deputation. | Employers acknowledge our trade unions and meet us in friendly conference, and mutually arrange questions of advance and reduction. | — |
| (2.) System of co-operative production, industrial partnership, or profit-sharing attempted in the trade in the district; and results. | None. | None. | None whatever. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | Corporation employ men for repair work only, and pay standard wages. | None. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Getting information from other towns, and paying men's fares to wherever their services may be required. | When trade is dull in Scotland we pay members' fare to England and Ireland, and find employment in different districts. Employers make application to us for men. | — |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. | — |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | None. | — |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | Have passed a resolution in favour of eight hours per day. | None. | — |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | Boiler explosions and their causes. | None. | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | By appointing Government arbitrators, with a fair knowledge of mechanical labour. | By employers acknowledging the right of workmen to combine, and that the latter are perfectly justified in appointing paid delegates to safeguard their interests. If employers would recognise and consult such delegates on all questions appertaining to their workmen a better state of feeling would exist between capital and labour. | — |
| (10.) Other statements or suggestions for the information of the Commission. | Consider it would have been far better to have had representatives of all branches of mechanical trades before the Royal Commission, and thus have obtained more knowledge than can possibly be given in writing, and also that the Government take the lead by giving all under their employ the eight hours per day as early as possible, and thus make it far easier for us to accomplish the same object. Would also suggest more practical men as boiler inspectors, seeing the number of lives that are lost through boiler explosions. | — | That boatbuilders should be allowed to enter the dockyards to do their own branch of work by producing a seven years' indenture as boatbuilder, and that all boatbuilding should be done by boatbuilders, and not as at present have to produce an indenture with shipwright and boatbuilder; also of opinion that in all merchant ships, particularly those carrying emigrants, the boats should be surveyed by a practical boatbuilder before a certificate of seaworthiness be given, as boats are sent away at the present time in an unseaworthy condition. We also strongly recommend that all Government work undertaken by private firms should be done by the day at the standard rate of wage, and thereby do away with a number of disputes that have arisen on account of the insufficient remuneration. |

GENERAL QUESTIONS.
SHIPBUILDING, &c.—continued.

127.

Associated Shipwrights' Society.

United Kingdom.

- (1.) The general method of arrangement in our districts when any difference does occur is by a conference of representatives of the parties affected.
(2.) None.
(3.) Yes. Both the Government and 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. But the Government does not pay the same rate of wages as is paid by private firms, who are at present and have been building vessels for H.M. Navy. The proof of which will be seen from the following table.

TABLE OF WAGES and HOURS for the last 10 years of the under-mentioned PORTS showing RATES and HOURS in comparison with H.M. DOCKYARDS.

| Year. | THAMES. | | | | | | MERSHY. | | | | | | TYNE. | | | | | |
|-------|-----------|-----------|----------|--------|----|----|-----------|-----------|----------|--------|----|------|-----------|-----------|----------|--------|----|--------|
| | Wages. | | | Hours. | | | Wages. | | | Hours. | | | Wages. | | | Hours. | | |
| | New Work. | Old Work. | Average. | S. | W. | A. | New Work. | Old Work. | Average. | S. | W. | A. | New Work. | Old Work. | Average. | S. | W. | A. |
| 1881 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 0 | 54 | 44 | 51 3 | £ 1 15 0 | £ 1 18 0 | £ 1 16 6 | 54 | 48 | 52 1/2 |
| 1882 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 0 | 54 | 44 | 51 3 | £ 1 17 0 | £ 2 0 0 | £ 1 18 6 | 54 | 48 | 52 1/2 |
| 1883 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 0 | 54 | 44 | 51 3 | £ 1 17 0 | £ 2 0 0 | £ 1 18 6 | 54 | 48 | 52 1/2 |
| 1884 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 0 | 54 | 44 | 51 3 | £ 1 15 0 | £ 1 18 0 | £ 1 16 6 | 54 | 48 | 52 1/2 |
| 1885 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 0 | 54 | 44 | 51 3 | £ 1 14 0 | £ 1 17 0 | £ 1 15 0 | 54 | 48 | 52 1/2 |
| 1886 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 0 | 54 | 44 | 51 3 | £ 1 13 0 | £ 1 16 0 | £ 1 14 6 | 54 | 48 | 52 1/2 |
| 1887 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 0 | 54 | 44 | 51 3 | £ 1 13 0 | £ 1 16 0 | £ 1 14 6 | 54 | 48 | 52 1/2 |
| 1888 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 0 | 54 | 44 | 51 3 | £ 1 14 6 | £ 1 17 6 | £ 1 16 0 | 54 | 48 | 52 1/2 |
| 1889 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 0 | 54 | 44 | 51 3 | £ 1 17 0 | £ 2 0 0 | £ 1 18 6 | 54 | 48 | 52 1/2 |
| 1890 | £ 2 0 | £ 2 0 | £ 2 0 | 51 | 51 | 51 | £ 1 19 0 | £ 2 2 0 | £ 1 19 6 | 54 | 44 | 51 3 | £ 1 18 6 | £ 2 1 6 | £ 2 0 0 | 54 | 48 | 52 1/2 |

Average wage 42s. Average hours 51. Average wage 39s. 6d. Average hours 51 3/4. Average wage 36s. 11d. Average hours 52 1/2.
* We understand one firm pay some men a little under this rate.

| Year. | CLYDE. | | | | | | BARROW. | | | | | | SHEERNESS. | | | | | |
|-------|--------------|--------------|---------------|----|----|----|----------|----------|----------|----|----|----|------------|----------|----------|----|----|----|
| | £ s. d. | £ s. d. | £ s. d. | S. | W. | A. | £ s. d. | £ s. d. | £ s. d. | S. | W. | A. | £ s. d. | £ s. d. | £ s. d. | S. | W. | A. |
| 1881 | £ 1 11 6 | £ 1 13 9 | £ 1 12 7 1/2 | 54 | 54 | 54 | £ 1 14 0 | £ 1 17 0 | £ 1 15 6 | 54 | 51 | 53 | £ 1 10 0 | £ 1 10 0 | £ 1 10 6 | 53 | 45 | 51 |
| 1882 | £ 1 13 9 | £ 1 16 0 | £ 1 14 10 1/2 | 54 | 54 | 54 | £ 1 15 6 | £ 1 18 6 | £ 1 17 0 | 54 | 51 | 53 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 |
| 1883 | £ 1 16 0 | £ 1 18 3 | £ 1 17 1 1/2 | 54 | 54 | 54 | £ 1 15 6 | £ 1 18 6 | £ 1 17 0 | 54 | 51 | 53 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 |
| 1884 | £ 1 13 9 | £ 1 16 0 | £ 1 14 10 1/2 | 54 | 54 | 54 | £ 1 15 6 | £ 1 18 6 | £ 1 17 0 | 54 | 51 | 53 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 |
| 1885 | £ 1 10 4 1/2 | £ 1 12 7 1/2 | £ 1 11 6 | 54 | 54 | 54 | £ 1 11 6 | £ 1 14 6 | £ 1 13 0 | 54 | 51 | 53 | £ 1 10 0 | £ 1 10 0 | £ 1 10 6 | 53 | 45 | 51 |
| 1886 | £ 1 10 4 1/2 | £ 1 12 7 1/2 | £ 1 11 6 | 54 | 54 | 54 | £ 1 10 6 | £ 1 13 6 | £ 1 12 0 | 54 | 51 | 53 | £ 1 10 0 | £ 1 10 0 | £ 1 10 6 | 53 | 45 | 51 |
| 1887 | £ 1 10 4 1/2 | £ 1 12 7 1/2 | £ 1 11 6 | 54 | 54 | 54 | £ 1 10 6 | £ 1 13 6 | £ 1 12 0 | 54 | 51 | 53 | £ 1 10 0 | £ 1 10 0 | £ 1 10 6 | 53 | 45 | 51 |
| 1888 | £ 1 11 6 | £ 1 14 0 | £ 1 12 7 1/2 | 54 | 54 | 54 | £ 1 10 6 | £ 1 13 6 | £ 1 12 0 | 54 | 51 | 53 | £ 1 10 0 | £ 1 10 0 | £ 1 10 6 | 53 | 45 | 51 |
| 1889 | £ 1 16 0 | £ 1 18 3 | £ 1 17 1 1/2 | 54 | 54 | 54 | £ 1 16 0 | £ 1 19 0 | £ 1 17 6 | 54 | 51 | 53 | £ 1 10 0 | £ 1 10 0 | £ 1 10 6 | 53 | 45 | 51 |
| 1890 | £ 1 16 0 | £ 1 18 3 | £ 1 17 1 1/2 | 55 | 54 | 54 | £ 1 16 0 | £ 1 19 0 | £ 1 17 6 | 54 | 51 | 53 | £ 1 10 0 | £ 1 10 0 | £ 1 10 6 | 53 | 45 | 51 |

Average wage 34s. 1d. Average hours 51. Average wage 34s. 9 1/2d. Average hours 53. Average wage 30s. 4d. Average hours 51.

| Year. | CHATHAM. | | | | | | PORTSMOUTH. | | | | | | DEVONPORT. | | | | | |
|-------|----------|----------|--------------|----|----|----|-------------|----------|--------------|----|----|----|------------|----------|----------|----|----|----|
| | £ s. d. | £ s. d. | £ s. d. | S. | W. | A. | £ s. d. | £ s. d. | £ s. d. | S. | W. | A. | £ s. d. | £ s. d. | £ s. d. | S. | W. | A. |
| 1881 | £ 1 10 0 | £ 1 10 0 | £ 1 10 5 1/2 | 53 | 45 | 51 | £ 1 10 0 | £ 1 10 0 | £ 1 10 5 1/2 | 53 | 44 | 51 | £ 1 10 0 | £ 1 10 0 | £ 1 10 3 | 53 | 44 | 51 |
| 1882 | £ 1 11 0 | £ 1 11 0 | £ 1 11 0 | 53 | 45 | 51 | £ 1 11 0 | £ 1 11 0 | £ 1 11 0 | 53 | 44 | 51 | £ 1 11 0 | £ 1 11 0 | £ 1 11 0 | 53 | 44 | 51 |
| 1883 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 |
| 1884 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 |
| 1885 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 |
| 1886 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 |
| 1887 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 |
| 1888 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 |
| 1889 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 |
| 1890 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 45 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 | £ 1 12 0 | £ 1 12 0 | £ 1 12 0 | 53 | 44 | 51 |

Average wage 30s. 5 1/2d. Average hours 51. Average wage 30s. 5 1/2d. Average hours 51. Average wage 30s. 3d. Average hours 51.

| Year. | PMBROKE. | | | | | |
|-------|----------|----------|----------|----|----|----|
| | £ s. d. | £ s. d. | £ s. d. | S. | W. | A. |
| 1881 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |
| 1882 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |
| 1883 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |
| 1884 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |
| 1885 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |
| 1886 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |
| 1887 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |
| 1888 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |
| 1889 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |
| 1890 | £ 1 10 0 | £ 1 10 0 | £ 1 10 0 | 53 | 44 | 51 |

Average wage 30s. Average hours 51.

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 which system tends to favouritism of one man over another irrespective of his abilities as a workman, and which system as a whole our trade strongly objects to. 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 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.

4.) Whenever a firm applies to any of our representatives for men he writes to the other branches, so that if men are idle anywhere they are sent on. We sometime publish such applications in our reports. In some cases we advance fares.

- 5.) _____
6.) _____
7.) _____
8.) _____

9.) As one means of avoiding strikes we would suggest the formation of courts of first instance before whom the respective parties could bring their grievances and have them thoroughly discussed and considered, when we are satisfied that 90 per cent. of the differences would be amicably arranged without the necessity of reverting to extreme measures.

- 10.) _____

GENERAL QUESTIONS

SHIPBUILDING, &c.—*continued.*

128.

129.

| TRADE UNION | Associated Shipwrights' Society. | |
|--|--|--|
| District | Her Majesty's Dockyards. | Hull, &c. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | — | Have formed a board of conciliation for any trade disputes in Hull, but it has not been called into use yet, both employers and employes appear to fight shy of it. All disputes are generally ended by employers and employes meeting in mutual conference, and arriving at a settlement by mutual concessions. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing attempted in the trade in the district; and results. | On piece-work and under the tonnage system men have shared the extra money received. | Have often suggested it, but it has never been taken in hand in Hull. Grimsby did start, and did fairly well, but bad management and indifference of members stifled it, though it was a paying concern, and wound up with profit. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | The remuneration to our trade by Government is far below that paid by private firms for similar work. | Neither the Government nor the local authorities are directly employers of labour. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Unemployed members would receive instructions from the general office where to proceed to obtain work. Unemployed receive 9s. per week from society. | We have a system of intercourse with branches and districts, who acquaint us if men are required in any branch or district, and we give the necessary information where to go, which is optional, but they forego unemployed benefit if they do not. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | — | None. (See above Question (2).) |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | None other than the above, and the usual means adopted by trades unions. The municipality act some time during acute distress or a severe winter. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | "That this mass meeting is in favour of a law limiting the hours of labour to (48) forty-eight per week in all such occupations as shall demand its application, and that it be compulsory upon the Government and municipal bodies to make 48 hours constitute a week's work." "That this mass meeting call upon Her Majesty's Government to reconsider and amend the scheme of wages set out by their Lordships the Commissioners to the Admiralty; their method of classifying and recommendations required for workmen to receive before reaching the maximum scale of wage being wrong in principle, inadequate in practice, and unfair in results." | Cannot call to mind any applicable except general ones on a different Employers Liability Bill, juries, justices, &c. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | The commercial department of the Board of Trade should publish the statistical account of wages of all Government works in the labour statistics as published by them. The Government should publish the prices of all piece-work and tonnage to the employes of the dockyards. | That the fullest statistical and other information relating to all trades should be collected, and circulated by Government. We do not know sufficient about all our industries, and how the workpeople exist. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | By employers coming more in touch with their employes, and giving them a more equal share of the wealth that labour produces, treating them less like dividend grinding machines, and to avoid recklessly exhibiting their vulgar wealth before the eyes of those who have toiled for it. |
| (10.) Other statements or suggestions for the information of the Commission. | That the Government should carry out the resolutions of the House of Commons (passed on February 13th, 1891) in all Government establishments to secure the payments of such wages as are generally accepted as current in each trade for competent workmen, also that the present unsatisfactory system of classification should be abolished from our trade, and an uniform scale of wages paid to all competent workmen, as is the practice in all private firms in the United Kingdom. | Have many more suggestions and statements to make, but space will not allow it. |

GENERAL QUESTIONS.

SHIPBUILDING, &c.—*continued.*

| 130. | 131. | 132. | 133. | 134. |
|---|--|---|--|--|
| Associated Shipwrights' Society. | Shipwrights' Trade and Friendly Association. | Shipwrights' Benevolent Society. | Shipbuilders Helpers' Association. | Ship Painters' Society. |
| Aberdeen. | Liverpool, Birkenhead, &c. | Dublin. | Clyde and West of Scotland. | Liverpool. |
| A board of arbitration, consisting of representatives from the Chamber of Commerce and Trades Council, labour being fairly represented, which is not the case in the Royal Commission on Labour. | If we want anything we ask for a meeting with the employers, which is always granted. A deputation usually of six men meet them, and we always manage to settle things amicably. | — | None. | — |
| None. | Once, some 20 years ago, a co-operative firm was started, but was a failure. | — | None. | None. |
| None. | — | — | — | — |
| We make inquiries of our various district delegates and executive where they are most likely to find employment. | We have rules among ourselves for the division of labour, the arranging of which is part of the delegates' duty. The employers are agreeable, and we find the plan works well. | By the generous support of Belfast shipwrights, who send for our unemployed members, of which there are a good many at present in Belfast. | Unemployed members are sent to any place where men are required. | — |
| None. | None. | — | None. | — |
| The local authorities and other charities in times of great depression only. | — | — | None. | — |
| We have, in conjunction with other branches of industry, been agitating for a 48 hour week by legislative enactment. | — | — | None passed. | — |
| None. | — | — | — | — |
| Yes, that capital and labour should meet on a mutual platform, and in a friendly manner discuss the grievance. A great many of the employers have consigned the management of their business to legal gentlemen who know nothing about the trade they manage, and who think their word should be law whether just or not. This is the cause of many strikes and disputes. | Yes, we would like information collected and given by the Board of Trade as to the number of foreigners employed as ship carpenters (sea-going) and also others, not shipwrights. | — | — | — |
| That the Commission should impress on capital to be more favourable to labour in the future than it has been in the past. | Our members hold a very strong opinion that in their relations and transactions with employers there should be no outside interference; local men to conduct local affairs, for nobody knows their wants better. | If the Port and Dock Board of Dublin would build the second dry dock, for which they got the money, the shipping industry would be much improved, many ships having had to leave the port of Dublin for the want of another dock. | Boards of arbitration for the purpose of settling disputes between capital and labour. | Arbitration. |
| | | | That employers letting sub-contracts should pay the labourers out of the office. In many cases contractors do not pay their men, and the helpers in the shipyards will get nothing from their masters, as they say they are not employed by them, notwithstanding they work in their employment. | I have found that the great drawback to the social, political, and moral improvement of our members is the facility for obtaining intoxicants. Abolish that traffic and all other things would right themselves. |

GENERAL QUESTIONS.

SHIPBUILDING, &c—continued.

| | 135. | 136. | 137. |
|--|---|---|-----------------------------------|
| TRADE UNION - - - - | House and Ship Painters' Society. | Sail Makers' Society. | Sail Makers' Society. |
| District - - - - | Aberdeen, Scotland. | London. | Glasgow. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | All matters are adjusted in the month of March at a joint conference of employers and the union. | One book of prices. | — |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | — | — | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | — | Yes. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | None, except that when a member knows of any employment he applies to the unemployed roll, the first on the roll getting the preference. | Do not work overtime while members are walking about. | Our men find work for themselves. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | During the strike the union undertook and executed work, and had the strike not ended steps would have been taken to provide all our members with employment. | — | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | — | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | — | None. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | Government work that is given out is badly paid for. | None. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | — | None. |
| (10.) Other statements or suggestions for the information of the Commission. | — | To see that union wages are paid for Government work. | None. |

GENERAL QUESTIONS.

SHIPBUILDING, &c.—continued.

138.

139.

| Riggers' Association. | United Drillers and Cutters' Society. |
|--|---|
| Portsmouth, Devonport, Chatham, and Sheerness Dockyards. | Kingston-upon-Hull. |
| <p>There is one started by a private gentleman in Chatham.</p> <p>That profit-sharing, after the capital invested has received a fair per-centage, would be the best means of avoiding disputes.</p> <p>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.</p> <p>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.</p> <p>The wages of other established men in other trades in the dockyards from 1873 have increased in amount varying from 8d. to 1s. 2d. per day; our increase has been only 4d. per day, for instance. The shipwrights were at that date 6d. per day in advance of us; they are now 1s. 2d., or a gain of 8d. per day. We are at a loss to understand this. The shipwrights have progressed in their work from wood to iron and iron to steel. The riggers have progressed in theirs from hemp to iron and iron to steel also. 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 than they do now. 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. per day, their average in five of the great commercial centres, viz., London, Liverpool, Bristol, Hull, and Newcastle-upon-Tyne, is 5s. 8d. per day.</p> <p>Attention is called to the deduction of $\frac{1}{4}$ of a day's pay from men who are late in the morning or afternoon. Although the time so lost (without losing the half day) does not exceed $\frac{1}{4}$ of a day, the men are checked $\frac{1}{4}$ of a day. We think the money checked ought to be in proportion to the time lost.</p> <p>We think that the time required to be served by a hired man to entitle him to a bonus should be shortened and the amount of bonus increased.</p> <p>A number of established men die without receiving pension; in such cases the amount of deferred pay or pension is entirely lost to the families of the deceased. Would suggest that the amount so deducted should be given to the widow or children or parents of the deceased on sufficient proof of identity.</p> <p>Would suggest that in the case of men killed on duty there should be a special provision in addition to their deferred pay. A greater disparity exists between the wages of riggers in Her Majesty's Dockyards and those in private firms (viz., 1s. 4d. per day) than will account for pension or half-pay and surgical attendance during injury.</p> <p>That the hours of labour without loss to the public might be reduced to eight hours daily. The remuneration for overtime is inadequate, the average being under 8d. per hour, while in the five principal ports before mentioned the riggers' average for overtime is 1s. per hour. Sunday work should be paid for at double the ordinary rate.</p> <p>The riggers are exposed to all weathers, the demands of a dockyard often requiring that ships shall be placed in certain positions under shears and cranes so that the various other trades may continue their work, and this has to be done whatever the weather. They are exposed to great danger in the carrying out of their work, and being the first of the employees in Her Majesty's Dockyard called upon to save life and property, the carrying out of which has led indirectly, if not directly, to the death of some and injury to others, we are of opinion that a valid reason has always existed for a higher rate of wages to riggers in Her Majesty's Dockyards.</p> <p>By a clause in the Dockyard Regulations, riggers are exempt from certain allowances paid to other trades when employed away from their homes, other trades (skilled labourers included) receiving 10s. 6d. per week in addition to their wages, while the riggers get only 4s. 4d. or one day's pay.</p> | <p>An arbitration and conciliation board composed of employers and employed, presided over by the mayor.</p> <p>When our members are out of work their cards are marked idle. The secretary writes to secretaries in other towns inquiring if there is any likelihood of a few men getting employment in their district, and on receiving a reply instruct their men accordingly.</p> <p>A fair division of the profits produced by labour would do much to avert strikes, and would promote good feeling between capital and labour, which all well wishers most desire.</p> |

GENERAL QUESTIONS.

TIN PLATE WORKERS, &c.

| | 140. | 141. | 142. |
|--|--|---|--|
| TRADE UNION | Tin Plate Workers' Union. | Tin Plate Workers' Society. | Tin Plate Workers' Society. |
| District | Aberavon District. | Aberdeen. | Glasgow and West of Scotland. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Boards of conciliation. | Aberdeen Conciliation Board. | Union exhaust all sources at their command both by letter and deputations before a strike is resorted to, and with satisfactory results, when employers will listen to demands. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | Unknown. | None. | Has been tried, but with no good results, as the union cannot be employers as well, and it is against the interests of employers. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | Local authorities employ 100 unionists who work according to union rules. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Very little done in this way as yet. | Communication with secretaries in other towns to ascertain if any men required. | A roll of unemployed members is kept at office. Foremen and employers send to the secretary when they want men, and the members are sent off in rotation, as their names appear on the books. Others advertise. All members knowing of vacant situations report same to the secretary, who sends men if he has them. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. | Yes. See answer to General Questions (2). |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. | None. | Through advertisements in the Press. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | None formally. | None passed. | A resolution was carried by trade for an 8 hours day through parliamentary action. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | None. | — |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | That the capitalist have better security for his investment, and to be able to give a fair day's wage, instead of cutting down wages to compete with foreigners. | Arbitration. Employers to recognise union. | The union does its utmost to avoid all strikes, and have very good relation with the majority of employers; but there are always some of them who do not agree, and we have to fight them. During the late dispute the union were requested by the employers to meet six of them to consider a circular issued to the employers about minimum wage. A meeting was held, and the men had far the best of the argument, and got the employers to concede the men's requests. This, virtually, settled the question, although a few of the employers would not give in until they were beaten by the unionists. |
| (10.) Other statements or suggestions for the information of the Commission. | The nationalization of the land. | — | — |

GENERAL QUESTIONS.

TUBE MAKERS AND SCREWERS.

143.

| TRADE UNION - | Tube Makers' Society. |
|--|--|
| District - - - - - { | Staffordshire, Worcestershire, and Warwickshire. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Employers refuse to adopt sliding-scale, preferring to force the workmen to accept their conditions. |
| (2.) System of co-operative production, industrial partnership, or profit sharing, attempted in the trade in the district; and results. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | Union does not take action at present, having resolved to start special fund for out-of-work benefits. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | None. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | None passed. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Are prepared to adopt sliding-scale, as we consider it the most satisfactory method. Are also in favour of boards of conciliation and arbitration. |
| (10.) Other statements or suggestions for the information of the Commission. | Suggest that conspiracy and intimidation laws should be repealed so that offences that are illegal as affecting workmen should be equally so as affecting employers. |

GENERAL QUESTIONS.

WIRE WORKERS.

144.

145.

| TRADE UNION - - - | Small Wire drawers' Society. | Wire Workers' Society. |
|--|---|--|
| District - - - - { | Halifax, Cleckheaton, and Brighouse. | London. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | Each shop makes its own arrangements. Unionists have power to appeal to the society for advice. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade in the district; and results. | None known. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | "Masks" and "helmets" are made in our trade for the Government, and are very badly paid for. |
| (4.) Nature and extent of union's action in finding work for unemployed members. | When a vacancy occurs members are informed. | Unionists apply to secretary, who puts them in communication with the various shops. |
| (5.) Action taken or considered by union in the direction of itself undertaking work. | None. | None. |
| (6.) Information as to other agencies in the district for finding or providing work for the unemployed. | — | None known. |
| (7.) Request for copies of resolutions passed by Society during last two years recommending alterations in the laws affecting labour. | — | None. Society follows the London Trades Council in any question as to the abolition or alteration of laws. |
| (8.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | None. |
| (9.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | Arbitration. |
| (10.) Other statements or suggestions for the information of the Commission. | — | — |

GROUP A.

EMPLOYERS.

.NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING.

| | 146. | 147. |
|---|---|---|
| EMPLOYER | Messrs. John Fowler & Co., Limited, Engineers, &c. | Messrs. Willans and Robinson, Limited, Engine Builders. |
| District | Steam Plough Works, Leeds. | Thames Ditton, Surrey. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1) Male; | 1,200 to 1,500 males. | 146 males. |
| (2) Female. | None. | 81. |
| (a.) Apprentices or other learners or young persons. | None. | 81. |
| (b.) Unskilled labourers | A few. | 51. |
| Connexion of firm with organisations of employers dealing with labour questions. | Members of the Iron Trades Employers' Association, Cooper Street, Manchester. | None. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:-- | | |
| (a.) Their amount and fluctuations. | Answered through Iron Trades Employers' Association, Cooper Street, Manchester. | Labourers, 20s. to 28s. per week; mechanics, 32s. to 45s. per week. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Do. do. | By the hour. A reference rate is fixed which practically represents a cost that should not be exceeded, and which, once fixed, is permanent, unless some wholly new method of manufacture is introduced; any saving effected, viz., whether due to better labour or improved machinery, is shared equally between employers and employés; no payment through sub-contractor. |
| (c.) Deductions by fines or other forms of stoppage. | Do. do. | Very seldom, and when inflicted, go to the funds of the works sick club. |
| (d.) Truck system or payment in kind. | Do. do. | None. |
| (e.) Allowances in form of— | | |
| (1.) Bonus | Do. do. | (See Note under (b) above). |
| (2.) Deferred pay, such as sick accident, pension, or other insurance system. | Do. do. | The Company meet the subscriptions of their men to the sick club by an equal subscription on their own part. Part of the money so subscribed is held under trustees and called a benevolent fund. Out of this fund special help beyond that given by the usual sick club benefit is afforded in cases of exceptional distress, and beyond this it is hoped that out of this fund a superannuation scheme may eventually be established. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | Do. do. | Workmen's debentures of 5l. each are issued bearing a minimum of 5 per cent. interest, in addition to which an amount is paid which shall bring the total interest up to that paid to ordinary shareholders each half year. |
| (f.) Length of notice for ending engagement. | Do. do. | One hour. |
| (2.) Hours of Labour:-- | | |
| (a.) Ordinary or standard hours of labour. | Do. do. | 54 hours. |
| (b.) Overtime and its remuneration. | Do. do. | First 2 hours, 1½ time; time and half afterwards. |
| (c.) Night shifts and their remuneration. | Do. do. | 1½ time. |
| (d.) Sunday work and its remuneration. | Do. do. | 1½ time. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Do. do. | Holidays from time to time, but without payment; close 1 p.m. on Saturday. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—continued.

| 148. | 149. | 150. | 151. |
|--|---|--|---|
| Messrs. Muir and Houston, Engineers and Boilermakers. | Messrs. James Howden & Co., Marine Engineers. | Messrs. Stephens & Co., Engineers, Boilermakers, and Millwrights. | Messrs. Yates and Thom, Engineers, Millwrights, and Boilermakers. |
| Harbour Engine Works, Portman Street, Kinning Park, Glasgow. | 8, Scotland Street, South Side, Glasgow. | Vulcan Iron Works, Windmill Lane, off St. John's Quay, Dublin. | Canal Foundry, and Victoria Boiler Works, Blackburn. |
| 284 males. | 96 males. None. | (1) Variable, average 30. | 536. |
| 101. | 48 } Part of the 96. | 5. | 108. |
| 104. | 13 } | 14. | 148. |
| None. | None. | None. | None. |
| They have not varied above ½d. for the last 4 years. | Journeymen, average, 35s. Apprentices " 9s. Labourers " 20s. 3d. | Tradesmen, 32s. per week of 54 hours; labourers, 14s.; young persons, 5s. to 10s. | 1,000l. to 1,100l. per week. Adults, 17s. to 42s.; apprentices, 4s. to 13s. Foreman not in- cluded. |
| Weekly. | Fortnightly. Reckoned by the hour. Piecework occasionally. | Hour, piece, and task. | Per week of 58 hours. |
| — | — | None. | — |
| — | — | — | — |
| — | — | — | — |
| — | Sick and accident fund connected with the works, to which trades- men contribute 3d. per fort- night; apprentices, 2d. | None. | — |
| — | None. | None. | — |
| Usual weekly notice. | None. | None. | 7 days. |
| 9½ hours per day; 54 weekly. | 54 hours per week. | 54 hours a week, viz.:— 6.15 a.m.—8.15 a.m. } 5 days a 9.0 a.m.—1.15 p.m. } week. 2.0 p.m.—5.15 p.m. } 6.15 a.m.—8.15 a.m. } Saturdays 9.0 a.m.—1.30 p.m. } only. | 58 hours per week. |
| Time and half. | Time and half. | Time and quarter up to 10 p.m.; after that, time and half. | In shop, first 2 hours, time and quarter; remainder, time and half. Out of shop, first 2 hours, time and quarter, remainder, double time. |
| 1d. per hour extra. | No night shifts; when day men work all night they receive time and half from 6.30 p.m. to 6 a.m. | None. | In shop, first 2 hours, time and quarter; remainder, time and half. Out of shop, first 2 hours, time and quarter, remainder, double time. |
| Double time. | No Sunday work. | None. | Double time. |
| Without payment, unless staff. | Half holiday on Saturday, but time is worked during week to make full 54 hours. | Saturday, stop work at 1.30 p.m. | Without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—*continued.*

| | 152. | 153. | 154. |
|--|---|---|---|
| EMPLOYER | Messrs. Edwards and Robinson, Engineers and Boiler Repairers. | Low Bridge Engineering Company, Repairing Engineers and Millwrights. | Messrs. Good Menzies, Mechanical Engineers, Mill- wrights, &c. |
| District | Potts Quay, South Shields. | Low Bridge, Dean Street, Newcastle. | Green Lanes, Hull. |
| Number of workpeople engaged in firm particularised as follows: | | | |
| (1) Male; | Average 120 males. | 15 males. | From 60 to 70 males. |
| (2) Female. | — | — | — |
| (a.) Apprentices or other learners or young persons. | 8 apprentices. | 7 males. | 11. |
| (b.) Unskilled labourers | Average 50. | 1 male. | 4. |
| Connexion of firm with organisa- tions of employers dealing with labour questions. | None. | None. | Iron Trades Employers' Associa- tion. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads: | | | |
| (1.) Wages:— | | | |
| (a.) Their amount and fluctuations. | — | Skilled workmen 37s. per week. An advance of 20 per cent. on wages paid 18 months ago. | Moulders, 36s.; fitters, turners, and smiths, 33s. per week. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | — | All by the hour. | Weekly, by the day. |
| (c.) Deductions by fines or other forms of stoppage. | — | Holidays and time lost. | — |
| (d.) Truck system or pay- ment in kind. | — | None. | — |
| (e.) Allowances in form of— | | | |
| (1.) Bonus | — | None. | Black money, 3s. per week for working on repairs out of the shop, and 11s. board money when working from home. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | Accident Insurance. Full time where the employer is liable, half where the accident is not due to the fault of the employer. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | "Out-door" money, 6d. per day for new work, 1s. per day for old work. | — |
| (f.) Length of notice for ending engagement. | — | One week. | None on either side. |
| (2.) Hours of Labour.— | | | |
| (a.) Ordinary or standard hours of labour. | 53 hours per week. | 53 hours per week—6 a.m. to 5 p.m., and 6 a.m. to 12 noon Saturdays. | 9½ hours for 5 days; 5½ hours for Saturday; 53 per week. |
| (b.) Overtime and its re- muneration. | Time and quarter from 5 p.m. to 9 p.m., and from 9 p.m. to 12, time and half. | Time and a quarter to 9 p.m.; time and a half to 6 a.m. | Time and quarter for first hours; time and half after. |
| (c.) Night shifts and their remuneration. | From 5 p.m. to 6 a.m., 18 hours. | — | — |
| (d.) Sunday work and its remuneration. | None. | Double time. | None. The usage in the trade double time. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Finish work at 12 noon on Satur- days without pay. | Saturday afternoon, without pay- ment. | The week ends Saturday noon |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—*continued.*

| 155. | 156. | 157. | 158. |
|---|--|---|--|
| Messrs. Combe Barbour and Combe, Limited, Machinists, Engineers, and Millwrights. | Messrs. Ross and Duncan, Marine Steam Engineers and Boilermakers. | Messrs. Westgarth and English, Marine and General Engineers and Boilermakers. | Messrs. Bailey and Leetham, Marine Engineers and Boilermakers. |
| Falls Foundry, Belfast. | Whitefield Works, Govan, Glasgow. | Middlesbrough. | Humber Iron Works, Hull. |
| 846. | In August 1891, 80, exclusive of labourers and apprentices; maximum in past, about 200. None. | 213 males | 90 males |
| — | — | — | — |
| 485. | August 1891, 60; maximum in past, about 60. | 54 | 25 males |
| 170. | August 1891, 30; maximum in past, about 40. | 51 | 35 males |
| Belfast Employers' Association. | For last two years in Association of Clyde Shipbuilders and Engineers. | None. | None. |
| — | From 17s. per week up to 9s. 2d. per hour. Fluctuations about 20 per cent. | 600l. to 700l. | — |
| Weekly. By the hour; partly by the piece. | Weekly, by the hour. Very little piecework, chiefly drilling by hand. Payment through subcontractor occasionally. | By the week; by the piece (about 80l.). | — |
| — | Almost unknown, but arranged for in shop rules. Only two or three cases in last 5 years for non-return of firm's tools. | None. | — |
| — | None. | None. | — |
| Yes. | (See General Questions, Answer 2.) | None. | — |
| None. | Rules of Incidental Fund. (See tabulation of rules.) | Every man and boy pay 1d. per week to accident fund and hospital. | — |
| None. | One man has a free house. | Watchman lives in house at works. | — |
| None on either side. | No notice agreed upon. If men leave of their own accord, receive their pay at next ordinary pay-day; if dismissed by employer, get pay at once. | None | — |
| 54 hours per week. | 54 hours per week. | 6 a.m. to 6 p.m. | 53 hours per week. |
| Time and quarter, time and half, and time and three-quarters. | Time and a half after 54 hours made up. | From 5 p.m. to 6 a.m., 11½ hours are worked; equals 15 hours' pay. | Time and quarter for first two hours; time and half after. |
| Time and quarter. | 60 hours per week; rate 1d. higher per hour than day-work pay. Also half-hour per night allowed for meals (paid for) besides half-hour interval. | Double time, but very seldom worked. | Double time, but seldom worked. |
| Double time. | Double pay. Rare. | Works close at 12 noon on Saturdays. The apprentices have the proper holidays as per Factory Act. | Saturdays from 12 noon, and usual holidays without pay. |
| Occasional holidays without payment. | Stop at 12 on Sundays. | | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—continued.

159.

160.

| EMPLOYER | 159. | 160. |
|---|---|--|
| | Isca Foundry Company, Railway Plant, and General Engineers, and Ironfounders. | Messrs. Beyer, Peacock and Co., Limited, Locomotive Engineers. |
| District | Isca Foundry, Newport, Mon. | Gorton Foundry, Manchester. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1.) Male; | Skilled, 67 males. | About 2,000. |
| (2.) Female. | — | — |
| (a.) Apprentices or other learners or young persons. | 44. | About 23. |
| (b.) Unskilled labourers | 93. | About 22. |
| Connexion of firm with organisations of employers dealing with labour questions. | Yes. A local association of ironfounders. | Yes. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amount and fluctuations. | Do not fluctuate by any recognised system. | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the week of 54 hours and piece. | By the hour; piece-work accounts monthly. |
| (c.) Deductions by fines or other forms of stoppage. | Doctors' and sick and accident funds, 2d. in the 1l., under the control of the workmen. | None. |
| (d.) Truck system or payment in kind. | None. | None. |
| (e.) Allowance in form of— | | |
| (1.) Bonus | None. | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | Doctor and sick and accident fund. | Gorton Foundry Mutual Aid Society, to which the men contribute 1d., 2d., and 3d. per week at their option; the firm adding 25l. per annum. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | — |
| (f.) Length of notice for ending engagement. | One week. | None on either side. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | 54 hours per week. | 59 hours per week. |
| (b.) Overtime and its remuneration. | Time and quarter for first quarter, time and half after. | First quarter of overtime, time and quarter; second quarter, time and half; after that, until 6 a.m., double time. |
| (c.) Night shifts and their remuneration. | No night shifts. | 54 hours' pay for 45 hours' work. |
| (d.) Sunday work and its remuneration. | No Sunday work. | — |
| (e.) Weekly half-holiday or other holiday with or without payment. | Saturday afternoon without pay. | Saturday, from 12 noon, without pay. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—*continued.*

| 161. | 162. | 163. | 164. |
|---|--|---|---|
| Messrs. Dubs and Co., Locomotive Engineers. | Messrs. Priestman Bros., Limited, Engineers, Iron and Brass Founders. | Wm. Boulton, Esq., Engineer, Iron, and Brass Founder. | Messrs. Waddington and Longbottom, Engineers, Iron and Brass Founders. |
| Glasgow. | Holderness Foundry, Hull. | Navigation Road, Burslem. | Barrow-in-Furness. |
| 1,992 males 18 females tracing drawings 460 517 Total, 2,010. | 229 males 85 39 Total 358. | 157 males. 20. 30. | All males 16 18 Total about 80. |
| None. | Yes. | The North Staffordshire Engi- neers' Association. | None. |
| Equal to or above standard of district from 5s. to 5l. per week. | — | — | — |
| Fortnightly, by the week, and very extensively by the piece. | Weekly, by the week of 53 hours; as a rule, only chainmakers by the piece. | By the week. | Weekly, by the hour. |
| None. | None. | None. | None. |
| None. | None. | — | None. |
| To foremen, and a few superior workmen. | — | — | — |
| None. | — | — | — |
| None. | — | — | — |
| None; men refuse this. | — | One week. | One day. |
| 54 hours per week. | 6 a.m. to 5 p.m., with 1½ hours for meals. | 54 hours. | 54 hours per week. |
| Time and a half. | First 2 hours time and quarter, time and a half after. | Time and quarter first 6 hours; time and half next 6 hours, or part, after full week is made. | After 54 hours, the first 4 hours time and quarter; after, time and half. |
| 12 hours' pay for 11½ hours' work. | Time and half. | 45 hours constitutes 6 days. | — |
| Double time; only employed for urgent repairs. | — | No Sunday work. | Double time. |
| 54 hours are completed at 1 p.m. on Saturdays, when work is stopped for the week. | Saturday half-holiday, without payment. | No weekly half-holiday; appren- tices are paid for general holidays. | We pay apprentices for Christmas Day and Good Friday only. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—*continued.*

165.

166.

| EMPLOYER | 165. | 166. |
|---|--|--|
| | Messrs. F. Silvester & Co., Engineers, Iron and Brass Founders. | Messrs. John Abbot & Co., Limited, Engineers, Iron Founders, &c. |
| District | Castle Hill Works, Newcastle, Staffs. | Park Works, Gateshead-on-Tyne. |
| Number of workpeople engaged in firm particularised as follows: (1) Male; (2) Female. (a.) Apprentices or other learners or young persons. (b.) Unskilled labourers | Male. About 12 apprentices and learners About 20. } Total about 70. | Males. About 110 } Total about 1,275, About 370 } |
| Connexion of firm with organisations of employers dealing with labour questions. | There is what is called an Association of Engineers or Employers of Engineering Labour, but it is of little use. Strangely, employers of this class of labour do not seem to have the spirit of combination as workmen have. | None. |
| Representations or information offered for the consideration of the Commission under the following heads. (1) <i>Wages</i> :— (a.) Their amount and fluctuations. (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. (c.) Deductions by fines or other forms of stoppage. (d.) Truck system or payment in kind. (e.) Allowances in form of— (1) Bonus (2.) Deferred pay, such as sick, accident, pension, or other insurance system. (3.) Free house, land, food, clothing, or other allowance, or advantage. (f.) Length of notice for ending engagement. | Really very high. 32s. per 54 hours is the minimum for club men. Fluctuations, if any, are upward. On Saturday at 1 o'clock up to 5 o'clock Friday night, or 6½ hours Saturday time in hand. Paid by the hour. Some piecework in the foundry. Have rules for fines, but they are rarely enforced. It would be a good thing if they could be. None. Paid to lads by way of encouragement. 1d. per week stopped from men, and ½d. from boys, for the North Staffordshire Infirmary. None. One week. | Skilled labour, 30s. to 38s.; unskilled labourers, 19s. per week. By the hour. Paid weekly, 53 hours constituting week. Ironworkers, forgers, chain and anchor smiths at tonnage rates. None by task. Pipe moulders through sub-contractor. Practically none, though factory rules provide for fines. None. None. Men, 1d. per week; boys, ½d. per week for local infirmary and medical institutions. None. One week. |
| (2.) <i>Hours of Labour</i> :— (a.) Ordinary or standard hours of labour. (b.) Overtime and its remuneration. (c.) Night shifts and their remuneration. (d.) Sunday work and its remuneration. (e.) Weekly half-holiday or other holiday with or without payment. | 54 hours per week, but expect to reduce hours to 53 as soon as the men's club make the demand. About time and a quarter as a rule. None. Double time. None. | 53 hours per week. Time and quarter first 4 hours, time and a half after. Time and a quarter. Only for repairs paid double time. No holidays with pay except to apprentices. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—continued.

167.

| | |
|----------|---|
| EMPLOYER | Messrs. Mather and Platt, Mechanical Engineers. |
| District | Salford Iron Works, Manchester. |

Number of workpeople engaged in firm particularised as follows:
 (1) Male; 750
 (2) Female. None.
 (a.) Apprentices or other learners or young persons. 162
 (b.) Unskilled labourers - 128 ordinary labourers and unskilled workmen, 70 labourers and dressers in foundries
 Connexion of firm with organisations of employers dealing with labour questions. None.
 Representations or information offered for the consideration of the Commission under the following heads:
 (1.) Wages:—
 (a.) Their amount and fluctuations.

Amount, 1,000l. per week, fluctuating from 1,400l. to 1,600l., as overtime is worked or not.

| | Standards fixed by the Trade Societies. | Our Minimum. | Our Maximum. | | Standards fixed by the Trade Societies. | Our Minimum. | Our Maximum. |
|------------------|---|--------------|--------------|-------------------|---|--------------|--------------|
| | 1. | 2. | 3. | | 1. | 2. | 3. |
| Millwrights | 34 | 34 | 40 | Joiners | 38 | 38 | 38 |
| Fitters | 34 | 34 | 40 | Brass finishers | 34 | 34 | 36 |
| Turners | 34 | 34 | 38 | Tinsmiths | 34 | 34 | 40 |
| Smiths | 30 | 36 | 40 | Moulders | 32 | 32 | 42 |
| Smiths' strikers | 24 | 24 | 28 | Core makers | 32 | 32 | 38 |
| Grinders | 34 | 34 | 38 | Foundry dressers | 28 | 28 | 28 |
| Planers | 28 | 28 | 30 | Foundry labourers | 20 | 20 | 24 |
| Drillers | 24 | 24 | 30 | General labourers | — | 20 | 30 |
| Patterns makers | 38 | 38 | 40 | Boilers makers | 34 | 34 | 38 |

Foremen are not included in above. The rates we pay the different classes of men were fixed in 1882. We have not lowered the scale since that time, although in the interval that has elapsed, times of depression caused the trades unions and the associations of employers to agree to a reduction on the Trade Unions Standard (see column 1). The policy of our firm has been to maintain maximum wages irrespective of the fluctuations of trade. Apprentices are paid mainly upon a scale varying according to their ages from 4s. at 14 years of age, to 17s. at 20 years of age, but youths who display greater intelligence and industry than the average receive an addition to the usual rate. As regards general labourers, it is the rule of the firm to pay adult labourers, who merely assist other men, and, however menial their occupation, a minimum rate of 20s. per week. This is done on the ground that we do not consider it just to employ adult men at a less wage than 20s. for a full week's work, whatever their employment may be. The rule is strictly kept, even in times of comparative slackness in the district, during which any number may be engaged at a much lower rate. Labourers who prove their suitability are put to other work and are paid higher rates accordingly, as high as 30s. per week.

(b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.

Principally by the week of 53 hours, divided as follows:—

| | Morning. | | Afternoon. | | Total Hours. |
|-----------|----------|--------|------------|-----------|--------------|
| | | | | | |
| Monday | — | — | 9 to 1 | 2 to 5.30 | 7 1/2 |
| Tuesday | — | 6 to 8 | 8.30 to 1 | — | 10 |
| Wednesday | — | — | — | — | 10 |
| Thursday | — | — | — | — | 10 |
| Friday | — | — | — | — | 10 |
| Saturday | — | — | 8.30 to 12 | — | 6 1/2 |
| | | | | | 53 |

Some classes of work by piece. Of the total amount paid in 1891:—
 83 per cent. in day-work. 27 per cent. piecework. None by task.
 Pay places are arranged in various parts of the works, so that different groups of men can be paid simultaneously. By this means the whole of the men can be paid in from 6 to 8 minutes; whereas formerly, with only two pay offices, the paying occupied 20 minutes; this is a convenience that is greatly appreciated by the workmen. No payments through sub-contractor.
 None.

(c.) Deductions by fines or other forms of stoppage.
 (d.) Truck system or payment in kind.
 (e.) Allowances in form of—
 (1.) Bonus

None.
 Some of the foremen have a bonus based upon the output of their respective departments. A scheme is in preparation by which every foreman of whatever grade will participate in the profits of the concern, and the intention is to share profits with all the workpeople by degrees.
 Sickness and Accidents.—There is a Sick, Accident and Burial Society, managed by a committee in connexion with the works to which all employed pay a weekly subscription. The amount for those in receipt of 12s. per week and upwards, being 2d.; less than 12s. per week, 1d. per week. The members of the society are entitled in time of sickness, or if disabled by accident, to a weekly sum; the amount and the period during which it is allowed being determined by the rules; and in the event of the death of a member, his representatives receive a fixed sum which is also prescribed by the rules. In cases of protracted illness at the expiry of the term, covered by the action of the society, the firm take the matter in hand and continue the weekly allowance as long as it is required, and provide for proper attention being given. Also in cases of accident, the firm supplement the assistance that the society is able to afford, and a weekly allowance is made according to the requirements of the case.
 Pensions.—When employes through the infirmities of age or inability from other causes are unable to continue their work, a weekly pension is allowed them by the firm. There is no fixed rule for the regulation of these allowances, but each case is specially inquired into and dealt with on its merits. There is now a number of men, who have worked for the firm for long periods in receipt of these pensions paid weekly, and so are enabled to spend the remainder of their days in comfort.
 None.

(3.) Free house, land, food, clothing, or other allowance, or advantage.
 (f.) Length of notice for ending engagement.
 (2.) Hours of Labour:—
 (a.) Ordinary or standard hours of labour.
 (b.) Overtime and its remuneration.
 (c.) Night shifts and their remuneration.
 (d.) Sunday work and its remuneration.
 (e.) Weekly half-holiday or other holiday with or without payment.

No formal notice is given or required, but in the great majority of cases intimation is given to the men some days before they are required to leave.
 58 hours per week.
 First 2 hours, time and quarter; second 2 hours, time and half; after this, double time.
 As time and one-fifth.
 Sunday, Good Friday, and Christmas Day, double time.

Work ceases for the week at noon on Saturdays. In addition to this weekly half-holiday, there are the following during the year:—Christmas or New Year, 6 days; Easter, including Good Friday, 3 days; Whitsuntide, 3 days; first Monday in August and preceding Saturday, 2 days; total, 14. Apprentices are paid during these holidays, but other classes are not. In addition to the above holidays each of the foremen is allowed 10 days' holiday during the summer without any deduction from his pay.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—continued.

| | 168. | 169. | 170. |
|--|--|---|---|
| EMPLOYER - - - - { | Messrs. Moses & Co., Ironfounders. | Messrs. Richard Hornsby and Sons, Ltd. | Messrs. Clayton and Shuttle- worth, Agricultural Engineers. |
| District - - - - { | Plantation Foundry, McLellan St., Govan, Glasgow. | Spittlegate Ironworks, Grantham, Lincolnshire. | Stamp End Works, Lincoln. |
| Number of workpeople engaged in firm particularised as follows: | | | |
| (1.) Male; | 80 males. | 750 to 850 males | 1,168 males |
| (2.) Female. | — | None. | — |
| (a.) Apprentices or other learners or young persons. | 16 | 850. } 1,250 to 1,400. | 170 |
| (b.) Unskilled labourers - | 60 | 150 to 200. } | 158 |
| Connexion of firm with organisa- tions of employers dealing with labour questions. | Ironfounders' Association, West of Scotland. | None. | None. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads: | | | |
| Wages:— | | Year ending— | |
| (a.) Their amount and fluctuations. | — | Sept 30th 1883, 75,000l. " 1886, 46,700l. " 1889, 70,100l. " 1890, 69,970l. } " 1891, 68,237l. }* | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | — | 40 per cent. day work; 60 per cent. piecework; none by task; none through sub-contractor. | — |
| (c.) Deductions by fines or other forms of stoppage. | — | Small fines to preserve discipline, which are given to local free hospital. | — |
| (d.) Truck system or pay- ment in kind. | — | None. | — |
| (e.) Allowances in form of— | — | None. | — |
| (1.) Bonus | — | None. | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | None. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | None. | — |
| (f.) Length of notice for ending engagement. | — | One hour. | Apprentices, one month on either side. |
| (2.) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | Moulders 51 weekly; no over- time. | 54 per week. | 54 hours per week. |
| (b.) Overtime and its re- muneration. | Labourers, time and quarter. | Time and quarter for the first ten hours beyond the 54, and after- wards time and half. | Time and quarter over 54 and under 64, time and half over 64 |
| (c.) Night shifts and their remuneration. | — | Time and quarter. | Do. do. |
| (d.) Sunday work and its remuneration. | — | Double time. | Do. do. |
| (e.) Weekly half-holiday or other holiday with or without payment. | — | 54 hours are made up without working after 1 on Saturday. | Leave on Saturday 12.30, with pay. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—continued.

| 171. | 172. | 173. |
|---|---|---|
| H. R. J. Denton, Esq., Agricultural Implement Maker. | New Howe Machine Company, Ltd., Sewing Machines, Cycles. | Messrs. Smith and Sons, Machine Makers. |
| Wolverhampton. | 128, Avenue St., Bridgeton, Glasgow. | Royd Works, Keighley. |
| 50 to 100 males. | 410 males. 12 females. | 100 males. |
| 4. | 23. | 15. |
| 4. | 14. | 10. |
| None. | None. | None. |
| From 40 <i>l.</i> to 70 <i>l.</i> | 500 <i>l.</i> per week, with little fluctuation. | — |
| Weekly; by the hour, week, and by piece. | Weekly; by the hour and week; two thirds by the piece. | Weekly and piecework; none through sub- contractor. |
| None. | None. | Fines stopped for being late. |
| None. | None. | None. |
| — | None. | None. |
| None. | None. | None. |
| None. | None. | None. |
| No notice required or given. | None. | One week. |
| 54 hours per week. | 54 hours per week. | 54 hours per week. |
| Time and quarter. | None. | First 2 hours, time and quarter; afterwards, time and half, after 54 hours been completed. |
| None. | None. | — |
| None. | None. | Double time. |
| Close on Saturday at 2 o'clock. | Weekly half-holiday without payment. | Saturday afternoon not paid for. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING—*continued.*

| | 174. | 175. | 176. |
|---|---|--|---|
| EMPLOYER - - - | Messrs. G. Wilkinson and Sons, Tool Makers. | Messrs. J. Buckton and Co., Ltd., Machine Tool Makers. | Messrs. Stephenson and Co., Ltd., Locomotive, Marine, and General Engineers, &c. (Engineering Department only.) |
| District - - - | Keighley, Yorkshire. | Leeds, Yorkshire. | Newcastle-on-Tyne and Hebburn-on-Tyne. |
| Number of workpeople engaged in firm particularised as follows : | | | |
| (1.) Male - - - - | 50 males. | 800 males. | 478 males. |
| (2.) Female - - - - | — | — | — |
| (a.) Apprentices or other learners or young persons. | 15 apprentices. | 51 boys over 14. | 218. |
| (b.) Unskilled labourers - | 3. | 46. | 40. |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | None. | Yes. |
| Representations or information offered for the consideration of the Commission under the following heads :— | | | |
| (1.) Wages :— | | | |
| (a.) Their amount and fluctuations. | Average, 30s. a week. | Our wages are as high as the general wages in the district. | — |
| (b.) Mode of payment, whether by the hour, day, or week ; by piece, task, or through sub-contractor. | Weekly ; by the week. | Weekly by coin at 12.30 p.m. on Saturdays. By the hour. | By the week ; by piece ; none through subcontractor. |
| (c.) Deductions by fines or other forms of stoppage. | None | All should be levied strictly in accordance with a printed code accessible to all employes, and much discretion and perfect fairness should be always used about them. | Fines imposed in cases of misconduct. |
| (d.) Truck system or payment in kind. | None. | None. | None. |
| (e.) Allowances in form of— | | | |
| (1.) Bonus - - - - | None. | To a small extent we 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. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | None. We consider it much better for men to combine in sick clubs. | A few old hands pensioned. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | — | None. |
| (f.) Length of notice for ending engagement. | None. | We always give 4 days to a week's notice of discharge to skilled men, and expect the same from them ; unskilled labourers a day, though to any who had been long in our service we should give a week. | One week. |
| (2.) Hours of Labour :— | | | |
| (a.) Ordinary or standard hours of labour. | 54 hours per week. | 54 hours per week. | 53 hours per week. |
| (b.) Overtime and its remuneration. | None. | Time and quarter for first 2 hours after 54 hours have been worked ; after that, time and half. | No extra allowance for overtime until 53 hours worked ; time and quarter for first 4 hours ; time and half all time beyond this. |
| (c.) Night shifts and their remuneration. | None. | Time and quarter. | Time and quarter. |
| (d.) Sunday work and its remuneration. | None. | Double time. | Double time. |
| (e.) Weekly half-holiday or other holiday with or without payment. | None. | We do not pay for any time not actually worked. Close at 12.30 on Saturdays, and we give 11 days' holiday during the year, when the works are entirely closed. We also give foremen, and well-conducted men who ask for it, from 4 days to a week to go away to the seaside, which we consider improves their health. Not more than 20 to 25 avail themselves of this. | Holidays are not paid for, except to bound apprentices, who are paid one day each for New Year's Day, Good Friday, and Christmas Day, and half a day each for Easter Monday, Easter Tuesday, Whit Monday, Whit Tuesday, and Shrove Tuesday. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL MANUFACTURERS.

177.

| EMPLOYER | Barrow Hematite Steel Company, Limited. | | |
|---|---|--|-------------------------------------|
| | Blast Furnace Department. | Steel Department. | Engineering Department. |
| District | Barrow-in-Furness. | | |
| Number of workpeople engaged in firm particularised as follows: | 378 males. | 1,860 males. | 207 males. |
| (1) Male; | | | |
| (2) Female. | | | |
| (a.) Apprentices or other learners or young persons. | 30 learners and young persons. | 218. | 41 |
| (b.) Unskilled labourers | Principally. | Practically none. | 35 |
| Connection of firm with organisations of employers dealing with labour questions. | None. | None. | None. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | |
| (1.) Wages:— | | | |
| (a.) Their amount and fluctuations. | — | — | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | — | By the hour, day, and by contract. | — |
| (c.) Deductions by fines or other forms of stoppage. | — | None. | — |
| (d.) Truck system or payment in kind. | — | None. | — |
| (e.) Allowances in form of— | | | |
| (1.) Bonus | — | None. | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | None. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | None. | — |
| (f.) Length of notice for ending engagement. | 14 days. | Day or hour men, 7 days; contract men, 14 days. | — |
| 2) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | 54, 56, and 84. | Artisans, 54 hours per week; ordinary labour, 57½ hours per week. | 54 hours. |
| (b.) Overtime and its remuneration. | 54 hour men, time and quarter. | Up to 9 p.m., 25 per cent. extra; from 9 p.m. to 6 a.m., 50 per cent. extra. | Time and quarter and time and half. |
| (c.) Night shifts and their remuneration. | Same as day shift. | 20 per cent. extra. | Time and quarter. |
| (d.) Sunday work and its remuneration. | 54 hour men, time and half; 8 hour shift men, ordinary pay; 12 hour shift men, time and half. | 100 per cent. extra. | Double time. |
| (e.) Weekly half-holiday or other holiday with or without payment. | None to men. | Holidays observed according to Factory Act, without payment. | None. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL MANUFACTURERS—continued

177.

178.

| EMPLOYER | Barrow Hematite Steel Company, Limited. | | The Monk Bridge Iron and Steel Company, Limited. |
|--|---|---|---|
| | Hoop and Wire Department. | Mines. | |
| District | Barrow-in-Furness. | | Whitehall Road, Leeds. |
| Number of workpeople engaged in firm particularised as follows: (1) Male; (2) Female. | 270 males. | Miners and quarry-men } 1,011 Mechanics - - - 42 Enginemmen - - - 68 1,116 males. | 709 males. } Total 870. |
| (a.) Apprentices or other learners or young persons. | 90 learners and young persons. | 92 | 28 males. |
| (b.) Unskilled labourers | Practically none. | 106 258 1,374 | 183 males. |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | — | None. |
| Representations or information offered for the consideration of the Commission under the following heads: (1.) Wages:— (a.) Their amount and fluctuations. | None. | — | 700l. to 1,200l. per week. |
| (b.) Mode of payment whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the hour, day, and by contract. | Mechanics, enginemmen, browmen, and all labourers by the day; miners and quarrymen by the piece. | By the ton and hour, and partly through sub-contractor. |
| (c.) Deductions by fines or other forms of stoppage. | — | For house-rent, doctor, club, and hospital, and for explosives, candles, &c. | Nominal; rarely any. |
| (d.) Truck system or payment in kind. | — | None. | None. |
| (e.) Allowances in form of— (1.) Bonus | — | — | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | Allowance from club in case of sickness or accident. | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | — | None. |
| (f.) Length of notice for ending engagement. | Day or hour men, 7 days; contract men, 14 days. | No published regulations; fixed by usage at one week. | Daymen, one week; piccemmen, one month. |
| (2.) Hours of Labour:— (a.) Ordinary or standard hours of labour. | Artisans, 64 hours per week; Ordinary labour, 57½ hours per week. | Miners, enginemmen, and browmen, 8 hours per day; mechanics and labourers, 54 hours per week; (9½ hours Monday to Friday inclusive, and 5½ hours on Saturdays). | 54 hours per week. |
| (b.) Overtime and its remuneration. | Up to 9 p.m., 25 per cent. extra; from 9 p.m. to 6 a.m., 50 per cent. | No overtime except for repairs, at same rate of pay. | 6 o'clock to 8 o'clock, time and a quarter. |
| (c.) Night shifts and their remuneration. | 20 per cent. extra. | Miners, enginemmen, and browmen only, 5 nights equal 6 days' pay. | After 8 o'clock, time and half. |
| (d.) Sunday work and its remuneration. | 100 per cent. extra. | Only for punching machines and for repairs, for which ordinary rate is paid. | Time and half. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Holidays observed according to Factory Act, without payment. | — | Statute holidays. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL MANUFACTURERS—*continued.*

| 179. | 180. | 181. | 182. |
|--|--|---|---|
| Messrs. Taylor Bros. & Co., Iron and Steel Manufacturers. | Messrs. D. Colville & Sons, Iron and Steel Manufacturers. | The Parkgate Iron Company, Limited. | Messrs. S. H. Burrows & Sons, Iron Manufacturers. |
| Clarence Iron and Steel Works, Leeds. | Motherwell, Lanarkshire, N.B. | Rotherham. | Attercliffe, Sheffield. |
| 570 forgemen. | 1,370 males. | About 1,000 males. | About 850 males. |
| — | 4 males. | About 100. | No apprentices; 50 young persons under 21. |
| 184 day men. | 250 males. | About 500, included in the above. | About 90. |
| None. | Yes. | None. | None. |
| — | 2,300 <i>l.</i> to 2,500 <i>l.</i> per week. | About 1,600 <i>l.</i> per week. | Regulated by Staffordshire Wages Board according to fluctuating price of finished iron. |
| By piece and day. | Weekly; by the hour, day, and week; by piece, task, and through sub-contractor. | Weekly. | Weekly. Labourers, per day; Ironworkers, per ton. |
| — | At the discretion of foremen; dismissal or fine occasionally for breakage of works' rules. | None. | None. |
| — | None. | None. | None. |
| — | To encourage good work and behaviour bonuses are occasionally granted. | None. | None. |
| — | Works' sick society and doctor free. | None. | None. |
| — | None. | None. | None. |
| Fortnight. | 14 days. | 14 days. | 14 days. |
| Daymen, 54 hours; forgemen, piecework. | 10 to 14 hours per day. | 6 a.m. to 6 p.m. for mills, &c.; 54 hours per week for mechanics. | Five turns or shifts per week, alternate week, night and day. |
| Day men time and quarter. | Saturday, after 3 p.m., time and half. | Time and quarter first 4 hours; time and half afterwards. | According to custom of various branches of trade. |
| Do. do. | Tonnage men's rates cover night-shift work, one set of workmen change week about night shift. A few night shift day wage men get 6 shifts pay for 5. | Same as day men. | Same as day men. |
| Do. do. | No tonnage work on Sundays, but double time for tradesmen doing repairs. | Time and three quarters. | Practically none. |
| — | — | None. | (See (2) (a) above) |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL MANUFACTURERS—*continued.*

| | 183. | 184. |
|--|--|---|
| EMPLOYER | Messrs. Thos. Walmsley and Sons, Iron Merchants, &c. | The Darlington Steel and Iron Company, Ltd., Iron and Steel Manufacturers. |
| District | Atlas Forge, Bridgman Street and Crook Street, Bolton. | Darlington. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1.) Male: | 240 males. | 770 males. |
| (2.) Female: | | |
| (a.) Apprentices or other learners or young persons. | 1. | 12. |
| (b.) Unskilled labourers | 80. | 678 males. |
| Connexion of firm with organisa- tions of employers dealing with labour questions. | The Midland Wages Board. | None. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads: | | |
| (1.) <i>Wages:</i> | | About 50,000 <i>l.</i> yearly. |
| (a.) Their amount and fluctuations. | Skilled and unskilled fairly well paid, and hours much shorter than formerly. The unskilled labour has been very steady for some years, but the skilled labour has fluctuated. Unions have had a deal to do with the fluctuations. | |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Weekly. By the hour, day, and piece. | Chiefly day work. Skilled workmen are paid by the hour, others by day or tonnage rates. |
| (c.) Deductions by fines or other forms of stoppage. | None. | — |
| (d.) Truck system or pay- ment in kind. | None. | — |
| (e.) Allowances in form of— | | |
| (1.) Bonus | None. | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | A sick club in connexion with works, men paying 6 <i>d.</i> per week and receiving 10 <i>s.</i> per week when sick, 6 <i>l.</i> on death, and 4 <i>l.</i> on death of wife. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | — |
| (f.) Length of notice for ending engagement. | One week. | One week. |
| (2.) <i>Hours of Labour:</i> | | |
| (a.) Ordinary or standard hours of labour. | 53 hours per week. | Skilled workmen, Monday to Friday 6 to 5, 6 to 12 on Saturday; unskilled workmen, Monday to Friday, 6 to 6; on Saturday 6 to 1. |
| (b.) Overtime and its re- muneration. | Time and half after 53 hours have been worked. | Skilled labour, 5 to 10 p.m., 25 per cent.; from 10, 50 per cent extra. |
| (c.) Night shifts and their remuneration. | Same as day shift. | Partly 20 per cent. and partly 25 per cent. extra |
| (d.) Sunday work and its remuneration. | Time and half. | Skilled labour, double time; unskilled, time and half. |
| (e.) Weekly half-holiday, or other holiday with or without payment. | Cease work on Saturdays at noon. | Saturday afternoon without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL MANUFACTURERS—*continued.*

| 185. | 186. | 187. |
|---|---|--|
| The Skinningrove Iron Company, Ltd., Iron Smelters. | Messrs. John Lysaght, Ltd., Sheet Iron Manufacturers. | Messrs. Saml. Tyzack and Company, Ltd. Manufacturers of Merchant Bars, Angles, and Rivets. |
| Carlin How, R.S.O., Yorks. | Swan Garden Works, Wolverhampton. | Monkwearmouth, Sunderland. |
| <p>123.</p> <p>6, included in above.</p> <p>39, included in above.</p> <p>None. Wages are regulated by Cleveland Ironmasters' rates.</p> <p>Regulated by selling price of pig-iron, ascertained by independent firm of accountants.</p> <p>Weekly; chiefly by day; some by piece; none by task; none through sub-contractor.</p> <p>House rent, surgeon, and hospital—at men's request.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>14 days.</p> <p>Mechanics and labourers, 54; furnacemen, alternate shifts of 12 hours each.</p> <p>Time and quarter.</p> <p>Alternate week for furnacemen at same rates.</p> <p>Only such as absolutely required for blast furnace work; time and half.</p> <p>Mechanics and labourers from 1 p.m. Saturdays, without pay.</p> | <p>••</p> <p>About 1,250. 20.</p> <p>About 100. } Total 1,520.</p> <p>About 150. }</p> <p>South Staffordshire Wages Board.</p> <p>The wages paid to sheet-iron rollers, furnacemen, shearers, and forehand forgers are relatively high, though many men are not so well paid. Our wages average per annum for men and boys as follows:—1888, 69<i>l.</i>; 1889, 71<i>l.</i>; 1890, 70<i>l.</i>; 1891, 70<i>l.</i> During the past 5 years these have fluctuated about 30 per cent., rising and falling generally with the price of iron; 2½ per cent. or 5 per cent. is generally the extent of movement at one time.</p> <p>All ironworkers by the piece; forehand puddlers, rollers, and others generally pay their under hands by the day; not half the number of men employed at the works are paid by the firm direct.</p> <p>Seldom.</p> <p>None.</p> <p>Occasionally, for care or extra attention.</p> <p>Works' sick club, to which 8<i>d.</i> per week paid.</p> <p>In special cases.</p> <p>Piecework men, 14 days; day men, 7 days.</p> <p>Two shifts every 24 hours, with intervals every hour or so, between the heats.</p> <p>Cannot occur with ironworkers.</p> <p>No extra remuneration. The men work day and night by alternate shifts.</p> <p>Day men, such as bricklayers, millwrights, &c., are paid time and half.</p> <p>The piecework ironworkers a whole day a fortnight; changes of shift necessitates this.</p> | <p>About 500. None.</p> <p>60 of the above.</p> <p>300 of the above.</p> <p>North of England Ironmasters' Association.</p> <p>Earnings vary from 2<i>s.</i> 8<i>d.</i> per shift as a minimum to about 20<i>s.</i> per shift as a maximum. Fluctuations have generally been regulated by arbitration, mutual arrangements, and sliding scale; the main factor being the average net finished price for the materials produced and sold.</p> <p>Mechanics and general labourers by time; iron and steel workers, tonnage; various sections of ironworkers paid through sub-contractor.</p> <p>Fines are enforced in flagrant cases, as provided by the works' rules.</p> <p>None.</p> <p>Not usual.</p> <p>None.</p> <p>Free house and coal to some foremen.</p> <p>Usually 7 days.</p> <p>Tonnage men work 12 hours' shifts, with stoppage for meals; day workmen from 9 to 10½ hours.</p> <p>Ironworkers, no overtime; others according to trade rules.</p> <p>Tonnage men work alternate weeks day and night at the same rates per ton.</p> <p>This is confined to repairs and double time.</p> <p>Ironworkers finish about 3 on Saturdays, mechanics at 12, except when repairs to be done.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL MANUFACTURERS—*continued.*

| | 188. | 189. |
|--|--|--|
| EMPLOYER - - - - - | Sir A. Hickman, Iron and Steel Manufacturer. | Messrs. Isaac Jenks and Sons, Iron and Steel Manufacturers. |
| District - - - - - | Spring Vale Furnaces and Ladymore Colliery, Bilston. | Minerva Works, Wolverhampton. |
| Number of workpeople engaged in firm particularised as follows : | | |
| (1) Male; | 552 males. | 108 |
| (2) Female. | 5 females. | 5. |
| | } Total 669. | |
| (a.) Apprentices or other learners or young persons. | 12 boys. | 21. |
| (b.) Unskilled labourers - | 100. | 40. |
| Connexion of firm with organisa- tions of employers dealing with labour questions. | * Yes. | Midland Iron and Steel Wages Board. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads :— | | |
| (1.) Wages :— | | (See General Questions, 1.) |
| (a.) Their amount and fluctuations. | Unskilled labourers, 3s. 4d. to 3s. 6d. per day. Skilled " 8s. 6d. to 3s. 10d. " Blast furnacemen, 4s. to 7s. " | |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Draw on account every alternate Saturday, settling up every fortnight; several branches by day; blast furnacemen by ton; 70 paid through sub- contractor. | Engineers, fitters, and all unskilled labour by the hour, day, or week. Skilled ironworkers by the piece (ton). Puddlers and rollers who are paid by the ton have to provide help, for which they pay partly by the ton and partly by the day. |
| (c.) Deductions by fines or other forms of stoppage. | None. | For neglect of work. |
| (d.) Truck-system or pay- ment in kind. | None. | None. |
| (e.) Allowances in form of— | | |
| (1.) Bonus - - - - - | A certain portion of the profits is divided each year amongst the men who have worked the whole year, in proportion to his earnings. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | During disablement from accident, 8s. per week, and doctor provided; in case of death from acci- dent, coffin provided and 15l. paid down, and, if widow, 4s. per week allowed during widowhood. | None. |
| (3.) Free house, land, food, clothing, or other allowance or advantage. | About one quart of light beer per day to each man; oatmeal gruel ad libitum. | None. |
| (f.) Length of notice for ending engagement. | 14 days. | 14 days. |
| (2.) Hours of Labour :— | | |
| (a.) Ordinary or standard hours of labour. | Blast furnacemen from 6 a.m. to 6 p.m.; 1½ hours for meals. Fitters, moulders, blacksmiths, pat- tern makers, &c. from 6 a.m. to 5.30 p.m.; 1½ hours for meals; Saturday, 6 to 1, ½ hour for meals. Labourers, 6 a.m. to 5.30 p.m., 1½ hours for meals; Saturdays, from 6 a.m. to 4 p.m. Miners, 8 hours per day; 1 hour for dinner. | 6 a.m. to 6 p.m. |
| (b.) Overtime and its re- muneration. | — | Same as ordinary time. |
| (c.) Night shifts and their remuneration. | Blast furnacemen work every alternate week night. | Same as day shifts. |
| (d.) Sunday work and its remuneration. | Some, double time; others, ordinary time. | Furnace repairs paid for at double the week rate. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Saturday half-holiday, with payment for fitters, blacksmiths, moulders, pattern-makers, plate- layers, boat builders, and carpenters. | Saturday. Ironworkers one heat per turn and, being paid on output, suffer loss in work. Day men leave work at 4 o'clock p.m. instead 6 p.m., except engineers and millwrights, who expected to do what repairs are necessary prepare for starting on the following Monday. All bank holidays are observed, and often extend to two or three days. The only men are engineers, millwrights, and watchmen. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

IRON AND STEEL MANUFACTURERS—*continued.*

| | 190. | 191. |
|---|--|---|
| EMPLOYER - - - { | Dalmellington Iron Company, Ltd., Blast Furnaces, and Coal and Ironstone Mines. | The Steel Company of Scotland, Ltd., Iron and Steel Manufacturers. |
| District - - - { | Dalmellington, Ayrshire, Scotland. | Hallside Steel Works, Newton, Lanarkshire, and Blochairn Steel Works, Glasgow. |
| Number of workpeople engaged in firm particularised as follows: (1) Male; (2) Female. | About 1,800 males. | 1,200 to 1,800 males. |
| (a.) Apprentices or other learners or young persons. | About 30. | About 120. |
| (b.) Unskilled labourers - | About 250. | 900. |
| Connexion of firm with organisa- tions of employers dealing with labour questions. | None. | Board of arbitration and conciliation in connexion with the manufactured steel trade of the West of Scotland. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads:— (1.) <i>Wages</i> :— (a.) Their amount and fluctuations. | Labourers, 2s. 6d. to 3s. 4d. per day. Colliers and miners, 5s. to 7s. per day. Furnacemen, 4s. 6d. to 8s. per day. Tradesmen, 4s. to 5s. per day. | 5,000 <i>l.</i> to 6,000 <i>l.</i> , when in full work, per week. Have fluctuated as between a minimum in 1885-86 to about 40 per cent. higher in 1890, and a fall since then of about 25 per cent. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task or through sub-contractor. | Tradesmen and labourers by day; miners and colliers by the ton of output of minerals; furnace- men by the ton. | Weekly; tradesmen, engineers, joiners, bricklayers, &c., per hour; mill labourers principally per day or week; steel melters, rollers, hammermen, fur- nacemen, &c. on tonnage rates. Very seldom by task. Payment through sub-contractor to a small extent. |
| (c.) Deductions by fines or other forms of stoppage. | No fines. Deductions 8d. per week for medical attendance and medicines, which is paid in full to doctor; 2d. per week for sick society, which is managed entirely by the workmen; the money handed over to their treasurer in full; 8d. per week off miners for sharpening and repair- ing tools; 1s. to 2s. for house rents from occu- pants of houses belonging to the company; all by agreement with men. | For introducing intoxicants or being intoxicated, and for bad language. |
| (d.) Truck-system or pay- ment in kind. | None. | None. |
| (e.) Allowances in form of— (1.) Bonus | None. | To a limited extent, as premiums for work done in excess of certain minimum tonnages. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance. | None. | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | None. |
| (f.) Length of notice for ending engagement. | 14 days for tradesmen, furnacemen, and miners; none for labourers. | Fortnight; except in certain cases, when men may be discharged without notice. |
| (2.) <i>Hours of Labour</i> :— (a.) Ordinary or standard hours of labour. | 54 to 57 hours per week, tradesmen and labourers. | Tradesmen, 54 per week. |
| (b.) Overtime and its re- muneration. | Time and quarter, 6 p.m. to 10 p.m.; time and half afterwards. Only occurs through breakdown or accidents. | Tradesmen, time and half. |
| (c.) Night shifts and their remuneration. | — | Working night and day shifts, same for both shifts. |
| (d.) Sunday work and its remuneration. | Sunday work confined to furnacemen, and only so far as necessary to blow the furnaces; usually done by odd or extra hands. Usual wages. Sunday work by tradesmen, double time. | Very rare. Tradesmen, double time; labourers, time and half. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Half-holiday on Saturday with colliers, miners, tradesmen, and labourers. | New Year holidays, 1 week; Glasgow Fair (about 10 days) and trade holidays; no pay. Saturdays, noon. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

GENERAL, METAL, AND HARDWARE TRADES.

| | 192. | 193. | 194. |
|--|--|--|---|
| EMPLOYER | Messrs. John Fell and Co., Brassfounders, &c. | John Marston, Esq., Iron and Tinplate Worker, and Cycle Manufacturer, &c. | The Gorseinon Tin Plate Company. |
| District | St. James's Square, Wolverhampton. | Paul Street Works, and Sunbeam Cycle Works, Wolverhampton. | Gorseinon. |
| Number of workpeople engaged in firm particularised as follows: | | | |
| (1) Male; | (1) Over 21 - - - 86 Over 18 and under 21 9 | 130 males. | 132 males. |
| (2) Females. | (2) Over 21 - - - 3 48 Total 74. | 47 females. | 70 females. |
| (a.) Apprentices or other earnings or young persons. | Under 18 - - 26. | 19. | 42 youngsters. |
| (b.) Unskilled labourers | None. | 2. | 6. |
| Connexion of firm with organisa- tions of employers dealing with labour questions. | None. | None. | The Tin Plate Masters' Associa- tion, Swansea. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads: | | | |
| (1.) Wages:— | | | |
| (a.) Their amount and fluctuations. | Cannot answer. | Tin and japan, regular; cycle, fluctuating. | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Hour, day, week; but chiefly by piece. | Weekly, by the hour, day, and week, and by the piece. | — |
| (c.) Deductions by fines or other forms of stoppage. | None. | None. | — |
| (d.) Truck system or pay- ment in kind. | None. | None. | — |
| (e.) Allowances in form of— | | | |
| (1.) Bonus | None. | None. | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | None. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | None. | — |
| (f.) Length of notice for ending engagement. | One week. | 14 days. | — |
| (2.) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | 56 hours per week. | 7 to 6. | — |
| (b.) Overtime and its re- muneration. | Same scale. | Day workers, time and quarter. Piece workers, no difference. | — |
| (c.) Night shifts and their remuneration. | None. | None. | — |
| (d.) Sunday work and its remuneration. | None. | None. | — |
| (e.) Weekly half-holiday or other holiday with or without payment. | According to Factory Act; no payment for time not made, except in the case of weekly wages. | Half-day on Saturday; day workers are paid for Saturday as a whole day if they have lost no time during week. | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.
GENERAL, METAL, AND HARDWARE TRADES.

| 195. | 196. | 197. |
|--|---|---|
| Messrs. George Patchett and Sons, Wire Manufacturers. | Messrs. J. R. Rowcliffe and Sons, Woven Wire Spring Mattress Manufacturers. | Messrs. Brierley and Sons, Metallic Bedstead Manufacturers. |
| Halifax. | Levenshulme, near Manchester. | Sheepcote Street, Birmingham. |
| <p>100 men and boys } 10 women } About 120. About 10. } 8. }</p> <p>Not at present, the Masters' Association having dissolved two years ago.</p> <p>30s. to 35s. per week; at present affected by McKinley tariff.</p> <p>Fortnightly; unskilled labour by the day; skilled labour by the piece.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">Fortnight.</p> <p style="text-align: center;">57 hours per week.</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> | <p style="text-align: center;">..</p> <p>22 males. } 28 females. } Total 50. 20 females, 14 to 17 years old. } 6 males do. do. } 7 labourers. }</p> <p style="text-align: center;">None.</p> <p>Men average 24s. a week; boys, 14 to 17, 11s. a week. Wages do not vary very much.</p> <p style="text-align: center;">All piecework.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">One week.</p> <p style="text-align: center;">59 hours a week.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> <p>Whit week. No pay, being all piecework.</p> | <p>92 males. } 80 females. } Total 189. 12 learners and young per- } sons. } 5. }</p> <p style="text-align: center;">Yes.</p> <p>Very little fluctuation. Male labour more or less requiring skill from 21s. to 40s. per week, plus 15 per cent. bonus. Females 10s. to 25s. per week.</p> <p>Weekly; by hour, day, week, and by piece. Payment through sub-contractor only in two instances.</p> <p style="text-align: center;">Sick club pay.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">15 per cent. since strike of 1889.</p> <p style="text-align: center;">Sick club pay.</p> <p style="text-align: center;">—</p> <p style="text-align: center;">A week.</p> <p style="text-align: center;">54 hours per week.</p> <p style="text-align: center;">Seldom make overtime; no extra pay.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> <p>Saturday afternoon; wages are not affected by it, as the 54 hours are made up.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

GENERAL METAL AND HARDWARE TRADES—*continued.*

198.

199.

| EMPLOYER - - - - - | Messrs. Robert Lloyd, Crosbie, & Co., Metallic Bedstead Manufacturers. | Messrs. J. J. Cordes & Co., Limited, Ironmasters and Nail Manufacturers. |
|---|---|--|
| District - - - - - | The Globe Foundry, Charlotte Street, Birmingham. | Newport, Monmouthshire. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1) Male; | 131 men and boys. | 268 males. |
| (2) Female. | 16 clerks, &c. | 28 females. |
| | 45 women and girls. | |
| (a.) Apprentices or other learners or young persons. | — | 64 boys under 18 years old. |
| | | 31 girls do. do. |
| (b.) Unskilled labourers - | 8 | About 12 included in (1). |
| | Total 200. | Total 386. |
| Connexion of firm with organisations of employers dealing with labour questions. | None, but hope to be members of the Metallic Bedstead Manufacturers' Association now being formed. | None. |
| Representations or information offered for the consideration of the Commission under the following heads :— | | |
| (1.) Wages :— | | |
| (a.) Their amount and fluctuations. | The amount of wages and fluctuations are mainly caused by the volume of trade doing, and not by fluctuations in the rate paid for labour. | Varies according to supply and demand. |
| (b.) Mode of payment, whether by the hour, day, or week ; by piece, task, or through sub-contractor. | Principally piecework, with a very limited number engaged at weekly wages. By the week. Ascertain fixed list prices. | According to the class of work. Chiefly piecework, and payment through sub-contractor in some instances. |
| (c.) Deductions by fines, or other forms of stoppage. | Fines are inflicted for certain irregularities, principally lateness in attendance. | — |
| (d.) Truck system or payment in kind. | None. | — |
| (e.) Allowances in form of— | | |
| (1.) Bonus - - - - - | 15 per cent. advance on the prices ruling Dec. 1st, 1889. | Useful for young persons. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | Sick pay is provided by a small stoppage from each week's pay. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | — |
| (f.) Length of notice for ending engagement. | One week. | Not less than seven days. |
| (2.) Hours of Labour :— | | |
| (a.) Ordinary or standard hours of labour. | Summer 54 hours, winter 55 hours. | From 8 to 12 hours per day, according to the class of work. |
| (b.) Overtime and its remuneration. | Usual rate. | Very little. Time and half for long hours. |
| (c.) Night shifts and their remuneration. | None. | Where men work alternate weeks night and day no extra pay is expected. |
| (d.) Sunday work and its remuneration. | None. | No Sunday work should be allowed. |
| (e.) Weekly half-holiday or other holiday with or without payment. | The bank and other usual holidays, some with, others without, payment. | One half-holiday per week ; Saturday preferred ; but without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| 200. | 201. | 202. |
|---|--|---|
| Messrs. H. and T. Vaughan, Lock and Key Manufacturers. | Messrs. B. Walters & Co., General Lock and Key Manufacturers. | Messrs. Archibald Kenrick & Sons, Limited, Hollowware Founders. |
| Standard Works, Willenhall, Staffs. | 154, North Street, Wolverhampton. | Houghton Street, West Bromwich. |
| 100 males. 80 females. 12 None. None. | 80 males. 18 females. 30 youths and 10 young persons. None. None. | 606 males. Women and girls, 274. 35 apprentices; young persons, 282. 20. None. |
| Average from 20s. to 40s. per week. | Male varying from 20s. to 40s. per week. | 1,200l. per week. Very little fluctuation, owing to the large number of markets we trade with. |
| Paid by the piece every Saturday | Weekly, by the week, 40 per cent.; piece, 60 per cent. | Nearly the whole of our wages are piece-work prices; a large proportion paid to sub-contractor. |
| None. | None. | None. |
| None. | None. | None. |
| None. | None. | — |
| None. | Club only; member pays 6d. per week, and receives 8s. in sickness, and death, 4l.; wife, 2l., and child, 1l. | Sick benefit society, self-supporting. For rules (<i>see</i> tabulation of rules). |
| None. | None. | None. |
| 14 days. | Day workers, 14 days; piece workers, when the work taken out is finished. | None. |
| 6 a.m. to 6 p.m. for men; 7 a.m. to 6 p.m. for females. | 55 hours. | 53 hours per week. |
| None. | Seldom overtime. | Only in case of mechanics, 5 p.m. to 10 p.m., time and quarter. |
| None. | None. | 10 p.m. to 6 a.m., time and half. |
| None. | None. | Very rare; time and half. |
| Usual local holidays only. | Half-holiday on Saturday, paid for in warehouse and office only. | Works close 12 noon on Saturday. |

Total 1,217.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| | 203. | 204. | 205. |
|--|---|--|---|
| EMPLOYER - - - - - | Messrs. Thos. Watson and Sons, Ltd., Stove Grate Manufacturers, and General Ironfounders. | Messrs. George Wright and Co., Stove Grate Manufacturers and Ironfounders. | Messrs. W. H. Micklethwait and Co., Stove Grate Manufacturers and General Ironfounders. |
| District - - - - - | Wheathill Foundry, Rotherham, Yorks. | Burton Weir Works, Rotherham. | Clough Road, Rotherham. |
| Number of workpeople engaged in firms particularised as follows : | | | |
| (1) Male; | 104. | (1) 56. | (1) 112. |
| (2) Female. | — | — | (2) 1. |
| (a.) Apprentices or other learners or young persons. | 30. | 15. | 47 boys. |
| (b.) Unskilled labourers - | 2. | None. | — |
| Connexion of firm with organisations of employers dealing with labour questions. | Rotherham and district Stove Grate Manufacturers' Association. | Yes. | With the Amalgamated Stove Grate Masters' Union. |
| Representations or information offered for the consideration of the Commission under the following heads : | | | |
| (1.) Wages : | | | |
| (a.) Their amount and fluctuations. | The only fluctuations in wages are caused by good or bad trade, local and general holidays. | Average per man (working full time) previous to strike was 34s. 8½d. | About 180l. per week. |
| (b.) Mode of payment whether by the hour, day, or week; by piece, task, or through sub-contractor. | We have several different classes of workmen, viz., moulders, fitters, grinders, &c., most of whom are paid by the piece; about 20 to 30 pattern-makers, enamellers, &c. are paid by the day. Grinders and glazers are paid through sub-contractor. | Weekly, by the hour, and piece. | Weekly, by the day, and piece. |
| (c.) Deductions by fines or other forms of stoppage. | For absence without leave, swearing, and other offences. Stoppages for local hospital and for works' sick and funeral club. | Only for misconduct. | All fines go towards supporting hospital. |
| (d.) Truck system or payment in kind. | — | None. | None. |
| (e.) Allowances in form of— | | | |
| (1.) Bonus - - - - - | — | None. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | None. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | None. | — |
| (f.) Length of notice for ending engagement. | 14 days. | 14 days. | 14 days. |
| (2.) Hours of Labour :— | | | |
| (a.) Ordinary or standard hours of labour. | 54. | 54 hours per week. Half hour given. | 54 hours per week. |
| (b.) Overtime and its remuneration. | No extra pay for overtime. | Very little; paid at usual rate. | Ordinary pay. |
| (c.) Night shifts and their remuneration. | No night shifts. | None. | None. |
| (d.) Sunday work and its remuneration. | No Sunday work. | None. | None. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Works close at 1 p.m. on Saturdays. | When they occur they are not paid for. | Saturday afternoon, without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| 206. | 207. | 208. |
|--|--|---|
| Messrs. W. Corbett and Co., Limited, Stove Grate, Fender, and Kitchen Range Makers. | Messrs. Bayliss, Jones, and Bayliss, Ironfounders, &c. | F. H. Parkyn Esq., Bicycle and Tricycle Manufacturer. |
| Mashro' Works, Rotherham. | Victoria Works, Wolverhampton. | Granville Street, Wolverhampton. |
| (1) 88. | 760 males. 160 females. | 60 males in season. 15 and 20 males out of season. |
| 12. | — | 20 to 30 young persons in season (<i>not</i> appren- tices). About 10, out of season. |
| None. | — | — |
| Stove Grate Manufacturers' Association. Instituted May 1890. | None. | None. |
| Wages to be paid, as now, in cash, weekly, and every workman earning <i>above</i> 30s. per week should contribute 1d. to income tax by having wages made up or wrapped in paper bearing 1d. stamp issued by post office, which would be deducted from his wages. | 18s. to 40s. per week. | Wages are high during the season, which run from January to June or July, wages in off season at the same rate though em- ployment is very scarce. |
| As far as possible by <i>piece</i> ; if by day, 54 hours should be the minimum. | By the hour, day, week; piece, and task. | Chiefly by the piece, though leading hands employ under hands, whom they pay by the hour. |
| Fines to be legalised for neglect of work; manufacturers have no remedy for loss and damage from neglect except clumsy pro- cedure of county or magistrates court. | Hospital and accident funds 1d. for each from each workman. | None. |
| To be strictly avoided. | None. | None. |
| If any, in cash. | — | None. |
| Manufacturers should not deal with this; plenty of opportunities to help men in this direction. | Employers' and Workmen's United Insur- ance. | — |
| All payments and emoluments to be made in cash. A man is not a free agent if he has a free house, &c. | None. | — |
| To be 14 days. | 7 and 14 days. | None given or required, piece workers have to complete job. |
| 54 hours. | 54 hours per week; 6 a.m. to 5 p.m. Satur- days, 6 a.m. to 1 p.m. | In the season 70 to 80 hours per week, out of season average about 39 hours. |
| To be at ordinary rate. | Paid at the rate of 8 hours per day instead of 9. | All time not by the piece is paid by the hour, whether overtime or regular hours. |
| None. | — | — |
| To be avoided and condemned. | None. | — |
| Half day on Saturday, without payment. | Saturday afternoon, without pay. | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING.

209.

210.

| EMPLOYER | Pen yr Orsedd Slate Quarry Company, Limited. | Muraf Colliery Company, Limited. |
|--|---|---|
| District | Nantlle, Llandwrog, Carnarvonshire. | Little Neston, Cheshire. |
| Number of workpeople engaged in firm particularised as follows : | | |
| (1) Male; | Total 385 males, including unskilled labourers and boys. This number is liable to variation. | 207 males. |
| (2) Female. | — | — |
| (a.) Apprentices or other learners or young persons. | — | — |
| (b.) Unskilled labourers | — | 71. |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | None. |
| Representations or information offered for the consideration of the Commission under the following heads : | | |
| (1.) Wages :— | | |
| (a.) Their amount and fluctuations. | Very little fluctuation. Quarrymen, 4s. to 5s. per day net. Labourers or rubbishmen, 3s. to 4s. per day net. Masons, 4s. 6d. per day net. Joiners, 4s. to 4s. 6d. per day net. | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Wages paid monthly, a weekly subsist pay arranged on account in my quarry. Reckoned by the day unless in case of contract. Piecework by the number of plates, yard, or tons. Occasionally a small contract for a lump sum forms part of the monthly letting. | Colliers by the piece; officers weekly; labourers by the day. |
| (c.) Deductions by fines or other forms of stoppage. | Deductions made for smithwork for sharpening tools; powder, fuze, and such material used in work. Also for doctor's money and accident fund—controlled by men. | Should be made by mutual agreement. |
| (d.) Truck system or payment in kind. | None. | At the option of the men. |
| (e.) Allowances in form of— | | |
| (1.) Bonus | None. | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | — |
| (f.) Length of notice for ending engagement. | All contracts are supposed to expire every month; but, as a matter of fact, notice is generally given to any day man of dismissal, and to any contractor of cessations of work. For misconduct instant dismissal is the rule if such case should arise. The workman is expected to work till the end of a month; but may leave then without notice. | 7 days on either side. |
| (2.) Hours of Labour :— | | |
| (a.) Ordinary or standard hours of labour. | Summer, 6.30 a.m. to 11.30 a.m., and 12.30 p.m. to 5.30 p.m. Saturdays, 6.30 to 11.30 a.m. Winter, dawn to 11.30, and from 12 to dusk. Saturday, dawn to 12 noon. | Colliers and underground men work from 6 a.m. to 3 p.m. (1 hour for meals). Surface men from 6 a.m. to 5 p.m. (1 hour for meals). On Saturdays all men work from 6 a.m. to 2 p.m. |
| (b.) Overtime and its remuneration. | Daymen, time and a quarter. | Standard wage only paid. |
| (c.) Night shifts and their remuneration. | Contractors working by night are paid the same as by day. | Do. do. |
| (d.) Sunday work and its remuneration. | Only in emergency; same rate as for overtime. | Surface men, 8 hours (1 hour for meals). |
| (e.) Weekly half holiday or other holiday with or without payment. | Work stops at noon on Saturday. Holidays are given on Llandlyfn fair, Caruarvon fair, Ascension Thursday, and bank holidays. | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING.

| 211. | 212. | 213. |
|--|---|--|
| Tin and Copper Mining Company. | Phoenix United Mining Company. | The Alston Moor Mining Company. |
| Tincroft Mine, Illogan, Cornwall. | Linkinhorne, Cornwall. | Neutsberry Green, Cumberland. |
| <p>Above ground, 242; under ground, 259. Above ground, 72. No apprentices or learners, 32 boys from 13 to 16. None. Total 605.</p> | <p>440 males. 10 females. 86 in all under 18 years. No apprentices. 145. None. Total 450.</p> | <p>10 males. 5 boys, 14 to 18 years of age. 1. None.</p> |
| <p>Underground average wages 1<i>l.</i> per week.</p> | <p>The tutwork men and tributors get on an average 4<i>l.</i> per lunar month.</p> | <p>Do not fluctuate much in this district. The wages of the workmen are 3<i>s.</i> per shift of 8 hours; the lads from 1<i>s.</i> to 1<i>s.</i> 9<i>d.</i> per day of 9 hours.</p> |
| <p>Fortnightly. Surfacemen weekly. By contract for underground men.</p> | <p>Fortnightly. Surface labourers by day. Enginemen, carpenters, &c. by the month. Tutwork men by piece. Tributors receive tribute ranging from 5<i>s.</i> to 13<i>s.</i> in the <i>£</i> on value of minerals they raise.</p> | <p>Monthly men bargain to work at so much per bing or fathom; payment by the mining agent.</p> |
| <p>None.</p> | <p>Deductions by fines, or what is locally called "spales."</p> | <p>None.</p> |
| <p>None.</p> | <p>None.</p> | <p>None.</p> |
| <p>Half pay for accidents.</p> | <p>Underground men contribute 6<i>d.</i> per month, and in case of accident receive 1<i>s.</i> for each working day. Nearly all the men employed are members of local benefitsocieties; these, being well organised and managed by themselves, are of very great advantage in case of sickness and accident or death.</p> | <p>None.</p> |
| <p>None.</p> | <p>None, excepting the agents, who get house, coal, and candles.</p> | <p>The mining shops for workmen.</p> |
| <p>Underground 1 month. Surface 1 week.</p> | <p>Monthly for agents, weekly for carpenters, smiths, and surface labourers.</p> | <p>One month.</p> |
| <p>Surface 7.0 a.m. to 5.30 p.m. Underground, 8 hours' shift.</p> | <p>Eight hours underground, including time occupied in descending and ascending. Surface labourers 7 a.m. to 5 p.m.; 1½ hours for meals.</p> | <p>8 and 9 hours per day.</p> |
| <p>Same as day.</p> | <p>Ordinary pay.</p> | <p>None.</p> |
| <p>Leave work on Saturdays at 2 p.m.</p> | <p>Underground men go at the following hours, 6 a.m., 2 p.m., and 10 p.m., and interchange accordingly. The only Sunday work is confined to enginemen, who are employed by the month. All leave work at 2 p.m. Saturday. Surface labourers are paid for full day.</p> | <p>Same as day. No Sunday work. No pay for holidays.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 214. | 215. | 216. |
|---|---|--|--|
| EMPLOYER | Iron Ore Mining Company. | The Cleator Iron Ore Company. | The Threlkeld Mining Co. (Lead). |
| District | Woodend, Bigrigg, Cumberland. | Cleator, West Cumberland. | Threlkeld, Cumberland. |
| Number of workpeople engaged in firm particularised as follows: | | | |
| (1) Male; | 46 | 170 males. | 80. |
| (2) Female | — | — | — |
| (a.) Apprentices or other learners or young persons. | — | — | 20. |
| (b.) Unskilled labourers | 18 | — | 20. |
| Connexion of firm with organisations of employers dealing with labour questions. | — | None. | None. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | |
| (1.) Wages:— | | | |
| (a.) Their amount and fluctuations. | — | — | 3s. to 4s. per day. |
| (b.) Mode of payment, whether by the hour, day, or week, by piece, task, or through sub-contractor. | Surface hands per day; miners per company—tonnage price. | Miners are paid by ton, workmen by day; paid weekly. Workings are contracted for by miners in companies, and the wages depend upon the nature of the working and ability of the workmen. | Monthly. All surface work done by the hour and day; underground work by piece. |
| (c.) Deductions by fines or other forms of stoppage. | — | Payments for doctor and sick club, and candles and dynamite, all with consent of workmen. | None. |
| (d.) Track system or payment in kind. | — | — | None. |
| (e.) Allowances in form of— | | | |
| (1.) Bonus | — | — | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | — | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | — | None. |
| (f.) Length of notice for ending engagement. | 14 days. | — | Surface work, 1 week; underground, completion of contract. |
| (2.) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | Miners and underground labourers 8 hours; surface men 10 hours. | Miners, 8 hours; enginemen, 8 hours, sometimes 12 hours. Joiners and others, 53½ per week. | 10 hours surface, 8 hours underground. |
| (b.) Overtime and its remuneration. | Ordinary rate. | — | Ordinary pay. |
| (c.) Night shifts and their remuneration. | Ordinary rate surface hands; miners work 5 for 6. | — | Do. |
| (d.) Sunday work and its remuneration. | Ordinary rate. | — | None. |
| (e.) Weekly half holiday or other holiday with or without payment. | None; Saturdays, finish 2 p.m. | — | Saturday afternoons, without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 217. | 218. | 219. |
|---|--|--|
| The Lonsdale Mining Company, Ltd. | Messrs. Kendall and Main, Iron Ore Mines. | Henry Woolcock, Esq., Iron Ore Mines. |
| Whitehaven. | Whitehaven. | Frizington, Egremont, and Silcroft, Cumberland. |
| Usually 49 males. | •• (1.) About 600. | 375. |
| 3 under the age of 21 years. | — | — |
| 20. | — | Surface 180. |
| None. | None. | None. |
| Reasonable. Fluctuate according to the state of iron ore trade. From about 4s. 3d. to 6s. 6d. per shift. | Vary with the different kinds of employment, and with the age of the employed. | Miners from 4s. to 7s. 6d. per day; labourers 3s. to 4s. 9d. generally. Selling price of the ore regulates wages. |
| Per ton of ore raised, or per fathom of ground driven. Fortnightly. Miners paid price per ton of ore gotten. Labourers and all others paid price per shift. | Surface men all paid by day, and some underground men. Underground men mostly paid by the ton or by the fathom. | Miners and all work where possible by contract pay fortnightly; enginemen, banksmen, and surface labourers by day or week; contract generally for a fortnight. No payment through sub-contractor. Contracts let to a number of men; all equal. |
| None. | Stoppages mostly for materials used, such as dynamite, candles, fuzes, &c. Fines very rare, and mostly for misconduct. | For explosives and materials supplied for use on the works. |
| None. | None. | None. |
| None. | None. | None. |
| Men have sick and burial club entirely controlled by members. | The men mostly have their own sick clubs. | No insurance, but payment allowed in case of sickness or accident of 1s. 8d. per day, and doctor paid out of miners' club. |
| None. | None. | Exceptional; only such as managers on the works. |
| Fortnightly. | Varies from a week to a fortnight. | 14 days usually. Managers, 1, 3, or 6 months. |
| Miners and miners' labourers, 8 hours; mechanics, 10 hours, with 1½ hours for meals. | Miners 8 hours per day, the men on the 2nd and 3rd shifts only working 5 days a week, but paid for 6. Surface men from 7 a.m. to 5 p.m., except enginemen, who sometimes work only 8, but more often 12 hours. | Underground, 8 from bank to bank, less meal times=6½ hrs.; surface 10, less meal times=8½ hours. |
| — | Dispensed with as much as possible; same rate as day work. | Single time, or as arranged. |
| Same as day shifts. | Do. do. | 5 nights count for 6 days. |
| Do. | Time and quarter allowed to day men. | Time and half. |
| Saturday afternoon, from 1 to 2 o'clock in alternate weeks. | Half holiday on Saturday, with pay. | No free holidays paid for except Christmas Day and Good Friday. Saturdays, work ceases at 1 p.m. and 3 p.m. alternate weeks. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

220.

221.

| EMPLOYER | Messrs. Jas. Sparrow and Son. | The Butterley Iron Company. |
|--|--|---|
| District | Efrwd Colliery, near Wrexham, Wales. | Ironworks, Alfreton, Derby. |
| Number of workpeople engaged in firm particularised as follows: | All males. | A. Bridge and roof buildings, boilermakers, &c., 50 males. B. Ironfounders, 53 males. C. Locomotive and stationary engine builders, &c., 60 males. D. Pig-iron producers, 2 males. E. Woodyard, 1 male. |
| (1) Males | — | — |
| (2) Females. | — | — |
| (a.) Apprentices or other learners or young persons. | Four learners not apprenticed. | A. 19. B. 12. C. 12. |
| (b.) Unskilled labourers | 91. | A. 58. B. 51. C. 24. D. 42. E. 17. |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | None. |
| Representations or information offered for the consideration of the Commission under the following heads:— | — | — |
| (1.) Wages:— | — | 16s. to 2l. per week. |
| (a.) Their amount and fluctuations. | — | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Fortnightly unskilled labourers, and artisans by day; bricklayers, by piece; miners, by task. | Labourers paid weekly, by the hour; skilled men by the piece as far as possible; payment through sub-contractor in a few cases. |
| (c.) Deductions by fines or other forms of stoppage. | The coalgetters get their powder and fuse from our store-room, and the amount is deducted fortnightly, but they are at liberty to get all they require elsewhere if they think fit. | Fines inflicted in serious cases. |
| (d.) Truck system or payment in kind. | None. | None. |
| (e.) Allowances in form of— | — | — |
| 1.) Bonus | — | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | Engine-winders, banksmen, hookers-on and rope followers, and loco drivers and brakemen, who are paid at per day, receive a premium on all coal raised above a definite quantity per week. There is a fund in connexion with the works to which the men pay so much in the £, varying ½d. to 2d., according to the state of the funds. We pay 25 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 8s. per week. The men and the employers subscribe to the North Wales Permanent Accident Fund, which pays to any person 6s. per week ten weeks, and then 7s. per week until recovery; and in cases of fatal accident, compensates widow and children. Pumping pitmen have clothes to work in. | Men pay 3d. per week to a sick and accident fund, and in some special cases pensions are given, each case being dealt with on its own merits. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | — |
| (f.) Length of notice for ending engagement. | 14 days any Saturday. | 4 weeks. |
| (2.) Hours of Labour:— | — | — |
| (a.) Ordinary or standard hours of labour. | 54 hours per week. | 54 hours per week. |
| (b.) Overtime and its remuneration. | Very rare; time and half. | Overtime work if it cannot be avoided, time and one-eighth for the first 3 hours, and time and quarter after. |
| (c.) Night shifts and their remuneration. | When worked same as day time. | At the blast furnaces only, at the same price as day shift. |
| (d.) Sunday work and its remuneration. | Very rare, when worked double time. | Very seldom required; time and quarter. |
| (e.) Weekly half holiday or other holiday with or without payment. | Two half days per week (Monday and Saturday). | Half holiday every Saturday } Without payment. Whitsuntide, 3 days } October, 3 or 4 days } Christmas, 3 or 4 days } |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 221. | | 222. |
|---|---|--|
| The Butterley Iron Company. | | The Blackwell Colliery. |
| Iron and Steel Manufacturers, Codnor Park, Alfreton, Derby. | Coal and Ironstone Mines, and Iron and Steel Manufacturers, Derbyshire and Nottinghamshire Collieries only. | Blackwell, Derby. |
| <p>279 males.</p> <p>1 female.</p> <p>102 learners and young persons under 18 years of age.</p> <p>545.</p> <p>Subscribe to the South Staffordshire Iron and Steel Wages Board, which regulates and fixes wages.</p> <p>18s. to 5l. per week; wages fluctuate according to the net selling price of iron.</p> <p>Weekly (keeping a week in hand), by the hour, day, and week, mostly by weight; a large proportion paid through sub-contractors.</p> <p>Small fines occasionally for neglect of work or gross cases of irregularity.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> <p>Men pay 3d. per week to a sick and accident fund, and in special cases we give small pensions, but each case is dealt with upon its own merits.</p> <p>Houses are not free, but we provide them for all our workpeople at low rents.</p> <p>28 days' notice terminates our engagements.</p> <p>Men who work by contract, that is by weight, work about 11 hours, including the time occupied with their meals, while the men who work by the week, day, or hour, commence at 6 and leave at 5.</p> <p>Very little overtime; time and one-eighth up to 8 p.m.</p> <p style="text-align: center;">At the same price as day shift.</p> <p>Only when necessary, at the same price as week days.</p> <p>The greater part of men only commence work each week on Monday night, and as there is a double shift it follows that they only work 5 shifts per week.</p> | <p>3,465 males, including boys.</p> <p>299 boys under 18 employed in and about the mines, including 20 apprentices in the workshops.</p> <p style="text-align: center;">About 150.</p> <p style="text-align: center;">Not strictly so.</p> <p>Stallmen, 6s. to 7s. per day; daymen, 4s. to 6s. per day; varies according to circumstances.</p> <p>Firemen, engine-men, oddmen, and gang lads by the day; permanent staff by the week; coal and ironstone getters by the piece; coal-getting, ganging, and banking by sub-contracting.</p> <p>Deductions for club, rent, wood and iron work, coal leading; also fines in cases of breach of rules, &c. If more than a certain amount of slack is sent out in tram, the whole tram is confiscated.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">Sick and accident club.</p> <p style="text-align: center;">House coals allowed.</p> <p style="text-align: center;">14 days.</p> <p>Partian, from 7 to 11, and from 11.30 to 3.30; Langley, &c., 6.30 to 10.30, and from 11 to 3. 8 hours coal turning for 5 days, 5 hours on Saturday, equal 45 per week when in full work.</p> <p style="text-align: center;">Same as day work.</p> <p style="text-align: center;">Same as day work.</p> <p style="text-align: center;">Same as week day (seldom required).</p> <p>Half holiday on Saturday; daymen, paid full day, having worked half hour extra on each of the other 5 days, equals 9 hours per day—6 to 4.30; one hour allowed for meals.</p> | <p>2,540</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">Included in above.</p> <p style="text-align: center;">None.</p> <p>Skilled miners, 7s. 3d. to 16s. per day. Unskilled miners, 5s. 6d. to 6s. 6d. per day. Fluctuates with the labour market.</p> <p style="text-align: center;">By the day, week, and piece.</p> <p>Deductions made for impurities other than the mineral contracted to be gotten.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">14 days.</p> <p>Miners, 51 hours per week. Mechanics, 54 hours per week.</p> <p style="text-align: center;">Miners, 51 hours.</p> <p style="text-align: center;">None</p> <p>Saturday half holidays without pay</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 223. | 224. | 225. |
|---|--|--|--|
| EMPLOYER | The Clay Cross Company, Coalminers, Cokemakers, and Ironfounders. | Pilsley Colliery Company. | W. C. Haslam, Raq. |
| District | Clay Cross, Wingerworth, Danesmoor, and Morton, Derbyshire. | Clay Cross, Chesterfield. | Pentrich Colliery, Ripley, Derby. |
| Number of workpeople engaged in firm particularised as follows: | | | |
| (1.) Male; | 240 males. | 720 males. | 300 males. |
| (2.) Female. | — | — | — |
| (a.) Apprentices or other learners or young persons. | 60. | 105 young persons. | 2 learners. |
| (b.) Unskilled labourers | 2,340. | 70 per cent. | 10. |
| | Total 2,640. | | Total 312. |
| Connexion of firm with organisa- tions of employers dealing with labour questions. | None. | The Derbyshire Coalowners' As- sociation. | None. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads:— | | | |
| (1.) Wages:— | | | |
| (a.) Their amount and fluctuations. | Regulated by condition of trade. | — | 1 <i>l.</i> 2 <i>s.</i> 6½ <i>d.</i> per man and boy. |
| (b.) Mode of payment, whether by the day, hour, or week; by piece, task, or through sub-contractor. | By the hour, day, week, piece, task, and partly through sub- contractor. | — | By the day and by contract tonnage rate. |
| (c.) Deductions by fines or other forms of stoppage. | Those allowed by Act of Parlia- ment arranged by agreement of service and contract rules. | — | 1½ <i>d.</i> per week per boy under 2 <i>s.</i> per day, and 3 <i>d.</i> per week per man over 2 <i>s.</i> per day, towards sick and accident fund. |
| (d.) Truck system or pay- ment in kind. | None. | — | None. |
| (e.) Allowance in form of— | | | |
| (1.) Bonus | None. | — | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance. | Sick and accident fund created by employed and employers. | — | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | Low rents and gift of coal to oc- cupiers of company's houses, at discretion of manager. | — | Coal allowed to householders and widows with 2 sons. |
| (f.) Length of notice for ending engagement. | Fortnight. | — | 14 days. |
| (2.) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | Collieries - 48 hours a week. Labourers - 54 do. Foundry and mechanics - 54 do. Ironworks and furnacemen - 72 do. | 8 hours 15 minutes per day. | Miners, 46½ hours; mechanics, 54 hours. |
| (b.) Overtime and its re- muneration. | Mechanics, 50 per cent. increase. Foundry, 25 do. do. Collieries, only when absolutely necessary, nil. | At the same rate. | At ordinary rates. |
| (c.) Night shifts and their remuneration. | — | Do. do. | Do. do. |
| (d.) Sunday work and its remuneration. | As above. | None. | Do. do. |
| (e.) Weekly half holiday or other holiday with or without payment. | All works, except furnaces, stop midday on Saturday. | None. | Miners half holiday, Saturdays, without pay. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 226. | 227. | 228. | 229. |
|--|--|---|--|
| Alma Colliery Company. | North Brancepeth Coal Company, Limited. | Messrs. G. Insole & Sons. | Main Colliery Company, Limited. |
| North Wingfield, Derby. | Littleburn Colliery, Durham. | Cymmer, Rhondda Valley. | Neath, Glamorganshire. |
| <p>280 } — } Total 341. 21 } 40 }</p> <p>None.</p> <p>As per trade.</p> <p>Weekly. By contract as much as possible. Piece and task.</p> <p>—</p> <p>—</p> <p>Grants made for any difficult work, viz., bad coal, water, bad roof, or any other inconvenience to workman.</p> <p>—</p> <p>—</p> <p>14 days.</p> <p>48 hours per week.</p> <p>Pay all overtime in proportion as per day's wage.</p> <p>Same as day men.</p> <p>Do. do.</p> <p>None, except general holidays.</p> | <p>Total, 925 males. **</p> <p>—</p> <p>—</p> <p>—</p> <p>Durham Coalowners' Association.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>Free houses.</p> <p>Fortnight.</p> <p>—</p> <p>—</p> <p>—</p> | <p>1,200</p> <p>—</p> <p>None.</p> <p>Included in the above.</p> <p>None, but all questions as to wages, &c. are regulated by the Monmouthshire and South Wales sliding scale.</p> <p>Governed by the Monmouthshire and South Wales sliding scale.</p> <p>By the day, week, month, yard, and ton.</p> <p>Only such deductions as are desired by the men.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>Coal and houses at a cheap rate.</p> <p>1 month.</p> <p>54 hours per week. Average, 42 hours per week.</p> <p>Time and half.</p> <p>6 shifts for 5.</p> <p>Time and half.</p> <p>Monthly holiday without payment, as well as Christmas, Easter, and Whitsun.</p> | <p>877 colliers, hauliers, hitchers, labourers, enginemen, &c., &c. (surface and underground).</p> <p>6 at brickyard only.</p> <p>80 young persons under 16 (surface and underground).</p> <p>No skilled labourers, except a few enginemen, say 25, and blacksmiths, say 20 (included in above 877).</p> <p>With the South Wales and Monmouthshire Association.</p> <p>As per market price of Longie coal, and through coal f.o.b. at Cardiff, Newport, and Swansea.</p> <p>Fortnightly; daymen by the day; colliers by the ton.</p> <p>None; only doctor and school for men's convenience. School pence will be dispensed after August 1891.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>A calendar month.</p> <p>Underground men 9 hours, and on surface in connexion with the ton of coal direct. Other surface work 11½ hours (½ hour for breakfast and 1 hour for dinner).</p> <p>As above.</p> <p>Do.</p> <p>Time and a half.</p> <p>First Monday in the month without payment.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 230. | 231. |
|---|--|--|
| EMPLOYER - - - | Messrs. Thomas and Company, Quarrymasters. | Messrs. E. R. Payne and Sons, Quarryowners. |
| District - - - | Forest of Dean, Gloucester. | Coleford, Gloucester. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1.) Male; | 40 males. | All males. } Total about 80. |
| (2.) Female. | — | — |
| (a.) Apprentices or other learners or young persons. | — | 9. } Total about 80. |
| (b.) Unskilled labourers - | 12. | 8. } |
| Connexion of firm with organisations of employers dealing with labour questions. | Quarrymasters' Association, Wynds Hill, Coleford, Gloucester. | Masters' Association. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amount and fluctuations. | — | Quarrymen, 4s. 4d. to 5s. day; labourers, 19s. per week, or 8s. 2d. per day. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Unskilled labourers by the week; quarrying by the piece and through sub-contractor. | Fortnightly. Labourers daywork. Piece to quarrymen. |
| (c.) Deductions by fines or other forms of stoppage. | None. | None. |
| (d.) Truck system or payment in kind. | None. | None. |
| (e.) Allowances in form of— | | |
| (1.) Bonus - - - | A percentage on earnings, to be arranged from time to time as the market fluctuates. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | The ordinary clubs do this. | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | None. |
| (f.) Length of notice for ending engagement. | 1 week. | Supposed to be weekly. |
| (1.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | 7 a.m. to 5 p.m.; 1½ hours allowed for meals. | 8 hours per day; 7½ hours supposed to be average for last 6 years. |
| (b.) Overtime and its remuneration. | At the same rate. | Same as day. |
| (c.) Night shifts and their remuneration. | — | None. |
| (d.) Sunday work and its remuneration. | None. | None. |
| (e.) Weekly half holiday or other holiday with or without payment. | — | Two days in the year without payment, and men sometimes take two or three days on their own account. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 232. | 233. | 234. |
|---|-----------------------------------|---|
| W. Henry Fryer, Esq., Iron Ore Mining. | Rishton Colliery. | Darcy Lever Coal Company. |
| Old Sling Pit and New Boxbush Mines, Coleford, Gloucester | Rishton, near Blackburn. | Darcy Lever, Bolton, Lancashire. |
| <p>30 skilled men } 6 boys } 3 men } Employed at the Old Sling Pit and New Boxbush Mines, the Lydbrook Mines being temporarily suspended.</p> | <p>139.</p> <p>62.</p> <p>22.</p> | <p>400 males.</p> <p>30 to 40.</p> |
| <p>None; do not believe in organisations of employers in opposition to labour.</p> | <p>—</p> | <p>None.</p> |
| <p>The following answers apply also to the Lydbrook Iron Mines Co., of which Mr. Fryer is the Manager:— Skilled miners, 3s. to 4s. per day; unskilled labourers, 2s. 6d. to 3s. per day.</p> | <p>—</p> | <p>—</p> |
| <p>Fortnightly. Unskilled labourers usually paid by day for loading, surface work, &c. Skilled miners usually paid by the piece, i.e., per ton of ore raised, or per yard of heading driven by them. Special contracts for particular work are occasionally made, but these are exceptions. Payments through sub-contractor sometimes, but usually all the skilled miners employed in one place share the proceeds equally.</p> | <p>—</p> | <p>Weekly. About 6 through sub-contractor.</p> |
| <p>No fines. Deductions are made only for blasting materials supplied to the men employed on contract work; and, for medical attendance, from 6d. to 1s. is deducted monthly and handed to the doctor.</p> | <p>—</p> | <p>—</p> |
| <p>None.</p> | <p>—</p> | <p>—</p> |
| <p>None.</p> | <p>—</p> | <p>—</p> |
| <p>None.</p> | <p>—</p> | <p>—</p> |
| <p>None.</p> | <p>—</p> | <p>—</p> |
| <p>Men employed by the ton or yard can terminate their contract without previous notice, but when possible to do so, the firm gives them a week's notice. Men employed by the day give and receive a week's notice.</p> | <p>—</p> | <p>Daily and hourly.</p> |
| <p>Nominally 8 (i.e., including going to work-place in employers' time and coming out in workmen's own time), but as half-an-hour is spent at meal time, actual hours are about 7½.</p> | <p>—</p> | <p>54 hours, but company's men do not average more than 48.</p> |
| <p>Same as in other cases, but only worked in cases of emergency.</p> | <p>—</p> | <p>Very seldom. Time and quarter when worked.</p> |
| <p>Seldom worked; remuneration same as day shifts.</p> | <p>—</p> | <p>—</p> |
| <p>None.</p> | <p>—</p> | <p>Very seldom. When worked time and quarter.</p> |
| <p>No regular holidays or half holidays; every person can have a holiday when he wishes, but payment is only made in respect of days worked.</p> | <p>—</p> | <p>No work, no pay.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

235.

236.

| EMPLOYER | Blainscough Hall Colliery Company. | Parkside Mining Company. |
|--|---|--|
| District | Coppull, Lancashire. | Frizington and Winder, Cumberland; and Lindal-in-Furness, Lancashire. |
| Number of workpeople engaged in firm particularised as follows: (1) Male; (2) Female. | 340 29 | 218 males. None. |
| (a.) Apprentices or other learners or young persons. | None. | 69 young persons. |
| (b.) Unskilled labourers | About 200 (included in above). | 20 |
| Connexion of firm with organisations of employers dealing with labour questions. | Lancashire and Cheshire Conlowners' Association. | None. |
| Representations or information offered for the consideration of the Commission under the following heads: (1.) <i>Wages</i> :— (a.) Their amount and fluctuations. | Enginemens, blacksmiths, and joiners, &c., } 4s. 8d. per day } Surface labourers, 3s. 3d. per day } Women and girls, 1s. 9d. per day } Underground day hands, 5s. per day } Underground lads (under 16), 2s. per day } Colliers, 11s. per day } | Miners at present, 4s. 6d. per day; underground labourers, 3s. 9d. per day; surface skilled men, 4s. 9d. per day; surface unskilled men, 3s. 4d. per day; surface young persons, 2s. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Colliers, by ton; putters or drawers, through collier, by the day; and other workers, by the day. | By day. Miners by piece. The miners are contractors, and pay their assistants. |
| (c.) Deductions by fines or other forms of stoppage. | A deduction for dirt sent up amongst coal. | Fines very rare. Stoppages are made for explosives, lights, house rent, and tools. |
| (d.) Truck system or payment in kind. | None. | None. |
| (e.) Allowances in form of— (1.) Bonus | None. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | 25 per cent. of amount paid by men is paid by owners to Lancashire and Cheshire Miners' Permanent Relief Society. | Men have their own sick club; contributions are retained from workmen's wages, and handed over without deduction to their treasurer. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | None. |
| (f.) Length of notice for ending engagement. | 14 days. | Weekly. |
| (2.) <i>Hours of Labour</i> :— (a.) Ordinary or standard hours of labour. | Underground colliers and drawers, average, 10 hours; underground datallers, average, 9 hours; surface men, average, 11 hours (including 1½ hours for meals). | Underground, 8 hours; surface, 9 hours daily. |
| (b.) Overtime and its remuneration. | Ordinary pay. | Ordinary rate. |
| (c.) Night shifts and their remuneration. | Do. do. | Ordinary rate. |
| (d.) Sunday work and its remuneration. | Do. do. | Ordinary rate. |
| (e.) Weekly half holiday or other holiday with or without payment. | On Saturdays; 3 hours less for surface men, 2 hours less for colliers and drawers, 1 hour less for underground day hands with the same pay as other days. | Half holiday on Saturdays. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 237. | 238. | 239. |
|---|--|--|
| South Leicestershire Colliery Co. | Delaval Benwell Colliery Company. | Hucknall Colliery Company. |
| Coalville, near Leicester. | Newcastle-on-Tyne. | Hucknall, Nottingham. |
| 685 males. — — — None. | 26 males. 4 females. 21 young persons. 20. None. | 1,250 males. None. Loaders Off-hand men and boys in pit Firemen, labourers Coal sorters No. 1 Colliery, 320 No. 2 Colliery, 330 <hr/> 650 |
| 6s. 6d. to 7s. per day. | — | — Owners associated purposely to deal with the recent demands for advance in wages. |
| Part by the day and part by the ton. | Fortnightly, by the day and piece. | Per day; weekly to those who may generally be called unskilled miners and banksmen. The coal face is divided into "stalls." Each stall is worked by about 3 stallmen or sub-contractors, and about 6 other holers or loaders. The stallmen are paid per ton for all the coal got in the stall, and they pay the loaders per day, and the holers by the piece, sharing the balance among themselves. |
| — — — — — | None. 2 or 3 in coals partially. None. None. 2 or 3 free houses. | Fines are inflicted for loss of time, neglect in loading, loss of tools, &c. None. None. Colliery Accident Society and Death Society, managed by a representative committee of workmen, assisted by the colliery office staff. Houses charged for at the rate of 3s. 6d. and 4s. per week. No free houses. 16 cwt. of coal free to householders per 4 weeks of full time, the men paying only for cartage of same. |
| A fortnight. | 2 weeks. | 14 days. |
| 9 hours per day, except Saturday, which is 6 hours. | 9 hours per day; 58 hours per week. | Colliers, 8½ hours' work, 7 a.m. to 4 p.m., half hour for meals; nightmen, 5 p.m. to 3 a.m., 9 hours' work, 1 hour for meals. |
| Ordinary rates. | Time and quarter. | Ordinary rates. |
| Ordinary rates. | Time and quarter. | Ordinary rates. |
| Ordinary rates. | — | Ordinary rates. |
| — | Saturday afternoon. | Saturday afternoons. Very few men work on Saturday morning. No coal drawn on Saturdays. Two days in July, Good Friday to Easter Tuesday inclusive, Whit Monday and Tuesday, Christmas Day, and Dec. 26th without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

| | 240. | 241. |
|---|---|--|
| EMPLOYER - - - - - | The Ilkeston Colliery Company, Limited. | The Snailbeach Lead Mining Company. |
| District - - - - - | Ilkeston. | Minsterley, Shrewsbury. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1) Male; | 607 males. | 134 underground and surface. |
| (2) Female. | — | 1 office woman. |
| (a.) Apprentices or other learners or young persons. | None. | 16, dressing ores. } Total 156. |
| (b.) Unskilled labourers - | Included in A. | 5, sundry work. } |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | None. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amount and fluctuations. | From 3s. to 6s. 6d. per day. There is now 40 per cent. advance in above. | 15s. to 22s. per week. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Day. Piece and task. Payments through sub-contractors. | Cash every four weeks. Some by the day and some by the week. Bargains by fathom and tonnage. |
| (c.) Deductions by fines or other forms of stoppage. | Fines for breaches of the Mines Act and contract rules. Stoppages for club and coal supplied. | Doctor's fee; sick club contributions; Accident Permanent Relief Society. |
| (d.) Truck system or payment in kind. | None. | None. |
| (e.) Allowances in form of— | | |
| (1.) Bonus - - - - - | Occasionally for special service. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | Accident club at the colliery. | Special cases of pension; subscription 25 per cent. to accident fund. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | None. |
| (f.) Length of notice for ending engagement. | | 14 days. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | Mechanics, 54 hours; banksmen and coal sorters, 47; labourers on surface, 54; underground men, 49 hours per week. | 8 underground, 10 surface. |
| (b.) Overtime and its remuneration. | Same as ordinary time. | Ratio of day wages. |
| (c.) Night shifts and their remuneration. | Same as day time. | 8 hours, equal ratio per day. |
| (d.) Sunday work and its remuneration. | Same as week day. | Not adopted. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Saturday, half day without pay. | Pay Saturdays and other festive days. Bargain and weekly men with pay, day men without. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 242. | 243. | 244. |
|--|---|---|
| Clandown Colliery. | Camerton Collieries. | Trustees of the late Countess Waldegrave (Radstock Collieries). |
| Radstock, near Bath. | Camerton, Bath. | Radstock, Somersetshire. |
| 185 males. None. | Total 292 males. — | Total 776 males. — |
| 20 | — | (Included in above total). |
| 89 | — | Cannot answer, unless term "unskilled labourer" is better defined. |
| None. | None. | There formerly existed an association which dealt with labour questions. Dissolved about two years ago. No organisation exists, beyond friendly consultation. |
| Should be governed by the selling price of coals. | Fluctuate with price of coal, also by sliding scale which formerly existed. | The standard is that of 1871; rose 60 per cent. in 1873, but gradually returned to old standard. Has since advanced to 32½ per cent. above that of 1871. |
| By piece where possible, occasionally through sub-contractor. | Underground men paid by the piece. | Weekly, by day; piccwork, mostly by the ton or per yard. |
| This should be jealously guarded. | None. | Fines inflicted in a mild form, the total being divided between local hospitals. |
| All payments should be made in cash. | None. | None. |
| Under certain circumstances for encouragement. | None. | None. |
| None. | None. | None. |
| Coal allowed to householders. | Coal free; house and garden at a low rental. | Coal free. |
| One week. | One week. | 1 week. |
| Adults, bank to bank, 48 hours; boys under 16, 53 hours; surface men, 63; including meals. | Underground 8 hours; 9 to 12 hours above ground. | 8 hours per day, bank to bank. |
| About time and quarter. | Ordinary rates. | None. |
| Same as day shifts. No night work on surface. | Do. do. | None, only a few men for repairs. |
| Same as overtime. | According to circumstances. | Very exceptional; when done ordinary rates of pay. |
| No weekly half holiday. | None. | Saturday is a short day. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 245. | 246. |
|---|--|---|
| EMPLOYER | The Sneyd Colliery and Brickworks Company, Limited. | Stafford Coal and Iron Company, Limited. |
| District | Burslem, Staffordshire. | Stoke-on-Trent, Staffordshire. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1) Male: | 530, all males. | 918 males. |
| (2) Female: | — | — |
| (a.) Apprentices or other learners or young persons. | — | 87. |
| (b.) Unskilled labourers | Including labourers at pits and wharfs. | All the above except 16 are unskilled. |
| Connexion of firm with organisations of employers dealing with labour questions. | The colliery part is connected with the North Staffordshire Coal and Iron Masters' Association. | None. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amount and fluctuations. | Colliers' average about 8s. per day, and their assistants about 6s. These wages employers consider high, and more than to the advantage of the country at large, as it so much increases the cost of production, that it almost prohibits foreign trade; but I do not consider them too high compared with bricklayers, &c. These amounts of wages have been paid for about 2 years; they are above the average, taking a number of years, and have been raised to this amount by the Colliers' Union. | From 8s., to 1s. 9d. for boys, per day. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Weekly in cash. Only such work is paid by the hour, day, or week as cannot be fixed by contract owing to its variations. Charge-men, roadmen, firemen, enginemen, hostlers, &c. underground, and enginemen, banksmen, labourers, stokers, &c. on surface by the hour, day, or week. The colliers are all paid by the ton, and they pay their assistants per day; others are paid per yard where their work does not depend upon the weight of minerals gotten. | Some by day, some by piece. |
| (c.) Deductions by fines or other forms of stoppage. | No deductions except for damages to safety lamps and for infractions of Mines Regulation Act. These fines are added to sick club, and it is either optional to the men to pay or be taken before the magistrates. | None. |
| (d.) Truck system or payment in kind. | None. | None. |
| (e.) Allowances in form of— | | |
| (1.) Bonus | None, but allowance is made when coal is faulty. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. If the men are sick, or in case of death, payment is made from sick club; in cases of long illness the company assist. | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | Managers, engineers, &c. | None. |
| (f.) Length of notice for ending engagement. | 14 days. | 14 days. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | 8 hours for all men below ground, from 8 to 10½ on surface. Those in connexion with colliery, 8 hours; labourers at colliery and brickworks, 9½; at farm, 10½ hours. | Colliers, 8 hours per day; others 10½. |
| (b.) Overtime and its remuneration. | No systematic overtime; when it is worked, paid for same as day-rate. | Colliers, same as day. |
| (c.) Night shifts and their remuneration. | None. | Artizans, time and half; colliers, same as day. |
| (d.) Sunday work and its remuneration. | None. | Double time. |
| (e.) Weekly half holiday or other holiday with or without payment. | 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 1½ days per week, therefore only working 36 hours per week; they are only paid for the actual work done. | Half day per week without pay. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 247. | 248. | 249. |
|---|---|--|
| Hanley Colliery Company, Limited. | Aldridge Colliery Company, Limited. | Coppice Colliery Company. |
| Hanley. | Aldridge, Staffordshire. | Brownhills, near Walsall, Staffordshire. |
| 300 males. | 811 men and boys. | 338 males. |
| — | — | 18. |
| 30. | — | 8. |
| None. | None. | None. |
| — | Average wage about 78l.; 5s. per annum, men and boys together. | Day men, 5s. to 6s. 6d. per day. Boys' average of 4s. per day. |
| Weekly; principally by the piece. A large proportion of underground men are paid through contractors. | — | By the day, as above. By the ton, from 1s. 4d. to 2s. 8d.; by the yard, average of 2s.; with an addition at present of 40 per cent., and through sub-contractor. |
| — | — | None. |
| — | — | None. |
| — | — | None. |
| — | — | Nothing besides a field club, from which the men get 6s. a week in case of accident, and an allowance in case of death or permanent disablement. |
| — | — | None. |
| — | 14 days. | 14 days. |
| Underground men 7½ to 8 hours; surface men 9 hours. | 8; but miners actually work about 7 hours at the working face. | 9 hours per day, half an hour of this is taken in getting down the pit to work, and half an hour is allowed for meals out of this. |
| Nothing extra per day or hour. | Same as ordinary time. | Very little overtime; paid ordinary rates. |
| Do. do. | For repairs only, for which purpose about 100 men employed; hours of labour as above. Remuneration varies from 4s. 6d. to 6s. per shift; same as day work. Work alternately. | Same as day work. |
| Time and a half allowed. | For repairs only; is practically confined to Sunday night shift; hours and remuneration as above. | Very little done. Pitmen get the same as on week days, and surface men, time and a quarter. |
| Saturday half holiday, without payment. | None definitely fixed; but, as a rule, 20 to 30 per cent. of the men do not come on Mondays, and 5 to 10 per cent. do not come on Tuesdays. Even larger numbers absent themselves when trade is brisk, causing great loss. Work ceases at 1 o'clock on Saturdays. | None besides usual holidays, for which men are not paid. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 250. | 251. | 252. |
|---|--|---|--|
| EMPLOYER | Elterwater Green Slate Co. | Wombwell Main Colliery Co., Limited. | Wombwell Main Co., Limited. |
| District | Elterwater, Ambleside, Westmoreland. | Near Barnsley. | Wombwell, near Barnsley. |
| Number of workpeople engaged in firm particularised as follows: | | | |
| (1.) Male; | 40 males | 858 males (surface and underground). | 875 males. |
| (2.) Female. | — | — | — |
| (a.) Apprentices or other learners or young persons. | 8 boys | 128 boys over 13 years and under 16. | 276. |
| (b.) Unskilled labourers | 7 | 12. | 150. |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | None. | The South Yorkshire Coal-owners' Association and Board of Arbitration. |
| Representations or information offered for the consideration of the Commission under the following heads: | | | |
| (1.) Wages:— | | | |
| (a.) Their amount and fluctuations. | — | Miners from 5s. 6d. to 7s. 8d. per day. | Wages should be in proportion to selling price of coal or coke. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | By the hour and piece. | By the day; a few by the week. Miners and hurriers do piece-work. | By the day; wherever possible by the piece. Wherever sub-contractors employ men they pay their own rates in their own way. |
| (c.) Deductions by fines or other forms of stoppage. | — | For breaking glasses and tool shafts. | Deductions for coal tools, rents, and accident fund. The cost of wilful damage ought to be stopped, as the present magisterial proceedings are no deterrent. |
| (d.) Truck system or payment in kind. | None. | None. | None. |
| (e.) Allowances in form of— | | | |
| (1.) Bonus | — | None. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — | Permanent Relief Fund:—4d. per week all over 16 years, and 2d. per week under 16. Not compulsory. | Every workman should be forced to contribute to accident and sick fund, and also to a pension fund for old age or incapacity. |
| (3.) Free house, land, food, clothing or other allowance, or advantage. | — | Married men working in the mine are allowed house coals, 10 tons per year. | None. |
| (f.) Length of notice for ending engagement. | This is best done by an arrangement which may be varied. | 14 days. | 1 calendar month. |
| (2.) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | There should be no restrictions, and men should be allowed to work as long or as short as they choose, and arranged accordingly. | Miners and hurriers, 8 hours per day. | 8 hours at face for colliers; other workmen and boys 9 hours. |
| (b.) Overtime and its remuneration. | Overtime when required by the employer should have extra pay. | Same rate as other time. | Reckoned at rate of 8 hours per day. |
| (c.) Night shifts and their remuneration. | — | Workmen generally take night shifts in turns; about same pay as day pay. | Same as day. |
| (d.) Sunday work and its remuneration. | — | None. | Same as any other day. |
| (e.) Weekly half holiday or other holiday with or without payment. | We approve of half holidays when a reasonable number of hours can be worked. | A few officials are allowed a week per annum. | Weekly half holiday without pay. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 253. | 254. | 255. | 256. |
|--|---|---|--|
| Hoyland Silkstone Colliery Co. | Strafford Collieries. | Old Silkstone and Dodworth Coal and Iron Co., Ltd. | Houghton Main Coal Co. |
| Hoyland, near Barnsley. | Dodworth, near Barnsley. | Old Dodworth, near Barnsley. | Little Houghton, Hemsworth. |
| 1,284 males. 1 female. — — None. | 900 males } — } 30 } Total 955. 25 } None. | 750 to 1,000 males. — 150 to 200. 450 to 600. None. | 425 males } — } 78 } Total 958. 456 } Yes. |
| 1s. 3d. to 6s. 6d. per day. Through sub-contractor 5s. to 7s. 6d. per day. | — | Unskilled surface men, 8s. 4d. to 4s. 10d.; unskilled under- ground men, 4s. to 5s. 7d.; skil- led workmen, 4s. 8d. to 6s. 9d.; boys 1s. 2d. to 2s. 9d. | Colliers, 8s. 2d. per day. Fluctua- tions depend on state of trade and price of coal. Men now receiving 40 per cent. on the current rate of wages. |
| By the day and piece, and about 120 persons paid through sub- contractor. | Coal getters, by amount of mineral gotten; other workmen by the day. | By day and piece. Payment through sub-contractor objec- tionable. | By the day, week, or piece. |
| Relief fund only. | Piece men value of lost or broken tools, broken or damaged safety lamps, breaches of rules; and from coal getters 5d. per man for sharpening tools. | Objectionable. | Fines in some cases for loss of material, which goes into doctor's fund account for the workmen. |
| None. | None. | Do. | None. |
| None. | — | Undesirable concurrently with present drinking facilities. | None. |
| None. | — | Do. do. | None. |
| None. | — | Do. do. | None. |
| — | 14 days on either side. | 14 days. | Fortnight. |
| 8 hours per day. | Underground, 9 hours per day; surface, 10 hours per day. | Surface, 54 hours per week; underground, 47 hours. | Colliers, 8½ to 9 hours bank to bank. Trammers, 8½ to 9 hours bank to bank. |
| Paid as ordinary work. | 2 hours constitute quarter time at regular rate of wages. | Underground no extra remunera- tion. Surface overtime limited and undesirable, but where ne- cessary extra payment made in some cases. | According to the number of hours they work. |
| Do. do. | No extra payment. | Do. do. | 8 hours, same wage as when working in the day time. |
| Do. do. | Underground, 6 hours' shift; sur- face, 6 hours' shift. | Do. do. | Do. do. |
| None. | Saturdays, 3 hours off; both under- ground and surface paid for full time. | Work ceases at 1 p.m. on Satur- day; paid as full day. | None. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

| | 257. | 258. | 259. |
|--|--|--|--|
| EMPLOYER | Wooley Coal Company. | Howden Clough Colliery Co. | Joseph Haigh, Esq., Victoria Collieries. |
| District | Darton, near Barnsley. | Birstall, near Leeds. | Bruntcliff, Leeds. |
| Number of workpeople engaged in firm particularised as follows : | | | |
| (1) Male; | 553 males. | 350. | 350 males |
| (2) Female. | — | — | — |
| (a.) Apprentices or other learners or young persons. | 62. | About 50 under 16 (included in above). | 40 |
| (b.) Unskilled labourers | 26. | — | 50 |
| | | | Total 440. |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | Yes. | Yes. |
| Representations or information offered for the consideration of the Commission under the following heads : | | | |
| (1.) Wages:— | | | |
| (a.) Their amount and fluctuations. | — | Miners, 2l. 5s. (max.) " 1l. 5s. (min.) | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Weekly, by the day; by the piece, task, and through sub-contractor; various. | Day and piece. | By hour, day, and week, and by piece; none through sub-contractor. |
| (c.) Deductions by fines or other forms of stoppage. | — | — | Occasional small fines. |
| (d.) Truck system or payment in kind. | — | — | None. |
| (e.) Allowances in form of— | | | |
| (1.) Bonus | — | — | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | Sick and accident club. | — | Accident, death, and medical fund in connexion with colliery. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | Houses and gardens at low rate. | — | None. |
| (f.) Length of notice for ending engagement. | 14 days. | 14 days. | 14 days. |
| (2.) Hours of Labour:— | | | |
| (a.) Ordinary or standard hours of labour. | Surface, 9½ hours; underground, 8 hours. | 9 hours. | Miners, 8 to 9 hours; others, 9; surface, 57½ per week. |
| (b.) Overtime and its remuneration. | 8 hours on surface and underground. | Ordinary rate when paid by day. | Same as ordinary. |
| (c.) Night shifts and their remuneration. | 8 hours on surface and underground. | Ordinary rate. | Do. do. |
| (d.) Sunday work and its remuneration. | 8 hours surface and underground. | Seldom required. | Do. do. |
| (e.) Weekly half holiday or other holiday with or without payment. | 7 hours on Saturday. | — | Saturday afternoon, without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 260. | 261. | 262. | | | | | | | | | | | | |
|---|---|---|-------|-------------|-----|----------|-----|---------------|-----|----------|----|--|-------|--------------|
| Howley Park Co-operative Quarry and Building Society, Limited. | Messrs. H. Briggs, Son, and Co., Limited, Colliery Owners. | Wharnccliffe Silkstone Coal Company. | | | | | | | | | | | | |
| Morley. | Whitwood, Normanton, Yorkshire | Tankersley, Barnsley. | | | | | | | | | | | | |
| About 165. | <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding-right: 10px;">Colliers</td> <td style="text-align: right;">1,102</td> </tr> <tr> <td>Bye-workmen</td> <td style="text-align: right;">395</td> </tr> <tr> <td>Do. boys</td> <td style="text-align: right;">245</td> </tr> <tr> <td>Surface hands</td> <td style="text-align: right;">398</td> </tr> <tr> <td>Do. boys</td> <td style="text-align: right;">68</td> </tr> <tr> <td></td> <td style="text-align: right; border-top: 1px solid black;">2,208</td> </tr> </table> | Colliers | 1,102 | Bye-workmen | 395 | Do. boys | 245 | Surface hands | 398 | Do. boys | 68 | | 2,208 | 1,184 males. |
| Colliers | 1,102 | | | | | | | | | | | | | |
| Bye-workmen | 395 | | | | | | | | | | | | | |
| Do. boys | 245 | | | | | | | | | | | | | |
| Surface hands | 398 | | | | | | | | | | | | | |
| Do. boys | 68 | | | | | | | | | | | | | |
| | 2,208 | | | | | | | | | | | | | |
| — | — | — | | | | | | | | | | | | |
| — | — | 187. | | | | | | | | | | | | |
| — | — | 280. | | | | | | | | | | | | |
| None. | Yes, the West Yorkshire Coal Owners' Association. | Yes. | | | | | | | | | | | | |
| 6d. to 7d. per hour. | For colliers, 7s. 4d. per day; full-waged bye-workmen, 6s. 2d. per day. | In the coal trade fluctuations are numerous, Wages rapidly advance, but do not come down quite so quickly | | | | | | | | | | | | |
| Some by hour, day, and week; some by piece; none by task or sub-contractor. | Colliers by ton. Bye-workmen by day. Some paid through sub-contractor. | By the piece. | | | | | | | | | | | | |
| None. | By arrangement with colliers, when they send out dirt in undue quantity. | Coals and rent. | | | | | | | | | | | | |
| None. | None. | None. | | | | | | | | | | | | |
| None. | — | None. | | | | | | | | | | | | |
| None. | Accident fund. | — | | | | | | | | | | | | |
| None. | House coal at 2s. per ton. | — | | | | | | | | | | | | |
| None. | Fortnight. | Generally 2 weeks. | | | | | | | | | | | | |
| 49½ per week. | Colliers and bye-workmen, 8 hours; drivers, 9 hours; Saturday, 1½ hour less. | Underground, 8 hours; surface, 11 hours 1½ hours for meals. | | | | | | | | | | | | |
| Same as day. | None. | 8 hours a day. | | | | | | | | | | | | |
| Do. | Same as day. | Do. do. | | | | | | | | | | | | |
| None. | No colliers work on Sunday, but for repairs; a 6-hours' shift on Sunday. | Time and a half. | | | | | | | | | | | | |
| None. | Half holiday Saturday. | — | | | | | | | | | | | | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

263.

264.

| EMPLOYER | Unstone Coal and Coke Company, Limited. | Lofthouse Colliery Company. |
|---|---|--|
| District | Unstone and Dunfield, Derby. | Near Wakefield. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1) Male; | 368 (164 coal-getters, 92 loaders or daymen, 13 corporals and daymen, and 99 surface men). | 594 underground. 122 surface. |
| (2) Female. | — | Total 716 males. |
| (a.) Apprentices or other learners or young persons. | Young persons 45. | 182 young persons. |
| (b.) Unskilled labourers | Of the above 368 men, 99 are employed upon the surface; and of the 45 young persons, 21 are employed upon the surface; the remainder in the mine. | — |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | West Yorkshire Coalowners' Association. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amount and fluctuations. | In 1886 the earnings of coal-getters averaged 4s. 9d. per day, and day men 3s. 8d.; in 1891 they averaged 6s. 6d. and 5s. respectively. Boys in pit earn 1s. 8d. to 2s. 11d. per day; on surface, 11d. to 1s. 6d. per day. Surface men, such as "screeners" and other labourers average 2s. 10d. to 3s. 3d. per day, except smiths (4s. 2d. to 5s.), joiners (4s. 2d.), and enginemen (3s. 10d. to 4s. 10d.). | 1s. to 7s. per day. Average wage, 6s. 8d. per shift for piecework. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Coal-getters paid by tonnage and piecework, the loaders by the day by the contractors or coal getters. Surface men, such as "screeners" and other labourers, are paid by the day. | By day and piece. |
| (c.) Deductions by fines or other forms of stoppage. | None. | Average deduction for tools, &c., 2d. per man per week. |
| (d.) Truck system or payment in kind. | None. | None. |
| (e.) Allowances in form of— | | |
| (1.) Bonus | None. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | Coal-getters and loaders at Unstone Colliery, numbering 154 men, have 1 ton of small coal allowed per month. | Coal supplied to workmen (underground) at 4s. per ton. |
| (f.) Length of notice for ending engagement. | 2 weeks. | 14 days. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | 54 hours per week for daymen. Coal-getters or contractors about 48 per week. | Underground men, 8-hours; boys above 16, 10 hours; surface men and boys, 9½ hours. |
| (b.) Overtime and its remuneration. | Same rate of wages, but at 8 hours per day. | Underground, ordinary rate of wages and hours; surface men and boys, ordinary rate of wages and 8-hour shifts. |
| (c.) Night shifts and their remuneration. | Same as day pay. | Do. do. |
| (d.) Sunday work and its remuneration. | Time and a half when done, which is very rarely. | Do. do. |
| (e.) Weekly half holiday or other holiday with or without payment. | None. | None. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

| 265. | 266. | 267. | 268. |
|--|--|---|---|
| Ormiston Coal Company. | Messrs. J. McAndrew & Co., Coalmasters. | Prestongrange Coal and Fire- Brick Company. | Messrs. Colin, Dunlop, & Co. |
| Ormiston, East Lothian. | Dalzell Colliery, Motherwell, N.B., and Thankerton Colliery, Holytown, N.B. | Prestonpans, Haddington. | Quarter Collieries, Hamilton, Lanarkshire. |
| All males. } — } Total about 100. None } 15 to 20 } None. | 841 males below ground. 8 females above ground. 46 below ground, 5 above ground. 28 above ground. None. | 389 — 150 — None. | 620 males. — 68 — None. |
| The wages are by far too high for the present price of coal. Coal-miners from 6s. to 10s. per day; pony drivers, roadsmen, &c., from 2s. to 5s. per day; surface men and boys, from 1s. 3d. to 3s. 8d. per day; tradesmen from 4s. 6d. to 5s. per day. | Miners, 7s. to 8s.; skilled above ground, 5s.; unskilled, 3s. to 3s. 4d. | About 370l. per week. | — |
| Onecastmen by the day, coal-miners by the ton. | Cash every week; fortnightly and monthly settlements; all but miners by day. Miners by piece; none by task; making underground roads and special mining work through sub-contractor. | Above-ground men by the hour, and underground men by the piece. | — |
| None. | Deductions, by agreement, for stones in or dirty coal. | — | — |
| None. | None. | — | — |
| None. | None. | — | — |
| None; but have frequently contributed voluntarily when through accident our men are off work. | None. | — | — |
| We sometimes arrange to give free houses for good, steady workmen. | None. | — | — |
| One day, but it is seldom adhered to. | One day, in special cases, 14 days. | 1 day. | — |
| About 7½ for miners, and 9 to 10 for surface men. | Miners go down the pit from 6 to 7 a.m., and stop work from 12 to 4 p.m. Above-ground men, 9 hours. | 9 hours above ground, 8 hours below. | — |
| Same as day. | Seldom any. Same as day. | At the same rate as day shifts. | — |
| Do. | 6d. per shift extra. | Do. do | — |
| Do. | None, except for ventilation, drawing water, and feeding horses. | Do. do. | — |
| Saturday holiday, no pay. | One day weekly, not paid for. | — | — |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

269.

270.

| EMPLOYER | Leadhills Silver Lead Mining Company. | Portrush Mining Company. |
|---|--|--|
| District | Leadhills, Lanarkshire, N.B. | Portrush, Co. Antrim. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1.) Male; | 233 males and 1 female, as follows:—4 agents, &c., 1 engineer, 1 smith, 3 young smiths, 9 enginemen, 3 joiners, 1 young joiner, 18 trammers, fillers, and pithead-men, 8 carters, &c., 94 miners, 2 foremen, 5 men dressers (1 woman), 88 boy dressers, 1 foreman smelter, 16 smelters, 3 men labourers, 1 boy, 2 masons, 23 general surface labourers (including 5 boys). | — |
| (2.) Female. | | — |
| (a.) Apprentices or other learners or young persons. | Boys at first start at our dressing floors, thence to fill trams, &c., underground, and in the end are put to the mining. | Two drawers 15 years of age |
| (b.) Unskilled labourers | — | 1 |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | Unable to say. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages: | | |
| (a.) Their amount and fluctuations. | Miners at the rate of 25s. per 6 shifts, clear of all working expenses. Very steady. | Average 2s. 6d. per day. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Monthly; miners, by piece; daymen, per day. | Fortnightly. Miners paid at the rate of 1s. 3d. per ton. |
| (c.) Deductions by fines or other forms of stoppage. | Very rare. | None. |
| (d.) Truck system or payment in kind. | None. | — |
| (e.) Allowances in form of— | | |
| (1.) Bonus | — | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | Sick fund in connexion with mines got up by the men themselves. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | — |
| (f.) Length of notice for ending engagement. | A few days. | One day. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | Miners, 46 hours maximum; daymen, 53½ hours. | Miners, 7 to 8 hours per day. |
| (b.) Overtime and its remuneration. | Seldom. | None. |
| (c.) Night shifts and their remuneration. | Do. | None. |
| (d.) Sunday work and its remuneration. | Do. | None. |
| (e.) Weekly half holiday or other holiday with or without payment. | Half day on Saturday counts a day. | Saturday, half holiday. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 271. | 272. | 273. |
|---|---|---|
| Crommelin Iron Ore Company. | Cronebane and Tifronev Mines. | Mining Company of Ireland (Lead). |
| Crommelin, Co. Antrim, Ireland. | Ovaca, Co. Wicklow. | Lugamore and Glenmalure, Co. Wicklow. |
| 40 males. — | 31 males. 1 female. | 13 males. — |
| 6. | None. | — |
| 2. | None. | 8. |
| None. | None. | None. |
| 2s. 6d. to 4s. per day; fluctuates from 3d. to 6d. now and again. | Underground hands, 14s. per week regular; surface hands, 10s. per week. | Underground, 2s. 6d.; surface, 2s. |
| Fortnightly; miners by piece. | Fortnightly, by the week, and through sub-contractor. | Mining generally by piece. |
| None. | None. | Fines for breach of rules stopped from wages. |
| None. | None. | None. |
| Allowance for bad places from 2d. to 6d. per ton. | None. | None. |
| None. | Sick miners are allowed 12s. a week. | Accident fund, to which men contribute 6d. per month. |
| None. | — | Cottage and small garden 1s. per week. |
| 14 days. | A week. | Piecework terminates last Saturday of each month; day workers 1 week. |
| Miners, 8 hours bank to bank; above-ground, 10 hours. | Miners, 8 hours per day; surface, 10 hours per day. | 8 hours underground; 10½ surface. |
| No overtime. | None. | Same as day. |
| No night shifts. | — | Do. |
| No Sunday work. | None. | — |
| None. | Half holiday every fortnight, with pay. | Half holiday every 2nd Saturday—pay day. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &C.

274.

275.

| EMPLOYER | Messrs. Yarrow and Company, Shipbuilders, &c. | The Thames Iron Works and Shipbuilding Company, Limited. |
|---|--|--|
| District | Isle of Dogs, Poplar, London, E | Blackwall, London. |
| Number of workpeople engaged in firm particularised as follows : (1.) Male ; (2.) Female. (a.) Apprentices or other learners or young persons. (b.) Unskilled labourers | All males — About 12 About 30 Total, about 180. | Between 3,000 and 4,000 males ; varies according to trade. No females. Between 300 and 400. Between 400 and 500. |
| Connexion of firm with organisations of employers dealing with labour questions. | | No. Have often been approached upon the matter, but have declined, as we are of opinion that the only true commercial harmony is to be found in the union of employers and employed. When they are arrayed in opposing camps the field is ready for battle. |
| Representations or information offered for the consideration of the Commission under the following heads :— (1.) Wages :— (a.) Their amount and fluctuations. (b.) Mode of payment, whether by the hour, day, or week ; by piece, task, or through sub-contractor. | From 6s. to 50s. Weekly ; by the hour. | The secret of every successful manufacturing industry is the employment of the best men with the use of the best machinery ; for this purpose it is necessary to pay high wages, and, as a matter of fact, we pay the highest rate of wages in the kingdom, but we turn out a correspondingly improved class of work. We are of opinion that the wages should be paid by the hour or day or week or month or year ; but that beyond this fixed rate of wage, opportunity should be given to every workman to earn more money, such amounts being proportional to the quantity and quality of work turned out. No payments should be made through sub-contractor. This is the beginning of the grinding of the face of the poor. |
| (c.) Deductions by fines or other forms of stoppage. | — | Have a poor opinion of fines ; better to work from the positive rather than the negative, to give encouragement rather than inflict fines. |
| (d.) Truck system, or payment in kind. | — | Truck payments of all kinds are objectionable, and generally abused. |
| (e.) Allowances in form of— (1.) Bonus (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | — — — | Insurance is a necessity of the day. See report (see tabulation of rules). |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. (f.) Length of notice for ending engagement. | — By the hour. | Houses are good so long as they are automatic and self-regulating in proportion to the work done. As soon as they invoke the discretion of the employer, they become liable to partiality, &c. Both employers and employed should be absolutely free as to the terms and conditions of employment ; for this purpose a notice proportional to the wage payment period is the natural method. Weekly wages means a week's notice. |
| (2.) Hours of Labour :— (a.) Ordinary or standard hours of labour. | 9 hours per day. | 54 hours per week. |
| (b.) Overtime and its remuneration. | Time and quarter first 2 hours ; time and half afterwards. | Time and quarter for first quarter, time and half afterwards. |
| (c.) Night shifts and their remuneration. | Not required. | All night work (which, except in the case of regular night shifts, is greatly to be deprecated), time and half. |
| (d.) Sunday work and its remuneration. (e.) Weekly half holiday or other holiday with or without payment. | Time and half. General holidays without payment. | We do not recognise Sunday work ; under special stress, occasional Sunday, double time. Saturday half holiday and Bank holidays, without payment. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &c.—continued.

| 276. Messrs. Ritson and Co., Shipbuilding, Timber Yard, and Sail Making. | 277. Palmer's Shipbuilding and Iron Co., Limited. | 278. Messrs. W. Gray and Co., Limited, Iron and Steel Shipbuilders. |
|---|--|---|
| Maryport, Cumberland. | Jarrow-on-Tyne, Durham; Howdon-on-Tyne, Northumberland; and Mulgrave, Yorkshire. | West Hartlepool, Durham. |
| <p>900 males. 3 females.</p> | <p>4,521 skilled males.</p> | <p>1,698 skilled None.</p> |
| <p>80.</p> | <p>901.</p> | <p>995 } Total, 4,245 males.</p> |
| <p>45.</p> | <p>3,464.</p> | <p>1,557</p> |
| <p>None.</p> | <p>Federation of Shipbuilders and Engineers of England, Scotland, and Ireland; Tyneside Ship- builders and Engineers Employers' Association; Iron Trades Employers' Association; Cleveland Ironmasters' Association.</p> | <p>Tees and Hartlepool Shipbuilders' Association.</p> |
| <p>—</p> | <p>—</p> | <p>Regulated from time to time according to state of trade.</p> |
| <p>—</p> | <p>—</p> | <p>Iron and brass moulders, pattern-makers, turners, machinists, coppersmiths, brass finishers, masons, carpenters, joiners, sparmakers, painters, sail- makers, riggers, plumbers, labourers, enginemen, cranemen, furnacemen, blacksmiths, strikers, fitters, boilermakers, by the hour and day, except in cases of men working by piece. Platers, riveters, holders up, caulkers, drillers, blacksmiths, fitters, boilermakers, and forgemen, by the piece; none by task. Platers' helpers, who are paid by platers', strikers for blacksmiths, if working on piece, paid through sub-contractor.</p> |
| <p>—</p> | <p>—</p> | <p>A few fines, according to yard rules. A percentage off piecework until completion.</p> |
| <p>—</p> | <p>—</p> | <p>None.</p> |
| <p>—</p> | <p>—</p> | <p>None.</p> |
| <p>—</p> | <p>—</p> | <p>None.</p> |
| <p>—</p> | <p>—</p> | <p>None.</p> |
| <p>—</p> | <p>—</p> | <p>In shipyard 7 days, except pieceworkers, who leave when job finished. No notice at engine works.</p> |
| <p>54 hours a week.</p> | <p>Engineers, 53 hours; other trades, 54 hours.</p> | <p>53 hours per week.</p> |
| <p>—</p> | <p>Time and quarter to 9.15 p.m.; time and half beyond 9.15 p.m. The following trades refuse to work overtime—viz., ironworkers, joiners, shipwrights, engine fitters—except at increased rates, and only to a limited extent.</p> | <p>At engine works time and quarter, as may be re- quired; from 5.15 p.m. to 9.15 p.m., time and quarter, afterwards time and half; this applies to men on time. In the case of members of Boiler- makers' Society overtime is limited; men will only work a specified amount of overtime per month. Not much worked, but in cases where it is, generally speaking 5 nights count equal to 6 days. The men on piece receive a certain allowance for night on account of their helpers or labourers, in addition to piecework rates, to bring up the 5 nights equal to 6 days' pay; this applies to shipyards. Engine works pay time and quarter for all-night work.</p> |
| <p>—</p> | <p>Time and quarter.</p> | <p>Double pay where necessary to work.</p> |
| <p>—</p> | <p>Double time.</p> | <p>Double pay where necessary to work.</p> |
| <p>—</p> | <p>Saturday, without payment.</p> | <p>Saturday afternoon, no payment.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &c.—*continued.*

| | 279. | 280. |
|---|--|---|
| EMPLOYER - - - - - | Messrs. Furness, Withy and Co., Limited, Iron and Steel Shipbuilders. | Messrs. William Dobson & Co., Shipbuilders. |
| District - - - - - | Middleton Shipyard, West Hartlepool. | Lowwalker-on-Tyne. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1.) Male; | 679 males. | All males |
| (2.) Female. | 5 females. | ----- |
| (a.) Apprentices or other learners or young persons. | 100. | 92 } Total, 440. |
| (b.) Unskilled labourers - | 317. | 107 } |
| Connexion of firm with organisations of employers dealing with labour questions. | The Tees and Hartlepool Shipbuilders' Association. | Yes. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amount and fluctuations. | Regulated from time to time according to trade. | Standard list of wages, fluctuating according to arrangement. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Carpenters, joiners, sparmakers, painters, riggers, labourers, engineers, cranimen, furnacemen, blacksmiths, strikers, and fitters by the hour and day, except in cases of men on piece; platers, riveters, holders-up, caulkers, cutters, drillers, blacksmiths, and fitters, by the piece; repairs by task; platers, helpers for the platers, and strikers for blacksmiths on piece, through sub-contractor. | Weekly, by the hour and piece. |
| (c.) Deductions by fines or other forms of stoppage. | A few fines, according to yard rules. A percentage off piecework in some cases until job is finished. | None. |
| (d.) Truck system or payment in kind. | None. | None. |
| (e.) Allowances in form of— | | |
| (1.) Bonus - - - - - | None. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | None. | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | None. |
| (f.) Length of notice for ending engagement. | 7 days, except pieceworkers, who leave job when finished. | None required. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | 58 hours per week. | The 9-hours, system. |
| (b.) Overtime and its remuneration. | From 5.15 to 9.15, time and quarter; afterwards time and half for timeworkers. In the case of members of Boilermakers' Society overtime is restricted; men will only work a specified amount of overtime per week. | Do. do. |
| (c.) Night shifts and their remuneration. | Not much worked, generally speaking 5 nights count as 6 days; men on piece receive certain allowances per night on account of their helpers or labourers, in addition to piecework rates, to bring up the 5 nights equal to 6 days. | Not worked. |
| (d.) Sunday work and its remuneration. | Only worked where absolutely necessary to repair machinery that cannot be done in week. | Not worked. |
| (e.) Weekly half holiday or other holiday with or without payment. | Saturday afternoons, without pay. | Leave work on Saturday at 12 o'clock noon, and only pay for the hours worked. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &c.—*continued.*

| 281. | 282. | 283. |
|---|---|---|
| Messrs. A. Stephen and Sons, Shipbuilders. | Ayr Shipyard, Shipbuilding and Repairing. | Messrs. C. S. Swan and Hunter, Shipbuilders. |
| Dundee. | Ayr, N.B. | Wallsend, Newcastle-on-Tyne. |
| <p>About 100 — About 87 — About 64 —</p> <p style="text-align: right;">} Total, 201.</p> <p>When labour questions arise, masters consult together with the view of uniform action, but no official organisation.</p> <p>84s. 10½d. to 15s. per week, according to grade and skill.</p> <p>Weekly, by the week and piece, and when job is finished. Payment through sub-contractor by the week, or at finish of job.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>A few hours.</p> <p>9½ hours per day.</p> <p>Very little overtime; time and quarter, and time and half.</p> <p>Not worked.</p> <p>Not worked.</p> <p>Weekly half holiday on Saturday without payment.</p> | <p>About 250 males. 2 females.</p> <p>25 to 30.</p> <p>20.</p> <p>None.</p> <p style="text-align: center;">SERVANTS OF INDIA SOCIETY BRANCH LIBRARY BOMBAY</p> <p>—</p> <p>Fortnightly, by the hour; ironworkers principally are paid by the piece in accordance with scale recognised over the whole Clyde district.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>54 hours per week.</p> <p>Overtime, when wrought, paid time and half.</p> <p>None.</p> <p>None.</p> <p>—</p> | <p>1,350 males. 3 females (clerks).</p> <p>300.</p> <p>400.</p> <p>Tyne Shipbuilders' Association.</p> <p>This information is given through the Tyne Shipbuilders' Association.</p> <p>Do. do.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>Usually 1 week.</p> <p>This information is given through the Tyne Shipbuilders' Association.</p> <p>Do. do.</p> <p>Do. do.</p> <p>Do. do.</p> <p>Do. do.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &c.—continued.

| | 284. | 285. |
|---|---|--|
| EMPLOYER | The Fairfield Shipbuilding and Engineering Company, Limited. | Messrs. J. and G. Thomson, Limited, Engineers and Shipbuilders. |
| District | Fairfield Works, Govan, by Glasgow. | Clydebank, Dumbartonshire. |
| Number of workpeople engaged in firm particularised as follows: | | |
| (1.) Male; | (1) 1,738 at present; when fully employed, from 6,000 to 7,000. | (1) 2,558 |
| (2.) Female. | (2) Eight tracers in drawing office. | (2) 82 |
| (a.) Apprentices or other learners or young persons. | 170. | 560 |
| (b.) Unskilled labourers | 890. | 1,845 |
| Connexion of firm with organisations of employers dealing with labour questions. | None. | The General Association of Clyde Engineers and Shipbuilders. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages:— | | |
| (a.) Their amount and fluctuations. | At present about 7,000 <i>l.</i> per fortnight. Highest amount at one pay, 23,000 <i>l.</i> | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Fortnightly, by the hour. Ironworkers in shipyard mostly pieceworkers; also a few pieceworkers in engine and boiler departments. | Fortnightly, and this is considered the best for all concerned. Piecework where practicable. The head of each squad of pieceworkers is paid the wages of his squad, and he distributes same. |
| (c.) Deductions by fines or other forms of stoppage. | 2 <i>s.</i> 6 <i>d.</i> for minor offences. | Fines imposed for breach of the works' regulations, proceeds go to the Accident Society's funds in connexion with the works. A small weekly levy is also made on all employes for the up-keep of the above society. |
| (d.) Truck system or payment in kind. | None. | None. |
| (e.) Allowance in form of— | | |
| (1.) Bonus | None. | None. |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | Workmen have an accident fund. The company, since Employers' Liability Act came into force, pay doctor's fee for first dressing and cab home, if required. Formerly they paid an equal amount to the workmen's contributions into the fund. | Employes who meet with accidents at their work are paid alimant by the Accident Society on this scale:—Tradesmen, 15 <i>s.</i> per week; labourers, 11 <i>s.</i> per week; apprentices and boys, 5 <i>s.</i> per week. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | None. |
| (f.) Length of notice for ending engagement. | None. | None required on either side. |
| (2.) Hours of Labour:— | | |
| (a.) Ordinary or standard hours of labour. | 54 hours per week. | 54 hours per week. |
| (b.) Overtime and its remuneration. | Time and a half. | All time beyond the 54 hours is paid for at rate of time and a half. |
| (c.) Night shifts and their remuneration. | 1 <i>d.</i> per hour above ordinary pay. | Tradesmen and labourers, 1 <i>d.</i> and ½ <i>d.</i> per hour respectively additional. |
| (d.) Sunday work and its remuneration. | Double time. | Double time when Sunday work is rendered absolutely necessary, which is seldom. |
| (e.) Weekly half holiday or other holiday with or without payment. | None with payment. Six days at New Year; one day, spring; 10 days fair holidays; one day, annual holiday (August); one day, autumn holiday. | 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. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &c.—*continued.*

| | 286. | 287. |
|--|--|--|
| EMPLOYER | Messrs. Ramage and Ferguson, Shipbuilders and Engineers. | Messrs. Wm. Simons & Co., Engineers and Shipbuilders. |
| District | Leith. | Renfrew, Scotland. |
| Number of workpeople engaged in firm particularised as follows : | | |
| (1.) Male; | About 1,700 males. | 257 males. |
| (2.) Female. | | |
| (a.) Apprentices or other learners or young persons. | About 150 males. | 200 males. |
| (b.) Unskilled labourers | About 200 males. | 138 males. |
| Connexion of firm with organisations of employers dealing with labour questions. | Yes. | General Association of Clyde Shipbuilders and Engineers. |
| Representations or information offered for the consideration of the Commission under the following heads : | | |
| (1.) Wages :— | | |
| (a.) Their amount and fluctuations. | They are steadily advancing, and the amount of work done is in an inverse ratio. Fluctuate from 10 to 40 per cent. | — |
| (b.) Mode of payment, whether by the hour, day, or week ; by piece, task, or through sub-contractor. | Fortnightly, by the hour and by the piece. | By the hour, day, week, and piece. |
| (c.) Deductions by fines or other forms of stoppage. | Very seldom enforced. | — |
| (d.) Truck system or payment in kind. | None. | — |
| (e.) Allowances in form of— | | |
| (1.) Bonus | None. | — |
| (2.) Deferred pay, such as sick, accident, pension, or other insurance system. | Payment of 10s. to 15s. per week from accident fund when injured. We subscribed 50l. this year to the fund. | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | Advance to hard-up labourers. | — |
| (f.) Length of notice for ending engagement. | None given or taken. | — |
| (2.) Hours of Labour :— | | |
| (a.) Ordinary or standard hours of labour. | 54 per week. | 53½ hours per week. |
| (b.) Overtime and its remuneration. | Time and a half. | Time and a half. |
| (c.) Night shifts and their remuneration: | Time and 1d. per hour. | 1d. per hour extra. |
| (d.) Sunday work* and its remuneration. | Double time. | — |
| (e.) Weekly half holiday or other holiday with or without payment. | None. | Weekly half holiday without payment. |

GROUP A.

EMPLOYERS.

CONDITIONS OF LABOUR.

CONDITIONS OF LABOUR.

ENGINEERING.

146.

147.

148.

| EMPLOYER | Messrs. John Fowler & Co., Ltd., Engineers, &c. | Messrs. Willans & Robinson, Ltd., Engine Builders. | Messrs. Muir and Houston, Engineers and Boilermakers. |
|--|---|--|---|
| District | Steam Plough Works, Leeds. | Thames Ditton, Surrey. | Harbour Engine Works, Portman Street, Kinning Park, Glasgow. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— (a.) Irregularity of employment through seasonal or other causes. | Answered through Iron Trades Employers' Association, Cooper Street, Manchester. | None, except what is necessitated from quantity of work that can be obtained. | — |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Do. do. | — | Gas and Lucigen Light, Government and Burgh inspectors. |
| (c.) Compensation for accidents. | Do. do. | — | Insured against. |
| (d.) Sub-division of labour as between different trades. | Do. do. | No special arrangements, and no trouble as to carrying out any arrangements that may appear desirable. | Each their own branch. |
| (e.) Distribution of labour as between factories, workshops, and homes. | Do. do. | All in Factory. | — |
| (f.) Distribution of labour as between men, women, and children. | Do. do. | — | — |
| (g.) Apprenticeship | Do. do. | None. | 5 years. |
| (h.) Employment of foreigners | Do. do. | None. | — |
| (i.) Introduction of labour-saving machinery. | Do. do. | Introduced wherever it appears desirable. | Whenever possible. |
| (j.) Supply and quality of materials, machinery, or other plant. | Do. do. | — | Best we can get. |
| (k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally. | Do. do. | Since a number of men who were members of the Amalgamated Society of Engineers and also Steam Engine Builders struck and left our employ, we have had no trouble, and our relations with employes are very satisfactory. | None. |
| (l.) Other causes of dispute. | Do. do. | — | None. |

CONDITIONS OF LABOUR.

ENGINEERING—*continued.*

| 149. | 150. | 151. | 153. |
|--|--|---|---|
| Messrs. Jas. Howden & Co., Marine Engineers. | Messrs. Stephens & Co., Engineers, Boilermakers, and Millwrights. | Messrs. Yates and Thom, Engi- neers, Millwrights, and Boiler- makers. | Low Bridge Engineering Co., Repairing Engineers and Wheel- wrights. |
| 8, Scotland Street, South Side, Glasgow. | Vulcan Iron Works, Windmill Lane, off Sir John's Quay, Dublin. | Canal Foundry and Victoria Boiler Works, Blackburn. | Low Bridge, Dean Street, Newcastle. |
| There is no broken time from conditions of weather, but num- ber of men employed fluctuate as to orders on hand. There is very little fluctuation at present time. | — | None. | None. |
| Very satisfactory. | — | Good. | Perfect safety. |
| Employés accidentally injured receive benefit from the acci- dent fund; but in almost every case they resort to claiming under the Employers' Liability Act, the general impression being that employers are liable in every case. | — | Each case considered on its merits, and dealt with accord- ingly. | (See under (1) Wages; Answer (c) (2).) |
| Usual sub-division, such as machinists, fitters, erectors, &c. | — | Pattern makers, 37; turners, 94; fitters, engineers, and mill- wrights, 120; smiths, 20; moulders, 92; boiler-makers, 97. | None. |
| — | — | — | None. |
| — | — | 684 males. | None. |
| 5 years. | None. A certificate of efficiency given after five years if young person deserves it. | 108 boys. | 6 years. |
| Occasionally. | Have no objection to employ them, but they seldom apply. | 1. | None. |
| Whenever profitable or desirable. | — | Where possible. | Several labour-saving machines. |
| — | — | Best. | Nothing but the best used. |
| Have never dismissed men for being delegates. Have not had much trouble with unionists refusing to work with non- unionists; but are aware of pressure being put on non- unionists by unionists. The relationship of employers and trade unions has generally been that of an armed neutrality. | Never ask whether union or non- union; in this way had little or no bother from strikes. Em- ployment lasts as long as man suits us. | Union men not objected to if they can do their work. Relations good with trade unions gene- rally. | Have had no experience. |
| None, except those made by the trades unions. | — | Principally wages. | No disputes with employés so far. |

CONDITIONS OF LABOUR

ENGINEERING—continued.

| | 154. | 155. | 156. |
|--|---|---|---|
| EMPLOYER - - - - - | Messrs. Good Menzies, Mechanical Engineers, Millwrights, &c. | Messrs. Combe, Barbour and Combe, Ltd., Machinists, Engineers, and Millwrights. | Messrs. Ross and Duncan, Marine Steam Engineers and Boilermakers. |
| District - - - - - | Green Lanes, Hull. | Falls Foundry, Belfast. | Whitefield Works, Govan, Glasgow. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads— cont. | | | |
| (8.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employ- ment through seasonal or other causes. | Any irregularity in our trade is from fluctuations in orders coming in, not from seasonal causes. | None. | Due to general trade causes. Numbers have increased from about 20 in 1876 to about 300 last year. (See Answer 1, Number of workpeople, &c.) |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Under Factory Act. | — | Approved by Government In- spector. |
| (c.) Compensation for acci- dents. | — | — | Rules of Incidental Fund. (See tabulation of rules.) |
| (d.) Sub-division of labour as between different trades. | This is arranged between the masters' and men's societies. | — | Engineer fitters and finishers, turners, draughtsmen, pattern- makers, boilermakers (platers, riveters, caulkers, jobbers), holders on, blacksmiths, ham- mermen, joiners, painters, la- bourers, rivet boys, drillers, machine men. |
| (e.) Distribution of labour as between factories, workshops, and homes. | All labour on the works. | — | All in workshops. |
| (f.) Distribution of labour as between men, women, and children. | No women or children employed. | None. | All men and apprentices (male). |
| (g.) Apprenticeship | Agreements under special in- denture. | None. | Generally for five years. |
| (h.) Employment of foreigners | None. | None. | Very rare, and in individual cases only. |
| (i.) Introduction of labour- saving machinery. | We find this not always appre- ciated by unionists, the idea being that it has a tendency of lowering wages. | None. | Nothing special to report. Men are encouraged to devise im- proved methods and tools; pre- miums offered for these. |
| (j.) Supply and quality of materials, machinery, or other plant. | — | None. | Employers supply all machinery and tools, except pattern- makers' tools. |
| (k.) (1) Dismissal of repre- sentative delegate; (2) refusal of unionists to work with non- unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | Differences are arranged as far as possible between the masters' and men's associations, and the men's representative delegates are not dismissed. Among fitters, turners, &c., unionists and non-unionists work together, and in the case of moulders non- unionists are subject to 1s. per week fine. We find that with the growth of trade unions the relations between employers and employés becomes less satis- factory. | No; the mutual relations here have always been friendly. | Have not been much troubled. Have rather encouraged the men to join sensibly managed trade unions. |
| (l.) Other causes of dispute - | — | — | Very trifling. |

CONDITIONS OF LABOUR.

ENGINEERING—*continued.*

| 157. | 158. | 159. | 160. |
|--|--|--|--|
| Messrs. Westgarth and English, Marine and General Engineers and Boilermakers. | Messrs. Bailey and Leatham, Marine Engineers, &c. | Isca Foundry Co., Railway Plant and General Engineers and Ironfounders. | Messrs. Beyer, Peacock & Co., Ltd., Locomotive Engineers. |
| Middlesbrough. | Humber Iron Works, Hull. | Isca Foundry, Newport, Mon. | Gorton Foundry, Manchester. |
| None. | None. | Regular employment so long as we can secure contracts. | Regular except through trade fluctuations. |
| No special liability to accidents; lighted by gas; sanitation good. | Under Factory Act. | Under inspection of the Factory Act. | Factory inspectors' reports have always been satisfactory. |
| In cases of accident a man gets 10s. per week, and a boy 5s. per week, while laid up, from accident fund, to which firm subscribe about one-fifth. | Under Employers' Liability Act. | Provided for by insurance. | Subject to mutual arrangement. |
| Fitters, turners, planers, slotters, drillers, borers, screwers, grinders, pattern-makers, joiners, blacksmiths and strikers, platers, boiler-smiths and strikers, riveters and labourers. | — | — | — |
| All done at works or on board ship. | — | All work executed on the works. | — |
| All men and apprentices. | — | No women or children employed. | — |
| Until the age of 21 (usually 5 to 6 years.) | None. | Mechanics' apprentices employed. | — |
| Old ones occasionally. | None. | None. | — |
| Usual machinery. | — | All our machinery is labour saving. | — |
| Does not understand question. | — | Question not understood. | — |
| (1) We guard against such a thing; (2) have known cases; (3) have none; (4) good until 18 months ago, when men received orders from union not to treat with us direct, but through union. | Get on amicably with men; usually come to terms through the society's agent. | Employ any man who is a good workman. The Ironmoulders' Union will not allow their men to work with our non-union men. | — |
| We don't have many, and generally settle without much trouble; both we and our men believe in the "give-and-take" principle, and carry that out when left to ourselves. | None | — | — |

CONDITIONS OF LABOUR.

ENGINEERING—*continued.*

| | 161. | 162. | 163. |
|--|---|---|---|
| EMPLOYER | Messrs. Dubs & Co., Locomotive Engineers. | Messrs. Priestman, Bros., Ltd., Engineers, Iron and Brass Founders. | Wm. Boulton, Esq., Engineer, Iron and Brass Founder. |
| District | Glasgow. | Holderness Foundry, Hull. | Navigation Road, Burslem. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Occasionally through condition of trade, when number of employés is reduced, but not through seasonal causes. | After general holidays, there is a great uncertainty as to when our works can be got into regular swing again, owing to the workpeople not coming back to work. | — |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Quite satisfactory to all concerned. | In harmony with the Factory Acts. | — |
| (c.) Compensation for accidents. | Rarely ever have occasion to pay any. | — | According to circumstances. |
| (d.) Sub-division of labour as between different trades. | None. | — | None. |
| (e.) Distribution of labour as between factories, workshops, and homes. | None. | — | None. |
| (f.) Distribution of labour as between men, women, and children. | — | — | None. |
| (g.) Apprenticeship | Question not understood. | — | Principally 7 years. (from 14 to 21 years of age). |
| (h.) Employment of foreigners | Have occasionally a few, but never many. | — | None. |
| (i.) Introduction of labour-saving machinery. | We do this whenever we find any to suit us. | — | Ordinary. |
| (j.) Supply and quality of materials, machinery, or other plant. | A well equipped shop with best machinery. | — | Principally machinery for potteries, tile and brick works. |
| (k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally. | Nothing of the kind. We have no difficulties with the union. | — | Good feeling exists between unionists and non-unionists; principal workmen are unionists. |
| (l.) Other causes of dispute | — | — | None. |

CONDITIONS OF LABOUR.

ENGINEERING—*continued.*

| 164. | 165. | 166. |
|---|---|---|
| Messrs. Waddington and Longbottom, Engineers, Iron and Brass Founders. | Messrs. F. Silvester & Co., Engineers, Iron and Brass Founders. | Messrs. John Abbot & Co., Limited, Engineers, Ironfounders, &c. |
| Barrow-in-Furness. | Castle Hill Works, Newcastle, Staffs. | Park Works, Gateshead-on-Tyne. |
| Only through breakdowns in the machinery or similar cause. | None. | Usual Local holidays. |
| The factory inspectors visit us at intervals. | Safe, well lighted, drained, and warmed. | Ordinary risks; lighting by gas; sanitation and inspection under regular conditions. |
| Seldom have any. | None. | As per Employers' Liability Act. |
| None. | All departments work into each other. | Usual. |
| None. | All at works. | All at works. |
| No females employed. | None. | No women employed; usual work for ap- prentices. |
| 5 years. | About 12 apprentices. | — |
| None. | None. | None. |
| Have done this as far as possible. | Such as is ordinary in such works. | Usual machinery. |
| — | We supply all. | Usual. |
| Employ as a rule more society men. | Relationship between workmen and em- ployers is not very cordial; men want all, and are, as a rule, insolent and overbearing; seem to abuse the power their trade union gives them. | Mostly Union men. |
| None. | Always about time to be reduced and money increased. | Wages and hours of labour. |

CONDITIONS OF LABOUR.

ENGINEERING—*continued.*

167.

| | | | | | | | | | | | |
|---|---|--------------|--------------------|----------------------------|-----------------------------|--------------|------------------------|------------------|-----------------------|-----------------------|------------------------|
| EMPLOYER | 1 Messrs. Mather and Platt, Mechanical Engineers. | | | | | | | | | | |
| District | Salford Iron Works, Manchester. | | | | | | | | | | |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(8.) <i>Conditions of Labour</i> :—</p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents.</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship</p> <p>(h.) Employment of foreigners</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, or other plant.</p> <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally.</p> <p>(l.) Other causes of dispute.</p> | <p>Employment fairly regular throughout the year. Not seasonal.</p> <p><i>Safety.</i>—Every place where danger may be apprehended, and all parts of machines and gearing of a dangerous kind are fitted with guards and every precaution taken to prevent accidents.</p> <p><i>Lighting.</i>—The principal workshops and the foundry are lighted by electricity (arc lamps), gas also being used at some of the tools and benches.</p> <p><i>Sanitation.</i>—Water closets and urinals are fitted up in convenient places throughout the works. These are lime washed weekly and the woodwork painted. They are also deodorised at frequent intervals.</p> <p style="text-align: center;">See reply to Question (1) Wages (e) (2).</p> <p style="text-align: center;">Varying according to the kind of work.</p> <p style="text-align: center;">All work is executed within the works; none done at the homes of the workpeople.</p> <p style="text-align: center;">No women or children under 14 years of age are employed.</p> <p>All apprentices are paid at rates varying according to their age, &c. There are no premium apprentices. Preference is given to the sons of our own men, and one condition insisted upon is that each apprentice must join two or more classes in connexion with the "Salford Iron Works Science and Technical School," specially organised in a building for the purpose and maintained by the firm exclusively for their own apprentices.</p> <p>This school was established in 1873 for the purpose of enabling the apprentices to study the sciences bearing upon the business in which they are engaged during the period that they are in their daily employment in the works, learning the practical side of their trade.</p> <p>Among the subjects for which there are special classes are the following :—</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Mathematics.</td> <td style="width: 50%;">Applied Mechanics.</td> </tr> <tr> <td>Geometry, Plane and Solid.</td> <td>Steam and the Steam Engine.</td> </tr> <tr> <td>Engineering.</td> <td>Tools (Metal Working).</td> </tr> <tr> <td>Machine Drawing.</td> <td>Machine Construction.</td> </tr> <tr> <td>Electrical Mechanism.</td> <td>Building Construction.</td> </tr> </table> <p>Attendance at 2 or more classes by the apprentice is an absolute condition of their employment in the works. Careless or non-attendance at the science school is counted as the same would be in regard to the works.</p> <p>A special feature in connexion with this school is that, in addition to the prizes awarded by the Science and Art Department, City and Guilds of London Institute, &c., the firm give certificates and prizes to all students, who, being apprentices, make any progress in their studies as determined by the Government and other examinations, in which they must pass higher stages or classes than at their previous examinations. The value of the prizes depends upon the amount of progress made, the quantity and excellence of the work executed during the session, taken into account with punctuality, systematic industry, and progress of the apprentice in the workshops.</p> <p>Another important point in the firm's method of training apprentices is, that they are not kept exclusively to one branch or department of the business, but are from time to time moved from one class of work to another, and have also the advantage of spending a portion of their apprenticeship in the drawing office.</p> <p>This combination of theoretical and practical education in the science school, and in the various workshops, is intended to give full play to the abilities of the young men, the aim of the firm being to train their apprentices into good "all round" practical engineers and mechanics, and not merely to obtain from them during their apprenticeship so much labour as they are able to perform. The system has been attended with most satisfactory results, and the firm have the gratification of knowing that all the youths who have passed through the works and school have been steady and successful in their after lives, and that the certificates for general progress already referred to have in many instances been of much assistance to the holders of them both at home and abroad.</p> <p style="text-align: center;">None.</p> <p>Labour saving machinery is adopted when deemed advantageous. No difficulty from the men in introducing it.</p> <p style="text-align: center;">—</p> <p>The bulk of men employed are unionists, but no trouble ever arises between them and non-unionists. We have no black list. The relations existing between the firm and trade societies have always been of a friendly character. At various times, when the trade societies have wished to introduce some change, either as regards rates of wages, hours per week, or other matters, the officials have been invited to confer with the heads of the firm, with the result that mutually satisfactory arrangements have been adopted.</p> <p style="text-align: center;">—</p> | Mathematics. | Applied Mechanics. | Geometry, Plane and Solid. | Steam and the Steam Engine. | Engineering. | Tools (Metal Working). | Machine Drawing. | Machine Construction. | Electrical Mechanism. | Building Construction. |
| Mathematics. | Applied Mechanics. | | | | | | | | | | |
| Geometry, Plane and Solid. | Steam and the Steam Engine. | | | | | | | | | | |
| Engineering. | Tools (Metal Working). | | | | | | | | | | |
| Machine Drawing. | Machine Construction. | | | | | | | | | | |
| Electrical Mechanism. | Building Construction. | | | | | | | | | | |

CONDITIONS OF LABOUR.

ENGINEERING—*continued.*

| 169. | 170. | 171. | 172. | 173. |
|--|--|---|---|---|
| Messrs. Richard Hornsby & Sons, Limited. | Messrs. Clayton & Shuttleworth, Agricultural Engineers. | H. R. J. Denton, Esq., Agricultural Implement Manufacturer. | The New Howe Machine Co., Ltd., Sewing Machines and Cycles. | Messrs. Smith & Sons, Machine Makers. |
| Spittlegate Iron Works, Grantham, Lincolnshire. | Stamp End Works, Lincoln. | Wolverhampton. | 128, Avenue Street, Bridgeton, Glasgow. | Royd Works, Keighley. |
| A little extra pressure during the summer; and slackness short time after harvest; fairly regular. Safe. Machinery guarded. Works kept in accordance with Factory Act, and very satisfactory to workmen. | Season trade; generally slack during winter months. Good. | Seasonal. Inspected by Government inspectors. | Dull from September to April. Complete. | — Inspected by Government Inspector. |
| None, except where employers are liable; but they are considerate and liberal in cases of distress. Carried out as much as possible. | No funds. | Insured. | Pay goes on. | None. |
| All work done in workshops. | — | — | None. | — |
| None. | All work done at factory. | None. | None.* | — |
| Byes are nominally apprenticed without premium, and without indenture, and are taught a trade as long as they behave and conform to workshop rules. | — | — | Work suitable for them only. | As per regulation. |
| | Agreements only. One month notice on either side. | — | Five years. | Yes. |
| | | | | |
| | | | | |
| None. | Only two or three employed. | None. | None. | None. |
| Very generally introduced; but more of it necessary to compete with Americans and Germans. | Adopted to suit requirements. | — | As much as possible. | — |
| Supply all materials and machinery. | — | Buy it. | Best of everything. | — |
| No black list so long as good time is kept. Unionists refuse to work with non-unionists in boiler shop. No difference in treatment made between unionists and non-unionists, and in cases of dispute deal with committees of both. | — | — | No respect of persons, all in harmony. | — |
| | | | | |
| | | | None. | — |

CONDITIONS OF LABOUR.

ENGINEERING—*continued.*

| | 174. | 175. | 176. |
|---|--|---|---|
| EMPLOYEE - - - - - | Messrs. G. Wilkinson and Sons, Tool Makers. | Messrs. J. Buckton & Co., Ltd., Machine Tool Makers. | Messrs. Stephenson & Co., Ltd., Locomotive, Marine, and General Engineers, &c. (Engineering Department only.) |
| District - - - - - | Keighley, Yorkshire. | Leeds, Yorkshire. | Newcastle-on-Tyne and Hobburn-on-Tyne. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (8.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Very regular. | Men are in constant employment. | None, except in cases of slackness or accidents to machinery. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | All good and regular. | Safe; lighting good; sanitation good; inspected by Her Majesty's Inspectors. | Under Factories Act supervision. |
| (c.) Compensation for accidents. | Not always. | None. | No fixed arrangement. |
| (d.) Sub-division of labour as between different trades. | — | — | Each trade is worked by its own members only. |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | All work done at workshops. | All done in factory. |
| (f.) Distribution of labour as between men, women, and children. | All men. | Bulk of work done by men. | Light work done by lads. |
| (g.) Apprenticeship - - - | — | In exceptional cases, not the rule. | Between 5 and 7 years. |
| (h.) Employment of foreigners | None. | None. | None. |
| (i.) Introduction of labour-saving machinery. | Abundance of labour-saving machinery. | 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. | Done in all cases. |
| (j.) Supply and quality of materials, machinery, or other plant. | Cannot say. | — | Our machinery is of the best modern description. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | Do. | We never dismiss anyone simply because he may be a delegate or spokesman. None of our unionists refuse to work with non-unionists. If the trades' unions try to interfere between us and our men, we say to the men, they had better tell their union to take the quarrel somewhere else, and leave those who are contented and good friends to continue so. The result has been peace between us for many years. | (1) None; (2) none, 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. |
| (l.) Other causes of dispute - | Do. | The chief cause of trade disputes are the paid managers of societies or trade unions, who must be doing something to show for their salaries. | — |

CONDITIONS OF LABOUR.
IRON AND STEEL MANUFACTURERS.
177.

| EMPLOYER | Barrow Hematite Steel Co., Ltd. | | |
|--|---|--------------------------------|---|
| | Steel Department. | Engineering Department. | Hoop and Wire Department. |
| District | Barrow-in-Furness. | | |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (8.) <i>Conditions of Labour</i> — | | | |
| (a.) Irregularity of employment through seasonal or other causes. | None. | None. | None. |
| (b.) Safety of employment and the lighting, sanitation, and inspection of workplaces. | Under Factory Act supervision. | Under Factory Act regulations. | Under Factory Act supervision. |
| (c.) Compensation for accidents. | Arranged according to circumstances. | — | Arranged according to circumstances. |
| (d.) Sub-division of labour as between different trades. | One trade only in this department. | None. | One trade only in this department. |
| (e.) Distribution of labour as between factories, workshops, and homes. | All work done on the premises. | None. | All work done on the premises. |
| (f.) Distribution of labour as between men, women, and children. | Only employ men and lads. | None. | Only employ men and lads. |
| (g.) Apprenticeship | No apprentices. | 7 years. | No apprentices. |
| (h.) Employment of foreigners | None. | None. | None. |
| (i.) Introduction of labour-saving machinery. | Always done when found advantageous. | None. | Always done when found advantageous. |
| (j.) Supply and quality of materials, machinery, or other plant. | Higher class of machinery purchased, all besides made here. | None. | Higher class of machinery purchased, all besides made here. |
| (A.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | (2) Large number of both employed, but do not interfere with one another; (4) excellent accord. | None. | (2) Large number of both employed, who work comfortably and agreeably together. |
| (l.) Other causes of dispute | None. | None. | None. |

CONDITIONS OF LABOUR.

IRON AND STEEL MANUFACTURERS—*continued.*

| | 177. | 178. | 180. |
|--|---|---|--|
| EMPLOYER - - - | Barrow Hematite Steel Co., Ltd. Mines. | The Monk Bridge Iron and Steel Co., Ltd. | Messrs. D. Colville & Sons, Iron and Steel Manufacturers. |
| District - - - | Barrow-in-Furness. | Whitehall Road, Leeds. | Motherwell, Lanarkshire, N.B. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (8.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Regular employment except in very hot weather. Some few men are thrown idle on account of excess of water in some of the pits. | Not affected by such causes. | Steady work all round. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Nothing more than the ordinary risks in similar mines. Workplaces are regularly inspected day by day, and some of them two or three times a day. Candles used for lighting the mines and gas for workshops. Mines are under the Metalliferous Mines Act and workshops under the Workshops Regulation Act. | Liability to accident small; under Government inspection. | Everything is done which is possible to render the work safe; electric arc and incandescent lighting; sanitation as it should be. |
| (c.) Compensation for accidents. | There is a sick and accident club in connexion with the mines, subscribed to by both the men and the company. | Only under Employers Liability Act. | Assistance given in some form. |
| (d.) Sub-division of labour as between different trades. | Each workman does the work belonging to his class. | None. | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | None. | — |
| (f.) Distribution of labour as between men, women, and children. | Most of the labour of all kinds done by men. No women employed. A few boys are employed assisting the miners underground, attending to air doors, &c., and, on the surface, in cleaning the ore, and as assistants and apprentices in the workshops. | None. | — |
| (g.) Apprenticeship - - - | No apprenticeship except in the workshops, chiefly fitters. Length of apprenticeship 7 years, with an increase of wages year by year. | None. | 2 in roll turners' shop. 1 pattern-maker. 1 fitter. |
| (h.) Employment of foreigners | — | Unknown. | None. |
| (i.) Introduction of labour-saving machinery. | Nothing more than the ordinary machinery in connexion with mines and workshops in use. No conditions, restrictive or otherwise, as to the introduction of labour-saving machinery. | — | Applied where possible when approved. |
| (j.) Supply and quality of materials, machinery, or other plant. | Materials, machinery, or other plant are supplied by the company. No charge made to the workers except for explosives, candles, and a few minor articles. All of good quality. | — | Locally, and ore from Spain, sand from Belgium, some pig hematite iron from England. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | (1) None; (2) do not refuse; (3) no black list; (4) cordial. | Unknown. | Representative delegates are not dismissed unless for breaking works' rules; we have had some trouble with unionists refusing to work with non-unionists, but the workmen's unions here are not as a rule unreasonable regarding this; no black list kept, and the mutual relations not strained at present. |
| (l.) Other causes of dispute - | No special causes of dispute. | None. | — |

CONDITIONS OF LABOUR.

IRON AND STEEL MANUFACTURERS—*continued.*

| 181. | 182. | 183. | 184. |
|--|---|---|--|
| The Park-gate Iron Co., Ltd. | Messrs. S. H. Burrows & Sons, Iron Manufacturers. | Messrs. Thos. Walmsley & Sons, Iron Merchants, &c. | The Darlington Steel and Iron Co., Ltd., Iron and Steel Manufacturers. |
| Rotherham. | Attercliffe, Sheffield. | Atlas Forge, Bridgman Street, and Crook Street, Bolton. | Darlington. |
| — | •• General slackness of trade. | According to state of trade. | Fairly regular work. |
| Under Factory Act. Lighted with gas. | — | Government inspection. | — |
| Arranged as they arise. | — | 10s. per week from sick club. | — |
| — | — | — | — |
| — | — | — | — |
| — | None. | — | — |
| None. | None. | — | — |
| — | — | — | — |
| — | — | — | — |
| Wages arranged on the sliding scale, to which both parties adhere. Unionists and non- unionists employed. | (1), (2), (3) Nothing of the kind; (4) satisfactory. | Do not recognise any distinction between unionists and non- unionists, never had a case of the former refusing to work with latter, although majority are unionists. | — |
| — | — | Chiefly through agitating dele- gates. | — |

CONDITIONS OF LABOUR.

IRON AND STEEL MANUFACTURERS—*continued.*

| | 185. | 186. | 187. |
|--|---|--|---|
| EMPLOYER | The Skinningrove Iron Co., Ltd., Iron Smelters. | Messrs. John Lysaght, Ltd., Sheet Iron Manufacturers. | Messrs. Saml. Tyzack & Co., Ltd., Manufacturers of Merchants' Bars, Angles, and Rivets. |
| District | Carlin How, R.S.O., Yorkshire. | Swan Garden Works, Wolverhampton. | Monkwearmouth, Sunderland. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— (a.) Irregularity of employment through seasonal or other causes. | Carried on without any interruption. | The season has but small effect. Fluctuations in trade for lengthened periods cause considerable irregularity. | None. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | One accident in 12 years caused by man's carelessness; light, good; employment healthy. | Few serious accidents. If any carelessness the works would be dangerous. | Not dangerous where care is used. Lighting and sanitation good, under Government inspection. |
| (c.) Compensation for accidents | Subscription among men, to which we subscribe. | None. | No special arrangement; each case considered on its merits. |
| (d.) Sub-division of labour as between different trades. | None. | — | Does not apply. |
| (e.) Distribution of labour as between factories, workshops, and homes. | None. | No home work. | Do. |
| (f.) Distribution of labour as between men, women, and children. | All men. | — | Do. |
| (g.) Apprenticeship | None. | None. | Do. |
| (h.) Employment of foreigners | None. | Extremely rare. | No distinction made. |
| (i.) Introduction of labour-saving machinery. | — | — | Where practicable. |
| (j.) Supply and quality of materials, machinery, or other plant. | — | Does not understand question. | Does not understand question. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | (1) None; (2) none. | (1) None; (2) do not know which of the men are unionists; (4) good. | (1) None; (2) occasional difficulties; (3) none; (4) very friendly. |
| (l.) Other causes of dispute | — | — | Occasional, not of any moment. |

CONDITIONS OF LABOUR.

IRON AND STEEL MANUFACTURERS—*continued.*

| 188. | 189. | 190. | 191. |
|---|---|--|---|
| Sir A. Hickman, Iron and Steel Manufacturer. | Messrs. Isaac Jenks & Sons, Iron and Steel Manufacturers. | Dalmellington Iron Co., Ltd., Blast Furnaces and Coal and Ironstone Mines. | The Steel Co. of Scotland, Ltd., Iron and Steel Manufacturers. |
| Spring Vale Furnaces and Ladymore Colliery, Bilston. | Minerva Works, Wolverhampton. | Dalmellington, Ayrshire, Scotland. | Hallside Steel Works, Newton, Lanarkshire, and Blochairn Steel Works, Glasgow. |
| None. Regular employment for many years. | Subject to the fluctuations of trade, which during the last 10 years have been very frequent and sudden. | Regular all the year. | None, except in rare cases when orders are scarce. |
| Lighted by electricity, as provided by Factory Acts. | Safe as most ironworks; gas lighting; abominable pan system of removing soil; Government inspection. | Employment healthy; accidents rare. | Safe; part electric light; sanita- tion attended to. |
| See Question (1) Wages (e), (3) Deferred Pay. | Half wages paid during disable- ment up to 26 weeks. One year's wages in case of death paid by insurance company. | No special provision, excepting workmen's society, from which men receive 6s. to 8s. per week when off work by sickness or injury. | No settled rule; each case dealt with separately. |
| None. | — | None. | — |
| No home work. | All work done on our own pre- mises. | None. | All done in workshops. |
| None. | — | No women or children employed. | — |
| None. | None. | In tradesmen's workshops; not indentured. | None legally bound. |
| None. | No questions asked as to nation- ality. | None. | None. |
| None. | Are working pretty much the same as our predecessors in the trade, except that perhaps more powerful machinery is used. | Equipped with every appliance for economizing labour and expense. | — |
| None. | — | Materials of best quality, and machinery of most approved style. | — |
| Nothing of the kind has ever arisen. | All our men are expected to con- tribute to the Wages Board and abide by its decision. | No union among workmen, and no relation with any trade union. | (1) None; (2) a tendency to refuse; (3) rarely used; (4) fairly friendly. |
| None. | None. | — | Modification of wages and methods of working; interference of union- ists with what is considered economical arrangements other than direct reduction in wages. |

CONDITIONS OF LABOUR.

GENERAL METAL AND HARDWARE TRADES—continued.

| 195. | 196. | 197. | 198. |
|--|---|--|---|
| Messrs. George Patchett and Sons, Wire Manufacturers. | Messrs. J. B. Rowcliffe and Sons, Woven Wire Spring Mattress Manufacturers. | Messrs. Brierley and Sons, Metallic Bedstead Manufacturers. | Messrs. Robert Lloyd Crosbie & Co., Metallic Bedstead Manufacturers. |
| Halifax. | Levenshulme, near Manchester. | Sheepcote Street, Birmingham. | Globe Foundry, Charlotte Street, Birmingham. |
| Regular. | Very regular. | None. | The principal seasons of slack trade are the commencement of each year when stock-taking, and when visitors to seaside places are away from home. |
| — | Perfectly safe; lit by gas; sani- tation excellent; no inspection required. | Have never had a serious accident. | Inspected by local inspectors of factories, and suggestions for improvements carried out promptly. |
| — | No accidents. | — | Accidents rare. |
| — | Only one trade. | — | None. |
| — | None. | No home workers. | |
| — | No children employed under 13 years of age. | — | Men take heavy work, such as casting, forging, cutting, &c. Females engaged in painting, transferring, wrapping, &c. |
| — | None. | None. | None. |
| — | None. | None. | None. |
| — | Only work circular saws. | — | None. |
| — | Pitch pine, tinned steel wire, iron bolts. | — | None. |
| — | We do not know anything about unionists and non-unionists; we work amicably with our em- ployés. | — | Delegates from the Bedstead Makers' Union are employed in every factory, who report to union officers all matters con- sidered as grievances, and em- ployers are requested to alter these grievances under threat of strikes. |
| — | — | — | The most frequent 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. |

CONDITIONS OF LABOUR.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| | 199. | 201. | 202. |
|---|---|---|---|
| EMPLOYER | Messrs. J. J. Cordes & Co., Ltd., Ironmasters and Nail Manu- facturers. | Messrs. B. Walters & Co., General Lock and Key Manu- facturers. | Messrs. Archibald Kenrick & Sons, Ltd., Hollowware Founders |
| District | Newport, Monmouthshire. | 154, North Street, Wolver- hampton. | Houghton Street, West Bromwich. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employ- ment through seasonal or other causes. | — | No season trade. No short time for 20 years. | Very little fluctuation, owing to the large number of markets with which we trade; our trade is exceptionally steady. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | — | Never had any serious accident. | We do all we can to make them good. |
| (c.) Compensation for acci- dents. | — | None. | Voluntary. We consider each case upon its merits. We have only once had a claim, made by a workman 8 years ago, and this claim was made upon the foreman. |
| (d.) Sub-division of labour as between different trades. | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | All work done at factory. |
| (f.) Distribution of labour as between men, women, and children. | — | — | — |
| (g.) Apprenticeship | Where possible we keep appren- ticeships for the sons of our own workmen. | — | Our system has worked very well and without any friction. We have paid to our apprentices as much as 80 <i>l.</i> at end of term. Only in one case was the money squandered by the recipient. (See Appendix No. 3.) |
| (h.) Employment of foreigners | We employ the best men, giving preference naturally to old hands. | — | — |
| (i.) Introduction of labour- saving machinery. | Wherever possible, if work is not injured in quality. | Introduced machinery 15 years ago. Great saving in labour. | We have practically changed our operations from hand work to work done by labour-saving machinery. |
| (j.) Supply and quality of materials, machinery, and other plant. | Quality should always be main- tained. | — | — |
| (k.) (1) Dismissal of repre- sentative delegates; (2) refusal of unionists to work with non- unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally | If employers are in touch with their own men, there is no need for delegates or unions. | No disputes for the last 20 years. | (4.) Exceedingly satisfactori |
| (l.) Other causes of dispute | — | — | — |

CONDITIONS OF LABOUR.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| 203. Messrs. Thos. Watson & Sons, Ltd., Stove Grate Manufacturers and General Ironfounders. | 204. Messrs. George Wright & Co., Stove Grate Manufacturers and Ironfounders. | 205. Messrs. W. H. Micklethwait & Co., Stove Grate Manufacturers and General Ironfounders. |
|--|--|--|
| Wheathill Foundry, Rotherham. | Burton Weir Works, Rotherham. | Clough Road, Rotherham. |
| Regular, as a rule, all the year round, and has no fluctuations other than those referred to (<i>see</i> Question (1.) Wages (a.)). | Only when the workmen choose to absent themselves. | None |
| Very little risk. Inspection by H.M. Inspector. | Perfectly safe. Shops well lighted, drained, and periodically inspected. | Under the Factory Act. |
| Insured against by the firm under Employers Liability Act. | — | None. |
| — | — | None. |
| All done at works. | Only in workshops. | None. |
| No women employed. Work is given to boys, apprentices, and others, according to ability, and paid at men's piece prices, less 30 per cent. | Men and boys work same hours. | None. |
| — | Rarely. | Seven years. |
| None. | None. | None. |
| — | None. | None. |
| — | First class. | The best. |
| Have had no disturbances. Work amicably with any reasonable trade union. | None dismissed. Men have threatened, through their secretary, to cease work if any non-unionists were engaged. | Unionists refuse to work with non-unionists. Mutual relations since the strike very bad indeed. |
| Wages chief cause. | Constant friction since the men formed a union. | — |

CONDITIONS OF LABOUR.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| | 206. | 207. | 208. |
|--|--|---|--|
| EMPLOYER | Messrs. Wm. Corbitt & Co., Ltd., Stove Grate, Fender, and Kitchen Range Manufacturers. | Messrs. Bayliss, Jones, & Bayliss, Ironfounders, &c. | F. H. Parkyn, Esq., Bicycle and Tricycle Manufacturer. |
| District | Masbro' Works, Rotherham. | Victoria Works, Wolverhampton. | Granville Street, Wolverhampton. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Irregularity of employment unavoidable, the business depending upon building trades, and rapid change or introduction of new designs makes it unadvisable to make work for stock. | — | Purely a seasonal business. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Factory inspectors should certify as to lighting and sanitation of workshops; they now adequately attend to safety of employment. | — | Well lighted and ventilated shops. |
| (c.) Compensation for accidents. | Workmen should be compensated for all accidents, unless caused by their own neglect or carelessness. | Half-pay through insurance. | No accidents since works started six years ago (1885). |
| (d.) Sub-division of labour between different trades. | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | Labour in workmen's homes should be discouraged, as it always tends to reduce the scale of pay. | — | — |
| (f.) Distribution of labour as between men, women, and children. | Employment of women and children in all cases to be avoided. | — | — |
| (g.) Apprenticeship | To be open and not restricted by action of trade unions. | — | — |
| (h.) Employment of foreigners | On no account to be advocated. | — | — |
| (i.) Introduction of labour-saving machinery. | To be sought after as much as possible; it always brings more work for the men. | — | — |
| (j.) Supply and quality of materials, machinery or other plant. | The best is always recommended, if inferior, loss is often caused to the workman, and the employer gains nothing. In the end this ruins the business. | — | — |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | No objection to representative delegates; manufacturers should have the privilege unambiguously of employing non-unionists; a workman should not be compelled to starve because he declines to join a union. | — | (1.) No man is dismissed for any cause outside his work; (2.) question of unionist or otherwise is not asked, and, generally speaking, is unknown. |
| (l.) Other causes of dispute | Inferior workmanship is often a cause of dispute, and should be provided against. | — | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING.

| | 209. | 210. | 211. |
|--|---|---|--|
| EMPLOYER | Pen yr Orsedd Slate Quarry Co., Ltd. | Muraf Colliery Co., Ltd. | Tin and Copper Mining Co. |
| District | Nantlle, Llandwrog, Carnarvonshire. | Little Neston, Cheshire. | Tincroft Mines, Illogan, Cornwall. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> — | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Very severe storms of rain or snow will stop work for a day or less at a time, otherwise there is no such hindrance. | — | — |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | The occupation is generally dangerous, from pieces of rock falling from a great height. Occasionally, but very seldom, accidents result from explosions. In 15 years there have been two machinery accidents. Sanitation and ventilation are excellent; most of the work being out of doors. | — | — |
| (c.) Compensation for accidents. | No compensation is claimable, but there are certain long-established customs, by which injured persons are helped by fellow workmen and by employer. | All the men are in the Miners' Permanent Relief Society, and obtain 10s. a week when disabled by accidents. | Half pay. |
| (d.) Sub-division of labour as between different trades. | Quarry men, rubbish men. | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | Does not apply. | — | — |
| (f.) Distribution of labour as between men, women, and children. | Women and children are never employed. | — | Women at surface only. |
| (g.) Apprenticeship | 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 of the produce from the employer. A boy thus picks up a knowledge of quarrying. | — | — |
| (h.) Employment of foreigners | 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. | — | — |
| (i.) Introduction of labour saving machinery. | Sawing and squaring machinery has been introduced during the last 20 years without any opposition on the part of the workmen. | — | Boring machines underground by compressed air. |
| (j.) Supply and quality of materials, machinery, or other plant. | The employer supplies everything, except hand tools, powder, and fuse. | — | Good. |
| (k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally. | I know of no such proceedings, nor do I know of any distinction between unionist and non-unionist. Relations between employer and employed are excellent in every way. | None. | None. |
| (l.) Other causes of dispute | There are no disputes, for every month at the letting, the whole questions of wages, price, and conditions of work is open to discussion by either party, and it is discussed without heat or violence. | None. | None. |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 212. | 213. | 214. | 215. |
|--|---|--|-------------------------------|---|
| EMPLOYER - - - - { | Phoenix United Mining Co. | The Alston Moor Mining Co. | Iron Ore Mining Co. | The Cleator Iron Ore Co. |
| District - - - - { | Linkinhorne, Cornwall. | Nentsberry Green, Cumberland. | Woodend, Bigrigg, Cumberland. | Cleator, West Cumberland. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (3.) <i>Conditions of Labour</i> :— | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | In the summer season there are many losses of labour by excursions, &c. | Work night and day all the year round. | — | Little or no irregularity except from accident. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Safe. Atmosphere very good. Lighted by candles. Sanitation good. Regular inspection of workplaces by agents. | Lighted by tallow candles. | — | Safe and healthy works, well ventilated, and regularly inspected. |
| (c.) Compensation for accidents. | 1s. per working day for all underground miners. | None. | — | Depends on circumstances. |
| (d.) Sub-division of labour as between different trades. | One class of working at surface by dressing the tin ores. | None. | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | Not applicable to mines. | None. | — | — |
| (f.) Distribution of labour as between men, women, and children. | The miners break the minerals and send them to surface, and the surface men and women and children prepare same for sale. | None. | — | — |
| (g.) Apprenticeship - - - | None. | None. | — | — |
| (h.) Employment of foreigners | None. | None. | — | — |
| (i.) Introduction of labour-saving machinery. | Stamping engines, stone breaker, &c. &c.; also round baddles, self-acting wood frames, for washing tin. | Crushing mills and baddles. | — | — |
| (j.) Supply and quality of materials, machinery, or other plant. | Steam engines for pumping, stamping, dressing, &c.; coal for steam engines, &c.; timber, dynamite, and gunpowder. | Always a good supply of timber, candles, powder, &c. | Good. | Abundant and of best quality. |
| (k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally. | None. | None. | — | No questions asked as to whether men in union or not. |
| (l.) Other causes of dispute - | A misunderstanding between the principal resident agent and some of the men respecting a stipulated notice for leaving their work having been posted, which the men considered an innovation. | None. | — | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 216. | 217. | 218. | 219. |
|---|---|--|---|
| The Threlkeld Mining Co. (Lead). | The Lonsdale Mining Co., Ltd. | Messrs. Kendall and Main, Iron Ore Mines. | Henry Woolcock, Esq., Iron Ore Mines. |
| Threlkeld, Cumberland. | Whitehaven. | Whitehaven. | Frizington, Egremont, and Sil- croft, Cumberland. |
| Only irregular through frosts or floods. | None. | Irregularities mostly the result of bad trade. | None. |
| To the satisfaction of H.M. Inspectors. | Candles used for lighting. Sani- tation good. Inspected daily by manager. | Safe as possible under the cir- cumstances. Lights mostly candles. Sanitary conditions mostly good. Inspection daily, in some cases two or three times a day. | Safety of employment in the miners' hands; lighting by candle; inspection by manager or deputy manager, always once, sometimes twice, each shift. |
| None. | As can be arranged to the satis- faction of all parties, unless insured in an Employers' Liability Co. | Depends upon circumstances. | If slight, weekly allowance and medical attendance; if fatal, by arrangement. |
| None. | None. | — | — |
| None. | None. | — | Nothing at home. |
| — | No women or children employed. | — | — |
| None. | None. | — | — |
| None. | None. | — | None. |
| Do not understand question. | None except the ordinary winding and pumping engines with boilers, &c. | None. | Usual steam, air or water, winding and pumping machinery. |
| Do. Do. | — | Mostly very good. | All necessarily of good quality. |
| None. | We believe the men are in the Miners' Union. We have no disturbance with them. | Union not very strong in our neighbourhood. | Nothing of this. |
| None. | None. | Disputes mostly arise as to a difference of opinion as to the rate of wages. | Have no serious disputes to stop work. |

ROYAL COMMISSION ON LABOUR:
 CONDITIONS OF LABOUR.
 MINING AND QUARRYING—continued.
 220.

| | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|----------|-----------|--------|---------|---------|----------|----------|----------|----------|---------|----------|----------|-----------|---------|----------|----------|----------|----------|----|--|--|--|--|--|--|
| EMPLOYER | Messrs. Jas. Sparrow and Sons. | | | | | | | | | | | | | | | | | | | | | | | | | |
| District | Ffrwd Colliery, near Wrexham, Wales. | | | | | | | | | | | | | | | | | | | | | | | | | |
| Representations or information offered for the consideration of the Commission under the following heads—cont. (8.) Conditions of Labour: (a.) Irregularity of employment through seasonal or other causes. | Employment has been steady for the last 4 years, but the colliers' attendance has been irregular, as follows:— Absentees from Colliery during 1891. | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Fortnight ending. | April 4. | April 18. | May 2. | May 16. | May 30. | June 13. | June 27. | July 11. | July 25. | Aug. 8. | Aug. 22. | Sept. 5. | Sept. 19. | Oct. 3. | Oct. 17. | Oct. 31. | Nov. 14. | Nov. 28. | | | | | | | |
| | Monday | — | 19 | 33 | 27 | — | 25 | 46 | 23 | 35 | 18 | 17 | 35 | 23 | 41 | 36 | 36 | 34 | 34 | 23 | | | | | | |
| | Tuesday | — | 27 | 19 | 26 | — | 34 | 31 | 16 | 31 | 10 | 28 | 52 | 28 | 28 | 89 | 24 | 32 | 38 | | | | | | | |
| | Wednesday | — | 16 | 17 | 46 | 39 | 26 | 18 | 29 | 21 | 14 | 17 | 16 | 24 | 36 | 17 | 24 | 29 | 27 | | | | | | | |
| | Thursday | — | 14 | 18 | 47 | 10 | 29 | 28 | 18 | 16 | 11 | 25 | 15 | 15 | 20 | 23 | 23 | 24 | 31 | | | | | | | |
| | Friday | — | 12 | 8 | 18 | 12 | 21 | 23 | 11 | 17 | 16 | 21 | 19 | 20 | 13 | 12 | 21 | 14 | 25 | | | | | | | |
| | Saturday | — | 7 | 11 | 12 | 10 | 22 | 28 | 31 | 30 | 8 | 17 | 15 | 19 | 17 | 15 | 15 | 21 | 19 | | | | | | | |
| | Total pay week | — | 95 | 101 | 176 | 71 | 148 | 174 | 128 | 150 | 83 | 198 | 152 | 127 | 135 | 189 | 158 | 154 | 165 | | | | | | | |
| | Average | — | 15.83 | 16.83 | 29.33 | 17.75 | 24.06 | 29.00 | 21.33 | 25.00 | 13.83 | 32.16 | 25.83 | 21.16 | 25.83 | 31.50 | 25.80 | 25.06 | 25.83 | | | | | | | |
| | Monday | — | 32 | 41 | 24 | 38 | 51 | 72 | — | 43 | — | 56 | — | 60 | 38 | 25 | 41 | 51 | — | | | | | | | |
| | Tuesday | — | 38 | 24 | 37 | 33 | 44 | 58 | — | 44 | — | 44 | — | 34 | 50 | 29 | 38 | 62 | — | | | | | | | |
| | Wednesday | — | 48 | 17 | 21 | 19 | 21 | 27 | 40 | — | 24 | 44 | 28 | 38 | 40 | 25 | 25 | 57 | — | | | | | | | |
| | Thursday | — | 32 | 17 | 15 | 17 | 21 | 18 | 63 | 28 | 26 | 17 | 28 | 13 | 25 | 37 | 28 | 19 | — | | | | | | | |
| | Friday | — | 17 | 5 | 11 | 18 | 27 | 18 | 19 | 28 | 35 | 18 | 15 | 11 | 30 | 9 | 20 | 14 | 32 | | | | | | | |
| | Saturday † | — | 19 | 6 | 14 | 14 | 40 | 19 | 26 | 16 | 42 | 24 | 17 | 16 | 28 | 15 | 22 | 14 | 17 | | | | | | | |
| | Total weeks after pay | — | 116 | 115 | 126 | 129 | 177 | 177 | 278 | 72 | 214 | 107 | 188 | 78 | 217 | 174 | 147 | 161 | 288 | | | | | | | |
| | Average | — | 29.00 | 19.16 | 21.00 | 21.50 | 29.50 | 29.50 | 46.33 | 24.00 | 35.86 | 28.75 | 30.50 | 19.50 | 36.16 | 29.00 | 24.50 | 28.63 | 39.66 | | | | | | | |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | * No work. † Pumps broken down. ‡ Bank holiday. § Collier's demonstration. The above averages are all confined to colliers. Surface men's attendance has been regular. Lighted by electricity. Inspected daily. | | | | | | | | | | | | | | | | | | | | | | | | | |
| (c.) Compensation for accidents. | See answer to Question (1.) Wages (e.) (2.) | | | | | | | | | | | | | | | | | | | | | | | | | |
| (d.) Sub-division of labour as between different trades. | All done at the works. | | | | | | | | | | | | | | | | | | | | | | | | | |
| (e.) Distribution of labour as between factories, workshops, and homes. | Does not apply. | | | | | | | | | | | | | | | | | | | | | | | | | |
| (f.) Distribution of labour as between men, women, and children. | None. | | | | | | | | | | | | | | | | | | | | | | | | | |
| (g.) Apprenticeship | None. | | | | | | | | | | | | | | | | | | | | | | | | | |
| (h.) Employment of foreigners. | Underground haulage is done by compressed air, and coal loaded into trucks by self-acting tippers. | | | | | | | | | | | | | | | | | | | | | | | | | |
| (i.) Introduction of labour-saving machinery. | All modern machinery. | | | | | | | | | | | | | | | | | | | | | | | | | |
| (j.) Supply and quality of materials, machinery, or other plant. | (2) None; (4) uniformly good for years. | | | | | | | | | | | | | | | | | | | | | | | | | |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (l.) Other causes of dispute | | | | | | | | | | | | | | | | | | | | | | | | | | |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—continued.

221.

222.

| The Butterley Iron Company. | | | The Blackwell Colliery Co. |
|---|--|---|---|
| Ironworks. | Iron and Steel Manufacturers. | Coal and Ironstone Mines, and Iron and Steel Manufacturers. | |
| Alfreton, Derby. | Codnor Park, Alfreton, Derby. | Derbyshire and Nottinghamshire Collieries only. | Blackwell, Derby. |
| Out-door work interfered with by the weather at times, but not to a large extent. | When trade is bad and orders scarce, our men have to work short time, but this has seldom happened during the past 4 years. | Regulated by state of trade, accidents to plant, and unwillingness of men to work. | House coal collieries work short time in summer 3 to 4 days a week, and frequently 4 to 5 days in winter. Steam coal collieries 5 to 5½ days per week. |
| Very few serious accidents; lighting and sanitation good. | Men subject to ordinary risks, but every care is exercised to reduce them to a minimum; our works are well lighted and their sanitary condition excellent. | Regulated by Coal Mines Regulation Act, 1887, and the special rules (lighting by candles and safety lamps). | The coal miners in this district compare advantageously with those of other districts. The lighting is partly by naked lights and partly by safety lamps, according to the conditions of the particular seams; sanitation good; ample supplies of fresh air, working places examined 3 times in the 24 hours. |
| In some cases in addition to accident fund. | Every accident is considered, and in some cases compensation is given. | Sick and accident funds, and miners' permanent relief society assisted by voluntary contributions by the owners. Does not apply to collieries. | None except through Employers' Liability or Fatal Accident Society, to which latter every employé pays 1d. per week. |
| Does not apply. | Does not apply. | Do. do. | — |
| No home work. | Do. do. | Do. do. | — |
| Men and boys only employed. | Do. do. | Women and children not employed. | — |
| 5s. per week up to 15 years of age | Do. do. | None to coal-getting, apprentices in carpenters' and blacksmiths' work. | — |
| 6s. do. 16 do. | | | |
| 7s. do. 17 do. | | | |
| 8s. do. 18 do. | | | |
| 9s. do. 19 do. | | | |
| 10s. do. 20 do. | | | |
| 11s. do. 21 do. | | | |
| 1 (a Frenchman). | Do. do. | None. | None. |
| Where practicable. | Do. do. | None in use at present. | None except hand-drilling machines and hauling machinery. |
| Suitable. | Do. do. | Manufactured by this company. | Supplies ample, quality the best. |
| None. | Do. do. | All workmen treated alike, relations generally fairly amicable. | No dismissal of delegates. An attempt has been made by union men to boycott non-union men, but so far unsuccessfully. The union leaders are publicly urging the adoption of this tyrannical behaviour. Employers meet union leaders to discuss and endeavour to arrange causes of dispute. |
| None of any account. | Do. do. | None except disputes arising out of rise and fall in prices bringing about demands for advance or reduction in wages, and breach of colliery rules. | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 223. | 224. | 225. |
|--|---|---------------------------|---|
| EMPLOYER | The Clay Cross Co., Coal Miners, Coke Makers, and Ironfounders. | Pilsley Colliery Co. | W. C. Haslam, Esq. |
| District | Clay Cross, Wingerworth, Danesmoor and Morton, Derbyshire. | Clay Cross, Chesterfield. | Pentrich Collieries, Ripley, Derby. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour :</i> (a.) Irregularity of employment through seasonal or other causes. | Governed by state of trade. | Feasts, &c. | Want of orders and trucks. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Under Coal Mines Regulation and Factory Acts. | — | According to Miners' Act. |
| (c.) Compensation for accidents. | Certain allowance from sick and accident fund. | — | None. |
| (d.) Sub-division of labour as between different trades. | Employers do not control this, it is arranged by sub-contractor and men he employs. | — | None. |
| (e.) Distribution of labour as between factories, workshops, and homes. | None. | — | None. |
| (f.) Distribution of labour as between men, women, and children. | None. | — | None. |
| (g.) Apprenticeship | A few in shops and foundry. | — | None. |
| (h.) Employment of foreigners | None. | — | None. |
| (i.) Introduction of labour-saving machinery. | Whenever it can be applied to advantage. | — | None. |
| (j.) Supply and quality of materials, machinery, or other plant. | — | — | Adequate. |
| (k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally. | All workmen are treated alike. | — | Never had any occasion to meet delegates. |
| (l.) Other causes of dispute | — | — | None. |

CONDITIONS OF LABOUR.
MINING AND QUARRYING—*continued.*

| 226. | 228. | 229. | 230. |
|--|--|---|---|
| Alma Colliery Co. | Messrs. G. Insole & Sons. | Main Colliery Co., Ltd. | Messrs. Thomas & Co., Quarry- masters. |
| North Wingfield, Derby. | Cymmer, Rhondda Valley. | Neath, Glamorganshire. | Forest of Dean, Gloucester. |
| — | None. | Irregular through seasonal and other causes. | 6 or 7 weeks in the winter. |
| — | Provided for under the Coal Mines Regulation Act. | Good. | Good. |
| Willing to grant compensation for accidents through careless- ness or neglect. | In accordance with the Em- ployers' Liability Act. | None, except under the Liability Act. | — |
| Let every workman go to his own trade. | None. | No connexion with different trades. | — |
| — | — | No connexion. | — |
| Allow no women to work at mines. | None. | None. | — |
| — | None. | None. | — |
| — | None. | None. | — |
| As much as possible can be em- ployed. | None. | As per usual in the colliery trade. | — |
| An adequate amount of all should be kept in hand. | In accordance with the provi- sions of the Mines Act. | The best in the market. | — |
| Allow all to please themselves, to join union or not. | No experience. | Trades unionism recognised and mutually agreed upon. | — |
| — | — | None. | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 231. | 232. | 234. |
|---|---|---|--|
| EMPLOYER - - - | Messrs. E. R. Payne & Sons, Quarry Owners. | W. Henry Fryer, Esq., Iron Ore Mining. | Darcy Lever Coal Co. |
| District - - - | Coleford, Gloucester. | Old Sling Pit and New Boxbush Mines, Coleford, Gloucester. | Darcy Lever, Bolton, Lancashire. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employ- ment through seasonal or other causes. | Possibly find some ridding or unbearing stone to those we think most deserving of assist- ance. | Exceptionally regular. No stop day has occurred for more than 2 years, except at the Lydbrook Iron Mines, which were last year (1890) suspended for a time, and were again suspended last month (August 1891.) | Some portion of miners work very irregularly. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Men call attention to anything they consider necessary when same to be remedied. | Very fairly safe—no accident for many years. Lighting and sanitation very fairly good. Inspection daily. | — |
| (c.) Compensation for acci- dents. | Insured in the Palatine Accidental Insurance Company, Man- chester. | None. | Accident club men pay 3d., and company pay half towards it. |
| (d.) Sub-division of labour as between different trades. | None. | Does not apply. | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | Do. | — |
| (f.) Distribution of labour as between men, women, and children. | No women or children employed. | Boys usually employed for the transport of minerals from work- places to main roads—men do all the rest of the work. | — |
| (g.) Apprenticeship - | Apprentices generally leave quarry they were first apprenticed to when they think they can earn as much as skilled men. | None. | — |
| (h.) Employment of foreigners | None. | No foreigners apply for work. | — |
| (i.) Introduction of labour- saving machinery. | Steam crane where we have to bring rubbish or stone from any extensive depth. | Does not apply. | — |
| (j.) Supply and quality of materials, machinery, or other plant. | Find all tools ; in fact, everything. | Adequate and safe. | — |
| (k.) (1) Dismissal of repre- sentative delegates; (2) refusal of unionists to work with non- unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | Have no representative delegates. Have only had one case where men refused to work with a man, although that man paid a per- centage to union fund. Removed him to a quarry by himself, and wrote agent as to same. | No union delegate ever dismissed. Unionists work with non-union- ists. No black list. Employers' relations with trades unions quite amicable, and personally I am in favour of them, as the only recourse of workmen under our existing system of vested interests. | — |
| (l.) Other causes of dispute - | Have not had any serious dispute. | Practically none. The men would like better pay, but know that employers are not in a position to give it. | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 235. | 236. | 237. | 238. |
|---|--|--|---|
| Blainscough Hall Colliery Co. | Parkside Mining Co. | South Leicestershire Colliery Co. | Delaval Benwell Colliery Co. |
| Coppull, Lancashire. | Frezington and Winder, Cumberland, and Lindal-in-Furness, Lancashire. | Coalville, near Leicester. | Newcastle-on-Tyne. |
| In summer 3 to 4 days per week are worked; 11 days per fortnight the rule for the past 3 or 4 years. | Very regular. | — | Regular. |
| Coal Mines Regulation Act provides for this. | Accidents rare. Lighting by candles. Ventilation good. Inspection before entering on working, and during each shift. | Working places inspected five times in 24 hours, besides other visits. | Work is very safe lighting and sanitation good. |
| Obtained through Lancashire and Cheshire Miners' Permanent Relief Society. | We insure. | None. | None. |
| — | — | — | None. |
| — | — | — | None. |
| Girls and women clean the coal (pick out stones and dirt); children or young persons from 12 to 16 years below ground as pony drivers, roly hookers, drawers, &c. | No women or children employed. | — | None. |
| Only form of apprenticeship is the colliers, who are not considered such until they have worked 2 years under skilled workmen. | None bound. | — | None. |
| — | None. | — | None. |
| — | None in ordinary workings. For tunnelling a few rock-drilling machines have been tried, but with little success. | — | None. |
| — | — | — | — |
| — | (1) None; (2) none; (3) none; (4) very friendly. | — | None. |
| — | — | — | None. |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

239.

240.

241.

| EMPLOYER - - - { | Hucknall Colliery Company. | The Ilkeston Colliery Co., Ltd. | The Snailbeach Lead Mining Co. |
|--|---|--|---|
| District - - - { | Hucknall, Nottingham. | Ilkeston. | Minsterley, Shrewsbury. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Time irregular. During summer months these collieries do not average more than 3½ to 4 days per week, and even winter it is seldom that 5 days per week are worked for more than 4 consecutive weeks. | Depends entirely on the state of trade. | Scarcely know, except through accidents and holidays. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Very few serious accidents, owing largely to the regular inspection and strict supervision practised. Lighting throughout with safety lamps. Ample ventilation for sanitation and safety. | Mines Regulation Act. | Ventilation; candles used; nothing further required. |
| (c.) Compensation for accidents. | Never given any. Never had a case under Employers Liability Act. | Workmen are members of Accident and Fatal Accident Club, which provides for accidents. | By Accident Permanent Relief Fund. |
| (d.) Sub-division of labour as between different trades. | — | None. | None. |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | None. | None. |
| (f.) Distribution of labour as between men, women, and children. | — | Boys are employed on light work such as pony driving. | None. |
| (g.) Apprenticeship - - | — | None. | None. |
| (h.) Employment of foreigners | — | No distinction made. | None. |
| (i.) Introduction of labour-saving machinery. | A sorting belt and elevator working successfully on colliery bank. | — | Ore dressing appliances. |
| (j.) Supply and quality of materials, machinery, or other plant. | — | Owners supply all. | As per contract. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | Refusal of unionists to work with non-unionists has not been common in the past, but is becoming less unusual. The trade unions have become much stronger of late, and as they now include a very large majority of the men they are becoming more generally recognised by the employers. | (2) None; (3) none; (4) good. | None. |
| (l.) Other causes of dispute - | — | Rarely any. | None. |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 242. | 243. | 244. | 245. |
|--|--------------------------------------|--|--|
| Clandown Colliery. | Camerton Collieries. | Trustees of the late Countess Waldegrave, Radstock Collieries. | The Sneyd Colliery and Brick- works Co., Ltd. |
| Radstock, near Bath. | Camerton, Bath. | Radstock, Somersetshire. | Burslem, Staffordshire. |
| Want of trade in summer. | — | Depends upon the state of trade. In the summer months, about 5 days per week worked on the average; in winter, full time of 6 days. | Very regular. In summer-time men neglect work very much, averaging quite two days per week. |
| Fair; lighted by candles; frequent inspection; ventilation good. | — | The mines are safe and free from gas. Work under the Mines Regulation Act. | Many of the dangers in mining are now obviated. The lighting is being constantly improved. The sanitation is good, in fact, better than the ordinary mines. Inspection by Her Majesty's inspectors of mines. |
| No special rule. | No information to offer. | No special provision and no case has yet arisen under the Act. | No fixed compensation for accidents, but careful attention is paid to them according to requirements. |
| Miners, carters, trammers, horse-boys, road repairers, examiners, banksmen, enginemen, &c. | Do. | The usual classes of employment common to all collieries. | Do not appear to have any bearing upon this trade. |
| No home work. | Do. | All at the pits and workshops; none at home. | Do. do. |
| None. | Do. | Women and children not employed. | We have very few hands under 16 years of age, only 10 in connexion with colliery, shop and surface, and about the same number at the brickworks. |
| None. | Do. | None amongst colliers; only a limited number in mechanics' shops, and these for 7 years. | None; we have four youths, sons of our workmen, learning trades. |
| None. | Do. | None. | None. |
| Hand-drilling machines underground. Mill saws and drilling machines on surface. | Do. | The seams of coal being thin, it is not practicable to introduce labour-saving machinery in getting coal. | Introduced wherever possible, the rate of wages and conduct of the men compel us to do so. |
| All materials found free. | Do. | An ample supply to meet the requirements of the district. | We do not experience much difficulty in obtaining machinery of good quality. |
| — | Friendly relations with trade union. | Workmen are never discharged on account of being delegates. No distinct case of unionists refusing to work with non-unionists has occurred. Mutual relations good, and most questions are settled by arbitration, sliding scale, or mutual concession. | We have had no experience. With care the union have not given us much trouble. |
| — | None. | Chiefly on questions of wages. | As a manager and managing partner of upwards of 40 years' experience I have avoided serious disputes. |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 246. | 247. | 248. |
|--|----------------------------------|---|---|
| EMPLOYER - - - { | Stafford Coal and Iron Co., Ltd. | Hanley Colliery Co., Ltd. | Aldridge Colliery Co., Ltd. |
| District - - - { | Stoke-on-Trent, Staffordshire. | Hanley. | Aldridge, Staffordshire. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (2.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | No irregularity. | Quite satisfied with existing conditions of labour; do not think they can be improved. Regular work is found summer and winter. | <i>See</i> (2) Hours of Labour (e.). Regularity of attendance not much affected by season, except so far as the trade is influenced by seasonal supply and demand. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | — | — | Great improvement in recent years—safety would be still further promoted if workmen were more careful themselves and reported defects noticed to their overmen, which is rarely done. |
| (c.) Compensation for accidents. | — | — | We are subject to the Employers Liability Act. |
| (d.) Sub-division of labour as between different trades. | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | — |
| (g.) Apprenticeship - | — | None. | — |
| (h.) Employment of foreigners | None. | None. | — |
| (i.) Introduction of labour-saving machinery. | None. | Nothing introduced at present. | Principal item—mechanical haulage, which is now generally approved, and electric signalling |
| (j.) Supply and quality of materials, machinery, or other plant. | — | — | Adequate. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | (1) None; (4) Good. | Cannot say if anything of this sort takes place here. Had occasion some time since to apply for dismissal of checkweighman (who also acted as union agent) for interfering with men; stipendiary ordered his dismissal. | Nothing of the kind with workmen—we invariably get on amicably. |
| (l.) Other causes of dispute - | — | — | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| 249. | 250. | 251. | 252. |
|--|--------------------------------------|---|--|
| Coppice Colliery Co. | Elterwater Green Slate Co. | Wombwell Main Colliery Co., Ltd. | Wombwell Main Co., Ltd. |
| Brownhills, near Walsall, Staffordshire. | Elterwater, Ambleside, Westmoreland. | Near Barnsley. | Wombwell, near Barnsley. |
| In summer, work about $\frac{3}{4}$ or $\frac{1}{2}$ time. | — | Pit worked 292 days in 1890. 6 days' play over a 5 per cent. | Employés should take their share with employers. |
| This is overlooked by Mines Inspector, and is all in accordance with the Mines Regulation Act. | — | By the safety lamp; examined by deputies. | Present system quite adequate. |
| None but Field Club. | — | None so far. | Compensation to be paid in cases where it is proved the accident is the fault of the employers or officials <i>only</i> . |
| Does not apply. | — | Colliers, hurriers, and day men all know their own work. | No subdivision—men ought to be allowed to work at such trade as he is best fitted for, and change when circumstances require, and be protected in this course from all intimidation. |
| Do. | — | All carried on at the colliery. | No work ought to be taken home from either workshops or factories. |
| Only men and boys employed. | — | All done by men and boys. | Employ men at any time, but women and children at only such employment as is suitable. |
| None. | — | None. | Every boy ought to be apprenticed. |
| None. | — | None. | So long as their markets are open to our men, would throw ours open to them. |
| Nothing but usual colliery appliances. | This is much required. | None in the mine, except jinneys. | Wherever possible, and give premiums for effective and useful inventions. |
| — | — | Seven machines and other machinery used about a large colliery. | To be of the very best. |
| We have had no trouble with our men in this respect. | — | All work amicably together to the best advantage. | In cases where leaders take such a course as is proved prevents any person following such employment as he thinks proper, power ought to be given to deal with them summarily, as the present law of intimidation does not reach the cases at all. |
| None. | — | None. | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 253. | 254. | 255. |
|--|---|---|---|
| EMPLOYER | Hoyland Silkstone Colliery Co. | Strafford Collieries. | Old Silkstone and Dodworth Coal and Iron Co., Ltd. |
| District | Hoyland, near Barnsley. | Dodworth, near Barnsley. | Old Dodworth, near Barnsley. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (8.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Bad trade in summer time. | Employment terminated by irregular attendance, unless through sickness, or other unavoidable cause. | Affected by the weather, also by state of iron trade. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Inspected as required by the Coal Mines Regulation Act, 1887. | — | Strictly in accordance with the Mines Regulation Acts. |
| (c.) Compensation for accidents. | None. | Accident club contributed to by both owners and workmen. | Miners' Permanent Relief Fund. |
| (d.) Sub-division of labour as between different trades. | None. | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | None. | — | — |
| (f.) Distribution of labour as between men, women, and children. | None. | All males. | Children employed as trappers, pony drivers, &c., on surface. No women employed. |
| (g.) Apprenticeship. | None. | Only apprentices in the smiths' and joiners' shops. | None. |
| (h.) Employment of foreigners | No distinction made. | — | None. |
| (i.) Introduction of labour-saving machinery. | — | — | Coal cutting and riddling machinery—the first to save the work of holing, especially in thin seams, and the second to save unhealthy conditions attendant upon the riddling of coal underground—should be made use of. Payment to the miner at rates—one for round, and another for small passing through 2-in. riddles—is also practised at the collieries, in order to induce collier to get and load the coal as round as possible, the price per round being double that of the small. Haulage underground should be extended near to the coal face as practicable. |
| (j.) Supply and quality of materials, machinery, or other plant. | — | — | — |
| (k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally. | Mutual relations very fair. | Have very little trouble with representative delegates, and are generally on good terms with unions, and settle any dispute without the intervention of the union, or any other body. | We do not interfere with unionists and non-unionists; no black list kept. |
| (l.) Other causes of dispute. | None. | — | The smallest chance is given upon by the employees in obtaining an advance in wages, or a diminution of labour, or in obtaining of any concession which it is believed may be obtained by fair or unfair means. |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

261.

262.

263.

| EMPLOYER | Messrs. H. Briggs, Son, & Co., Ltd., Colliery Owners. | Wharfedale Silkstone Coal Co. | Unstone Coal and Coke Co., Ltd. |
|--|---|---|--|
| District | Whitwood, Normanton, Yorkshire. | Tankerley, Barnsley. | Unstone and Dunfield, Derby. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | Generally more regular in winter than summer, but in times of good trade not affected by summer. | Nothing to offer. | A little time lost during summer months for want of trade, these coals being used for house fires and gas making. None lost this year on this account. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | Regulated by Coal Mines Act and special rules. | Do. do. | Government inspection; accidents very few. |
| (c.) Compensation for accidents. | Accident fund. | Do. do. | Miners' Relief Fund and Workmen's Sick and Accident Fund. |
| (d.) Sub-division of labour as between different trades. | — | Do. do. | Does not apply to colliery. |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | Do. do. | Do. do. |
| (f.) Distribution of labour as between men, women, and children. | Boys employed as pony drivers and light work. | No women or children allowed. | Do. do. |
| (g.) Apprenticeship | Underground none. | Only in mechanics. | Do. do. |
| (h.) Employment of foreigners | None. | — | None. |
| (i.) Introduction of labour-saving machinery. | Boring-machines and haulage engines. | Coal getting and heading machines for the purpose of saving manual labour. | None. |
| (j.) Supply and quality of materials, machinery, or other plant. | Timber and tools supplied by owners; powder by colliers. | Nothing to offer. | None. |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | All men, unionists or non-unionists, are treated alike, but often asked by unionists to discharge men not in union. | This is a matter of indifference to us whether unionists or non-unionists are employed. | The representatives of the men's union are allowed to accompany deputations, &c.; mutual relations at present time fairly good. |
| (l.) Other causes of dispute | Wages. | — | Rate of wages usually. |

CONDITIONS OF LABOUR.
MINING AND QUARRYING—continued.

| 264. Lofthouse Colliery Co. | 265. Ormiston Coal Co. | 266. Messrs. J. McAndrew & Co., Coal Masters. |
|--|--|--|
| Near Wakefield. | Ormiston, East Lothian. | Dalsell Colliery, Motherwell, N.B., Thankerton Colliery, Holytown, N.B. |
| During summer work 4 to 5 days per week. | Work is very regular here. We are some- times stopped for waggons. | Regular, unless by accident or breakdown. |
| Under Mines Regulation Act. | Better than the average of mining districts. | Under Mines Act. |
| Only through Local Accident Club. | None, unless what we give out of sympathy. | Subject to law. |
| — | Underground surface workers. | None. |
| — | All at colliery. | None. |
| — | All men and boys. | None, practically no women or children employed. |
| — | None. | None. |
| None. | None. | None. |
| — | None. | Adopted where practicable. |
| — | Pretty good supply of fairly good machinery. | — |
| All local disputes settled by a committee of men and their employers. General ques- tions settled by the Coal Owners' and Miners' Associations. | (3) None, but consider it desirable; (4) good when trade unions get all they require. | No special union amongst men or employers in above collieries. |
| — | Too numerous to mention. | None, unless wages question. |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 267. | 269. | 270. |
|--|---------------------------------------|----------------------------------|--|
| EMPLOYER - - - - - | Prestongrange Coal and Fire Brick Co. | Leadhills Silver Lead Mining Co. | Portrush Mining Co. |
| District - - - - - | Prestonpans, Haddington. | Leadhills, Lanarkshire, N.B. | Portrush, Co. Antrim. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (8.) <i>Conditions of Labour</i> :— | | | |
| (a.) Irregularity of employment through seasonal or other causes. | None. | Very regular. | Miners work very regular. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | — | — | Workplaces inspected every morning by roadmen. |
| (c.) Compensation for accidents. | — | — | Have had no accidents for 9 years. |
| (d.) Sub-division of labour as between different trades. | — | — | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | — | — | — |
| (f.) Distribution of labour as between men, women, and children. | — | — | — |
| (g.) Apprenticeship - - - | — | — | — |
| (h.) Employment of foreigners | — | — | None. |
| (i.) Introduction of labour-saving machinery. | — | — | None. |
| (j.) Supply and quality of materials, machinery, or other plant. | — | — | — |
| (k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of employers with trade unions generally. | — | — | No unionists employed. Men work regular and are agreeable. |
| (l.) Other causes of dispute - | — | — | — |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

271.

272.

273.

| Crommelin Iron Ore Co. | Cronebane and Tifronev Mines. | Mining Company of Ireland (Lead). |
|---|---|--|
| Crommelin, Co. Antrim, Ireland. | Ovaca, Co. Wicklow. | Lugamore and Glenmaire, Co. Wicklow. |
| At times no demand for iron ore. | Regular employment. | --- |
| Good roof. No gas, and workings inspected before starting work. | Pretty safe. Lit by candles. Inspected annually by Her Majesty's Inspectors of Mines. | --- |
| Have had no accidents. | None. | 10l. to family in case of fatal; 6s. per week for temporary disablement. |
| --- | None. | --- |
| --- | None. | --- |
| Iron ore mines. | All men, except one woman in the office. | --- |
| None. | None. | --- |
| None. | None. | --- |
| None. | None. | --- |
| --- | Quality of materials, &c. good. Supplied by merchants. | --- |
| No union here. | Our men do not belong to any union. | --- |
| None. | --- | --- |

CONDITIONS OF LABOUR.

SHIPBUILDING, &c.

274.

275.

277.

| EMPLOYER | Messrs. Yarrow & Co., Shipbuilders, &c. | The Thames Ironworks and Shipbuilding Co., Ltd. | Palmer's Shipbuilding and Iron Co., Ltd. |
|---|---|---|---|
| District | Isle of Dogs, Poplar, London, E. | Blackwall, London. | Jarrow-on-Tyne, Durham, Howdon-on-Tyne, Northumber- land, and Mulgrave, Yorkshire. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> (3.) <i>Conditions of Labour</i> — (a.) Irregularity of employment through seasonal or other causes. | --- | Business is liable to considerable fluctuations of prosperity and depression. When work is scarce men are not employed, and when not employed not paid. | During winter months outside workmen commence work as follows :— From 1st November to 30th November, 6.30 a.m. From 1st December to 31st January, 7 a.m. From 1st February to 28th February, 6.30 a.m. |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | --- | Lighted with gas and electricity. Sanitary arrangements will bear favourable comparison. Ordinary inspection. | --- |
| (c.) Compensation for accidents. | Allowance made according to circumstances. | For 5 years we have had an accident fund, to which the company contributed 200 <i>l.</i> per annum, and every workman 1 <i>d.</i> per week; the increasing tendency, however, on the part of the men to vexatious litigation has compelled us to insure with one of the large societies, and the accident fund has, to my regret, come to an end. | By arrangement. |
| (d.) Sub-division of labour as between different trades. | --- | This is mainly settled by the unwritten custom of the trades, which is well understood by all whom it affects. | --- |
| (e.) Distribution of labour as between factories, workshops, and homes. | --- | None done outside yard. | --- |
| (f.) Distribution of labour as between men, women, and children. | --- | We mainly employ men; no women; some boys; no children. | --- |
| (g.) Apprenticeship | Generally 5 years. | We have done little with apprenticeship, except in the case of shipwrights. I have, however, no doubt that it is an excellent thing. | --- |
| (h.) Employment of foreigners | --- | None. There are no workers like Englishmen, especially Londoners. | --- |
| (i.) Introduction of labour-saving machinery. | As much as possible. | It is to the employers' interest to have the very best possible labour-saving machinery, but still more is it to the interest of the employed, as it means life. | --- |
| (j.) Supply and quality of materials, machinery, and other plant. | Best materials and latest type of machines. | Best quality of materials, others are of no use. | --- |
| (k.) (1) Dismissal of representative delegates; (2) refusal of unionists to work with non-unionists; (3) use of black list; (4) mutual relations of employers and trade unions generally. | --- | (1) No dismissal; (2) none; (3) none; (4) very good. | --- |
| (l.) Other causes of dispute | --- | None. | --- |

CONDITIONS OF LABOUR.

SHIPBUILDING, &c.—*continued.*

| 278. | 279. | 280. |
|--|---|---|
| Messrs. W. Gray & Co., Ltd., Iron and Steel Shipbuilders. | Messrs. Furness, Withey, & Co., Ltd., Iron and Steel Shipbuilders. | Messrs. Wm. Dobson & Co., Shipbuilders. |
| West Hartlepool, Durham. | Middleton Ship Yard, West Hartlepool. | Lowwalker-on-Tyne. |
| Bad weather, which causes stoppage of outside work, and occasional stoppages for want of material. | Bad weather and occasional stoppages for want of material. | Inside men constantly employed, outside men weather permitting. |
| No insanitary conditions, and every precaution taken for safety. Inspection under Factories Act. | No insanitary conditions, and every precaution taken for safety of workmen. Inspection under Factories Act. | By gas when necessary, and under Government inspection. |
| Under Employers' Liability Act. | Under Employers' Liability Act. | No arrangement. |
| Construction of vessels and engines carried on by platers, rivetters, caulkers, drillers, smiths, fitters, carpenters, &c., assisted by unskilled labourers. | Construction of vessels carried on by platers, rivetters, drillers, smiths, fitters, carpenters, joiners, spar makers, painters, riggers, aided by unskilled labourers. | Every trade has its own work defined. |
| All done on premises. | All done on premises. | None. |
| No women employed, and only boys above 13. | No boys under 13. Five women in drawing office. | None. |
| Apprentices to the various trades, 5 to 7 years, according to the requirements of trade societies. | Apprentices to various trades, 5 to 7 years, according to the requirements of trade societies. | 27. |
| None employed as such. | None employed as such. | None. |
| Though largely introduced, owing to the prevalence of piecework, this has mostly tended to the advantage of employed rather than employers. | Though largely introduced, owing to the prevalence of piecework, this has mostly tended to the advantage of employed rather than employers. | None. |
| Ample for work carried on. | Do not understand. | None. |
| (1) No dismissal; (2) unionists do refuse; (3) none; (4) friendly. | (1) No dismissal; (2) unionists do refuse; (3) none, except by trade societies. | We have nothing of this. |
| Demands for reductions or advances on either side. Refusal of workmen to abide by decision of their executive when such decisions considered to be unfavourable, though these generally settled by conciliation. Unreasonable demand for subsistence money or advances between pay against wages earned. | Demands for reductions or advances in wages on either side. Refusal of workmen to abide by the decision of their executive when such decision considered to be unfavourable to themselves, though these generally settled by conciliation. Unreasonable demands for subsistence money or advances between pay against wages earned. | None. |

CONDITIONS OF LABOUR.

SHIPBUILDING—*continued.*

| | 281. | 283. | 284. |
|---|--|---|---|
| EMPLOYER | Messrs. A. Stephen & Sons, Shipbuilders. | Messrs. C. S. Swan & Hunter, Shipbuilders. | The Fairfield Shipbuilding and Engineering Co., Ltd. |
| District | Dundee. | Wallsend, Newcastle-on-Tyne. | Fairfield Works, Govan, by Glasgow. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads— <i>cont.</i> | | | |
| (3.) <i>Conditions of Labour</i> — | | | |
| (a.) Irregularity of employ- ment through seasonal or other causes. | None from seasonal causes, only from the usual fluctuations in the state of the trade. | Very irregular, through (1) weather, (2) drinking, (3) numerous small strikes. In some branches the men do not average over 4 days worked per week. | In very stormy weather the out- side work is suspended. |
| (b.) Safety of employment, and the lighting sanitation, and inspection of workplaces. | Not dangerous. Inspected periodically. | — | Every precaution is taken for the safety and comfort of our workmen. |
| (c.) Compensation for acci- dents. | None. | — | None from company. All claims handed over to the Employers' Liability Insurance Corporation. |
| (d.) Sub-division of labour as between different trades. | None. | About 30 different trades. | — |
| (e.) Distribution of labour as between factories, workshops, and homes. | None. | Partly in workshops, partly in the open air. | None. |
| (f.) Distribution of labour as between men, women, and chil- dren. | None. | — | No women employed. |
| (g.) Apprenticeship | 5 years. | Restricted by the most important branches of the men working at ironwork, but not by the men working at woodwork. | 5 years. |
| (h.) Employment of foreigners | None at present. | Very exceptional. | No restriction, but very few employed. |
| (i.) Introduction of labour- saving machinery. | The latest improved machinery introduced as occasion offers. | Increasing. | Every advantage is taken of labour-saving machinery. |
| (j.) Supply and quality of materials, machinery, or other plant. | — | — | Best that can be obtained. |
| (k.) (1) Dismissal of repre- sentative delegates; (2) refusal of unionists to work with non- unionists; (3) use of black list; (4) mutual relations of employers with trade unions generally. | All the skilled workmen are unionists. | (1) Representatives are not dis- missed in any case, but are encouraged and respected by the employers; (2) the more important trades will not allow non-members of their union to work, but in some of the trades membership is optional; (3) there are no black lists (but during an actual strike the names of the men on strike are sent to neighbouring employers in the same trade); (4) where there is a trade union the mutual relation is friendly in the shipbuilding trade of this district. | No dismissal; in some of the trades, unionists refuse to work with non-unionists, and on several occasions we have been obliged to dismiss the latter to obviate a strike. |
| (l.) Other causes of dispute | Generally from a demand for higher wages or opposition to a necessary reduction. | — | Principally a question of wages. |

CONDITIONS OF LABOUR.

SHIPBUILDING—*continued.*

| 285. | 286. | 287. |
|--|--|--|
| Messrs. J. and G. Thomson, Ltd., Engineers and Shipbuilders. | Messrs. Ramage and Ferguson, Shipbuilders and Engineers. | Messrs. Wm. Simons & Co., Engineers and Shipbuilders. |
| Clydebank, Dumbartonshire. | Leith. | Renfrew, Scotland. |
| By fluctuating nature of business. Outside workers are thrown idle by wet weather or other seasonal causes. | Two building sheds, under which work can be carried on in all sorts of weather. | — |
| — | Same as in all shipbuilding and engineering establishments. | — |
| — | We often give compensation in cases of accident, though in no way to blame. | — |
| This is usually settled between the executives of the respective trades, but 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. | Complete sub-division in all our departments. | — |
| None. | None. | — |
| None. | None. | — |
| On an average 5 years. | Five to six years, according to age and physique. | — |
| None. | None. | None. |
| Adopted whenever advantageous. | Wherever practicable. | — |
| Always of the very best. | Often stopped for want of steel. | — |
| Delegates never dismissed on account of being such. Unionists will not work with non-unionists; this is specially the case with ironworkers, who 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. | No dismissals. None of our men will work along with non-unionists. Our relations with trades unions have always been friendly. | — |
| — | None. | — |

GROUP A.

EMPLOYERS.

STRIKES AND LOCK-OUTS.

STRIKES AND LOCK-OUTS.

ENGINEERING.

| | 146. | 147. | 148. |
|--|---|--|--|
| EMPLOYER - - - - - | Messrs. John Fowler & Co., Ltd., Engineers, &c. | Messrs. Willans and Robinson, Ltd., Engine Builders. | Messrs. Muir and Houston, Engineers and Boilermakers. |
| District - - - - - | Steam Plough Works, Leeds. | Thames Ditton, Surrey. | Harbour Engine Works, Pertman Street, Kinning Park, Glasgow. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs:—</i> (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | One. | One. | One in boiler shop. |
| (2.) Whether more frequent than formerly during that period, or less so. | Only one strike previously. | — | Less frequent. |
| (3.) Enumeration of impor- tant disputes, and particulars in regard to each such dispute under the following heads:— | | | |
| (a.) Date of commencement and termination. | 1888. About three months. | 1889, 5th Feb. | — |
| (b.) Chief immediate causes of each dispute. | We put a labourer to do work for which he was thoroughly com- petent, which work had previ- ously been done by a skilled smith. | The men declined to work night shift for 1½ time. | Men thought other shops were giving more, and found out mistake following day. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | 100 to 150. | 17. | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | Cannot say. | 19. | — |
| (e.) Attitude of associated employers towards dispute. | — | — | Not associated. |
| (f.) Mode of settlement | Men came in unconditionally. | After giving strikers seven days to consider matter engaged other men. | — |
| (g.) Advance or reduction of wages or other result of each dispute. | No change. | — | — |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | Cannot estimate, but certainly considerable. | Difficult to estimate; not serious. | — |

STRIKES AND LOCK-OUTS.

ENGINEERING.

| 149. | 150. | 151. | 153. |
|---|---|---|---|
| Messrs. James Howden & Co., Marine Engineers. | Messrs. Stephens & Co., Engineers, Boilermakers, and Millwrights. | Messrs. Yates and Thom, Engineers, Millwrights, and Boilermakers. | Low Bridge Engineering Company Repairing, Engineering, and Millwrights. |
| 8, Scotland Street, South Side, Glasgow. | Vulcan Iron Works, Windmill Lane, off Sir John's Quay, Dublin. | Canal Foundry and Victoria Boiler Works, Blackburn. | Low Bridge, Dean Street, Newcastle. |
| Five or six. | One dispute. | One general strike; several de- partmental strikes of short dura- tion, lasting 7 to 14 days. | None. |
| Less frequent. | Less so. | More frequent. | — |
| — | During 1885. | General strike, Oct. 20, 1887, terminated Mar. 17, 1888. | — |
| For answers refers to Secretary of the Clyde Shipbuilders Employers' Association. | Demand for lodging money when working beyond three miles from factory. | Wages and declining to work overtime. | — |
| Do. do. | Six. | General strike, 400; depart- mental, 12 to 30. | — |
| Do. do. | None. | — | — |
| Do. do. | We understand employers have conceded. | — | — |
| Do. do. | Allowing the lodging money and requiring employes to be at their work at 6 in morning. | General compromise. | — |
| Do. do. | Wages remain much the same as before dispute; before were allowed travelling time; never required to work full time. | Advance. | — |
| Do. do. | None. | 3,000/. | — |

STRIKES AND LOCK-OUTS.

ENGINEERING—*continued.*

| | 154. | 155. | 156. |
|---|--|--|--|
| EMPLOYER | Messrs. Good Menzies, Mechanical Engineers, &c. | Messrs. Combe, Barbour, and Combe, Ltd., Machinists, Engineers, and Millwrights. | Messrs. Ross and Duncan, Marine Steam Engineers and Boilermakers. |
| District | Green Lanes, Hull. | Falls Foundry, Belfast. | Whitefield Works, Govan, Glasgow. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | Two strikes. | One strike confined to trade union moulders. | Only important strike took place about Nov. 1889 among the engineers. |
| (2.) Whether more frequent than formerly during that period, or less so. | More frequently, we think. | About the same. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | | | |
| (a.) Date of commencement and termination. | Moulders strike, June 1888, for a few days only. Fitters strike, May 14th to June 6th, 1889. | From Jan. 5th to March 12th, 1889. | Nov. 1889, lasted one month. |
| (b.) Chief immediate causes of each dispute. | 1888, demand for increased wages. 1889 do. do. | For increase of wages. | Due to details of arrangements between the Association of Employers and the different classes of tradesmen. The engineers wanted an immediate advance. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | Moulders in 1888, 3 or 4. Fitters in 1889, 15. | 18. | 44. |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | None; the labourers, &c. were kept on. | None. | None. |
| (e.) Attitude of associated employers towards dispute. | The amount of advance was offered part at once and part after three months, and this was not accepted, hence the strike. | Adverse to it as a trade; would not warrant the increase. | See (b) above. |
| (f.) Mode of settlement | — | Returned to work without increased wages. | By conferences of employers and men's delegates advance arranged to be given on January 1st, 1890. This was after a lock-out had been resorted to. |
| (g.) Advance or reduction of wages or other result of each dispute. | Advance. | — | An advance, rather larger than the men would have accepted, was given on Jan. 1st, 1890. |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | In the case of the moulders we made such arrangements that we lost nothing; in the fitters' strike we certainly had a loss, but it would be very difficult to state it in figures. | Not aware of any. | Say about 200 <i>l.</i> |

STRIKES AND LOCK-OUTS.

ENGINEERING—*continued.*

| 157. | 158. | 159. | 160. |
|---|---|---|--|
| Messrs. Westgarth and English, Machine and General Engineers and Boilermakers. | Messrs. Bailey and Leatham, Marine Engineers, &c. | Isca Foundry Company, Railway Plant and General Engineers and Ironfounders. | Messrs. Beyer, Peacock, & Co., Ltd., Locomotive Engineers. |
| Middlesbrough. | Humber Iron Works, Hull. | Isca Foundry, Newport, Monmouth. | Gorton Foundry, Manchester. |
| Once or twice a section of our men have been out for a day or two. Firm only established in 1881. | None. | Two strikes. | One. |
| — | — | None previously. | — |
| — | — | 1890, Feb. one week. 1890, March. | April 25th to 29th 1891. |
| — | — | 1890, February, iron moulders. 1890, March. Demand of Labourers' Union for all men to have the same wages. Those unable to earn their money to be sent to the workhouse. Advance asked for, 16s. to 18s. per week. Refused to discharge our old workmen, and offered others an advance of 1s. per week, which was refused. Strike instigated by the various unions. | Men demanded 54 hours pay for 53 hours work. |
| — | — | About 90. | 781. |
| — | — | About 200. | None. |
| — | — | Passive resistance. | — |
| — | — | Advance of 1s. 6d. per week conceded. | Conceded the men's demands. |
| — | — | Advance. | — |
| — | — | Very small. | About 500l. |

STRIKES AND LOCK-OUTS.

ENGINEERING—continued.

| | 161. | 163. | 164. |
|---|--|--|---|
| EMPLOYER | Messrs. Dubs & Co., Locomotive Engineers. | William Bolton, Esquire, Engineer, Iron and Brass Founder. | Messrs. Waddington and Longbottom, Engineers, Iron and Brass Founders. |
| District | Glasgow. | Navigation Road, Burslem. | Barrow-in-Furness. |
| Representations or information offered for the consideration of the Commission under the following heads—cont. | | | |
| (4.) <i>Strikes and Lock-outs</i> :— (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | Two partial strikes. | Men have never stood out for strikes beyond a few days. | Have only had one dispute with society since commencement of business in 1863, which was easily adjusted. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | Less so. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— (a.) Date of commencement and termination. | (1.) Hammermen, October 1889 (2 weeks). (2.) Riveters, February 1890 (2 weeks). | — | About 10 years ago. |
| (b.) Chief immediate causes of each dispute. | (1.) Advance of 7½ per cent. wages. (2.) Advance of 5 per cent. wages. | — | Moulders struck against a core-maker doing part of a moulder's work. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | (1.) About 150. (2.) About 150. | — | About 30. |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | (1.) About 150. (2.) About 150. | — | None, as we immediately put on non-society men in place of those who struck. |
| (e.) Attitude of associated employers towards dispute. | — | — | Passive. |
| (f.) Mode of settlement | (1.) Men went back on old terms. (2.) Do. do. | — | The men gradually came back, one by one, when they saw they could be done without. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | Advance. | None. |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | Cannot estimate. | Slight. | 20l. to 30l. |

STRIKES AND LOCK-OUTS.

ENGINEERING—continued.

| 165. | 166. | 167. | 168. |
|---|--|--|---|
| Messrs. F. Silvester & Co., Engineers, Iron and Brass Founders. | Messrs. John Abbot & Co., Ltd., Engineers, Ironfounders, &c. | Messrs. Mather and Platt, Mechanical Engineers. | Messrs. Moses & Co., Ironfounders. |
| Castle Hill Works, Newcastle (Staffs). | Park Works, Gateshead- on-Tyne. | Salford Iron Works, Manchester. | Plantation Foundry, McLellan Street, Govan, Glasgow. |
| One strike. | Four, viz. :— (1.) Engineers. (2.) Chain makers. (3.) Labourers. (4.) Pipe moulders. | None. | None. |
| Less so; but unless employers gave men all they asked for, probably strikes would be more frequent. | More frequent. | — | — |
| About 1889; lasted only for a short time. | (1.) 24th Aug. to Oct. 11th, 1888. (2.) 18th Mar. to Sept. 13th, 1888. (3.) 19th to 29th Dec. 1889. (4.) 11th June to Oct. 5th, 1891. | — | — |
| Reduction of hours and increase of wages. | (1.) Refusal to work overtime. (2.) Against reduction in wages. (3.) Advance of wages. (4.) Against reduction in wages. | — | — |
| 75 per cent. | (1.) About 120. (2.) About 60. (3.) About 200. (4.) About 40. | — | — |
| 25 per cent. | Practically none. | — | — |
| Employers very much annoyed about strike, knowing that they were to pay increases trade would not allow. | Not connected with Employers' Association. | — | — |
| Men's demands conceded. | (1.) Through Engineers' Society. (2.) Direct. (3.) Through Labourers' Union. (4.) Direct. | — | — |
| Advance paid. | (1.) Agreed to work overtime. (2.) Agreed to reduction. (3.) Advance conceded in part. (4.) Submitted to reduction. | — | Wages have gone up and down during last 10 years. |
| 50l.-60l. | 8,000l., about. | — | — |

STRIKES AND LOCK-OUTS.

ENGINEERING—continued.

| 172. | 173. | 174. | 175. | 176. |
|---|---|---|---|---|
| The New Howe Machine Co., Ltd., Sewing Machines and Cycles. | Messrs. Smith and Sons, Machine Makers. | Messrs. G. Wilkinson and Sons, Tool Makers. | Messrs. J. Buckton & Co., Ltd., Machine Tool Makers. | Messrs. Stephenson & Co., Ltd., Locomotive, Marine, and General Engineers, &c. (Engineering Department only). |
| 128, Avenue Street, Bridgeton, Glasgow. | Royd Works, Keighley. | Keighley, Yorkshire. | Leeds, Yorkshire. | Newcastle-on-Tyne and Hebburn-on-Tyne. |
| None. | One. | None. | No strikes; two slight disputes were in 1890, and lasted five days. | Several small strikes and one dispute. |
| — | Less. | — | — | More frequent. |
| — | 1889, 30th Aug. to 19th Sept. | — | 2 disputes in 1890 (5 days). | 17th March 1890 until 20th March 1890. |
| — | Increase of wages. | — | Unskilled labourers and boys demanded 1s. a week more. | Reduction of hours worked from 54 to 53. |
| — | 180. | — | About 80 men and 30 boys. | 700 in the hours dispute. |
| — | All went out together | — | — | 50. |
| — | — | — | — | Opposed by the Associated Employers. |
| — | Increase of 10 per cent. granted. | — | Men returned at the same wages as before. | Between masters and men, and settled by umpire selected by both parties. |
| — | Advance. | — | — | Reduction of hours from 54 to 53 per week; equal to an advance of wages. |
| — | Unable to answer, | — | — | — |

STRIKES AND LOCK-OUTS.

IRON AND STEEL MANUFACTURERS.

177.

| EMPLOYER | Barrow Hematite Steel Company, Ltd. | | | |
|--|--|-------------------|--------------------------|---------------------------|
| | Blast Furnace Department. | Steel Department. | Engineering Department. | Hoop and Wire Department. |
| District | Barrow-In- | | | |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-outs</i> :— | | | | |
| (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | One. | None. | One. | None. |
| (2.) Whether more frequent than formerly during that period, or less so. | Greater tendency to strike of late years. | — | Less so. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | — | — |
| (a.) Date of commencement and termination. | Dec. 2nd to 4th, 1888. | — | 11th May 1891 (one day). | — |
| (b.) Chief immediate causes of each dispute. | Non-payment of arrears of wages due under an arbitration award, the pay having been made up before the award was received. | — | Reduction of wages. | — |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | All. | — | 440. | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | Not sufficiently long to stop other parts of the work. | — | About 40. | — |
| (e.) Attitude of associated employers towards dispute. | — | — | None. | — |
| (f.) Mode of settlement | By payment of arrears next pay day. | — | Notice withdrawn. | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | None. | — |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | Not less than 6,000 <i>l.</i> , to 7,000 <i>l.</i> | — | — | — |

STRIKES AND LOCK-OUTS.

IRON AND STEEL MANUFACTURERS.

| | 178. | 179. | 180. | 181. |
|----------|--|---|---|----------------------------------|
| Mines. | The Monk Bridge Iron and Steel Company, Ltd. | Messrs. Taylor Bros. & Co., Iron and Steel Manufacturers. | Messrs. D. Colville & Sons, Iron and Steel Manufacturers. | The Park-gate Iron Company, Ltd. |
| Furnace. | Whitchall Road, Leeds. | Clarence Iron and Steel Works, Leeds. | Motherwell, Lanarkshire, N.B. | Rotherham. |
| None. | None. | None. | Four strikes. | None. |
| — | — | — | — | — |
| — | — | — | Less so. | — |
| — | — | — | 1886, 1st Sept. to Oct. (seven weeks). | — |
| — | — | — | 1890, of short duration. | — |
| — | — | — | 1890, Do. | — |
| — | — | — | 1891, May. | — |
| — | — | — | (1.) Reduction of wages. | — |
| — | — | — | (2.) Do. | — |
| — | — | — | (1.) 400. | — |
| — | — | — | (2.) 900. | — |
| — | — | — | 800 to 1,000. | — |
| — | — | — | (1.) Masters were not associated. | — |
| — | — | — | (2.) Masters' Association and Workmen's Union submitted dispute to arbitration. | — |
| — | — | — | Arbitration by Sheaff Spens, Glasgow. | — |
| — | — | — | Reduction of wages. | — |
| — | — | — | (1.) about 10,000l. | — |
| — | — | — | (2.) „ 2,800l. | — |

STRIKES AND LOCK-OUTS.

IRON AND STEEL MANUFACTURERS—*continued.*

| | 182. | 183. | 184. |
|---|---|---|--|
| EMPLOYER - - - | Messrs. S. H. Burrows & Sons, Iron Manufacturers. | Messrs. Thos. Walmsley & Sons, Iron Merchants, &c. | The Darlington Steel and Iron Co., Ltd., Iron and Steel Manufacturers. |
| District - - - | Attercliffe, Sheffield. | Atlas Forge, Bridgeman Street and Crook Street, Bolton. | Darlington. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | None. | Two. | Four. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | More so. | More frequent. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | — | — | — |
| (a.) Date of commencement and termination. | — | 1881. 1889. | (1.) 14 May to 30 May 1888. (2.) 5 Sept. to 24 Sept. 1888. (3.) 1 April to 6 April 1889. (4.) 6 April to 9 May 1891. |
| (b.) Chief immediate causes of each dispute. | — | One for advance in wages, the other on account of dispute between fore-hand puddlers and their helpers. | (1.) Attempt to form a union, and demand for increase. (2.) Demand by men for more hands, and on refusal went out. (3.) By workmen breaking award of Mr. D. Dale of 1888. (4.) Refusal of men to accept reduction of wages. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | — | 78. | (1.) 586. (2.) 580. (3.) 721. (4.) 780. |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | 78. | (1.) 164. (2.) 160. (3.) 202. (4.) 212. |
| (e.) Attitude of associated employers towards dispute. | — | Neutral. | — |
| (f.) Mode of settlement. | — | Employers conceded the men's demand. | (1.) Congress and intervention of mayor. (2.) Do. do. (3.) Advance in wages. (4.) Reduction in wages. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | Advance. | (1.) No alteration in wages. (2.) Men agreed to abide by scale fixed by Mr. Dale's award. (3.) Advance of 12 per cent. to one section and 4 per cent. to others above Mr. Dale's award. (4.) Reduction of 10 per cent. |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | — | Considerable, but not definitely known. | — |

STRIKES AND LOCK-OUTS.

IRON AND STEEL MANUFACTURERS—*continued.*

| 185. The Skinningrove Iron Company, Ltd., Iron Smelters. | 186. Messrs. John Lysaght, Ltd., Sheet Iron Manufacturers. | 187. Messrs. Samuel Tyzack & Co., Ltd., Manufacturers of Merchant Bars, Angles, and Rivets. | 188. Sir A. Hickman, Iron and Steel Manufacturer. |
|---|---|---|--|
| Carlin How, R.S.O. (Yorks.) | Swan Garden Works, Wolverhampton. | Monkwearmouth, Sunderland. | Spring Vale Furnaces and Ladymore Colliery, Bilston. |
| <p>Two.</p> <p>—</p> <p>—</p> <p>(1.) June 21st to June 30th, 1889. (2.) Jan. 4th to Jan. 6th, 1891.</p> <p>(1.) Discharge of four men after 14 days' notice for defective workmanship, which caused firm a considerable loss. (2.) Discharge of man for neglecting work, and for drunkenness.</p> <p>(1.) 85. (2.) 100.</p> <p>None.</p> <p>(1.) Indorsed action, and contributed towards loss. (2.) No action taken.</p> <p>(1.) Arbitration, joint committee of employers and men. (2.) Proceedings taken against all men on strike. Summons withdrawn on payment by Union of costs and fine for each man on strike.</p> <p>No alteration in wages.</p> <p>—</p> | <p>One.</p> <p>—</p> <p>—</p> <p>August 1891, lasted 10 days.</p> <p>The rollers and their underhands, as to wages. The works were stopped.</p> <p>—</p> <p>—</p> <p>Arbitration.</p> <p>—</p> <p>—</p> | <p>Two.</p> <p>Much less frequent.</p> <p>Refers to reply of North of England Iron Manufacturers Association.</p> <p>1882.</p> <p>—</p> <p>About 500.</p> <p>About 20 per cent.</p> <p>—</p> <p>—</p> <p>The first was dealt with by arbitration board. Second, masters remained firm, and men returned on terms of award.</p> <p>(1st Strike) 7½ per cent. advance.</p> <p>—</p> <p>Impossible to estimate.</p> <p>—</p> | <p>None.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> |

STRIKES AND LOCK-OUTS.

IRON AND STEEL MANUFACTURERS—*continued.*

| | 189. | 190. | 191. |
|---|---|--|---|
| EMPLOYER | Messrs. Isaac Jenks and Sons, Iron and Steel Manufacturers. | Dalmellington Iron Company, Ltd., Blastfurnaces and Coal and Ironstone Mines. | The Steel Company of Scotland, Ltd., Iron and Steel Manufacturers. |
| District | Minerva Works, Wolverhampton. | Dalmellington, Ayrshire, Scotland. | Hallside Steel Works, Newton, Lanarkshire, and Blochairn Steel Works, Glasgow. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | None. | Three or four partial strikes with furnacemen. | No record kept. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | More frequent during 1890 and 1891. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | — | — | — |
| (a.) Date of commencement and termination. | — | The last was from Oct. 1890 to March 1891. | — |
| (b.) Chief immediate cause of each dispute. | — | Demand for reduced hours of labour and refusal to submit to reduced wages in the face of depressed trade. | Either demands for increase or resisting deductions in wages. |
| (c.) Number of workmen in firm's employment directly engaged in each dispute. | — | About 100. | 200 to 250. |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | None. Employment at labourers' wages was found for all of the workmen, both connected directly or indirectly with dispute. | 900 to 1,000. |
| (e.) Attitude of associated employers towards dispute. | — | Almost perfect unanimity against strikers. | — |
| (f.) Mode of settlement | — | It was intimated to men that work was open to them at reduced wages and hours | Since Nov. 1890. By Board of Conciliation and Arbitration, in so far as the mill departments are concerned. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | Reduction of 20 per cent. | — |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | — | — | Estimated fixed capital idle by strikes 408,195 <i>l.</i> Estimated outlay in stopping and re-opening works, paying fixed charge and salaries, 4,000 <i>l.</i> to 5,000 <i>l.</i> |

STRIKES AND LOCK-OUTS.

GENERAL METAL AND HARDWARE TRADES.

| | 192. | 193. | 194. |
|---|---|--|--|
| EMPLOYER - - - - - { | Messrs. John Fell & Co., Brass Founders, &c. | John Marston, Esq., Iron and Tin Plate Worker, Cycle Manufacturer, &c. | The Gorseinon Tin Plate Company. |
| District - - - - - { | St. James's Square, Wolverhampton. | Paul Street Works, and Sunbeam Cycle Works, Wolverhampton. | Gorseinon. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads—cont. | | | |
| (4.) <i>Strikes and Lock-outs</i> :— (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | None since 1881. | None. | One strike. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | Less so. |
| (3.) Enumeration of impor- tant disputes, and particulars in regard to each such dispute under the following heads :— | | | |
| (a.) Date of commencement and termination. | — | — | July 1st to Sept. 30th, 1889. |
| (b.) Chief immediate causes of each dispute. | — | — | Advance in wages. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | — | — | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | 70 to 80. |
| (e.) Attitude of associated employers towards dispute. | — | — | Lead to formation of association of employers mentioned on page 196. |
| (f.) Mode of settlement | — | — | Mutually. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | None. |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | — | — | 1. /. |

STRIKES AND LOCK-OUTS.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| | 195. | 196. | 197. |
|---|--|--|---|
| EMPLOYER - | Messrs. George Patchett and Sons, Wire Manufacturers. | Messrs. J. B. Rowcliffe and Sons, Woven Wire Spring Mattress Manufacturers. | Messrs. Brierly and Sons, Metallic Bedstead Manufacturers. |
| District | Halifax. | Levenshulme, near Manchester. | Sheepcote Street, Birmingham. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | One. | None. | One. |
| (2.) Whether more frequent than formerly during that period, or less so. | No other during last 20 years. | — | — |
| (3.) Enumeration of impor- tant disputes, and particulars in regard to each such dispute under the following heads :— | | | |
| (a.) Date of commencement and termination. | Dec. 1888 to Sept. 21st 1889. | — | Dec. 8 to Dec. 14, 1889. |
| (b.) Chief immediate causes of each dispute. | The small Wire Drawers' Union allowing the men to work in Brighouse and Cleckheaton for 25 per cent. less wages than in Halifax, men were asked to put Brighouse and Cleckheaton up to Halifax wages, or reduce Halifax. Men refused; hence strike. | — | We had no dispute with our workpeople, they were compelled to leave work by a mob. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | About 60. | — | None at first, two delegates subsequently. |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | 15 to 20. | — | All. |
| (e.) Attitude of associated employers towards dispute. | Conciliatory. | — | — |
| (f.) Mode of settlement | Halifax men accepting the 25 per cent. reduction to the level of Brighouse and Cleckheaton. | — | Reference to arbitration. |
| (g.) Advance or reduction of wages or other result of each dispute. | Reduction. | — | 15 per cent. advance. |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | Cannot be estimated; trade not half as good as in 1888. | — | Incalculable; we lost ground by orders being taken by firms who granted 15 per cent. advance without lock- ing out; such lost ground has not been recovered. |

STRIKES AND LOCK-OUTS.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| 198. | 199. | 200. | 202. |
|---|--|--|--|
| Messrs. Robt. Lloyd, Crosbie, & Co., Metallic Bedstead Manufacturers. | Messrs. J. J. Cordes & Co., Ltd., Iron Masters and Nail Manufacturers. | Messrs. H. and T. Vaughan, Lock and Key Manufacturers. | Messrs. Archibald Kenrick and Sons, Ltd., Hollow-ware Founders. |
| Globe Foundry, Charlotte Street, Birmingham. | Newport, Monmouthshire. | Standard Works, Willenhall, Staffs. | Houghton Street, West Bromwich. |
| One. | None. | One. | One. |
| — | — | Less so. | |
| 1889, 4th December to 13th December. | — | Jan. 1st to Feb. 1st, 1890. | Jan. 30th, 1890, to March 19th 1890. |
| An advance upon the then existing prices of labour. | — | Paid agitators. | See "Daily Post" cutting of 7th Feb. 1890. (See Appendix No. 4.) |
| About 250. | — | 80 per cent. | 63 skilled workmen. |
| About 86. | — | 20 per cent. | 200 men, 250 lads, 100 girls. |
| About four manufacturers gave way to the demand; the remainder stood out. | — | — | Combination. |
| A bonus of 15 per cent. upon existing prices was agreed. | — | Settled on master's terms. | The men were beaten, and returned to work on the employer's terms. |
| See above. | — | 10 per cent. advance. | Reduction of about 10 per cent. |
| — | — | Loss only small. | — |

STRIKES AND LOCK-OUTS.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| | 203. | 204. |
|--|---|---|
| EMPLOYER | Messrs. Thos. Watson and Sons, Ltd., Stove Grate Manufacturers and General Ironfounders. | Messrs. George Wright & Co., Stove Grate Manufacturers and Ironfounders. |
| District | Wheathill Foundry, Rotherham. | Burton Weir Works, Rotherham. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | |
| (4.) <i>Strikes and Lock-outs</i> :— | | |
| (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881–1890, and in the current year up to date. | Two. | One. |
| (2.) Whether more frequent than formerly during that period, or less so. | More frequent. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | | |
| (a.) Date of commencement and termination. | Feb. 1888 to March 1888. March 1890 to May 1890. | April 5th to May 17th, 1890. |
| (b.) Chief immediate causes of each dispute. | First strike, resisting a deduction of 10 per cent. Second, a demand of 10 per cent. increase. | Reduction of working hours and 10 per cent. advance in wages claimed. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | All the workmen employed. | 46 men, 10 boys. |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | None. |
| (e.) Attitude of associated employers towards dispute. | Strong resistance. | Association formed, in consequence of the dispute, for self-defence. |
| (f.) Mode of settlement | Employers gave way in each case. | 10 per cent. advance granted. |
| (g.) Advance or reduction of wages or other result of each dispute. | No alteration in first case; advance of 10 per cent. on second. | An advance of 10 per cent. in wages. |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | In first case the company went into liquidation. Second estimated at 1,000 <i>l.</i> | 300 <i>l.</i> |

STRIKES AND LOCK-OUTS.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| 205. Messrs. W. H. Micklethwait & Co., Stove Grate Manufacturers and General Ironfounders. | 206. Messrs. Wm. Corbitt & Co., Ltd., Stove Grate, Fender, and Kitchen Range Makers. | 207. Messrs. Bayliss, Jones, and Bayliss, Ironfounders, &c. | 208. F. H. Parkyn, Esq. Bicycle and Tricycle Manufacturer. |
|---|--|--|--|
| Clough Road, Rotherham. | Masbro' Works, Rotherham. | Victoria Works, Wolverhampton. | Granville Street, Wolverhampton. |
| One. | One. | None. | None. |
| More so. | More so. | — | — |
| March 1890, and lasted about nine weeks. | April 5th to May 17th, 1890. | — | — |
| Men wanted an advance of 10 per cent. in wages. | Demand for 10 per cent. increase in wages. | — | — |
| Nearly all. | About 60. | — | — |
| Unionists compelled those who did not strike to join them. | About 29. | — | — |
| One of resistance, as they cannot get any advance in proportion. | One of passive resistance for several weeks. | — | — |
| Masters gave way and paid as usual. | Concession of 10 per cent. demand arranged with a Strike Com- mittee and Masters' Association. | — | — |
| Ten per cent. advance and hours per week changed from 56½ to 54. | Advance in wages nominally, but less money has been paid in wages since. | — | — |
| About 4,000l. | About 600l. directly, and loss of much trade, which has now gone into other channels. | — | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING.

209.

210.

211.

| EMPLOYER - - - - - | Pen yr Orsedd Slate Quarry Company, Ltd. | Mural Colliery Company, Ltd. | Tin and Copper Mining Company. |
|--|--|------------------------------|-----------------------------------|
| District - - - - - | Nantlle, Llandwrog, Carnarvonshire. | Little Neston, Cheshire. | Tincroft Mine, Illogan, Cornwall. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— | | | |
| (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | None. | None. | Not known. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | — | — | — |
| (a.) Date of commencement and termination. | — | — | — |
| (b.) Chief immediate causes of each dispute. | — | — | — |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | — | — | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — |
| (e.) Attitude of associated employers towards dispute. | — | — | — |
| (f.) Mode of settlement | — | — | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | — |
| (h.) Estimated loss to firm direct or indirect, occasioned by dispute. | — | — | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING.

| 212. | 213. | 214. | 215. | 216. |
|--|---------------------------------|-------------------------------|-------------------------------|--------------------------------------|
| Phoenix United Mining Company. | The Alston Moor Mining Company. | Iron Ore Mining Company. | The Cleator Iron Ore Company. | The Threlkeld Mining Company (Lead). |
| Linkinhorne, Cornwall. | Nentsberry Green, Cumberland. | Woodend, Bigrigg, Cumberland. | Cleator, West Cumberland. | Threlkeld, Cumberland. |
| One. | None. | None whatever. | None. | None. |
| None before or since. | — | — | — | — |
| See answer to Question 1, conditions of labour. | — | — | — | — |
| Commenced May 1890, terminated a few days after. | — | — | — | — |
| See answer to Question 1, as above. | — | — | — | — |
| About 180 miners. | — | — | — | — |
| None. | — | — | — | — |
| — | — | — | — | — |
| A meeting between employers and the committee and managers of the mines. The posting of the notice referred to in Answer 1, Conditions of Labour, was agreed to by the committee not to be repeated. | — | — | — | — |
| Not applicable. | — | — | — | — |
| About 300l. | — | — | — | — |

ROYAL COMMISSION ON LABOUR :

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| | 217. | 218. | 219. | 220. |
|---|---|---|--|--------------------------------------|
| EMPLOYER - - - { | The Lonsdale Mining Company Ltd. | Messrs. Kendall and Main, Iron Ore Mines. | Henry Woolcock, Esq., Iron Ore Mines. | Messrs. Jas. Sparrow and Son. |
| District - - - { | Whitehaven. | Whitehaven. | Frizington, Egremont, and Silecroft, Cumberland. | Efrwd Colliery, Near Wrexham, Wales. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | |
| (4.) <i>Strikes and Lock-outs</i> :— (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | None since mines taken over by Company in 1886. | None of the strikes have been of many days duration; mostly settled by mutual concession. Particulars too numerous to state here. | None. | None. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | Never had any. | Less frequent. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | | | | |
| (a.) Date of commencement and termination. | — | — | — | — |
| (b.) Chief immediate causes of each dispute. | — | — | — | — |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | — | — | — | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — | — |
| (e.) Attitude of associated employers towards dispute. | — | — | — | — |
| (f.) Mode of settlement | — | — | — | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | — | — |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | — | — | — | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

221.

222.

| The Butterley Iron Company. | | | The Blackwell Colliery Company. |
|-----------------------------|--|---|--|
| Ironworks. | Iron and Steel Manufacturers. | Coal and Ironstone Mines and Iron and Steel Manufacturers. | |
| Alfreton, Derby. | Codnor Park, Alfreton, Derby. | Derbyshire and Nottinghamshire Collieries only. | Blackwell, Derby. |
| None. | Two partial disputes, only affecting a few men for a few days. | One at Kirkby Colliery, Nottinghamshire. | Three. |
| — | — | Less so. | More so. |
| — | Both in 1891. | April 27th to October 31st, 1891, but during a portion of this period the Company were unable to employ the men, owing to alterations at the pit. | 1889. 4 days. 1890. 5 days. |
| — | — | To establish a price list, and get an advance on the charter. | 1st. Dismissal of prominent member of union for breach of contract. 2nd. Demand for advance in wages. |
| — | — | 250 men and boys. | 1st. About 400. 2nd. 2,500. |
| — | — | 40. | 1st. About 100. 2nd. About 350. |
| — | — | No body of associated employers approached. | — |
| — | — | By deputation of workmen and miners' agent meeting agent of the Company. | 1st. Men returned to work on employers' terms. 2nd. Employers gave the advance demanded. |
| — | — | Slight advance in wages. | 1st. Nil. 2nd. 10 per cent. advance in wages. |
| — | — | None, or very little. | 1st. 100l. 2nd. 1,000l. |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| | 223. | 224. | 225. |
|---|---|---|-----------------------------------|
| EMPLOYER - - - | The Clay Cross Company, Coal Miners, Coke Makers, and Ironfounders. | Pilsley Colliery Company. | W. C. Haslam, Esq. |
| District - - - | Clay Cross, Wingerworth, Danesmoor, and Morton, Derbyshire. | Clay Cross, Chesterfield. | Pentrich Colliery, Ripley, Derby. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | Two. | Four. | None. |
| (2.) Whether more frequent than formerly during that period, or less so. | Less so. | — | No disputes. |
| (3.) Enumeration of impor- tant disputes, and particulars in regard to each such dispute under the following heads :— (a.) Date of commencement and termination. | October 24th to 30th, 1888. March 15th to 23rd, 1890. | (1.) No. 3 pit, October 5th to 15th, 1888. (2.) October 24th to November, 19th, 1889. Underground men assisted the surface men by coming out on October 28th, 1889. (3.) March 17th to 24th, 1890. (4.) October 20th to 29th, 1890. | — |
| (b.) Chief immediate causes of each dispute. | Advance of wages. | (1.) 1d. advance. (2.) 10 per cent. advance. (3.) 10 per cent. advance. (4.) Union <i>versus</i> non-union. | — |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | About 2,000. | — | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | About 300. | — | — |
| (e.) Attitude of associated employers towards dispute. | Friendly. | — | — |
| (f.) Mode of settlement - | Concession. | — | — |
| (g.) Advance or reduction of wages or other result of each dispute. | 10 per cent. each time. | — | — |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | About 400l. each week. | — | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—continued.

| 226. | 227. | 228. | 229. |
|-------------------------------------|--|---|--|
| Alma Colliery Company. | North Brancepeth Coal Co., Ltd. | Messrs. G. Insole & Sons. | Main Colliery Co., Ltd. |
| North Wingfield, Derby. | Littleburn Colliery, Durham. | Cymmer, Rhondda Valley. | Neath, Glamorganshire. |
| One. | Two. | Have only been engaged in strikes affecting the whole district. | Very few and of very short duration. One in 1888 at the largest colliery of two months' duration, and a few of about two or three weeks. None in 1891 up to August. |
| None before 1884 or since. | — | Less so. | Less so. |
| April 9th to May 7th, 1884. | 1888, Aug. 27th to Sept. 10th. | — | (1.) 1888. |
| Miners wanting 2d. per ton advance. | 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. | — | (1.) The dispute in 1888 caused by the colliers refusing offer given them of a change in mode of working. The other small strikes at intervals caused by hauliers claiming advances contrary to the sliding scale in the district. (1.) 200 colliers. (2.) 26 hauliers. (3.) 19 " — |
| 350. | 598. | — | (1.) 350. (2.) 400. (3.) 200. |
| 180. | 98. | — | |
| — | Entered into negotiation with miners' association officials. | — | Ready to assist the employers and advise the workmen. |
| Advance granted. | Compromise. | — | By the sliding scale; but the first case was taken before private arbitration and an umpire, because the dispute was about a change in the mode of working. No change. |
| Advance. | — | — | |
| 500l. | 1,000l. | — | 2,600l. |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| | 230. | 231. | 232. |
|--|---|--|---|
| EMPLOYER - - - { | Messrs. Thomas & Co., Quarrymasters. | Messrs. E. R. Payne & Sons, Quarry Owners. | W. Henry Fryer, Esq., Iron Ore Mines. |
| District - - - - | Forest of Dean, Gloucester. | Coleford, Gloucester. | Old Sling Pit and New Boxbush Mines, Coleford, Glos. |
| Representations or information offered for the consideration of the Commission under the fol- lowing heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and, in the current year up to date. | — | Two. | One at the Old Sling Pit. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | Whip hand. | More frequent. |
| (3.) Enumeration of impor- tant disputes, and particulars in regard to each such dispute under the following heads :— (a.) Date of commencement and termination. | — | 1883, two weeks. 1891, three weeks. | November 1890; lasted only a few days. |
| (b.) Chief immediate causes of each dispute. | Merely a matter of increase of wages when the trade is good. | For advance in prices for work. | Arose from a misapprehension ; terminated as soon as meeting could be held. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | All. | All men, with exception of one. | Does not apply. |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | None. | None. | Do. |
| (e.) Attitude of associated employers towards dispute. | Always ready to consider a reasonable demand. | — | Do. |
| (f.) Mode of settlement - | A deputation of men with their agent. | Meeting between miners' agents and employers. | Do. |
| (g.) Advance or reduction of wages or other result of each dispute. | Advances of 2½ per cent. and 5 per cent. in wages, and reduc- tions in the same way from time to time. | Advance in wages. | Do. |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | 200 <i>l.</i> last dispute. | Unable to state, but considerable. | Do. |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| 233. | 234. | 235. | 236. | 238. |
|---|-----------------------------|--|--|-----------------------------------|
| Rishton Colliery. | Darcy Lever Coal Company. | Blainscough Hall Colliery Company. | Parkside Mining Company. | Delaval Benwell Colliery Company. |
| Rishton, near Blackburn. | Darcy Lever, Bolton, Lancs. | Coppull, Lancashire. | Frezington and Winder, Cumberland; and Lindal-in-Furness, Lancashire. | Newcastle-on-Tyne. |
| Three. | Two. | Two; not any during current year (1891). | One. | None. |
| More so. | Less frequent. | The same. | Less frequent. | — |
| (1.) July 20th to 27th, 1889. (2.) Nov. 9th to 13th, 1889. (3.) March 15th to 19th, 1890. | — | Of short duration. | March 9 to May 25, 1885. | — |
| (1.) Drawers' wages. (2.) Settlement of pillar-getting price. (3.) Miners' wages (general). | Sending dirty coals. | Rate of wages. | Changing working hours from 8 to 10 during severe depression of trade. | — |
| (1.) 38. (2.) 69. (3.) 117. | — | Whole of underground hands. | — | — |
| (1.) 67. (2.) 44. (3.) 13. | — | Surface men only. | — | — |
| — | — | — | — | — |
| (1.) Amicable arrangement. (2.) Do. do. (3.) Do. do. | — | Negotiation. | Compromise. | — |
| (1.) <i>Status quo</i> maintained. (2.) Getting price for pillars fixed. (3.) 5 per cent. at date and 5 per cent. advance Aug. 1st, 1890. | — | 1st. Reduction of wages. 2nd. Advance of wages. | — | — |
| — | — | Not estimated. | — | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| | 239. | 240. | 241. |
|--|---|--|--|
| EMPLOYER / - - - | Hucknall Colliery Company. | The Ilkeston Colliery Company, Ltd. | The Snailbeach Lead Mining Company. |
| District - - - - | Hucknall, Nottingham. | Ilkeston. | Minsterley, Shrewsbury. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs:—</i> | | | |
| (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1861-1890, and in the current year up to date. | One. | Have no record. | None. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | About the same. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | | | |
| (a.) Date of commencement and termination. | March 12th to the 22nd, 1890. | No record. | — |
| (b.) Chief immediate causes of each dispute. | A demand for 10 per cent. advance in wages, the last previous advance of 10 per cent. being given as recently as Jan. 8th, 1890. | — | — |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | Nearly all men handling coal above and below ground gave notice and came out. | — | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — |
| (e.) Attitude of associated employers towards dispute. | Resistance at first, but this was afterwards weakened by collieries not attending meetings. Result was a compromise in favour of the men. | Not associated. | — |
| (f.) Mode of settlement - | Federated owners met federated men. | Conferences with men, reasoning matter out. | — |
| (g.) Advance or reduction of wages or other result of each dispute. | Five per cent. advance in March 1890 and 5 per cent. advance in August 1890. | Sometimes advances made and sometimes refused. | — |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | Probably 1,000 <i>l.</i> | — | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| 242. | 243. | 244. | 245. |
|---|--|--|--|
| Clandown Colliery. | Camerton Collieries. | Trustees of the late Countess Waldegrave (Radstock Collieries). | The Sneyd Colliery and Brickworks Company, Ltd. |
| Radstock, near Bath. | Camerton, Bath. | Radstock, Somerset. | Burslem, Staffordshire. |
| One. | One strike. | One strike. | None. |
| — | Very rare. | None for many years previously. | — |
| June 23rd to Sept. 2nd, 1889. | July to August 1889. | July 5th to Sept. 20th, 1889. | — |
| For advance in wages. | Advance in wages demanded and associated employers would not recognise union official. | An application for an advance in wages. | — |
| 141. | Nearly all. | 647. | — |
| None. There were 29 who would have been thrown out of employ but they were kept on at repairing, &c. | — | 126. | — |
| Refused to recognise the work- men's agent, and the workmen refused to meet employer with- out him. | Would not deal with union officials. | They refused to meet miners' agents, but for which, the ad- vance in wages would have been properly arranged. | — |
| The workmen's agent stood aside and the employers and workmen met amicably. | Advance given, but not as demanded. | — | — |
| 10 per cent. advance. | Advance. | Advance of 10 per cent. | — |
| 300 <i>l.</i> | — | About 3,000 <i>l.</i> | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| | 246. | 247. | 248. |
|--|--------------------------------------|---|--|
| EMPLOYER - - - - - | Stafford Coal and Iron Company, Ltd. | Hanley Colliery Company, Ltd. | Aldridge Colliery Company, Ltd. |
| District - - - - - | Stoke-on-Trent, Staffordshire. | Hanley. | Aldridge, Staffs. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— | | | |
| (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-90, and in the current year up to date. | One. | One stoppage. | Not more than three; only occasions on which we have had strikes have been when our men have acted in concert with others in a general or district strike. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | — | More so, owing to more general combination among men. |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | | | |
| (a.) Date of commencement and termination. | — | August 1890 (1 week). | In each case about one week. |
| (b.) Chief immediate causes of each dispute. | Reduction in wages. | Disputes when wages advance dated from. | Our miners acting in concert with other collieries agitating as incited by delegates for an advance of wages. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | 120. | 300. | Practically all (811). |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | 30. | — | — |
| (e.) Attitude of associated employers towards dispute. | — | — | Refusing the advance. |
| (f.) Mode of settlement | Men gave in. | Settled mutually. | Conference with workmen and their delegates. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | Advance. |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | — | 100 <i>l.</i> | About 500 <i>l.</i> each time. |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| 249. | 250. | 251. | 252. |
|---|---|---|---|
| Coppice Colliery Company. | Elterwater Green Slate Company. | Wombwell Main Colliery Company, Ltd. | Wombwell Main Company, Ltd. |
| Brownhills, near Walsall, Staffordshire. | Elterwater, Ambleside, Westmoreland. | Near Barnsley. | Wombwell, near Barnsley. |
| <p>We have had very little trouble with our men but what has been arranged in a day or two.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> | <p style="text-align: center;">..</p> <p style="text-align: center;">None.</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p> | <p style="text-align: center;">Three.</p> <p>—</p> <p>1885, April 9th to June 2nd. 1888, Oct. 25th to Nov. 6th. 1890, March 20th to March 25th.</p> <p style="text-align: center;">Wages question.</p> <p style="text-align: center;">594.</p> <p style="text-align: center;">About 50.</p> <p style="text-align: center;">Not connected.</p> <p style="text-align: center;">Masters and men meet—deputation from each party.</p> <p style="text-align: center;">1885, 10 per cent. reduction. 1888, 10 per cent. advance. 1890, 5 per cent. "</p> <p>—</p> | <p style="text-align: center;">Several, more or less; also the district questions of advances and reductions. Too numerous to state.</p> <p style="text-align: center;">More so.</p> <p>—</p> <p style="text-align: center;">Wages and shorter hours.</p> <p style="text-align: center;">600 to 700.</p> <p style="text-align: center;">About 200.</p> <p style="text-align: center;">Always conciliatory.</p> <p>—</p> <p style="text-align: center;">99 per cent. in men's favour.</p> <p style="text-align: center;">Cannot give this.</p> |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| | 253. | 254. | 255. |
|--|-------------------------------------|--------------------------|--|
| EMPLOYER - - - - - { | Hoyland Silkstone Colliery Company. | Strafford Collieries. | Old Silkstone and Dodworth Coal and Iron Company, Ltd. |
| District - - - - - | Hoyland, near Barnsley. | Dodworth, near Barnsley. | Old Dodworth, near Barnsley. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— | None. | None. | For reasons stated in answer to Question (1), Conditions of Labour, there have been numerous strikes at these collieries during the last 20 years, and there are now three pits standing in consequence of inability to agree upon prices for filling machine-holed coal. The frequency of strikes depends on the state of trade. |
| (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | | | |
| (2.) Whether more frequent than formerly during that period, or less so. | Cannot say. | Less so. | |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— | — | — | — |
| (a.) Date of commencement and termination. | — | — | — |
| (b.) Chief immediate causes of each dispute. | — | — | The substitution of lamps for candles underground, reductions or advances in wages; 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. |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | — | — | Varies. |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | Substantially the whole of the men employed with few exceptions. |
| (e.) Attitude of associated employers towards disputes. | — | — | Neutral. |
| (f.) Mode of settlement - | — | — | Mutual conferences and agreements. |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | Generally a reduction of wages or other concession; sometimes mutual. |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | — | — | Cannot estimate the profit which has resulted from maintaining a firm attitude, but believe these collieries would have been closed if the objects gained had not resulted. |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| 256. | 257. | 258. | 259. |
|--|---|---|--|
| Houghton Main Coal Company. | Woolley Coal Company. | Howden Clough Colliery Company. | Joseph Haigh, Esq., Victoria Collieries. |
| Little Houghton, Hemsworth. | Darton, near Barnsley. | Birstall, near Leeds. | Bruntcliffe, Leeds. |
| Four. | Two. | One. | Two. |
| Less so. | Less. | — | — |
| 1883: December 7th to 18th. 1885: April 1st to May 29th. 1888: Oct. 25th to Nov. 10th. 1890: March 17th to 22nd. | 25th Oct. to 3rd Nov. 1888. 17th March to 31st March 1890. | 18th Sept. 1888 to Jan. 13th, 1889. | 1882: Miners, five weeks. 1890: Miners, one week. |
| 1883: Advance of wages for boys. 1885: Against 10 per cent. reduction. 1888: For advance of 10 per cent. 1890: For advance of 5 per cent. | For advance of wages. | Our refusal to allow the checkweighman who had just been chosen by the miners to continue work on their behalf in consequence of his having called the men out by messengers out of spite, and to put the company in a fix. | 1st. Checkweighman. 2nd. Wages. |
| 1883: 652. 1885: 789. 1888: 988. 1890: 958. | 1st strike, 480; 2nd strike, 650. | 165 or 170 miners and about 30 lads were affected, most of whom were employed during strike. | 1st. 100 men and 50 boys. 2nd. 230 men and 30 boys. |
| 1883: No record. 1885: Do. 1888: Do. 1890: 184. | 1st strike, 161; 2nd strike, none. | Only 8 or 9 accompanied the men on their begging excursions; all the men in other departments affected by strike were kept at work at duties they could perform. | 1st. About 20. 2nd. 90 men kept at work during strike. |
| Disposed to agree amicably. | — | No employers' association at time of strike; all other coal owners maintained a neutral attitude. | 1st. Not associated; 2nd. Adverse to further advance. |
| 1883: Conceded in some instances. 1885: Agreed to masters' terms. 1888: Advance conceded. 1890: Do. | — | Men chose another person as checkweighman. | 2nd. Conferences between employers' and men's association. |
| 1883: Advance in some instances. 1885: Reduction. 1888: Advance. 1890: Do. | Advance given to men in each case. | Discharge of checkweighman from his post. | 1st. Checkweighman removed. 2nd. Advance conceded. |
| 1890: Estimated capital laid idle, 150,000l. | 500l. in each strike. | 2,350l. | Cannot estimate. |

STRIKES AND LOCK-OUTS.

MINING AND QUARRIYNG—*continued.*

| | 260. | 261. | 262. |
|--|--|--|--------------------------------------|
| EMPLOYER - | Howley Park Co-operative Quarry and Building Society, Ltd. | Messrs. H. Briggs, Son, & Co., Ltd., Colliery Owners. | Wharnccliffe Silkstone Coal Company. |
| District - | Morley. | Whitwood, Normanton, Yorkshire. | Tankerley, Barnsley. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— | | | |
| (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | One; quarrymen and labourers only. | Three. | Unable to trace. |
| (2.) Whether more frequent than formerly during that period, or less so. | — | About the same. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | | | |
| (a.) Date of commencement and termination. | 1889, June to August, about 10 weeks. | 1885, 8 weeks. 1888, 1 week. 1890, 1 week. | — |
| (b.) Chief immediate causes of each dispute. | — | Wages. | — |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | — | About 1,200. | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — |
| (e.) Attitude of associated employers towards dispute. | — | — | — |
| (f.) Mode of settlement | — | — | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | 1885: Reduction of 10 per cent. 1888: Increase of 10 per cent. 1890: Do. do. | — |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | — | — | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—continued.

| 263. | 264. | 265. | 266. |
|---|--|--|---|
| Unstone Coal and Coke Company, Ltd. | Lofthouse Colliery Company. | Ormiston Coal Company. | Messrs. J. McAndrew & Co., Coal Masters. |
| Unstone and Dunfield, Derby. | Near Wakefield. | Ormiston, East Lothian. | Dalsell Colliery, Motherwell, N.B., and Thankerton Colliery, Holytown, N.B. |
| Two. | One. | Two strikes and two lock-outs in seven years. | None of any consequence. |
| Less so. | More so. | More frequent during the last two years. | Decidedly less. |
| 1884, April 1st : The old pit was closed after about 4 weeks' time given for consideration of the terms offered, which the men refused. 1890 : began March 19th, ended March 20th. | Oct. 24th to Nov. 2nd, 1888. | The first commenced 1885, 25th July, and terminated end of October 1885. | — |
| In 1884 owners proposed reduction. 1890 : Advance of wages. | Demand by the men for an advance of 10 per cent. in their wages. | The men had no grievance, but they were working so irregularly that 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. Can send particulars of this case if desired. | — |
| In 1884, 410; in 1890, 300. | 570 underground workmen. | About 100. | — |
| In 1884, 90; in 1890, 80. | 137 surface workmen. | 20 to 25. | — |
| In 1884, no expression; in 1890, yielded. | Not in Employers' Association in 1888. | The Coal Owners' Association gave us no assistance. | — |
| In 1884 it was decided to close the colliery as the least loss. In 1890 gave the same advance given as the district. | Conceded men's demands. | We had to import other men. | — |
| 1884 : Reduction. 1890 : Advance. | Advance of 10 per cent. | In every case the men went on again as they came out. | — |
| In 1884, 1,000 <i>l.</i> ; in 1890, 100 <i>l.</i> | About 550 <i>l.</i> | 100 <i>l.</i> to 150 <i>l.</i> in each case. | — |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

| | 268. | 269. | 270. |
|--|--|---------------------------------------|--------------------------|
| EMPLOYER - - - | Messrs. Colin, Dunlop, & Co. | Leadhills Silver-Lead Mining Company. | Portrush Mining Company. |
| District - - - } | Quarter Collieries, Hamilton, Lanarkshire. | Leadhills, Lanarkshire, N.B. | Portrush, Co. Antrim. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs</i> :— | | | |
| (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date. | None. | None. | None. |
| (2.) Whether more frequent than formerly during that period or less so. | — | — | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :— | | | |
| (a.) Date of commencement and termination. | — | — | — |
| (b.) Chief immediate causes of each dispute. | — | — | — |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | — | — | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | — | — | — |
| (e.) Attitude of associated employers towards dispute. | — | — | — |
| (f.) Mode of settlement | — | — | — |
| (g.) Advance or reduction of wages or other result of each dispute. | — | — | — |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | — | — | — |

STRIKES AND LOCK-OUTS.

SHIPBUILDING, &c.

274.

275.

| EMPLOYER - - - - | Messrs. Yarrow & Co., Shipbuilders, &c. | The Thames Ironworks and Shipbuilding Company, Ltd. |
|--|---|---|
| District - - - - | Isle of Dogs, Poplar, London, E. | Blackwall, London. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-outs</i> :—</p> <p>(1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881-1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of workers in firm's employment directly engaged in each dispute.</p> <p>(d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of associated employers towards dispute.</p> <p>(f.) Mode of settlement</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Estimated loss to firm, direct or indirect, occasioned by dispute.</p> | <p>Three (engineers, joiners, and labourers).</p> <p>—</p> <p>—</p> <p>—</p> <p>Increase in wages.</p> <p>—</p> <p>—</p> <p>—</p> <p>Agreed to workmen's demands.</p> <p>—</p> <p>Advance of 2s. per week.</p> <p>—</p> | <p>Four strikes :—</p> <p>(1.) Boiler makers.</p> <p>(2.) Labourers.</p> <p>(3.) Joiners.</p> <p>(4.) Engineers.</p> <p>Our strike fever began from the infection of the dock strike ; it has run its course, and come to an end.</p> <p>—</p> <p>(4.) Sept. 1891, for about one week.</p> <p>(1.) This 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. This we declined to do, and after some ineffectual negotiations all the Society men in our employ (some two-thirds) sent in their notices. The strike lasted about six months, and then completely collapsed.</p> <p>(2.) This broke out immediately after the boilermakers' strike, and lasted for a week. The whole district was for a time off its head, and when the labourers took to holding meetings in the yard in work hours, and still more when they sent their representatives to give 24 hours' notice that there must be an all-round increase to their wages, or they should go out on strike, we felt that the matter must be taken seriously in hand. The works were accordingly (for the first time in their history) closed, and every workman discharged. In a week's time we opened again, and found that the strike was at an end.</p> <p>(3.) This strike lasted 17 weeks. The men asked for a rise of 6d. per day. As, however, we were paying 3s. per week more than the North, and 8s. more than the Dockyards, we declined. We undertook to pay the 6d. asked on repairs work, but not on new contracts.</p> <p>(4.) This strike broke out in September 1891, over a question of some work we had undertaken for Messrs. Samuda, with whom the Society of Engineers had a grievance, and collapsed within a month.</p> <p>(1.) 800 men.</p> <p>(2.) 200 "</p> <p>(3.) 60 "</p> <p>(4.) 400 "</p> <p>(1.) Wore itself out.</p> <p>(2.) Do.</p> <p>(3.) Do.</p> <p>(4.) Men gladly returned to work.</p> <p>(1.) About 20,000l.</p> |

STRIKES AND LOCK-OUTS.

SHIPBUILDING, &C.—continued.

| 276. | 277. | 278. | 279. |
|--|---|---|---|
| Messrs. Ritson & Co., Shipbuilding, Timber Yard, and Nail Making. | Palmer's Shipbuilding and Iron Company, Ltd. | Messrs. W. Gray & Co., Ltd., Iron and Steel Shipbuilders. | Messrs. Furness, Withey, & Co., Ltd., Iron and Steel Shipbuilders. |
| Maryport, Cumber- land. | Jarrow-on-Tyne, Durham, Howdon-on-Tyne, Northumberland, and Mulgrave, Yorkshire. | West Hartlepool, Durham. | Middleton Ship Yard, West Hartlepool. |
| Two strikes and several disputes. | 20 up to 1890; 3 in 1891. | Refer to secretary of Tees and Hartle- pool Shipbuilders' Association. | 11 strikes and several small disputes, but no record kept. |
| Very frequent. | Less frequent. | Have tended to become generally less so. | Have tended to become generally less so. |
| — | (1.) Platers, riveters, caulkers, and angle-smiths. (2.) Platers' helpers. (3.) Joiners. (4.) Fitters. | — | — |
| Carpenters' strike commenced Oct. 9th to Oct. 30th, 1889; ironmen's, March to July 1890. | (1.) 6th Jan. to 24th Feb. 1886. (2.) 23rd April to 31st May 1888. (3.) 1st Aug. to 3rd Nov. 1890. (4.) 27th April to 29th June 1891. | — | (1.) June-July 1881. (2.) February-March 1884. (3.) July 1884, one week. (4.) January 1885, 17 days. (5.) Jan. 18th to Mar. 2nd, 1886. (6.) May 1888. (7.) June 1st, 1888. (8.) Jan. 15th to February 6th, 1889. (9.) Nov. 1st to 14th, 1889. (10.) Feb. 4th to Feb. 10th, 1890. (11.) Mar. 17th to Mar. 25th, 1890. |
| Ironmen tried to force us to accept Tyne and Wear list; carpenters for an advance of 4s. per week, because we took a contract to re-class a vessel, and as soon as they had removed all the ceiling, they de- clined to work un- less paid the advance. | (1.) Reduction of wages. (2.) Advance of wages. (3.) Division of work between joiners and carpenters. (4.) Division of work between fitters and plumbers. | — | (1.) Platers' helpers. (2.) Boilermakers' Society against reduction. (3.) Owing to difficulty in platers arranging with their helpers amount of reduction to be taken from their wages after platers had accepted reduction. (4.) Boilermakers against reduction. (5.) Boilermakers' Society members against reduc- tion in wages. (6.) Helpers at Stockton to be paid same rates as Hartlepool. (7.) Strike of members of Boilermakers' Society for advance claimed against offer made by masters. (8.) Members of Boilermakers' Society at Stockton and West Hartlepool against settlement made between Joint Association of Tyne, Wear, and Tees Employers and Men's Executive Council for an advance. Men in this district repudiated such settlement, as having been made without their consent. (9.) Works suspended owing to refusal of platers' helpers to accept same advance that platers had received from employers. (10.) Blacksmiths' strike at Stockton for advance. (11.) Strike of all workmen at Stockton, except members of Boilermakers' Society and carpenters, 53 hours' question. |
| Ironmen, 82; car- penters, 20. | (1.) 440. (2.) 850. (3.) 943. (4.) 786. | No record kept up to this time. | No record kept up to present time. |
| 100. | (1.) 130. (2.) 110. (3.) 120. (4.) 1,855. | Do. do. | Do. do. |
| — | Sympathy with the employers. | — | — |
| Ironmen, started under old condi- tions; carpenters, compelled to give advance. | (1 and 2.) Settled by men accepting terms originally offered. (3 and 4.) By arbitration. | — | (2.) Accepted reduction. (4.) Accepted reduction. (6.) Platers conceded 1s. per week advance. (7.) Acceptance of employers' offer. (8.) Settled by conciliation. (9.) Arranged between parties after em- ployers had failed to bring about a settle- ment. (10.) Advance granted. (11.) Demand conceded, owing to Tyne and Wear employers having given way. |
| Carpenters 4s. per week advance. | (1.) Reduction. (2.) No advance. | — | — |
| Ironmen, 3,000l.; carpenters, 100l. | About 8,000l. abstracted from ledger, but this does not include the larger loss sustained by disorganisation of work in progress, delays, and penalties incurred through late delivery of ships under contract, which cannot be estimated. | No record. | — |

STRIKES AND LOCK-OUTS.

SHIPBUILDING, &c.—*continued.*

| | 280. | 281. | 282. |
|---|--|---|---|
| EMPLOYER | Messrs. Wm. Dobson & Co., Shipbuilders. | Messrs. A. Stephen & Sons, Shipbuilders. | Ayr Ship Yard. |
| District | Lowalker-on-Tyne. | Dundee. | Ayr, N.B. |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | |
| (4.) <i>Strikes and Lock-outs.</i> — (1.) Number of strikes and lock-outs in connexion with works in each of the 10 years 1881–1890, and in the current year up to date. | Number unknown. | One important strike. | None of any importance since the yard was opened in 1883. |
| (2.) Whether more frequent than formerly during that period, or less so. | Cannot say. | More so. | — |
| (3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:— (a.) Date of commencement and termination. | 1st Aug. to 3rd Nov. 1890. | Blacksmiths' strike in 1890; dates of other disputes unknown. | — |
| (b.) Chief immediate causes of each dispute. | Joiners struck work, alleging that the shipwrights were doing joiner's work. | Either claims for higher wages or opposition to proposed reductions. | — |
| (c.) Number of workers in firm's employment directly engaged in each dispute. | Joiners 25, and carpenters 29. | — | — |
| (d.) Number of persons in firm's employment who have been thrown out of work thereby, but have not been directly engaged in the dispute. | None. | — | — |
| (e.) Attitude of associated employers towards dispute. | — | — | — |
| (f.) Mode of settlement | By arbitration. | Generally mutual concessions. | — |
| (g.) Advance or reduction of wages or other result of each dispute. | Was not a wage question. | Either way, according to circumstances. | — |
| (h.) Estimated loss to firm, direct or indirect, occasioned by dispute. | 500 <i>l.</i> | Cannot say exactly, but undoubtedly all disputes entail loss on both sides. | — |

STRIKES AND LOCK-OUTS.

SHIPBUILDING, &C.—continued.

| 283. | 284. | 285. |
|---|---|---|
| Messrs. C. S. Swan and Hunter, Shipbuilders. | The Fairfield Shipbuilding and Engineering Company, Ltd. | Messrs. J. and G. Thomson, Ltd., Engineers and Shipbuilders. |
| Wallsend, Newcastle-on-Tyne. | Fairfield Works, Govan by Glasgow. | Clydebank, Dumbartonshire. |
| No record kept, but strikes are very numerous. | No lock-outs. A few strikes, but none of any great importance, mostly lasting for a few days. | No lock-outs. Strikes, 16. |
| About the same. | Rather more frequent. | On an average about the same. |
| No record kept. | Joiners on strike from 24th August 1882 to 14th November 1882. | <p>(1.) 27th April 1881 to 4th May 1881. (9.) 3rd June 1890 to 7th June 1890.</p> <p>(2.) 9th Sept. 1881 to 11th Sept. 1881. (10.) 24th Sept. 1890 to 29th Sept. 1890.</p> <p>(3.) 24th Apr. 1882 to 26th Apr. 1882. (11.) 16th Oct. 1890 to 23rd Oct. 1890.</p> <p>(4.) 8th August 1887. (12.) 17th Oct. 1890 to 24th Oct. 1890.</p> <p>(5.) 12th August 1887. (13.) 1st Apr. 1891 to 13th May 1891.</p> <p>(6.) 6th Nov. 1888 to 15th Nov. 1888. (14.) 9th June 1891 to 12th June 1891.</p> <p>(7.) 17th Oct. 1889 to 23rd Oct. 1889. (15.) 17th June 1891 to 22nd June 1891.</p> <p>(8.) 7th Feb. 1890 to 28th Feb. 1890. * (16.) 27th July 1891 to 24th Aug. 1891.</p> <p>* (This commenced earlier in other Clyde yards.)</p> |
| Rates of pay for piece work. | Demand for ½d. an hour advance. | <p>(1.) Advance of ½d. per hour. (10.) On account of plumbers doing work encroaching on engineers' trade.</p> <p>(2.) On account of starting too many apprentices. (11.) On account of iron moulder being employed as brass moulder.</p> <p>(3.) On account of carpenters encroaching on joiners' work. (12.) Advance of ¼d. per hour.</p> <p>(4.) On account of patent furnaces being introduced. (13.) On account of employers intimating introduction of piecework.</p> <p>(5.) Prices for. (14.) Proposed reduction of 7½ per cent.</p> <p>(6.) Advance of ¼d. per hour. (15.) Advance of ¼d. per hour.</p> <p>(7.) Advance of ½d. per hour. (16.) Against action of the ironworkers' executive in agreeing to employers' proposal to reduce wages by 5 per cent. to come into force on 1st August.</p> <p>(8.) Advance of 7½d. per cent.</p> <p>(9.) On account of steam-hammer boy being put on to strike at less wages than they were paid. They demanded that he should be paid the same rate as themselves, or paid off.</p> |
| — | About 200. | <p>Class of workmen engaged in strikes :—</p> <p>(1.) Joiners. (7.) Fitters' helpers. (13.) Brass finishers.</p> <p>(2.) Rivetters. (8.) Hole-borers. (14.) Hole-borers.</p> <p>(3.) Joiners. (9.) Hammermen. (15.) Plumbers.</p> <p>(4.) Rivetters. (10.) Engineers. (16.) Ironworkers.</p> <p>(5.) Rivetters. (11.) Brass moulders.</p> <p>(6.) Boilermakers. (12.) Labourers in brass works.</p> |
| In smaller strikes they do not interfere. | Against the demand. | — |
| By negotiation usually, sometimes by arbitration. | Conference between masters and men. | — |
| — | Men returned to work at old rates. | <p>(1.) Advance granted. (11.) Men resumed work on employers' terms.</p> <p>(2.) Mutually arranged. (12.) No advance.</p> <p>(3.) Satisfactory arrangement between classes. (13.) Men resumed work on employers' terms.</p> <p>(4.) Trifling, and satisfactorily arranged. (14.) Men resumed work on understanding that consideration of the reduction would be postponed until beginning of July.</p> <p>(5.) Do. do. (15.) Advance granted.</p> <p>(6.) Advance granted. (16.) Men resumed work on employers' terms, by agreeing to their executive's arrangement.</p> <p>(7.) Advance refused.</p> <p>(8.) Five per cent. granted.</p> <p>(9.) Men resumed work on employers' terms.</p> <p>(10.) Satisfactory arrangement between the two classes.</p> |
| Very heavy, but no record kept. | — | — |

GROUP A.

EMPLOYERS

GENERAL QUESTIONS.

GENERAL QUESTIONS.

ENGINEERING.

146.

147.

| | | |
|--|---|---|
| EMPLOYER - | Messrs. John Fowler & Co., Limited, Engineers, &c. | Messrs. Willans and Robinson, Limited, Engine Builders. |
| District - | Steam Plough Works, Leeds. | Thames Ditton, Surrey. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | — |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | — |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | There are very few unemployed willing and competent workers in Leeds. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | The less statistics the better. | — |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | None, except by a complete change in human nature. | <p>We believe that much can be done by individual employers and firms trying to treat their employes as generously as possible, and trying to gain their confidence.</p> <p>We also believe that the extension of dividing equally between employers and employes any gains which may be made by increased efficiency in labour would have a notable effect in consolidating the interests of the two classes.</p> <p>It is essential that such a scheme must be arranged so as to gain the confidence of the workmen as to its fairness and honest conduct. At present there is, in our opinion, a deep-rooted inclination on the part of the workmen to limit their output and that of machines under their charge, because : (1) They are afraid of any extra output they may make being used as a lever to extort increased output in the future. (2) They dread that the standard of work of the most skilled man (if he does more than the ordinary amount of work) may be used as a standard by which to judge and drive less competent men. (3) They believe that by exceeding the minimum output they are taking employment from those who are out of work, and who would have to be employed if less work was turned out by those who have employment. (4) They do not believe that under existing conditions workmen can obtain a fair proportion of the gains that accrue from increased efficiency of work.</p> <p>In deciding to adopt the scheme alluded to in (1) Wages (b), and also by the provisions (1) Wages (c) (3), we hope to satisfy the men on points (1), (2), and (4), and can only hope that time may dispel what we believe the fallacy contained in (3), but which is largely held by working men and their leaders.</p> |
| (7.) Other statements or suggestions for the information of the Commission. | We have always been able to manage our men to our mutual satisfaction without any outside assistance of any kind, and we believe the less legislation there is on the subject the better. | — |

GENERAL QUESTIONS.

ENGINEERING—*continued.*

| 148. | 149. | 150. | 151. |
|--|---|---|---|
| Messrs. Muir and Houston, Engineers and Boilermakers. | Messrs. James Howden & Co., Marine Engineers. | Messrs. Stephens & Co., Engineers, Boilermakers, and Millwrights. | Messrs. Yates and Thom, Engineers, Millwrights, and Boilermakers. |
| Harbour Engine Works, Portman Street, Kinning Park, Glasgow. | 8, Scotland Street, South Side, Glasgow. | Vulcan Iron Works, Windmill Lane, off St. John's Quay, Dublin. | Canal Foundry and Victoria Boiler Works, Blackburn. |
| None. | — | None that we are aware of. | None. |
| None. | None. | None. | None. |
| None. | Not directly, but the orders for engines and war ships given to Clyde engineers and shipbuilders have been the means of raising wages for mercantile work. | None. | None. |
| None. | Not aware of any special agency, but it has been difficult for some time to obtain good workmen who are sober and steady. | Tradesmen's halls, consisting of Union men only. | None. |
| None. | — | — | None. |
| Responsible arbiters. | Believe such would be obtained by some judicious scheme of profit sharing and the abandonment of the almost universal idea among trade unionists that to obtain the highest possible wages that they can force from their employers and give in return the smallest possible amount of work is the policy which will yield them the greatest benefit. | Not to recognise Trade Unions in any shape; employ any person who presents himself; if a strike pending try and get the ringleader, dismiss him quietly, assigning no cause; this method has been successful with us. | — |
| Might suggest to Trade Unions the advisability of asking them to give a bonus or premium for the best essay on the eight hours' system in their respective trades as to how it could be done without injury to the industry with which they are connected. We think the inspector would have a better supervision and visit more frequently if he had the collecting of fees for apprentices instead of the doctor. | — | — | — |

GENERAL QUESTIONS.

ENGINEERING—continued.

| | 154. | 155. | 156. |
|--|--|---|--|
| EMPLOYER | Messrs. Good Menzies, Mechanical Engineers, &c. | Messrs. Combe, Barbour, and Combe, Limited, Machinists, Engineers, and Millwrights. | Messrs. Ross and Duncan, Marine Steam Engineers and Boilermakers. |
| District | Green Lanes, Hull. | Falls Foundry, Belfast. | Whitfield Works, Govan, Glasgow. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Only through the Iron Trades Employers' Association. | Yes. | Many trade disputes have been settled by conferences of Employers' Association and trades, and other delegates. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | (See Reports on Strikes and Lock-outs by Mr. Burnett.) This was continued last year, when all employes 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. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | To a very slight extent. | None. | Do not know of any important effect. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | The Trade Unions look after the skilled labourers. | Only know of the Trade Unions and the Charity Organisation Society |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | None. | Would like to have data of hours worked, wages paid, and cost of living in foreign countries in ship-building, engineering, and boilermaking trades; also the tariff on British goods into those countries. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Yes; perfect "free trade" in labour. | Yes; arbitration. | Generally by the cultivation of the co-operative spirit and the encouragement of investment in the employing business, either individually or collectively (as Trade Unions' funds, for example), by the employes |
| (7.) Other statements or suggestions for the information of the Commission. | None. | None. | Have instituted a monthly meeting of the staff, at which delegates from the different classes of workmen are present to discuss general matters of interest, shop arrangements, improved methods, general relations, customers' remarks, or complaints, &c., and whatever affects the prosperity of the firm as a whole. The men have been encouraged to turn their attention to the fiscal relations of the country, Imperial federation, and the British Empire Trade League. An evening drawing class was started in the works for the instruction of apprentices in technical details, the entrance being free, and the instructors (the firm's own draughtsmen) being paid by the firm. |

GENERAL QUESTIONS.

ENGINEERING—*continued.*

| 157. | 158. | 159. | 160. |
|---|---|--|---|
| Messrs. Westgarth and English, Marine and General Engineers and Boilermakers. | Messrs. Bailey and Leetham, Marine Engineers, &c. | Isca Foundry Company, Railway Plant, and General Engineers and Ironfounders. | Messrs. Beyer, Peacock, & Co., Limited, Locomotive Engineers. |
| Middlesbrough. | Humber Iron Works, Hull. | Isca Foundry, Newport, Mon. | Gorton Foundry, Manchester. |
| None. | Fall in with the terms agreed upon by the Iron Trades Employers' Association, though not belonging to it, owing to principals being shipowners. | None. | The Iron Trades Employers' Association. |
| None. | — | None; how can we share the losses? | None. |
| None. | — | None. | None. |
| The Trades Unions. | — | No agencies. | Not beyond the men's own trade societies. |
| — | — | No, the less Government interferes the better. | None. |
| — | — | Leave the capital and labour to adjust their differences, and protect the non-unionists from intimidation by trade unionists. | None. |
| — | — | Reciprocity of trade with foreign countries. We are only partially employed by reason of the hostile tariffs having destroyed our trade with those countries which formerly took our manufactures. | None. |

GENERAL QUESTIONS.

ENGINEERING—*continued.*

161.

162.

| EMPLOYER | Messrs. Dubs & Co., Locomotive Engineers. | Messrs. Priestman Bros., Limited, Engineers, Iron and Brass Founders. |
|--|--|--|
| District | Glasgow. | Holderness Foundry, Hull. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | The trade organization with whom we are connected assist in the prevention and settlement of disputes through the Trade Union representatives. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | — |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | — |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | — |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | — |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | In a business like ours, which employs men belonging to a great variety of trades, it would be a judicious thing for the men to appoint a small standing committee of old and experienced employes to discuss with us quietly and temperately all questions which might result in disputes. | By conciliation. |
| (7.) Other statements or suggestions for the information of the Commission. | In both the disputes referred to we had a pistol presented at our heads by men who had been a comparatively short time with us, and in these disputes the most active spirits are generally young and frequently unmarried men, who can change their residence without inconvenience, and who thus find it difficult to realise that every such question has two sides, both of which need to be considered. | — |

GENERAL QUESTIONS.

ENGINEERING—*continued.*

| 163. | 164. | 165. | 166. |
|---|--|---|--|
| William Boulton, Esq., Engineer, Iron and Brass Founder. | Messrs. Waddington and Longbottom, Engineers, Iron and Brass Founders. | Messrs. F. Silvester & Co., Engineers, Iron and Brass Founders. | Messrs. John Abbot & Co. Limited, Engineers, Iron- founders, &c. |
| Navigation Road, Burslem. | Barrow-in-Furness. | Castle Hill Works, Newcastle (Staffs). | Park Works, Gateshead-on-Tyne. |
| None. | Not aware of any. | Men and masters are brought together to discuss, but this is only a matter of form, as the men previously decide to stick to the demands in any case. | Engineers, boiler and bridge builders have their union. Iron manufacturers' operatives have their Board of Conciliation and Arbitration, with a sliding scale to regulate prices. |
| None. | None. | None. | None. |
| None. | None. | None. | None. |
| None. | None. | None, but the general trade of district. | None except trade societies. |
| None. | None. | None. | None. |
| The cultivation of a good feel- ing and mutual understanding between employers and employed. | Mutual forbearance and fair consideration of each other's claims. | Co-operation, if a really good scheme can be propounded. | Combination of masters as well as men, with a joint Board of Arbitration and Conciliation. |
| None. | — | Picketing during strikes or partial strikes is a damnable thing, and strong means should be adopted to put it down. There are too many firms in the trade to allow fair profits to be made. | — |

GENERAL QUESTIONS.

ENGINEERING—continued.

167.

| | |
|--|--|
| EMPLOYER | Messrs. Mather and Platt, Mechanical Engineers. |
| District | Salford Iron Works, Manchester. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | A Board of Conciliation in connexion with the Manchester Chamber of Commerce. The board was created 1891, and has not yet been called upon to act. The members are part workmen and part employers. |
| (2.) System of co-operative production industrial partnership, or profit-sharing, attempted by firm, and results. | None, but a scheme is in course of preparation. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None but the trade societies. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | <p>We 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. Further, to compare these statistics with those from other countries, showing in like manner the quantity consumed at home and exported.</p> <p>Also, to take the increase of population within that period and number of persons employed in producing the raw material, and manufacturing the same in this country.</p> <p>In addition to the above, information might be given to show the rate of wages and hours of labour in this country when we were supplying the requirements of the whole world, in relation to metals and goods manufactured from metals, and to give the progressive increase of wages and decrease of working hours up to the present day.</p> <p>The object of these statistics would be to show that notwithstanding the enormous development of the natural resources of all other countries, so far as metals and metal manufactures are concerned, the United Kingdom has increased its export trade of articles and machinery made from metals, and affords employment for a larger number of people in proportion to the population than during that period when we had practically the monopoly of the world's requirements in relation to these things, and when the natural resources of other countries were only very slightly developed as compared with their present output.</p> |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | |
| (7.) Other statements or suggestions for the information of the Commission. | <p>We 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 workpeople and employers, the share allotted to the workpeople being apportioned among them pro rata to wages.</p> <p>We 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.</p> <p>That as to hours of labour a resolution of the Trades Union unanimously agreed to by all its members should be accepted by employers as a rule of the trade; but such resolution should not be put to the vote until a conference has been held between the employers in that trade and the workers on the proposed change.</p> <p>Such universal combination and large powers of determining the hours of labour would, in our opinion, largely increase the sense of responsibility on the part of Trades Unions and their officials, and consequently lead them to acquire thorough knowledge of the conditions of trade in countries with which we have to compete. A reckless or ignorant use of these powers would bring first of all disaster to the workers, who 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.</p> <p>It is generally from ignorance or partial representation of the members of any trade in a Union, that unjust or unreasonable demands have hitherto sprung. 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.</p> <p>We presume that the question of pensions in relation to mechanical trades does not come within the scope of the present inquiry, or we should have been pleased to offer some suggestions.</p> |

GENERAL QUESTIONS.

ENGINEERING—*continued.*

| 169. | 170. | 171. | 172. | 173. |
|---|---|---|--|---|
| Messrs. Richd. Hornsby and Sons, Limited. | Messrs. Clayton and Shuttleworth, Agricultural Engineers. | H. R. J. Denton, Esq., Agricultural Implement Manufacturer. | The New Howe Machine Company, Limited, Sewing Machines and Cycles. | Messrs. Smith and Sons, Machine Makers. |
| Spittlegate Iron Works, Grantham, Lincolnshire. | Stamp End Works, Lincoln. | Wolverhampton. | 128, Avenue Street, Bridgeton, Glasgow. | Royd Works, Keighley. |
| None | None. | None. | None. | None. |
| None. | None. | None. | None. | None. |
| None. | None. | None. | None. | — |
| Unable to answer. | None. | None. | Glasgow Corporation. | None. |
| The wages in Grantham are higher than in Lincoln, Gainsborough, Ipswich, and Bedford (chief competing towns), and all employers ought to know the rates existing in other parts of the country as well as in competing foreign countries. | None. | None. | None. | — |
| The acquirement of the railways by the State, so as to avoid heavy carriage rates from inland towns on export goods, thus handicapping labour there with other places near the coast. | None. | If workmen placed same confidence in masters as they do in paid agitators, matters would be better. | Justice between employer and employed, as we exercise. | — |
| Boards of Conciliation, publication of standard piece-work prices in different districts and countries, as well as the standard day's rate of wages and hours of labour. | None. | None. | None. | — |

GENERAL QUESTIONS.

ENGINEERING—continued.

| | 174. | 175. | 176. |
|--|--|---|--|
| EMPLOYER | Messrs. G. Wilkinson and Sons, Tool Makers. | Messrs. J. Buckton & Co., Limited, Machine Tool Makers. | Messrs. Stephenson & Co., Limited, Locomotive, Marine, and General Engineers, &c. (Engineering Department only.) |
| District | Keighley, Yorkshire. | Leeds, Yorks. | Newcastle-on-Tyne and Hobburn-on-Tyne. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | Not aware of any. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None has yet been attempted. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None, except to help the blind and discharged prisoners. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Only by passing a law suppressing the outside paid agitator. | A friendly talk between a few representative men from a workshop with the masters frequently results in the avoidance of a strike, but this depends very much on the relations between masters and men, and in the confidence the men may have in the good faith and fairness of the master. Doubtless piece-work is a good bonus system, on results would do much to avoid strikes, but the introduction of any such plans is by no means easy, and the organisers and managers of Trades Unions seem to set their faces against such arrangements. If the local authorities are ready and willing to promptly suppress disorder and the intimidation of those desirous of working, it does much to stop a strike, but much firmness and discretion are necessary in the employment of repressive measures to this end. The paid agitator or association secretary is probably in most cases the one who is responsible for a strike. It is his interest to foment discord, and show that he is doing something for his money. | Boards of Arbitration or Conciliation. |
| (7.) Other statements or suggestions for the information of the Commission. | — | — | — |

GENERAL QUESTIONS.
IRON AND STEEL MANUFACTURERS.

177.

| EMPLOYER | Barrow Hematite Steel Company, Limited. | | |
|--|---|--|--|
| | Blast Furnace Department. | Steel Department. | Engineering Department. |
| District | Barrow-in-Furness. | | |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | We have a joint committee in connexion with a sliding-scale for regulating wages that take up any question re work or wages that may occur. | Any matter that cannot be decided between employer and employed is submitted to an arbitration mutually agreed upon. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None. | Through Trade Unions secretaries, employed in each department. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | None. | None. |
| (7.) Other statements or suggestions for the information of the Commission. | — | None. | None. |

GENERAL QUESTIONS.

IRON AND STEEL MANUFACTURERS—*continued.*

177.

178.

| EMPLOYER - - - | Barrow Hematite Steel Company, Limited. | | The Monk Bridge Iron and Steel Company, Limited. |
|--|---|--|---|
| | Hoop and Wire Department. | Mines. | |
| District - - - | Barrow-in-Furness. | | Whitehall Road, Leeds. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Any matter of dispute that employer and employed cannot settle is submitted to an arbitrator. | Our miners and quarrymen are at present working under a sliding-scale for the regulation of wages. | Board of Conciliation and Arbitration recently established in Leeds applicable to all trades. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None, except workmen's unions. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be collected and published by Government. | None. | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | None. | Sliding-scales for the regulation of wages where practicable. | None. |
| (7.) Other statements or suggestions for the information of the Commission. | None. | — | None. |

GENERAL QUESTIONS.

IRON AND STEEL MANUFACTURERS—*continued.*

| 179. | 180. | 181. | 182. |
|---|---|--|--|
| Messrs. Taylor Brothers & Co., Iron and Steel Manufacturers. | Messrs. D. Colville and Sons, Iron and Steel Manufacturers. | The Park-gate Iron Company, Limited. | Messrs. S. H. Burrows & Sons, Iron Manufacturers. |
| Clarence Iron and Steel Works, Leeds. | Motherwell, Larnarkshire, N.B. | Rotherham. | Attercliffe, Sheffield. |
| None. | Yes. | The sliding-scale adopted by the Board of Arbitration in the North of England. | — |
| None. | None. | None. | None. |
| — | None. | None. | None. |
| — | None. | None. | — |
| — | Yes, extra large wages by com- paratively unskilled men, viz., 1st, 2nd, and 3rd hand steel- melters; mill rollers; mill heaters; shear-men. | None. | — |
| There has been no strike or lock- out for nearly 30 years. | Boards of Arbitration in con- nexion with all the different trades, equal number of masters and men, one master or man representing one work or de- partment in work, who should be empowered to discuss dis- putes, and when the majority agree, settle; when cannot agree, refer to arbitration. When workmen refuse to abide by decision of arbiter or finding of the board, there is no cure but protracted lock-outs or strikes. | None. | — |
| — | None. | None. | — |

GENERAL QUESTIONS.

IRON AND STEEL MANUFACTURERS—*continued.*

| | 183. | 184. | 185. |
|--|---|---|---|
| EMPLOYER | Messrs. Thos. Walmsley and Sons, Iron Merchants, &c. | The Darlington Steel and Iron Company, Limited, Iron and Steel Manufacturers. | The Skinninggrove Iron Company, Limited, Iron Smelters. |
| District | Atlas Forge, Bridgman Street, and Crook Street, Bolton. | Darlington. | Carlin How, R.S.O., Yorkshire. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Yes, sliding - scale and Conciliation Board. | None. | Arbitration and sliding-scale. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | That arbitration be made compulsory, and that neither the employers nor employes should be in a position to cause the stoppage of works by strikes and lock-outs. | The establishment by law of local courts of arbitration of equal number of employers and workmen, with appeal to umpire having power to enforce award, and appointed either by Board of Trade or local County Council. That statements of all matters in dispute be delivered to local court for arbitration, and that all operations be continued under existing rate of wages and conditions of work until settlement of local court or umpire. |
| (7.) Other statements or suggestions for the information of the Commission. | — | — | — |

GENERAL QUESTIONS.

IRON AND STEEL MANUFACTURERS—*continued.*

| 186. | 187. | 188. | 189. |
|--|--|---|---|
| Messrs. John Lysaght, Limited, Sheet Iron Manufacturers. | Messrs. Saml. Tyzack & Co., Limited, Manufacturers of Merchant Bars, Angles, and Rivets. | Sir A. Hickman, Iron and Steel Manufacturer. | Messrs. Isaac Jenks and Sons, Iron and Steel Manufacturers. |
| Swan Garden Works, Wolverhampton. | Monkwearmouth, Sunderland. | Springvale Furnaces, and Ladymore Colliery, Bilston. | Minerva Works, Wolverhampton. |
| The wages are regulated by a sliding-scale based on the selling prices of iron at determined periods. The Midland Iron and Steel Wages Board, equal number of employers and men, is formed with this object. | All disputes are submitted to the standing committee of the Arbitration Board, whose decisions have been final. Sliding-scale, which has been in use 2½ years. | Conciliation Board, which settles the rates for manufactured iron in accordance with a sliding-scale, and the wages of the men at blast furnaces go up and down at the same times and in the same manner. | The average price of iron for the previous two months rules the rate of wages for the ensuing two months, which is declared by the <i>Wages Board</i> (comprised of an equal number of employed and employers). |
| None. | None. | A system of profit-sharing started during 1891, but until expiration of year no results can be given. | None. |
| None. | None. | None. | None. |
| Unable to answer this. | None. | None. | None. |
| None. | None. | — | We think 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. |
| The more extended use of the sliding-scale; joint committees of inquiry and Conciliation Boards, with ultimate appeal to powerful Arbitration Boards, except in times of abnormal rise or fall in trade, when masters or men become over-confident or desperate; the above means should be adequate. | Conciliation and arbitration as carried out by Board. | The Iron Trade Conciliation Board has worked well for many years. | A wages board similar to the Iron Trade Wages Board seems the simplest way to settle matters. It has worked well in our trade. |
| — | None. | None. | No Bill for the regulation of matters appertaining to the trade of any district ought to be introduced to the House of Commons before it has been laid before, say, the County Council or any other official body of the said district, and their views obtained thereon. Example: Weights and Measures Act was rushed through the Houses without any knowledge on the part of the public, or any opportunity being given to oppose it, and has put manufacturers to much expense and inconvenience without any compensating advantage to themselves or the public. |

GENERAL QUESTIONS.

IRON AND STEEL MANUFACTURERS—*continued.*

| | 190. | 191. |
|--|---|--|
| EMPLOYER | Dalmellington Iron Company, Limited, Blast Furnaces and Coal and Ironstone Mines. | The Steel Company of Scotland, Limited, Iron and Steel Manufacturers. |
| District | Dalmellington, Ayrshire, Scotland. | Hallside Steel Works, Newton, Lanarkshire, and Blochairn Steel Works, Glasgow. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | The relations of the workmen and the employers are controlled by Conciliation and Arbitration Boards. In the smelting department disputes have to a large extent been avoided by meetings between employers and representatives of Smelters Union. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | No unemployed; can usually employ more hands than we can get. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | — |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | By employers and workmen dealing directly with each other without the interference of paid agitators. | Courts of Conciliation and Arbitration, whose decision should be made binding on all parties concerned. |
| (7.) Other statements or suggestions for the information of the Commission. | — | — |

GENERAL QUESTIONS.

GENERAL METAL AND HARDWARE TRADES.

| | 192. | 193. | 194. |
|--|---|--|--|
| EMPLOYER | Messrs. John Fell & Co., Brass Founders, &c. | John Marston, Esq., Iron and Tin Plate Worker, Cycle Manufacturer, &c. | The Gorseinon Tin Plate Company. |
| District | St. James's Square, Wolverhampton. | Paul Street Works, and Sunbeam Cycle Works, Wolverhampton. | Gorseinon. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding scales, or other means of preventing or arranging trade disputes. | None, further than arranging with Brass Workers' Society. | None. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | Not aware of any. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | Brass Workers' Society does so for its own members. | None. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | We think, in our own case, men earned better wages and the relations between capital and labour were better before the establishment of the Union than since. | None. | Boards of Conciliation and Arbitration to be final by referee. |
| (7.) Other statements or suggestions for the information of the Commission. | — | None. | None. |

ROYAL COMMISSION ON LABOUR :

GENERAL QUESTIONS.

GENERAL, METAL AND HARDWARE TRADES—*continued.*

| | 195. | 196. | 197. |
|--|--|---|--|
| EMPLOYER | Messrs. George Patchett and Sons, Wire Manufacturers. | Messrs. J. B. Rowcliffe and Sons, Woven Wire Spring Mattress Manufacturers. | Messrs. Brierly and Sons, Metallic Bedstead Manufacturers. |
| District | Halifax. | Levenshulme, near Manchester. | Sheepcote Street, Birmingham. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | Our trade is very limited. | In course of formation. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | No opening or unemployed. | None. |
| (5.) Suggestion as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Only the usual method by Board of Conciliation, half masters and half men. | Having fewer public houses. All places kept for the sale of intoxicating liquors to be closed at 10 p.m. on Saturday until 8 a.m. on Monday. Getting the working man to attend some place of worship; he will then have more self-respect, make his home happier, provide for his family, his children will be better clad, the man will listen less to agitators, value his situation more, will be more respected by his employer, and there will be a more cordial feeling. In my opinion drink is the cause of 75 cent. of all the troubles in trade, strikes, &c. The respectable man does not wish to be mixed up with the same. From my 38 years' experience in working amongst the lowest and poorest, as well as employing labour, I am convinced that drink is the chief cause of all troubles with workpeople. I make a point of inquiring the reason of a man's absence, and if drink is the cause, I warn him, and try to show him the injury he is doing to his home and to his body. | Only by suppressing the outside paid agitator. |
| (7.) Other statements or suggestions for the information of the Commission. | — | — | — |

GENERAL QUESTIONS.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| 198. | 199. | 200. |
|--|---|---|
| Messrs. Robert Lloyd, Crosbie & Co., Metallic Bedstead Manufacturers. | Messrs. J. J. Corles & Co., Limited, Ironmasters and Nail Manufacturers. | Messrs. H. and T. Vaughan, Lock and Key Manufacturers. |
| Globe Foundry, Charlotte Street, Birmingham. | Newport, Monmouthshire. | Standard Works, Willenhall, Staffs. |
| Nothing has yet been carried out, but proposals have been submitted, and are now under consideration. | None. | None. |
| None. | Nothing except piece-work, which is used wherever practicable. | None. |
| Not aware of any. | None. | None. |
| Bedstead Makers' Association and the Brass Workers' Association. | None. | None. |
| None. | None. | None. |
| The formation of a Board of Conciliation in connection with Chamber of Commerce which has been proposed seems to us the best suggestion yet offered; and if it could be done, a price list for every department to bind all the manufacturers to pay at one fixed rate for the same class of work. | All requests of the men should receive attention, and in most cases cause of friction can be avoided by firm and just management. | Prohibition of paid agitators. |
| None. | — | None. |

GENERAL QUESTIONS.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| | 201. | 203. |
|--|---|---|
| EMPLOYER | Messrs. B. Walters & Co., General Lock and Key Manufacturers. | Messrs. Thomas Watson and Sons, Limited, Stove Grate Manufacturers, General Ironfounders. |
| District | 154, North Street, Wolverhampton. | Wheathill Foundry, Rotherham. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | None, except that contained in agreement between Masters' Association and Workmen's Union, which only deals with minor matters. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | — |
| (3.) Employment by Government, or local authorities, of labour in trade and district; and results as to remuneration and other conditions of employment. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | That all strikes be made illegal, and that all disputes be referred to a Board or Commission, who should have power to settle trade disputes and to enforce their decision. Some carefully considered scheme of this kind is advisable and practicable. |
| (7.) Other statements or suggestions for the information of the Commission. | An extension of the Factory Act to all workshops, however small. We have a large number of men in this trade with one or two youths working at home. Not being under the 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. Very keen competition is met with from the Germans, who import a large quantity of the cheaper class of brass locks used by the cabinet makers. We have been compelled, from time to time, to get our workpeople to reduce their prices. As far as possible we have had to resort to children labour to enable us to meet this unfair competition. | |

GENERAL QUESTIONS.

GENERAL METAL AND HARDWARE TRADES—*continued.*

| 204. Messrs. George Wright & Co., Stove Grate Manufacturers and Ironfounders. | 205. Messrs. W. H. Micklethwait & Co., Stove Grate Manufacturers and General Ironfounders. | 206. Messrs. Wm. Corbitt & Co., Limited, Stove Grate, Fender, and Kitchen Range Makers. | 208. F. H. Parkyn, Esq., Bicycle and Tricycle Manufacturer. |
|--|--|---|---|
| Burton Weir Works, Rotherham. | Clough Road, Rotherham. | Masbro' Works, Rotherham. | Granville Street, Wolverhampton. |
| None. | None. | Board of Conciliation provided for, but not yet formed. | None. |
| None. | None. | None. | None. |
| To a very small extent. | None. | None. | None. |
| No unemployed. | None. | None; there is a demand usually for good workmen. | — |
| — | None. | By ascertaining extent of foreign competition, and by giving us, through Government representatives, some idea of class of articles in demand in the different countries in which they are located. | — |
| — | By not having public and paid agitators and better protection by the police when a strike exists; they allow masses of people to gather and intimidate those who would work. | Not possible to reconcile capital and labour. | — |
| — | Let the work of paid agitators be illegal. | Any strike in our trade could readily be avoided or adjusted by a Council of Arbitration, which might be the <i>legalised</i> means of settling a trade dispute, and would obviate recourse to such a barbarous method as a strike, which ruins both employer and employed. <i>See also</i> under Wages, Questions <i>a, b, c, d,</i> and <i>e, et seq.</i> | The cycle industry being a comparatively new one, the question of prices for piece-work is necessarily a matter of agreement between each employer and his men, as each manufacturer's patterns vary in amount of work on them in the different departments. When the trade has become more settled I believe it will be a good thing for the men to have an association, which will give some scale as to the value of the work. |

GENERAL QUESTIONS.

MINING AND QUARRYING.

| | 209. | 210. | 211. |
|--|--|---|---|
| EMPLOYER | Pen yr Orsedd Slate Quarry Company, Limited. | Muraf Colliery Company, Limited. | Tin and Copper Mining Company. |
| District | Nantlle, Llandwrog, Carnarvonshire. | Little Neston, Cheshire. | Tincroft Mine, Illogan, Cornwall. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Nothing in the nature of Board of Conciliation exists; there is nothing to conciliate. If employer and employed cannot agree they part friends. The monthly letting of contracts is the safety valve. No self-acting scale or rule is possible in slate. A standard of wage for each side is established, and a per-centage is added to this by mutual agreement, so as to give a probability of the contract paying the workman. | None. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | I once tried a system of charging the workman a price per yard of rock removed, paying him value at an agreed list of slates made, but it did not answer. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| 4.) Information as to agencies in the district for finding or providing work for the unemployed. | There is no special agency of the kind, but workmen are constantly meeting each other at chapel and at evening meetings when they spread news of the labour market. | None. | — |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | A great advantage to employers and employed would result from compulsory and accurate returns of output, and their publication. | — | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Greater publicity as to condition of each trade, personal communication between employer and employed, recurrence of stated periods when, unless by mutual consent, work is resumed; it ceases spontaneously. | Mutual arrangements between masters and men direct. | — |
| (7.) Other statements or suggestions for the information of the Commission. | I think that in future the standard of comfort of both skilled and unskilled workmen will continue to rise; as a consequence the share of the workman in proportion to that of the employer or capitalist and in view of a division of the price of commodities, will continually be an increasing proportion; ultimately the minimum rate of profit will be the best that can be obtained. In view of this I see advantages in large combinations or syndicates, especially in mining and cognate trades, and so formed as publish accounts. To render the profit on the industry moderate but regular. To enable workmen to invest savings with safety in the industry in which they are engaged. | — | Work under the Metalliferous Mines Act. |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| 212. Phoenix United Mining Company. | 213. The Alston Moor Mining Company. | 214. Iron Ore Mining Company. | 215. The Cleator Iron Ore Company. |
|--|--|----------------------------------|---|
| Linkinhorne, Cornwall. | Neutsberry Green, Cumberland. | Woodend, Bigrigg, Cumberland. | Cleator, West Cumberland. |
| None. | None. | None | None. |
| None. | None. | None. | None. |
| None. | The Lords of the Admiralty are the Lords of the Manor of Alston Moor, and they let the mines to be worked by mining companies. I do not think they work any mines themselves. | None. | None. |
| There are no unemployed in this district. | We have in Alston Moor any number of good and important trials which might and ought to be made in the blend ore and lead ore veins. It requires a little capital. If this were done, employment would be given to many. | None. | None. |
| None. | — | None. | None. |
| If a higher price could be insured for our tin produce, better wages could be paid, and thus avert strikes, &c. Foreign tin comes too much into competition. There ought to be a duty upon it. | — | — | Our experience teaches us that when men make their own bargains and get the benefit of their own industry and skill they act independently towards their employer, and do not require the support of any union. The fact that an industrious workman in this district has generally no difficulty in getting a house of his own, no doubt promotes the feeling of independence, and enables men to get the full benefit of their wages, and altogether discourages strikes. |
| None. | That the Lords of the Admiralty reduce the dues paid by mining companies for royalties. | — | — |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 216. | 217. | 218. |
|--|--|--|--|
| EMPLOYER - - - - - | The Threlkeld Mining Company (Lead). | The Lonsdale Mining Company, Limited. | Messrs. Kendall and Main, Iron Ore Mines. |
| District - - - - - | Threlkeld, Cumberland. | Whitehaven. | Whitehaven. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | None. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | Do not know. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None. | — |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | We would suggest questions be more concise than they generally are in Government papers. | None. | — |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Educate the people and stop all grandmotherly legislation. | Dispense with Trade Unions. | Do not think there is any need of outside interference at present. |
| (7.) Other statements or suggestions for the information of the Commission. | None. | None. | — |

GENERAL QUESTIONS.

MINING AND QUARRYING—continued.

| 219. | 220. | 221. | |
|---|---|-----------------------------|---|
| Henry Woolcock, Esq., Iron Ore Mines. | Messrs. Jas. Sparrow and Son. | The Butterley Iron Company. | |
| | | Ironworks. | Iron and Steel Manufacturers. |
| Frizington, Egremont, and Silecroft, Cumberland. | Ffrwd Colliery, near Wrexham, Wales. | Alfreton, Derby. | Codnor Park, Alfreton, Derby. |
| None. Contracts are let fortnightly, which prevents disputes. | None. Trust to the forbearance of the men or their representatives. | None. | The South Staffordshire Iron and Steel Wages Board. |
| None. | None. | None. | None. |
| None. | Unable to say. | None. | None. |
| None. | None. | None. | No such agency in existence. |
| No; full returns are now made to the Inspectors of Mines. | None. | None. | None. |
| Working by short contracts to equal partners and the prevention of interference by Trades Union agitators. | None. | None. | The existing Iron and Steel Wages Board has proved very useful in preventing disputes as to wages, no general strike or cessation from work having occurred since its establishment. |
| As yet the Trades Union agitators have not been able to establish themselves with the iron ore miners, consequently there is a better feeling between employer and employed—the men have more regular work and on the average earn better wages without the miseries caused by strikes. There is no association of employers, each company manage their own business and give to their workers as much as the value of the ore will admit, the hardness of the ore and the difficulties of working varies, and the price per ton for getting or working is not uniform. Serious questions are settled by the owners being called together by letter, and, on the whole, all works well. | 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 10 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 48 hours per week. The machinery would then wind about the same quantity of coal as is now done in a nominal 54 hours. | None. | None. |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 221. | 222. | 223. |
|--|--|---|---|
| EMPLOYER, - - - | The Butterley Iron Company. Coal and Ironstone Mines and Iron and Steel Manufacturers. | Blackwell Colliery Company. | The Clay Cross Company, Coal Miners, Coke Makers, and Ironfounders. |
| District - - - | Derbyshire and Nottinghamshire Collieries only. | Blackwell, Derby. | Clay Cross, Wingerworth, Danesmoor, and Morton, Derbyshire. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | None. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | — | — |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None. | Discharged Soldiers' Society and Prisoners' Aid Society. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | Consider the Government returns satisfactory. | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | By arbitration, the decision to be binding by law. | I am of opinion that a joint Board of Conciliation composed of employers and employes, coupled with a wages sliding-scale, would be conducive to a better relationship between capital and labour. There are, however, exceptional difficulties in establishing such a board in the district, owing to the numerous seams of coal of different qualities and values; and as to wages sliding-scale there is always the difficulty that in an abnormal condition of trade favourable to the employes they throw up their agreement. | Board of Conciliation. |
| (7.) Other statements or suggestions for the information of the Commission. | None. | From lengthy experience I have formed the belief that when Union leaders are the initiators or co-agitators with employes for any demand they may have to make, the difficulties of a settlement are increased by a recognition of the <i>locus standi</i> 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. | None. |

GENERAL QUESTIONS.

MINING AND QUARRYING—continued.

| 225. | 226. | 227. | 228. | 229. |
|---|---|---|--|---|
| W. C. Haslam, Esq. | Alma Colliery Company. | North Brancepeth Coal Company, Limited. | Messrs. G. Insole and Sons. | Main Colliery Company, Limited. |
| Pentrich Colliery, Ripley, Derby. | North Wingfield, Derby. | Littleburn Colliery, Durham. | Cymmer, Rhondda Valley. | Neath, Glamorganshire. |
| None. | None. | Joint Committee. | Yes. | Sliding-scale. |
| None. | — | — | None. | None. |
| None. | — | — | None. | None. |
| None. | Not in coal mining; in harvest-time some of the men get work. | — | None. | None. |
| None. | — | — | All such information is furnished in a very complete form by the Inspector of Mines. | None. |
| Mutual good relations between the employers and employed. | Let each colliery owner agree with his men for a standard price for each class of work and arrange for rise and fall of prices in coal. | Arbitration should be enforced in all disputes, by Government, if necessary. | We can suggest no better arrangement than the existing sliding-scale. | Sliding-scale has worked well in this district, a blessing to masters and men, more especially to the men, but unfortunately the men and their paid agents are continually running away from it without any just cause. |
| None. | None. | The conspiracy laws more stringent, so that more freedom can be obtained and men not driven and coerced to do as Union desires; men to be allowed to join or not to join a Union and to be ensured of peaceful work and protection if they wish to work during a dispute. | None. | None. |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 230. | 231. |
|--|--|---|
| EMPLOYER | Messrs. Thomas & Co., Quarrymasters. | Messrs. E. R. Payne and Sons, Quarryowners. |
| District | Forest of Dean, Gloucester. | Coleford, Gloucestershire. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Quarrymasters' Association meet miners' agent and deputation of men. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | Yes, in quarrying stone for themselves for fences, &c. of the Forest, and county council with their own stone. | In putting up banks, &c., being extension of Government property. Do not know how men are paid. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | Only in extreme cases of continual frost masters and public subscribe and employ men to make roads through the Forest, the Government contributing about one-third of the cost. None. | Working or doing necessaries in roads for County Council, but we think there are very few unemployed. It is possible that if employment could be given in raising and breaking a stock of metal for roads, which would eventually pay, as it would be cheaper than when collieries are in full work. None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | | |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | A strict adherence to arrangements made between Quarrymasters' Association and miners' agent. | Supply and demand to a great extent controls the labour market. Have no objection to Union or Union agent, if he is a moderate man who will reason with employers, and no doubt saves disputes. If a small employer, he can arrange matters with his men, but where 100, perhaps 1,000, men are employed it is better to meet an agent who will arrange all disputes, but if a master endeavours to arrange direct with the men his task is hopeless. With regard to every-day consumption, such as coal, say men require 2½ per cent. advance, the employers increase prices in proportion, and it consequently falls upon the consumer. If the men push wages too high trade goes elsewhere, and they are losers as well as employers in the long run. In this district it is difficult to obtain agricultural labourers, as they go into Wales, where better wages are paid. With regard to arranging cordial relations between capital and labour, do not know how Parliamentary power can interfere, with exception of preventing accidents. Regarding the eight hours' movement, our men average 7d. per hour. They can get a good cottage and garden for 5l. per annum. We think the men are very well off as they are. |
| (7.) Other statements or suggestions for the information of the Commission. | | |

GENERAL QUESTIONS.

MINING AND QUARRYING—continued.

| 232. | 233. | 234. |
|--|---|--|
| <p>W. Henry Fryer, Esq., Iron Ore Mines.</p> | <p>Rishton Colliery.</p> | <p>Darcy Lever Coal Company.</p> |
| <p>Old Sling Pit and New Boxbush Mines, Coleford, Gloucestershire.</p> | <p>Rishton, near Blackburn.</p> | <p>Darcy Lever, Bolton, Lancashire.</p> |
| <p>None.</p> | <p>None</p> | <p>None.</p> |
| <p>It 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 apply in most cases, and which necessitates the holding of considerable stock, while the real value of the ore stocked cannot be ascertained until it is sold and sent off.</p> | <p>None.</p> | <p>None.</p> |
| <p>The Office of Woods and Forests employ workmen in the Forest of Dean, but only in growing and felling timber, &c., and the local authorities employ labour on the roads, &c. The wages paid by them are about in proportion to the wages paid by others, and do not result in any material difference, but on this question cannot furnish details.</p> | <p>None.</p> | <p>None.</p> |
| <p>None.</p> | <p>None.</p> | <p>None.</p> |
| <p>The well-being of the iron-ore trades is so dependent on the welfare of other trades that it cannot be effectively dealt with separately. The Government (dealing specially with this trade) should collect and publish the total amount 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.</p> | <p>None.</p> | <p>—</p> |
| <p>The idea of there being conflicts between capital and labour is erroneous. The real conflict is between labour and vested interests. The employers merely stand between these two conflicting interests as between two millstones, and have to bear the strain of both. There are no means of avoiding strikes as long as this state of things exists.</p> | <p>Sliding-scales and Arbitration or Conciliation Boards.</p> | <p>—</p> |
| <p>Workmen are aware of the facts, and are determined to get the value of their labour, whether their employers get a profit on their produce or whether they suffer that profit to be absorbed by vested interests.</p> | <p>None.</p> | <p>None.</p> |
| <p>By vested interests is meant to include, not only the rents, royalties, wayleaves, and similar charges levied upon the materials used in the manufacture of iron and steel, and which constitute a direct tax upon iron and steel, and indirectly lower the wages of the labourers employed in these industries, but all similar charges of a like nature, which either take from the profit of these and every other manufacturing industry (such as the land on which railways and canals are constructed, and for which large sums have been capitalized, and are expected to return interest, and which thus add to railway rates and charges, ground rents for offices, &c. in large towns, which adds to the cost of carrying on business and affecting sales, &c., &c.), but ground rents also of agricultural and building land, which directly absorb the wages themselves, and render higher wages necessary.</p> | <p>None.</p> | <p>Give miners the eight hours' day and compel them to work every day; appoint Arbitration Board by Act of Parliament.</p> |
| <p>It is against the cumulative effect of all these incidents that labour is now contending, and it is submitted that peaceful settlement of the conflict will never be effected until the charges resulting from such vested interests (which are merely an unearned increment) are gradually effaced by taxation and restored to the community.</p> | <p>None.</p> | <p>None.</p> |
| <p>In the meantime, and other things being equal, it will be found impossible for old countries where these burdens exist to compete successfully and for any length of time with countries where they either do not exist or exist in a less degree; and, just as in England the iron and steel industries are now leaving the inland towns for the seaports in order to escape the railway charges, so in course of time the chief manufacturing industries will leave countries where a system of vested interests prevails and gradually establish themselves elsewhere.</p> | <p>None.</p> | <p>None.</p> |
| <p>It is impossible to prop up these interests, and it is on all accounts wiser (besides being just) to deal with them by legislation than to allow matters to drift until a climax is reached.</p> | <p>None.</p> | <p>None.</p> |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 235. | 236. | 237. |
|---|---|---|--|
| EMPLOYER - - - | Blainscough Hall Colliery Company. | Parkside Mining Company. | South Leicestershire Colliery Company. |
| District - - - | Coppull, Lancashire. | Frezington and Winder, Cumberland; and Tindal-in-Furness, Lancashire. | Coalville, near Leicester. |
| (1.) System, existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None. | None. | None, except between master and men. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None is required, as the demand for labour is greater than the supply. | None. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | Extent and value of Spanish and other competing ore fields. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Adoption of a sliding-scale, and Board of Conciliation to settle petty and local differences. | Boards of Conciliation. | — |
| (7.) Other statements or suggestions for the information of the Commission. | None. | — | — |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| 238. | 239. | 240. | 241. | 242. |
|-----------------------------------|--|---|---|---|
| Delaval Banwell Colliery Company. | Hucknall Colliery Company. | The Ilkeston Colliery Company, Limited. | The Snailbeach Lead Mining Company. | Clandown Colliery. |
| Newcastle-on-Tyne. | Hucknall, Nottingham. | Ilkeston. | Minsterley, Shrewsbury. | Radstock, near Bath. |
| None. | None. | None. | None. | None. |
| None. | None. | None. | None. | None. |
| None. | — | None. | None. | None. |
| — | None. | None. | None. | None. |
| — | — | None. | None. | None. |
| — | The standing joint committee which regulates wages in the counties of Durham and Northumberland might be initiated with advantage. If a sliding-scale could be mutually agreed upon and loyally carried out, it would be undoubtedly advantageous. | None. | Nothing to suggest; supply and demand will regulate the question of wages. | Masters' Association and men's Unions as a Conciliation Board upon fixed principles of payment. No coercion, and adopt a sliding-scale. |
| — | — | None. | Do not believe strikes can be prevented by any Act of Parliament. Fair and square dealing, as a rule, will prevent strikes. | None. |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 243. | 244. | 245. |
|--|---|--|---|
| EMPLOYER | Camerton Collieries. | The Trustees of the late Countess Waldegrave (Radstock Collieries). | The Sneyd Colliery and Brickworks Company, Limited. |
| District | Camerton, Bath. | Radstock, Somersetshire. | Burslem, Staffordshire. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Sliding-scale was in force up till two years ago, but fell through, owing to breaking up of the Masters' Association. | Formerly both arbitrations and a sliding-scale were adopted. At present there are informal meetings of consultation. | In all cases where difficulties arise between employers and employes they are generally settled by conference between the parties. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None. | None. Except Charity Organization Society; but as labour is generally in demand it is not required. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | None. | In view of the agitation for legislation to rule the hours of labour, it will be well if the time worked by those seeking it should be inquired into. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Much depends on the uprightness and fair spirit of leaders of Trade Unions, and on the spirit in which they are met. | None, except those already mentioned, viz.:—Arbitrations, sliding-scales, and Boards of Conciliation. | Am anxious that some arrangement should be come to, to avoid the constant strain between employer and employed. |
| (7.) Other statements or suggestions for the information of the Commission. | — | None. | — |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| 246. | 247. | 248. | 249. | 250. |
|--|-----------------------------------|---|--|--------------------------------------|
| Stafford Coal and Iron Company, Limited. | Hanley Colliery Company, Limited. | Aldridge Colliery Company, Limited. | Coppice Colliery Company. | Elterwater Green Slate Company. |
| Stoke-on-Trent, Staffordshire. | Hanley. | Aldridge, Staffordshire. | Brownhills, near Walsall, Staffordshire. | Elterwater, Ambleside, Westmoreland. |
| None. | None. | Wages board working on a sliding-scale in the Black Country, and an employers' association in the Cannock Chase district. | None. | None. |
| None. | None. | None. | None. | Not directly. |
| None. | None. | None. | None. | — |
| None. | None. | None, except Discharged Prisoners' Aid Society. | None. | — |
| None. | None. | Returns showing average earnings of miners and other workmen; also actual hours of labour and absentees from work. | — | — |
| Sliding scale. | — | The establishment of recognised and authoritative Conciliation Boards. | — | — |
| — | — | — | — | — |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 251. | 252. | 253. |
|--|--|---|-------------------------------------|
| EMPLOYER - - - - - { | Wombwell Main Colliery Company, Limited. | Wombwell Main Company, Limited. | Hoyland Silkstone Colliery Company. |
| District - - - - - | Near Barnsley. | Wombwell, near Barnsley. | Hoyland, near Barnsley. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Deputation of miners meets manager, and each party tries to come to terms. | Arbitration and conciliation. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | None. | In cases of strikes the master's property and interest ought to be protected, and any work-person accepting his terms ought to be protected by Government, which at present is not so. Cordial relationship is nonsense, it is a question of supply and demand, and any conditions brought in to upset this are unreal and imaginative. Whenever a settlement cannot be effected the case should be referred to independent arbitration. | None. |
| (7.) Other statements or suggestions for the information of the Commission. | None. | — | None. |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| 254. | 255. | 256. | 257. |
|---|---|--------------------------------------|--|
| Strafford Collieries. | Old Silkstone and Dodworth Coal and Iron Company, Limited. | Houghton Main Coal Company. | Wooley Coal Company. |
| Dodsworth, near Barnsley. | Old Dodworth, near Barnsley. | Little Houghton, Hemsworth. | Darton, near Barnsley. |
| None. | Some arrangement between the South Yorkshire Coal Owners' Association and the South Yorkshire Miners' Association. | None. | None. |
| None. | None. | None. | None. |
| None. | None. | None. | None. |
| None. | None. | None. | — |
| None. | None. | None. | — |
| <p>A representative committee of masters and workmen should be appointed to decide all matters in dispute, the men and masters agreeing to abide by such committee's decisions. In connexion with this committee an umpire, who must be independent of either side, to sit at all meetings and hear all disputes.</p> | <p>We are of opinion that the facilities for obtaining alcoholic liquors by miners is the chief source of the greatest difficulties which colliery owners have to contend with, and that the general conditions surrounding the miners and their families are most injuriously affected by the existence of the practically unlimited opportunities of obtaining intoxicating drinks. We believe that the miners are fully aware of the evil consequences arising to themselves and families from this cause, and that they would summarily put an end to it if they had the power to do so. At present, magistrates and licensing authorities have control of the matter, and there is no hope under the circumstances of any substantial amendment.</p> | <p>Sliding-scale or arbitration.</p> | <p>Conciliation Board for each mining district, similar to the one existing in Northumberland.</p> |
| None. | — | None. | — |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 258. | 259. | 260. |
|--|--|---|--|
| EMPLOYER | Ifowden Clough Colliery Company. | Joseph Haigh, Esq., Victoria Collieries. | Howley Park Co-operative Quarry and Building Society, Limited. |
| District | Birstall, near Leeds. | Brunteliff, Leeds. | Morley. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Since formation of West Riding Coal Owners' Association about 18 months ago cases of dispute have been referred to a joint committee consisting of employers and miners' officials, and with satisfactory results. | Conferences between masters' and men's association. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | Failure. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | — |
| (4.) Information as to agencies, in the district for finding or providing work for the unemployed. | Few unemployed; demand active. | None needed. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | Nett number of hours worked by miners in one year. | None. | — |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Conciliation Boards consisting of men actively engaged in the work on either side. | None. | — |
| (7.) Other statements or suggestions for the information of the Commission. | — | None. | — |

GENERAL QUESTIONS.

MINING AND QUARRYING—continued.

| 261. | 262. | 263. | 264. |
|---|------------------------------------|---|---|
| Messrs. H. Briggs, Son, & Co., Limited, Colliery Owners. | Wharfedale Silkstone Coal Company. | Unstone Coal and Coke Company, Limited. | Lofthouse Colliery Company. |
| Whitwood, Normanton, Yorkshire. | Tankerley, Barnsley. | Unstone and Dunfield, Derby. | Near Wakefield. |
| A joint committee of representatives of owners and workmen. | None. | None. | Coal Owners' and Miners' Associations meet and endeavour to settle wages' disputes. |
| Yes, at one time, but was given up years ago. | None. | None. | 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. |
| None. | None. | None. | None. |
| — | None. | None. | None. |
| — | None. | None. | None. |
| — | Nothing to offer. | None. | Conciliation Boards and arbitration if workmen would loyally abide by the decision conjointly with employers. |
| — | | None. | None. |

GENERAL QUESTIONS.

MINING AND QUARRYING—continued.

| | 265. | 266. | 267. | 268. |
|--|---|--|--|--|
| EMPLOYER | Ormiston Coal Company. | Messrs. J. MacAndrew & Co., Coal Masters. | Prestongrange Coal and Fire Brick Company. | Messrs. Colin Dunlop & Co. |
| District | Ormiston, East Lothian. | Dalsell Colliery, Motherwell, N.B., and Thankerton Colliery, Hollytown, N.B. | Prestonpans, Haddington. | Quarter Collieries, Hamilton, Lanarkshire. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None, but I believe one is about to be tried, a Conciliation Board, consisting of six miners and six coal owners. | Employers' associations have at various times existed and sliding-scales have been tried, but both generally fail, and private settlements are generally resorted to. We do not belong to any employers' association. | None. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firms, and results. | None. | None. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | Not aware of any. | None. | — | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | Not aware of any. | Can always employ more men than can be obtained. | None. | — |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | — | None. | — |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | None. So long as the labourer is ignorant of business. If he would be more reasonable and less impulsive a great many disputes would be avoided. | Nothing but exercise of common sense on both sides. A sliding scale, if properly started and adjusted, might be of service, but the miners, as a rule, will not adhere to such. It operates in advancing being too slow for them, while they object to reduction altogether. | None. | — |
| (7.) Other statements or suggestions for the information of the Commission. | If a code of contract rules could be drawn up whereby the employers and employed would be bound for a period as to wages, &c., and also give some time when a change is contemplated to arrange matters, it would be advantageous to all parties concerned. | — | None. | — |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| 269 Leadhills Silver Lead Mining Company. | 270. Portrush Mining Company. | 271. Crommelin Iron Ore Company. | 272. Cronebane and Tifronev Mines. | 273. Mining Company of Ireland (Lond). |
|--|----------------------------------|-------------------------------------|---------------------------------------|---|
| Leadhills, Lanarkshire, N.B. | Portrush, County Antrim. | Crommelin, County Antrim, Ireland. | Ovaca, County Wicklow. | Jugamore and Glenmalur, County Wicklow. |
| None. | None. | None. | — | None. |
| None. | None. | None. | None. | None. |
| None. | None. | None. | None. | None. |
| None. | None. | None. | None. | None. |
| None. | None. | None. | None. | — |
| None. | None. | None. | By kind treatment and fair wages. | — |
| None. | None. | None. | None. | — |

GENERAL QUESTIONS.

SHIPBUILDING, &c.

| | 274. | 275. | 276. |
|--|---|---|--|
| EMPLOYER | Messrs. Yarrow & Co., Shipbuilders, &c. | The Thames Iron Works and Shipbuilding Company, Limited. | Messrs. Ritson & Co., Shipbuilding, Timber Yard, and Sail Making. |
| District | Isle of Dogs, Poplar, London, E. | Blackwall, London. | Maryport, Cumberland. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Not aware of any. | There is no arbitration or conciliation machinery in our district, such means of reconciliation are very desirable, but in the case of a serious strike it is very difficult to find people competent to deal with the highly technical question involved. During our strikes (at their request) I went twice before the Conciliation Committee of the London Chamber of Commerce, and while I could not but honour the goodness of their intentions, I could not also help realizing how entirely they failed to appreciate the point at issue. There is such a thing as crying peace, peace, when there is no peace, and this is one dangerous tendency of conciliation at any price. | None. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | — | Fellowship Porters' scheme. Profit-sharing. Insurance. How far they have affected the temper of the workmen I cannot say; they are only just started, and only in certain departments, but with regard to the future I have complete confidence that the combination of these three principles will prove, wherever they are properly applied, the final solution of the difference between capital and labour. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | — | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | None. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | — | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | See answer to Question (2) above. | None possible, if work abundant. |
| (7.) Other statements or suggestions for the information of the Commission. | None. | I would earnestly press upon the Royal Commission the desirability of legislation towards the encouragement of the principles of fellowship, profit-sharing, co-operation, insurance. My space is too limited to discuss these questions here, but, if desired, I shall be pleased to wait upon the Commission and place my views before them. | The iron-workers in the yard were quite content with the wages they were receiving before the strike, but the society, which is called the Friendly Boilermakers, whose head centre is Newcastle, decided that all yards in the country should pay the same wages, and they came down and told us if we did not agree they would take every man away, which they did, and found them employment. None of the men wished to leave, but were compelled to. If small towns like Maryport were compelled to pay the high wages of a large centre like Newcastle, Liverpool, and London, it would stop shipbuilding and ship repairing, as owners, unless they can get some advantage, would build and take their vessels to loading ports, and pay the uniform price. We are strongly of opinion that unions of workmen should be restricted to their own districts, as one district with command of work could very soon cripple the smaller ones, and compel masters to close their works. |

GENERAL QUESTIONS.

SHIPBUILDING, &C.—*continued.*

277.

Palmer's Shipbuilding and Iron Company, Limited.

Jarrow-on-Tyne, Durham, Howdon-on-Tyne, Northumberland, and Mulgrave, Yorkshire.

None, except in the pig iron, manufactured iron, and manufactured steel trade.

None

None.

None.

None.

An efficient means of avoiding strikes could be formed in the principle of conciliation and arbitration, as this offers an effective means of an understanding being arrived at between employers and employed, or between parties representing both. The North of England Board of Conciliation and Arbitration for the iron and steel trades is a good illustration of this. A Board of Arbitration is formed on the basis of conciliation, that is, endeavouring by compromise or by reference to a mutually appointed arbitrator as a last resource to settlements where discussions of a conciliatory nature which are resorted to in the first instance, both at the board and standing committee, have not been successful. Several temporary arrangements on the same basis have occasionally been instituted for temporary purposes in other branches of our trades, courts so formed, however, should be legalised and their awards made binding, so that the employer may be protected from the employed, should the latter break away from the award and vice versa. Resorting to striking or lock-out should be forbidden by law, it being left open to the parties to resort to conciliation or arbitration voluntarily, with power to arrange their court, arbitrators, referees, &c., but with the obligation to register the findings or awards in some public office, the law then taking cognizance of them to superintend their enforcement by penalty or otherwise. Means should, however, be found for providing either party with a legal court of arbitration, or arbitrators, or referees, before which the objecting party should be summoned, and a decision given accordingly. In the event of one side not appearing, the court should have power to satisfy itself as to the reasonableness of the claims made, or the objections of the opposing party to appear, and to give an order accordingly. In the event of the court being satisfied that the party claiming had a fair case, it should have power to call on the other side for evidence, intimating that, if it was not forthcoming, an award would be given, notwithstanding, according to the information received. What is intended to be set forth here is the opinion that the difference between employers and employed, and between the different sections of men employed, are destructive of the best interests of the industrial community, and that some means is essential to minimise their differences and to settle them without impairing the cordial relations that should obtain between employer and employed.

GENERAL QUESTIONS.

SHIPBUILDING, &c.—*continued.*

| | 278. | 279. | 280. | 281. |
|--|--|--|---|--|
| EMPLOYER | Messrs. W. Gray & Co., Limited, Iron and Steel Shipbuilders. | Messrs. Furness, Withy, & Co., Limited, Iron and Steel Shipbuilders. | Messrs. William Dobson & Co., Shipbuilders. | Messrs. A. Stephen and Sons, Shipbuilders. |
| District | West Hartlepool, Durham. | Middleton Shipyard, West Hartlepool. | Lowalker-on-Tyne. | Dundee. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Not at present. | None, but under consideration. | The employers and the workmen's delegates have meetings and try to arrange the wage question. | No stated system exists, but when disputes arise employers are always willing to meet deputations from the men to discuss the question at issue. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted by firm, and results. | None. | None. | None attempted. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | None. | Not aware of any. | None. | None. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | None. | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | — | The endeavouring to obtain just conception of the various affected cases between employers and workmen, and the arrangement of same by conference and conciliation. Very important that workmen should loyally accept decisions mutually arrived at in this way. | Conciliation Boards. | None. |
| (7.) Other statements or suggestions for the information of the Commission. | — | None. | None. | None. |

GENERAL QUESTIONS.

SHIPBUILDING, &c.—*continued.*

286.

287.

| EMPLOYER | Messrs. Ramage and Ferguson, Shipbuilders and Engineers. | Messrs. Wm. Simons & Co. Engineers and Shipbuilders. |
|---|---|---|
| District | Leith. | Renfrew, Scotland. |
| (1.) System existing in the trade in the district providing for conciliation, arbitration sliding-scales, or other means of preventing or arranging trade disputes. | None. | None. |
| (2.) System of co-operative production, industrial partnership, or profit sharing, attempted by firm, and results. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade and district; and results as to remuneration and other conditions of employment. | None. | None. |
| (4.) Information as to agencies in the district for finding or providing work for the unemployed. | The association for the poor, Leith. | — |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected and published by Government. | None. | — |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | By giving the men all they ask; no other means we know of can prevent strikes. | — |
| (7.) Other statements or suggestions for the information of the Commission. | We are strongly of opinion that picketing ought to be made illegal, and also the restriction of apprentices; 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. | — |

GROUP A.

ASSOCIATIONS OF EMPLOYERS.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS. OF LABOUR.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES.

288.

289.

| EMPLOYERS' ASSOCIATION - { | West Cumberland Iron Masters' Association. | Wear Engine Builders' Association. |
|--|--|--|
| District - - - - - { | West Cumberland. | Sunderland. |
| Number of employers or establishments connected with Association. | 12 establishments. | 4. |
| Aggregate number of workpeople employed by such employers or establishments. | About 2,500. | About 2,500. |
| Constitution, general objects, subscriptions, and benefits of Association. | The general objects of the Association are to regulate all matters affecting production, trade, and wages. The benefits are such as may be derived from united action. Money is raised as required by call. | Settlements of disputes between employers and their workmen. Association protects its members from attacks by the workmen. Subscription covers only expenses incurred. |
| Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople. | Matters of difference are amicably settled by meetings between the representatives of the employers and workmen respectively, or by a joint committee selected from such representatives, or by arbitration. | By conferences with representatives of the workmen. |
| Action taken by 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. | Yes. | These subjects are, as occasion may require, negotiated between the employers and representatives of the men. |
| Representations or information offered for the consideration of the Commission under the following heads: | | |
| (1.) Wages - (a.) Their amount and fluctuations. | Sliding-scale attached. (See Appendix No. 5.) | Average 30s. per week at present; fluctuate with state of trade. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Per day, paid weekly; masters prefer to pay by tonnage, but the men refuse to accept it. | Time wages general rule; little piece; scarcely any task; no payment through sub-contractor. |
| (c.) Deductions by fines or other forms of stoppage. | No deductions by fines enforced; stoppages on account of medical attendance, rent, sick club, and union payments are made by desire of the men. | None in use. |
| (d.) Truck-system or payment kind. | None. | None. |
| (e.) Allowances in form of— (1.) Bonus | None. | Occasionally for extra exertion. |
| (2.) Deferred pay, such as sick, pension, or other insurance system. | None. | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. | None. |
| (f.) Length of notice for ending engagement. | At most works 7 days, at a few 14 days. | None given or required. |
| (2.) Hours of Labour:— (a.) Ordinary or standard hours of labour. | Blast furnacemen 8 hours; Blast enginemen and boilermens 12 hours; all others 9 hours a day. | 58 hours per week (since March 1890). |
| (b.) Overtime and its remuneration. | After 54 hours per week time and quarter. | Now restricted by agreement between employers and men: first 3 hours (after day work), 1½ day; remainder of night, 1½. |
| (c.) Night shifts and their remuneration. | Nothing extra. | 12 hours reckoned in pay as = 15 hours. |
| (d.) Sunday work and its remuneration. | Sunday work at time and half, except in the case of men on 8 hours system. | Double time, but only worked in cases of emergency. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Men working 54 hours per week cease work at 1 p.m. on Saturdays. | Half-holidays on Saturdays. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES.

| 290. | 291. | 292. |
|---|---|--|
| Iron Trades Employers' Association (General). | Iron Trades Employers' Association (Cardiff Branch). | Iron Trades Employers' Association (Tyneside Branch). |
| All over England. | Cardiff, Penarth, and Barry. | The North and South Banks of the Tyne, from the sea 10 miles inland. |
| <p>About 140 establishments.</p> <p>From 70,000 to 80,000.</p> <p>To defend its members against combinations of workmen and trade unions seeking to impose restrictive conditions on their trades, and to secure mutual support and co-operation, &c., &c.</p> <p>District branches usually deal direct. Deputations are usually appointed from each side, who meet and discuss matters in difference.</p> <p>Our district branches take concerted action in these matters. Our General Association does not interfere unless asked to do so.</p> <p>The trades vary so much in our different districts that the wages are not uniform, but the fluctuations from the same cause are small in the different branches of the trade.</p> <p>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 iron work 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 25 per cent. to 75 per cent. over datal wages. No payment through sub-contractor.</p> <p style="text-align: center;">Not aware of any.</p> <p>In some forms of piece-work there is a bonus paid on the completion, being the difference between price agreed upon and the datal wages paid.</p> <p>Varies in different districts from 1 to 7 days.</p> <p>Varies from 53 in some places to 54 hours in others.</p> <p>This varies considerably in different districts, but usually time and quarter for first two hours and time and a half afterwards, although sometimes double time after the first four hours. In some important places first four hours count as time and quarter, rest of night time and half.</p> <p>This varies considerably where night shifts are worked. In some places, such as Tyne and Wear, time and quarter, some time and a third, others same as overtime. Double time usually, but not always.</p> <p>Saturday half-holiday, Christmas Day, Good Friday, and recognised holidays in the district, such as Bank holiday; but the holidays vary a good deal in different places. No payments except time is worked, except to office clerks.</p> | <p style="text-align: center;">13.</p> <p style="text-align: center;">** About 5,000.</p> <p>To assimilate rules and rates of labour, &c. as much as possible.</p> <p style="text-align: center;">Directly through sub-committee.</p> <p style="text-align: center;">Yes, to a limited extent.</p> <p style="text-align: center;">None through sub-contractor.</p> <p style="text-align: center;">54 hours per week.</p> <p style="text-align: center;">Various rates.</p> <p style="text-align: center;">Various conditions.</p> <p style="text-align: center;">No payment for holidays.</p> | <p style="text-align: center;">12 firms.</p> <p style="text-align: center;">About 15,000.</p> <p>The settlement of disputes arising with the workmen and for affording mutual support to each other against attacks by trades unions. The subscriptions vary and are solely for the purpose of meeting current expenses. Deals directly by conference with deputations or through committees appointed by each party.</p> <p>The matters referred to form subjects for negotiation by this Association with the workmen.</p> <p>The wages of skilled artisans vary at present from about 32s. to 38s. per week; unskilled labourers earn from about 18s. to 23s. per week. With the various rates between these limits, the average of the whole men employed is about 30s. per week. The rates of wages fluctuate with the conditions of the labour market.</p> <p>Chiefly by the hour, day, or week. Moderate proportion by piece, very little by task. Some piece-workers pay their helpers.</p> <p>Only a few fines for breaches of discipline, &c.; generally go to sick fund.</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">Sometimes for extra exertion.</p> <p>No uniform rule; allowance for accidents not uncommon.</p> <p style="text-align: center;">None.</p> <p>Largest proportion 7 days; number of cases none is required.</p> <p style="text-align: center;">53 hours per week.</p> <p>The amount of overtime that may be worked has recently been restricted; it varies in cases of new work, old work, or repairs. The largest portion is paid for at time and a quarter.</p> <p>Night shifts are 12 hours each; paid at the rate of 15 hours.</p> <p style="text-align: center;">Only in special cases. Double time.</p> <p>Half-holiday on Saturday, work ceasing at noon; the time thus lost is made up by increased time on other days.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.
ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES—*continued.*

293.

| | |
|--|---|
| EMPLOYERS' ASSOCIATION - { | South Staffordshire Ironmasters' Association. |
| District - - - - - { | South Staffordshire and East Worcestershire. |
| Number of employers or establishments connected with Association. | 44 firms subscribing to the Association. About 120 ruled by the Wages Board. |
| Aggregate number of workpeople employed by such employers or establishments. | — |
| Constitution, general objects, subscriptions, and benefits of Association. | To promote an interchange of information on all subjects of interest to the trade; to secure united action and mutual support for its general welfare; to watch Parliament relating to railways, canals, and foreign tariffs affecting the interests of employers and employed; also to engage legal assistance when required. There is a chairman elected for a triennial period, and secretary. All firms are members, paying at the rate of, for each puddling or ball furnace, the call which is made in general meeting, and for each blast furnace, as much as would be paid for eight puddling furnaces. |
| Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople. | Such differences are arranged by the Midland Iron and Steel Wages Board. This Association would only take action in case the Wages Board should fail. Not directly, but by means of the Wages Board. |
| Action taken by 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. | — |
| Representations or information offered for the consideration of the Commission under the following heads: | |
| (1.) <i>Wages</i> — | Wages fluctuate according to the actual selling price of iron, ascertained by accountant. |
| (a.) Their amount and fluctuations. | By the ton and to a small extent through sub-contractor. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Not usual. |
| (c.) Deductions by fines or other forms of stoppage. | None. |
| (d.) Truck-system or payment in kind. | None. |
| (e.) Allowances in form of— | None. |
| (1.) Bonus | None. |
| (2.) Deferred pay, such as sick pension, or other insurance system. | None. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. |
| (f.) Length of notice for ending engagement. | 14 days. |
| (2.) <i>Hours of Labour</i> — | 10 to 11, with intervals for rest. |
| (a.) Ordinary or standard hours of labour. | None. |
| (b.) Overtime and its remuneration. | Same as day shift. |
| (c.) Night shifts and their remuneration. | None, except in respect to blast furnaces, in which case the ordinary rates apply. |
| (d.) Sunday work and its remuneration. | Puddling forges do not as a rule work on Monday, but commence on Monday night; at blast furnaces the work is continuous. |
| (e.) Weekly half-holiday or other holiday with or without payment. | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES—*continued.*

294.

The North of England Iron and Steel Manufacturers' Association.

The County of Durham and the North Riding of the County of York.

6 firms in full membership, but other firms are guided by the decision of the Association.

7,000 (employed by the firms in full membership).

A voluntary Association. The objects of the Association are:—

- (1.) To interchange information on all matters connected with the finished iron and steel trade.
- (2.) To secure united action and mutual support on all important points, and prompt and united resistance of any attempt on the part of the men to enforce unreasonable demands or to put undue pressure on any individual employer.
- (3.) To provide a fund out of which to compensate any member whose works may have been stopped by strikes or restrictions caused or continued by his acting in conformity with the rules or decisions of this Association.
- (4.) To promote the interests of the trade in connexion with Parliamentary inquiries, foreign tariffs, or any other matter, and to provide legal assistance when necessary in the interest of the members of the Association.

Levies are made upon the members as required in proportion to their tonnage production to meet expenses. In addition there is a guarantee fund provided by the deposit of the promissory notes of the members.

All our members are connected with the Board of Conciliation and Arbitration for the Manufactured Iron and Steel Trade of the North of England, which deals with all matters relating to wages or disputes.

Yes.

Earnings run from 2s. 8d. per shift as a minimum to about 3l. per shift as a maximum, and in some special cases to more than this. Fluctuations have generally been regulated by arbitration, mutual arrangement, and sliding scales, the main factor in determining the rate of wages being the average net realised selling price of the finished material produced and sold. Iron and steel workers proper as a rule paid on tonnage produced; mechanics and general labourers by time; various sections of iron and steel workers through sub-contractor.

Fines are rarely enforced, but are provided for in most works rules.

None.

Not usual.

None.

None.

From 24 hours to 14 days.

Tonnage men work 12 hours shift, three stoppages for meals; day men from 9 to 10½ hours.

Iron and steel workers, no overtime; mechanics and others are paid overtime according to their respective trade rules.

Tonnage men work alternate weeks day and night-shift at the same rates per ton.

This is confined to repairs at double time.

Iron and steel workers are generally finished work 8 o'clock on Saturdays; day men leave 12 to 1 o'clock.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES—*continued.*

295.

| EMPLOYERS' ASSOCIATION - | Cleveland Ironmasters' Association. |
|--|--|
| District | The whole of the County of Durham and the North Riding of Yorkshire (Cleveland). |
| Number of employers or establishments connected with Association. | 17 firms, who are owners of 108 blast furnaces, of which 79 are working. The annual production of pig-iron at the associated works is about 2,500,000 tons, and at the non-associated works in the district about 300,000 tons—the total production of the Cleveland district in 1890 being 2,846,089 tons, or 36 per cent. of the total production of the United Kingdom, which was 7,875,130 tons. About 3,500. |
| Aggregate number of workpeople employed by such employers or establishments. | The Association is an organisation of ironmasters who have adopted certain rules for their guidance, and whose objects are the regulation of questions between them and their workmen, the protection of members by mutual indemnity against losses from strikes, and the procurement and publication of statistics relating to the pig-iron trade. |
| Constitution, general objects, subscriptions, and benefits of Association. | A joint committee, consisting of six employers' representatives and six workmen's representatives, meet when required to consider matters (other than general district questions) affecting individual firms and their workmen. |
| Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople. | Yes. The wages at the present time are regulated by a sliding-scale dated the 8th April 1891 (<i>see</i> Appendix No. 6) made between the Cleveland Ironmasters' Association on the one hand and the blast furnacemen on the other hand. With the exception of one period of 18 months, and some short intervals, the wages have been regulated by sliding-scales for the past 12 years, and there have been six sliding-scales in that period. |
| Action taken by 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. | The men are generally paid by the day or the piece; but we have no representations to make with regard thereto. Practically all the men are paid direct by the firms. |
| Representations or information offered for the consideration of the Commission under the following heads: | There is little or nothing in the way of fining. By the men's desire, the employers collect every three months from each of the workmen, under the wages sliding-scale, the sum of 6d., to cover expenses incurred by the men's Association in connexion with the sliding-scale. The employers also collect the men's subscription towards the local hospitals, which is generally 1d. per week. Payments all made in cash. |
| (1.) <i>Wages</i> :— (a.) Their amount and fluctuations. (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Various bonuses are paid to different sections of men according to the makes of the furnaces at which they are engaged, the amounts of such bonuses having been arrived at between the employer's Association and the men's Association. Practically nothing of this kind exists with which the employers have any connexion. No allowances under these heads of which any account can be taken. |
| (c.) Deductions by fines or other forms of stoppage. | 7 or 14 days. |
| (d.) Truck-system or payment in kind. | It is necessary for a portion of the furnacemen, about 25 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 12 hours on the day shift and 12 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 84 hours per week of actual work for any of the men, as although this 25 per cent. of the men are in attendance 12 hours per day, about 1½ 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, 10½ hours' work per man per day = 73½ hours per week; but the 10½ hours 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 75 per cent. of the furnacemen work, on an average, on each of the seven days (after allowing for meal times) about nine hours = 63 hours per week. 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 25 per cent. who stay the 12 hours or among the 75 per cent. who stay the shorter time. The working hours of mechanics also averaged, from 1871 to May 24, 1890, 9 per day or 54 per week (six days). They are now allowed to leave work at 12 o'clock at noon on Saturdays instead of 1 p.m., and their hours thus become 53 per week. |
| (e.) Allowances in form of— (1.) Bonus | The furnaces work night and day, and the night shift is not counted overtime for the furnacemen. Time and a half is allowed for Sundays and Sunday nights. |
| (2.) Deferred pay, such as sick, pension, or other insurance system. (3.) Free house, land, food, clothing, or other allowance, or advantage. | The nature of the furnacemen's work does not admit of any general weekly holiday; but the men find little difficulty in obtaining what holidays they require without payment. |
| (f.) Length of notice for ending engagement. | |
| (2.) <i>Hours of Labour</i> :— (a.) Ordinary or standard hours of labour. | |
| (4.) Overtime and its remuneration. | |
| (c.) Night shifts and their remuneration. | |
| (d.) Sunday work and its remuneration. | |
| (e.) Weekly half-holiday or other holiday with or without payment. | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES—continued.

296.

297.

| The Galvanized Iron Trade Association. | The Scotch Iron Manufacturers' Association. |
|---|---|
| Great Britain. | Lanarkshire. N.B. |
| <p>—</p> <p>Cannot say.</p> | <p>17.</p> <p>About 7,000.</p> |
| <p>The circulation of statistics of exports of galvanized iron and the discussion of trade matters. Subscription 2l. 2s. per annum.</p> | <p>Organised for defence against the application of railway companies for increased powers under the Railway and Canals Act, 1888, and other business which may require united action.</p> |
| <p>None.</p> | <p>The question of wages regulated by agreement between employers and employed to rise and fall according to the decision of the North of England Iron Trade Board of Arbitration and Conciliation.</p> |
| <p>None.</p> | <p>Practically no other differences.</p> |
| <p>—</p> | <p>None.</p> |
| <p>—</p> | <p>Labourers 3s. per day and upwards. Ironworkers 3s. 6d. to 30s. per day.</p> |
| <p>—</p> | <p>Cash weekly; settle fortnightly.</p> |
| <p>—</p> | <p>By the ton for ironworkers and by the day tradesmen and labourers. Some paid by contractor.</p> |
| <p>—</p> | <p>Deduction for doctor and any other agreed on.</p> |
| <p>—</p> | <p>None.</p> |
| <p>—</p> | <p>None.</p> |
| <p>—</p> | <p>None.</p> |
| <p>—</p> | <p>14 days either side.</p> |
| <p>—</p> | <p>Tradesmen 57 hours, labourers 60 hours per week. Ironworkers about 11 hours average daily attendance. Actual working time 6 to 9 hours per diem.</p> |
| <p>—</p> | <p>Double shifted; no overtime.</p> |
| <p>—</p> | <p>Same as above.</p> |
| <p>—</p> | <p>For repairs only; double time.</p> |
| <p>—</p> | <p>Saturdays work curtailed.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING.

| EMPLOYERS' ASSOCIATION - | Mining Association of Great Britain (Coal Mining, Clay Mining, and Coke Making). |
|--|--|
| District - - - - - | Derbyshire, Nottinghamshire, and Leicestershire; West Yorkshire; South Yorkshire; Cannock Chase; and Tamworth District. |
| Number of employers or establishments connected with Association. (1) | (1) The five Associations above represent 121 colliery owners. (2) Derbyshire, &c.—In three counties 60,886 persons employed. West Yorkshire - - - 18,000 to 20,000 South Yorkshire - - - 20,000 to 25,000 Cannock Chase (Association) - - 7,957 Tamworth - - - - - 2,124 <u>115,977</u> |
| Aggregate number of workpeople employed by such employers or establishments. (2) | |
| Constitution, general objects, subscriptions, and benefits of Association. (3) | (2) Midland Association.—For dealing with Imperial questions and railway rates and charges. West and South Yorkshire.—For protecting and indemnifying members in disputes and strikes with workmen and forming funds for those and other purposes, and generally to promote, advance, and protect the interests of members in their trade as colliery owners. Cannock Chase.—For making and regulating a uniform basis of wages between the members and their workmen, and for dealing with all other questions relating to labour. Subscriptions by members annually in proportion to tonnage raised. Tamworth.—By conference, to arrange matters connected with the wages, &c. of workmen. No regular subscription; expenses defrayed by occasional contributions of members. |
| Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople. (4) | (4) Midland Association.—None. West and South Yorkshire.—Joint committees deal with local disputes. Cannock Chase.—The Association deals with each matter of difference as it arises. In important cases interviews are held between the Association, the men, and their representatives. Tamworth.—Each firm deals directly with its own workmen. |
| Action taken by 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. (5) | (5) Midland Association.—None. West and South Yorkshire.—The Associations deal generally with these matters amongst their own members only. In effect the collieries in the whole district, as regards South Yorkshire, are guided by action of the Association. Cannock Chase.—Yes. Tamworth District.—Only by conference. The standard rate of wages and hours of labour are the same throughout the district. |
| Representations or information offered for the consideration of the Commission under the following heads: | |
| (1.) Wages:— (a.) Their amount and fluctuations. (6) | (6) (a.) West Yorkshire.—Average for colliers - - - - - 6s. to 7s. 6d. per day. Average for underground bye workmen - - - - - 6s. 0d. " Average for surface labourers - - - - - 3s. to 4s. 0d. " For colliers - - - - - 6s. to 12s. 0d. " Average 9s. per day. Underground bye workmen - - - - - 5s. to 7s. 0d. " Surface labourers - - - - - 3s. to 5s. 0d. " Cannock Chase.—Up to 1883 wages regulated by "sliding-scale." One made in July 1874 was terminated by employers in 1877. Differences were referred to Mr. Joseph Chamberlain, M.P., as arbitrator, and upon his award another agreement was entered into on the 6th February 1877. This was put an end to in 1878 or 1879. Mr. Chamberlain again arbitrated, and a further agreement was made in April 1879, which appears to have existed till 1881. In June 1883 another agreement was made, but was terminated by men in 1883, since which there has been no sliding-scale, but wages have been regulated at interviews between masters and men. In October 1888 the average wage per day of colliers, daymen, labourers, and boys was 4s. 2d., and 40 per cent. has since then been added to this sum. The advances in and from October 1888 have been made upon the wages as at that time. Tamworth District.—The standard rate (minimum) in 1871 was 3s. 4d. per day. " " " " 1873 " 5s. 0d. " " " " " 1880 " 3s. 4d. " " " " " 1891 " 4s. 11d. " |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. (7) | (7) (b.) West Yorkshire.—1. Bye workmen and surface workmen by the day. 2. Colliers by the piece. 3. No payment by task. Cannock Chase Stallmen, rock and coal headers paid by the piece; others by the day. No payment by task. Tamworth.—Holers, loaders, and some others are paid piece-work; other classes generally by the day. |
| (c.) Deductions by fines or other forms of stoppage. (8) | Midland Association } Partly by sub-contractors, but it is exceptional. West Yorkshire Association } South } Cannock Chase.—Stallmen and rockmen pay their under hands. Tamworth.—Holers and loaders through contractors; others direct. |
| (d.) Truck-system or payment in kind. (9) | (8) (c.) Midland Association.—No deductions, except those legalised by Acts of Parliament. West Yorkshire.—Stoppages by arrangement where dirt or mineral other than coal sent out by the colliers. South Yorkshire.—The like. Deductions according to circumstances by agreement for oil, sharpening tools, &c. Cannock Chase.—If a tub containing more than a reasonable quantity of dirt or fine slack is sent out of the mine it is confiscated. Tamworth.—Deductions (in weight) are made if other material or inferior quality than that contracted for is loaded into the tubs and sent out of the mine. |
| (e.) Allowances in form of— (1.) Bonus (10) | (9) (d.) None. (10) (e.) } None. (1.) } (11) 2. Midland Association.—Sick and accident clubs. West Yorkshire.—In many cases payment to accident funds are stopped out of wages, and the owners also usually contribute something to such fund. Cannock Chase.—None. Tamworth.—Sick benefit club at each colliery. During sickness the payments range from 7s. to 11s. per week, and from six months to two years. Boys one half amount to adults. At death sums from 6l. to 10l. are paid to legal representatives of deceased, say 50l. in Tamworth Colliery. |
| (2.) Deferred pay, such as sick pension, or other insurance system. (11) | (11) 3. Midland Association.—In most cases coals are allowed. West Yorkshire.—House coal is supplied to underground workmen at merely nominal prices, viz. —1s., 2s., 3s. per ton. South Yorkshire.—Allowance coal. Tools and sharpening and repairs. Lamps, but not candles. Cannock Chase.—16 cwts. of coal are allowed to married men and householders for every 2½ full turns worked by them. Tamworth.—No free rents. "Allowance coal" is supplied to all workpeople connected with the collieries. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. (12) | (12) (f.) Midland Association.—Weekly, fortnightly, and monthly. Other Districts.—Fourteen days' notice on either side. |
| (f.) Length of notice for ending engagement. (13) | (13) (a.) Midland District.—Eight and a half hours coal turning for five days a week. On Saturdays about 5 hours, when worked. West and South Yorkshire.—Colliers and ordinary underground workmen average 8 to 9 hours, including intervals for meals and time occupied in going between the working places and the pit shafts. Roadmen and pony drivers remain about half-an-hour longer at work than the above. Surface workmen about 10 hours. In all cases work is about 2 hours shorter on Saturday. Cannock Chase.—Men and boys getting and conveying coal 8½ to 9 hours per day, bank to bank. Interval of half-an-hour for meals, during which machinery, &c. examined. Miners actually employed at face 6 to 7½ hours. Other underground workers 8½ to 9 hours. 7 to 8 at the face. Drawing hours 8. Tamworth.—Hewers, trammers, and dattlers 9 hours bank to bank. Carpenters and smiths 5½ hours per week. Enginemen 12 hours, less meal times. Breakfast hour, 45 minutes. About 7½ at face working. |
| (2.) Hours of Labour:— (a.) Ordinary or standard hours of labour. (14) | (14) (b.) West and South Yorkshire.—Not usual. Cannock Chase.—No overtime underground. Tamworth.—Overtime same rate as ordinary for pitmen. Carpenters, smiths, and others same rate of wage, but 2 hours for quarter day. As little made as is possible. |
| (b.) Overtime and its remuneration. (15) | (15) (c.) West and South Yorkshire.—Nothing extra paid. Cannock Chase.—During night shifts no coal is drawn, but the men's remuneration is the same as on day shifts. Tamworth.—Same as on day shifts, except Sunday night, which is 3 hours shorter. |
| (c.) Night shifts and their remuneration. (16) | (16) (d.) West and South Yorkshire.—Except in cases of emergency, Sunday work is limited to such as is necessary for the pit's safety. Cannock Chase.—Practically no Sunday work. Tamworth.—Remuneration same as overtime. |
| (d.) Sunday work and its remuneration. (17) | (17) (e.) Midland District.—Half-holiday on Saturday. West and South Yorkshire.—Colliers work on Saturday when required by the exigencies of the trade, but two hours shorter time than other days. Full day's pay for Saturday work to all men paid by the day. Cannock Chase.—Does not apply to miners. Mechanics and certain surface men leave work earlier on Saturdays. Tamworth.—On Saturdays the hours are worked to make the week equal to 6 days, or 55 hours. Smiths, &c., 6 until 1 o'clock, less half-hour for meals. |
| (e.) Weekly half-holiday or other holiday with or without payment. (18) | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING.

299.

South Lancashire and Cheshire Coal Association.

(Coal Mining, Brick Making, and Manufacture of Coke), North Lancashire.

(1) There are 66 companies, firms, or individual colliery proprietors who are members of the Association. The total output of Lancashire and Cheshire in 1890, according to the Government return, was 22,801,178 tons.

(2) The number of persons employed for the same year was, according to the same return, 76,479.

(3) The Association was established in 1843. It was formed by the principal coal owners in the district for the purpose of representing the coal trade of Lancashire and Cheshire; and amongst other things for the purpose of watching and taking action on behalf of the coal owners as to all Bills in Parliament affecting coal owners and the coal trade. The Association is supported by subscriptions of its members, calculated according to the number of tons of coal raised by each member. The amount of the call is fixed at each annual meeting, and becomes due in advance. A copy of the Rules of the Association is herewith (see Appendix No. 7).

(4) The Association does not deal with wages questions or with matters of difference arising between employers and employed. These questions are dealt with in the different districts into which the Association is divided.

(5) None.

(6) (a.) Present average wages surface and underground, and including all employed, whether men or boys, are about 30s. a week at the Burnley Collieries.

At the Altham Collieries, Accrington, the following are the wages :—

| | Average Wages earned. | | |
|---------------|-----------------------|----------------------------------|------|
| | Per Day worked. | Per Week, reckoned for 50 Weeks. | |
| | s. d. | s. d. | |
| Underground { | Miners | 7 10 | 37 3 |
| | Drawers | 2 0 | 10 5 |
| | Daymen | 4 5 | 24 8 |
| Surface - { | Men | 3 9 | 23 5 |
| | Boys | 1 2 | 5 10 |

The above wages are reckoned in the case of the miners, after deduction has been made for all material sent out other than the mineral contracted to be gotten.

(7) (b.) 1. By the day, except colliers, who are paid according to the quantity of coal got. Rippers, packers, and some coke makers are paid by the piece. Coke burners are also paid by the quantity or the task. Sub-contractors are not employed.

(8) (c.) At the Burnley collieries no deductions are made, except weekly contribution of 3d. per man and 1½d. per boy to the accident fund, to which the masters contribute 25 per cent. on the men's contributions. At other collieries in the district deductions are made from the wages of all underground men for lamps and broken lamp glasses, amounting to 6d. per week. The contribution to the Lancashire and Cheshire Miners' Permanent Relief Society is entirely optional. Fines are infrequent. Sometimes in cases of breach of rules the men have the option of paying a fine or going before the magistrates. The amount of the fines imposed is added to the men's contributions to the infirmary.

(9) (d.) None.

(10) (e.) 1. None.

(11) 2. 10s. a week when unable to work through accident. Boys one half.

(12) 3. None.

(13) (f.) No notice on either side at the Burnley Collieries. Fourteen days' notice on either side is the custom in the rest of the district.

(14) (a.) Nominally 10 at the Burnley Collieries, but colliers do not average 8 hours of 4 days a week. At other collieries the following are the hours :—

| | Work commences | Work terminates | Average Hours worked per Day. | Interval for Meals. |
|-----------------------|--------------------|--------------------|-------------------------------|---------------------|
| Firemen | 4.30 to 5.0 a.m. - | 2.30 to 3.0 p.m. - | hrs. 10 | min. — |
| Miners, &c. | 5.55 to 6.30 " - | 2.30 to 3.30 " - | 8½ | 50 |
| Surface Men | 6.30 to 7.0 " - | 4.30 to 5.30 " - | 10½ | 50 to 90 |

Work ceases at 1.0 p.m. on Saturdays.

(15) (b.) } Generally as regards Burnley Collieries, at the same rate as the ordinary wage, but in some cases 2 hours count as 2½.
(16) (c.) }

(15) (b.) At other collieries (underground) ordinary rates, except on Saturday afternoons, when 6 hours—one shift. (Surface) 8 hours reckoned as one day (meal hours included).

(16) (c.) At collieries other than Burnley (underground) 5 shifts are paid as 6. At the Altham Collieries Patent Coke Ovens 7 shifts are paid as 7½.

(17) (d.) Two hours to the quarter day at the Burnley Collieries. Sunday work only for ventilation and occasional repairs.

(18) (e.) All work ceases at 1 p.m. on Saturdays the day-wagemen receiving a full day's wage. The whole week is reckoned as 6 full days.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

299.

| EMPLOYERS' ASSOCIATION . | South Lancashire and Cheshire Coal Association. |
|--|---|
| District - - - - | Coal Mining, Manchester District. |
| Number of employers or establishments connected with Association. | (1) Sixty-six companies, firms, or individual colliery owners. |
| Aggregate number of workpeople employed by such employers or establishments. | — |
| Constitution, general objects, subscriptions, and benefits of Association. | — |
| Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople | — |
| Action taken by 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. | (2) None. |
| Representations or information offered for the consideration of the Commission under the following heads : | |
| (1.) <i>Wages</i> :— | |
| (a.) Their amount and fluctuations. | (a.) The net average wages of colliers are at present from 33s. to 38s. per week. The general average earnings of all men and boys employed is from 27s. to 30s. per week. |
| (b.) Mode of payment, whether by the hour, day, or week ; by piece, task, or through sub-contractor. | (b.) The colliers are paid by the ton of coal got, and the price rises and falls with the price at which the coal is sold at the pit. The other labour employed also rises and falls with the colliers' price per ton. All others except colliers paid by the day, but in some cases some surfacemen on the pit-brows, and contractors for stonework below ground, are paid by the piece. Only in the case of colliers' assistants (drawers), the collier who undertakes to get the coal at so much per ton, usually pays by day wages. |
| (c.) Deductions by fines or other forms of stoppage. | (c.) There are no fines except for breach of the Coal Mines Regulation Act and the special rules. There are deductions weekly for the men's contributions to the relief society. Deductions are made for lamps, oil, &c. supplied to the workmen, repairing tools, &c. |
| (d.) Truck-system or payment in kind. | (d.) None. |
| (e.) Allowances in form of— | |
| (1.) Bonus | |
| (2.) Deferred pay, such as sick, pension, or other insurance system. | (e.) 1, 2, 3. None at some collieries. In some cases 10s. per week from the permanent relief fund. In other cases the men receive from the Colliery Accident Society medical attendance and medicine, and 7s. 9d. per week, whilst off work. In cases of fatal accident 7l. is paid per full member and 3l. 10s. per half member ; widow 5s. per week for four years, and each child 2s. 6d. per week till 12 years of age, and other similar arrangements. |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | |
| (f.) Length of notice for ending engagement. | (f.) Colliers none. Other workpeople 14 days. In some cases no notice on either side for any class of workmen. |
| (2.) <i>Hours of Labour</i> :— | |
| (a.) Ordinary or standard hours of labour. | (a.) 8, 9, and 10 hours a day, bank to bank, 54½ to 56 hours a week ; but the actual average work of miners underground is about 45 hours per week, including meal times } Underground. 9 to 11½ hours a day, and 54 to 66 hours per week - - - - - } Surface. |
| (b.) Overtime and its remuneration. | (b.) In some cases nothing extra is paid ; in others overtime is paid at the rate of 8 hours per day, and in others it is paid at the rate of time and a half. |
| (c.) Night shifts and their remuneration. | (c.) In some cases night shifts are paid at ordinary rate except when they constitute overtime. In other cases time and a half. |
| (d.) Sunday work and its remuneration. | (d.) Sunday work avoided as much as possible ; where unavoidable it is paid usually at rate of 8 hours for a day, the eight hours being inclusive of meal times. In some cases double time is paid. |
| (e.) Weekly half-holiday or other holiday with or without payment. | (e.) At some collieries work ceases at noon on Saturdays. At others every alternate Saturday is an entire holiday, the other Saturday work ceases at 2 p.m., the surface hands receiving a full day's pay. No payment is made during holidays generally. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

299.

South Lancashire and Cheshire Coal Association.

Coal Mining, West Lancashire.

(1) There are 66 companies, firms, or individual colliery proprietors who are members of the Association. They own the principal collieries in Lancashire and Cheshire, and represent probably more than three-fourths of the total output of the district. The total output for Lancashire and Cheshire in 1890, according to the Government return, was 22,801,178 tons.

(2) The number of persons employed at the collieries in the West Lancashire district, according to the report of Mr. Hall, H.M. Inspector of Mines, was 38,522 in the year 1890.

(4) Matters of this description are dealt with in the West Lancashire district by the West Lancashire Coal Association, to which reference is made later on in these replies.

(5) No; this is done by the West Lancashire Coal Association.

(1.) (a.) Wages vary according to the time worked and the state of trade. If trade be good, wages are higher. They vary also according to the price of coal and state of the labour market.

The average daily earnings of colliers, after paying their drawers, are at present 7s. 3½d. for colliers and from 3s. 10d. to 5s. 6d. datallers.

Boys underground earn from 1s. 6d. to 3s. 6d. per day.

Blacksmiths, joiners, mechanics, &c. 4s. 10d. per day.

Blacksmiths' strikers 3s. 5d. per day.

Winders 5s. 8d. per day.

Unskilled surface hands from 1s. 2d. to 4s. 3d. per day (see also Appendix No. 8).

(b.) Artizans and surface labourers are paid by the day, also many underground labourers not being colliers.

Colliers are all paid by the piece, i.e., by the quantity of coal gotten.

Drawers are paid by the colliers.

A tabular statement is submitted herewith giving the advances and reductions in wages and the selling price of coal for each year from 1880 to 1890 inclusive (see Appendix, No. 9).

No payment by the task.

The sub-contractor pays the men whom he employs in the same way that a collier pays his drawer.

(c.) Weekly subscription to Miners' Permanent Relief Society, which is 4d. and 5d. alternately weekly, or 4½d. per week, and a charge for the sharpening of colliers' picks, which is also 4d. and 5d. alternately, and 6d. per week per collier, and 3d. per week for day-wagmen (underground) for use of a lamp, including oil.

Deductions are also made in some cases for coal, explosives, medicine, and rent. At many collieries the workmen have a sick and burial society of their own, to which the employers act as treasurers simply.

Mr. Caldwell, who is deputed to give evidence for West Lancashire, will hand in a copy of the rules of the society in connexion with his company's collieries. These societies are in addition to the Permanent Relief Society.

To enforce discipline there are deductions made by fines for minor offences, with the consent of the workmen, but these are few in number and insignificant in amount. Deductions from the quantity gotten are made when dirt or material other than the mineral contracted to be gotten is sent out in the tubs. The deductions are made by agreement between the weigher employed by the owner and the check-weighman employed by the colliers, in various modes, at different collieries.

Deductions are also made in respect of dirt sent out in tubs.

"Conditions of Service" are adopted at most collieries in the district, and a copy of the same is herewith (see Appendix No. 10).

(d.) None.

(e.) 1. —

2. In most cases the men are members of the Permanent Relief Society, and the employers subscribe 25 per cent. on the men's contributions. The Wigan Coal and Iron Company, which is the largest in the district, pay about 1,450*l.* per annum under this head.

The employers' contribution was increased in 1880 from 20 per cent. to 25 per cent. on their workmen's contributions. The arrangement in connexion with this increase are fully set out in the Appendix to the Blue Book Report of the Select Committee on the Employers' Liability Act, 1880 (which sat in 1866), at p. 532. A copy of the rules of the Lancashire and Cheshire Miners' Permanent Relief Society is sent herewith (see tabulation of rules).

3. Some officials have free house and fuel; some fuel only.

(f.) Fourteen days' notice is usual, but in some cases a week's notice on either side is sufficient; in other cases no notice at all is required.

(2.) (a.) Colliers and underground hands 8, 9, and 10 hours per day. Descent pit between 5 and 6 a.m., and are at liberty to come up at most of the collieries any time after 2 p.m. At some collieries 2 p.m. is the hour fixed. Day hands 10 hours a day. Artizans between 55½ and 57½ hours per week. For statement of hours worked and overtime, including Sunday and night work, in West Lancashire (see Appendix No. 11).

(b.) In some cases overtime is paid at the ordinary rate; in others at 8 hours a day, or 2 hours per quarter day.

(c.) Usually 9½ hours—from 8 p.m. to 5.30 a.m. The night shift are usually paid day wages at the ordinary rate.

(d.) In some cases Sunday work is paid same as other days; in others time and a half is allowed; in others it is paid at the same rate as overtime. Sunday work as a rule is only done when unavoidable, and is chiefly in connexion with repairs and ventilation.

(e.) The majority of collieries are idle each alternate Saturday. On the other Saturdays shorter hours are worked, the pits usually stopping at 2 p.m. Day-wagmen receive a full day's wages in this case, but no payment is made on Saturdays or other days when no work is done, except to such day-wagmen as may be required about the colliery.

Every alternate Monday is a holiday at some pits, but this is not general. Where it is the case the men work on Saturday.

Colliers etc. may from work of their own accord.

Some tabular statements are submitted (see 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 104 per cent. of the colliers employed at the collieries in question. One result of the colliers thus absentsing themselves from work is that there is not sufficient work for the day-wagmen, whose wages have to be paid by the colliery owner notwithstanding.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

| | 299. | 300. |
|--|---|--|
| EMPLOYERS' ASSOCIATION— | South Lancashire and Cheshire Coal Association. | National Association of Colliery Managers. |
| District | Coal Mining, Ashton-under-Lyne. | The whole of the Inspection Districts in the United Kingdom. |
| Number of employers or establishments connected with Association. | 8. | — |
| Aggregate number of workpeople employed by such employers or establishments. | About 5,000. | — |
| Constitution, general objects, subscriptions, and benefits of Association. | The general object is to have a uniform rate of wages throughout the district, and for employers to act together in cases of emergency. We meet representatives of the trade union and discuss matters. | See Articles of Association (see tabulation of rules). |
| Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople. | Yes. | None. |
| Action taken by Association with a view of fixing the rates of wages, regulating the hours of labour, or generally prescribing conditions of service for the observance of members of the Association. | — | None. |
| Representations or information offered for the consideration of the Commission under the following heads: | — | — |
| (1.) <i>Wages</i> :— | — | — |
| (a.) Their amount and fluctuations. | — | — |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | — | — |
| (c.) Deductions by fines or other forms of stoppage. | — | — |
| (d.) Truck-system or payment in kind. | — | — |
| (e.) Allowances in form of— | — | — |
| (1.) Bonus | — | — |
| (2.) Deferred pay, such as sick, pension, or other insurance system. | — | — |
| (3.) Free house, land, food, clothing, or other allowance, or advantage. | — | — |
| (f.) Length of notice for ending engagement. | — | — |
| (2.) <i>Hours of Labour</i> :— | — | — |
| (a.) Ordinary or standard hours of labour. | — | — |
| (b.) Overtime and its remuneration. | — | — |
| (c.) Night shifts and their remuneration. | — | — |
| (d.) Sunday work and its remuneration. | — | — |
| (e.) Weekly half-holiday or other holiday with or without payment. | — | — |

NUMBERS OF WORKPEOPLE, WAGES AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

301.

Durham Coal Owners' Association.

Durham.

48 firms, owning 149 collieries (producing, in 1890. 25,782,190 tons of coal).

81,298.

The Association consists of representatives nominated by the subscribing firms and individuals. The general objects are defined by the rules as follows :—

The purposes and objects of this Association are the regulation of all matters connected with wages of workmen and the protection of the members against losses arising from strikes, and restrictive action of, or disputes with, their workmen.

The expenses are provided for by calls upon the members in proportion to the tonnage raised at the collieries worked by them in the preceding year. The benefits derived by members are named in the rule quoted above.

Joint committees, consisting of representatives of the coal owners' and workmen's associations, with an independent chairman, have been established for the purpose of settling local disputes at collieries belonging to the members of the Association. These committees, however, do not deal with what are termed county questions, or questions affecting the general trade. On disputes arising on questions outside the jurisdiction of the joint committee, or which the workmen decline to bring before that tribunal, the cases are considered by the Association, and in many cases representatives are appointed by it to confer with the management, the workmen's associations, and the workmen, and, if possible, to settle the dispute. If no settlement is arrived at and a strike results, the Association considers whether the circumstances are such as to entitle the owner of the colliery to the protection of the Association, and if so, the appointed representatives continue to advise the owners and management, who are bound to act on such advice.

County average rates of wages for the various classes of workmen are fixed by the Association in conjunction with the Durham County Mining Federation Board, which represents the Miners', Enginemen's, Mechanics', and Cokemen's Associations. Hours of work are also fixed by the Association in conjunction with the Miners', Enginemen's, and Mechanics' Associations, for the classes of work performed by the members of those bodies.

A Table showing the advances and reductions in wages for the past 19 years and the county average wage for coal hewers after each change (see Appendix No. 18).

Hewers, putters, and some classes of cokemen are paid by the piece, other classes are usually paid by the day. Payment through sub-contractor only in very exceptional cases.

When more than a specified quantity of material other than the mineral contracted to be gotten is found in any tub sent out of the mine by the hewer, a fine is deducted on a scale agreed upon in proportion to the excess of foreign material. A fine is also imposed for sending a tub to the surface containing a lesser quantity of the mineral contracted to be gotten than an agreed quantity.

None.

None.

None.

Attached to the collieries are houses belonging to or rented by the owners, and used for the free accommodation of married hewers and some other classes of workmen, so far as the number of houses permits. An allowance towards rent in lieu of houses is sometimes paid. Fire coal is supplied free of charge to some classes of workmen.

The custom is for a fortnight's notice to be given by either side at any time.

Hewers 7 hours from bank to bank; wastemen, stonemen, and shifters 8 hours ditto; other classes 10 to 12 hours.

For work done beyond the ordinary working hours payment is generally made at the rate of a full day's wage for a day of fewer working hours.

The majority of the collieries are idle each alternate Saturday, and on the remaining Saturdays shorter hours are worked than on other days of the week. Some collieries work each Saturday, but for shorter hours than on other days. A full day's pay is usually given to all men paid by the day for the Saturdays worked, but no payment is made for Saturdays on which no work is done.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.
MINING AND QUARRYING—*continued.*

302.

| EMPLOYERS' ASSOCIATION - | The Monmouthshire and South Wales Coal Owners' Association. |
|---|---|
| District - - - - - | South Wales and Monmouthshire. |
| <p>Number of employers or establishments connected with Association.</p> | <p>The Association comprises 70 colliery companies, owning 207 collieries, which produced in the year 1890, 21,143,526 tons of coal; according to the returns of Mr. Robson and Mr. Martin, H.M. Inspectors of Mines, the whole output from the district in the year 1890 was 22,415,025 tons.</p> |
| <p>Aggregate number of workpeople employed by such employers or establishments.</p> | <p style="text-align: center;">Approximately 70,000.</p> |
| <p>Constitution, general objects, subscriptions, and benefits of Association.</p> | <p>The Association is constituted by the nomination of representatives for each of the 70 associated firms. The general objects of the Association are the conduct of all matters appertaining to the question of wages, and especially the defence of the members against unjust demands of workmen. The subscription of the members is based upon the output of coal, and amounts to a total sum of 185,000<i>l.</i>; this sum is preserved intact for the purpose of meeting the expenses of a general strike throughout the district, and a special levy is made annually to provide for indemnities paid to members for strikes not of a general character, and for working expenses. The benefits of the Association lie in the protection of the members as explained above. The rate of indemnity payable to members for strikes is regulated by a sliding-scale according to the selling price of coal from time to time, the rate being sufficient to cover the expenses of maintaining the colliery and to cover an estimated loss of profit. A copy of the Articles of Association is attached hereto (<i>see</i> tabulation of rules).</p> |
| <p>Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople.</p> | <p>The Association appoints 11 of its members to meet a similar number of workmen's representatives, this constituting the Sliding Scale Joint Committee. This Committee deals with all matters of difference arising between the associated employers and their workmen, and takes action with a view generally to fixing rates of wages and other conditions of employment. During the past six years 80 cases have been brought before the Joint Committee, involving wages and other disputes of a local character; these disputes have been amicably settled with very few exceptions. Attached hereto are copies of the sliding-scale agreements dated respectively 28th May 1875; 17th January 1880; 6th June 1882; 15th January 1890; and 1st January 1892 (<i>see</i> Appendix No. 14).</p> |
| <p>Action taken by 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.</p> | <p>The Association appoints 11 of its members to meet a similar number of workmen's representatives, this constituting the Sliding Scale Joint Committee. This Committee deals with all matters of difference arising between the associated employers and their workmen, and takes action with a view generally to fixing rates of wages and other conditions of employment. During the past six years 80 cases have been brought before the Joint Committee, involving wages and other disputes of a local character; these disputes have been amicably settled with very few exceptions. Attached hereto are copies of the sliding-scale agreements dated respectively 28th May 1875; 17th January 1880; 6th June 1882; 15th January 1890; and 1st January 1892 (<i>see</i> Appendix No. 14).</p> |
| <p>Representations or information offered for the consideration of the Commission under the following heads:</p> | <p>(a.) Under the sliding-scale the standard amount of wage is the actual rate paid in December 1879, the selling price for that period being taken as a corresponding standard. The wage rate standard is not uniform for all collieries, varying considerably according to special circumstances at each colliery. A table is enclosed herewith showing the fluctuations in wages since 1875, under the operations of the sliding-scale (<i>see</i> Appendix No. 15).</p> <p>(b.) The colliers engaged in cutting coal are paid by the ton or by piece-work. Other classes of workmen are paid some by the day and some by the piece. The system of sub-contracting is not extensively in vogue.</p> <p>(c.) Occasionally, but not generally, fines are imposed for filling rubbish with coal or for breach of rules. The fines are generally devoted to the colliery reading room, sick fund, &c.</p> <p>(d.) None.</p> <p>(e.) (1.) None.</p> <p>(2.) None, but outside of the operations of the Association there is a Miners' Permanent Relief Fund. The large majority of the members of the Association are contributors to the fund according to a scale of payment.</p> <p>(3.) Free house rents are a rare exception. House coal is supplied to the workmen at a price of from 1<i>s.</i> per ton up to the actual cost, the average price being about half the cost to the owner.</p> <p>(f.) A month's notice is usually given by either side on the 1st day of each month, irrespective of the day of pay, but at some few collieries a fortnight's notice is the custom.</p> |
| <p>(1.) <i>Wages</i> —</p> <p>(a.) Their amount and fluctuations.</p> <p>(b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.</p> <p>(c.) Deductions by fines or other forms of stoppage.</p> <p>(d.) Truck-system or payment in kind.</p> <p>(e.) Allowances in form of—</p> <p>(1.) Bonus - - - - -</p> <p>(2.) Deferred pay, such as sick pension, or other insurance system.</p> <p>(3.) Free house, land, food, clothing, or other allowance, or advantage.</p> <p>(f.) Length of notice for ending engagement.</p> | <p>(a.) Under the sliding-scale the standard amount of wage is the actual rate paid in December 1879, the selling price for that period being taken as a corresponding standard. The wage rate standard is not uniform for all collieries, varying considerably according to special circumstances at each colliery. A table is enclosed herewith showing the fluctuations in wages since 1875, under the operations of the sliding-scale (<i>see</i> Appendix No. 15).</p> <p>(b.) The colliers engaged in cutting coal are paid by the ton or by piece-work. Other classes of workmen are paid some by the day and some by the piece. The system of sub-contracting is not extensively in vogue.</p> <p>(c.) Occasionally, but not generally, fines are imposed for filling rubbish with coal or for breach of rules. The fines are generally devoted to the colliery reading room, sick fund, &c.</p> <p>(d.) None.</p> <p>(e.) (1.) None.</p> <p>(2.) None, but outside of the operations of the Association there is a Miners' Permanent Relief Fund. The large majority of the members of the Association are contributors to the fund according to a scale of payment.</p> <p>(3.) Free house rents are a rare exception. House coal is supplied to the workmen at a price of from 1<i>s.</i> per ton up to the actual cost, the average price being about half the cost to the owner.</p> <p>(f.) A month's notice is usually given by either side on the 1st day of each month, irrespective of the day of pay, but at some few collieries a fortnight's notice is the custom.</p> |
| <p>(2.) <i>Hours of Labour</i> —</p> <p>(a.) Ordinary or standard hours of labour.</p> <p>(b.) Overtime and its remuneration.</p> <p>(c.) Night shifts and their remuneration.</p> <p>(d.) Sunday work and its remuneration.</p> <p>(e.) Weekly half-holiday or other holiday with or without payment</p> | <p>(a.) 54 hours per week.</p> <p>(b.) Generally no overtime worked.</p> <p>(c.) In some cases six days' pay for every five night shifts worked consecutively in any week; in other cases turns paid for according to actual turns worked.</p> <p>(d.) Time and a half is paid for Sunday work.</p> <p>(e.) 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.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.
MINING AND QUARRYING—*continued.*

303.

Northumberland Coal Owners' Association.

County of Northumberland.

(1.) There are 21 firms members of the Association, the total number of collieries owned by them being 50.

(2.) The total number of workpeople employed by the members of the Association 23,628.

(3.) Rule 1 of the Association defines its objects and the benefits to members as follows:—The purposes and objects of the Association are the regulation of all matters connected with wage of workmen; the protection of the members against losses arising from strikes and restrictive action of, or disputes with, their workmen; and regulating or dealing with any other matters which affect the general interests of the coal trade of the county of Northumberland.
Calls are made on the members from time to time to provide for the expenses of the Association in proportion to the quantity of coal raised at their collieries in the preceding year.

(4.) For the settlement of disputes at individual collieries a joint committee was established in the year 1872. This committee consists of six representatives of the Owners' Association and six of the Workmen's Association, with an independent chairman.

The rules of the Association also provide for the appointment of representatives to consider disputes arising on questions outside the jurisdiction of the joint committee, and if the dispute should result in a strike, and the circumstances were such as to entitle the owner of the colliery to the protection of the Association, these representatives would continue to advise the owner and management, who must act upon such advice.

(5.) Yes.

(a.) For table showing per-centage, advances, reduction of wages (*see* Appendix No 16).

(b.) Hewers and putters paid by piece; other classes are for the most part paid by the day. None through sub-contractor.

(c.) A fine is charged at an agreed rate for above a certain quantity of material other than the mineral, contracted to be gotten in the tubs sent out of the mines by hewers. Deductions are also made for short weight.

(d.) None.

(e.) (1.) None.

(2.) None.

(3.) Attached to the collieries are houses belonging to, or rented by, the owners, and used for the free accommodation of married hewers and some other classes of workmen so far as the number of houses permits; an allowance for rent in lieu of houses is sometimes made.

(f.) A fortnight to be given by either side.

| | | Number of this Class of Workmen. | Per-centage of Total No. of Workmen. | Hours of Work. |
|------|--|----------------------------------|--------------------------------------|-----------------------|
| (2.) | | | | |
| (a.) | Hewers | 9,406 | 40.19 | 7 to 7½ bank to bank. |
| (b.) | Deputies, wastemen, stonemen, and shifters | 5,887 | 24.93 | 8 " " |
| (c.) | Men mostly on surface | 4,764 | 20.16 | } 9 to 11. |
| (d.) | Boys | 3,481 | 14.78 | |

For work done on pay Friday nights, pay Saturdays; on Sundays, and in some cases for work done beyond the ordinary hours a full day's pay is given for a less number of hours than constitute the ordinary day's work.

(e.) The colliers work on each alternate Saturday, on the remaining Saturdays the collieries are not worked and the colliers receive no pay.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

804.

| | |
|---|---|
| EMPLOYERS' ASSOCIATION - | Cannock Chase Coal Owners' Association. |
| District - | Cannock, Staffordshire. |
| <p>Number of employers or establishments connected with Association.</p> <p>Aggregate number of workpeople employed by such employers or establishments.</p> <p>Constitution, general objects, subscriptions, and benefits of Association.</p> <p>Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople.</p> <p>Action taken by 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.</p> <p>Representations or information offered for the consideration of the Commission under the following heads:</p> <p>(1.) <i>Wages</i>—</p> <p>(a.) Their amount and fluctuations.</p> <p>(b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.</p> <p>(c.) Deductions by fines or other forms of stoppage.</p> <p>(d.) Truck-system or payment in kind.</p> <p>(e.) Allowances in form of—</p> <p>(1.) Bonus</p> <p>(2.) Deferred pay, such as sick pension, or other insurance system.</p> <p>(3.) Free house, land, food, clothing, or other allowance, or advantage.</p> <p>(f.) Length of notice for ending engagement.</p> <p>(2.) <i>Hours of Labour</i>—</p> <p>(a.) Ordinary or standard hours of labour.</p> <p>(b.) Overtime and its remuneration.</p> <p>(c.) Night shifts and their remuneration.</p> <p>(d.) Sunday work and its remuneration.</p> <p>(e.) Weekly half-holiday or other holiday with or without payment.</p> | <p>Eight firms, representing an out-put for 1890 of 2,470,695 tons.</p> <p>7,957, made up as follows: 7,351 boys over 16 and men, 606 boys under 16.</p> <p>The Association consists of representatives named by the respective firms, and each representative may have an associate to attend meetings either with him or in his absence. The objects as set out in Rule 1 are for making and regulating an uniform basis of wages between the members and their workmen, and for dealing with all other questions relating to labour. A call is annually made upon the members in proportion to the tonnage raised during the preceding year. The benefits are those arising out of the operation of rule mentioned above.</p> <p>The Association deals with each matter of difference as it arises, and in important cases an interview is held between the Association, the men, and their representatives.</p> <p>Yes.</p> <p>Up to 1883 wages were at different times regulated by sliding-scale agreements, of which the following are particulars:—July 1874. Terminated by employers in 1876 or 1877. The differences were referred to by Mr. J. Chamberlain, M.P., as arbitrator, and upon his award another agreement was entered into on the 6th February 1877. This was put an end to in 1878 or 1879. Mr. Chamberlain again arbitrated, and a further agreement was made on the 1st April 1879 which appears to have existed up till 1881. On the 22nd June 1882 another agreement (<i>see</i> Appendix No. 17) was signed, but it was terminated by the men in the year 1883. Since then there has been no sliding-scale, but wages have been regulated by means of interviews between the masters and the men. For statement showing the variations in holers' stints since 1871 (<i>see</i> Appendix No. 18). At 31st October 1888 the average wage per day of colliers, daymen, labourers, and boys in this district was 4s. 2d., and 40 per cent. has since then been added to this sum. The advances in and from October 1888 have been made upon the wages as at that time.</p> <p>Stallmen, rock and coal headers are paid by piece, others by day. Stallmen and rockmen pay their underhands.</p> <p>If a tub containing more than a reasonable quantity of dirt or fine slack is sent out of the mine it is confiscated.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>16 cwt. of coals are allowed to married men and householders for every 24 full turns worked by them.</p> <p>A fortnight's notice on either side.</p> <p>Men and boys engaged in getting and conveying minerals from face to pit bottom, 8½ to 9 hours per day from bank to bank. Interval for meals half-hour, during which time machinery and shaft appliances examined. Hours per day actually worked by miners 6 to 7½. All other underground workers not included in those above, the same, with the exception of hours per day actually employed at face, which are 7 to 8. Drawing 8 hours.</p> <p>No overtime underground.</p> <p>During night shifts no coal is drawn, but the men's remuneration is the same as day shifts.</p> <p>Practically none.</p> <p>Does not apply to miners. Mechanics and certain surfacemen leave work earlier on Saturdays.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

305.

South Staffordshire and East Worcestershire Coal Masters' Association.

South Staffordshire and East Worcestershire.

* *
Thirty-one (31) colliery proprietors.

Total number of persons employed in district about 12,000.

The objects of the Association are to deal with all matters relating to the coal trade in the South Staffordshire and East Worcestershire District; for a copy of the rules (*see* tabulation of rules).

Any matter of difference is referred to the Board for settlement.

Yes.

(a.) Sliding-scale adopted July 1874; second sliding-scale adopted November 1877; sliding-scale agreement modified January 1882; sliding-scale abolished August 1883, and Wages Board adopted; Wages Board dissolved 1884; Wages Board re-established October 1888, and sliding-scale adopted. Present nominal rate of wages:—Thick coal men, 4s. 8d.; thin coal, 3s. 8d. (*See* Appendix 19.) As compared with October 1888:—Thick coal men, 3s. 8d.; thin coal, 2s. 11d. (Being an advance of 40 per cent. since September 1888.)

(b.) By the hour, day, week, piece, and by the task.
System of charter-master contracting for all underground work at a price per ton, and also of sub-contractors in "stalls" for getting and loading coal. Surface contractors for loading coal, &c.

(c.) Deductions in case slack or rubbish is loaded for coal.

(d.) Beer and coal. Sometimes money payment in lieu thereof.

(e.) None.

(1.) Accident pay and medical attendance.

(2.) No cottages found. Coals free.

(f.) Fourteen days' notice on either side.

(g.) Eight hours (from 7 a.m. to 4 p.m.), which include one hour for descending and for meal.

(b.) Exceptional. Remuneration at same rate as for day "shift."

(c.) No coal drawn during night "shift." Remuneration same as for day "shift."

(d.) Very exceptional. Remuneration same as for day "shift."

(e.) None.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—*continued.*

306.

| | |
|--|--|
| EMPLOYERS' ASSOCIATION - | West Yorkshire Coal Owners' Association. |
| District | West Yorkshire. |
| Number of employers or establishments connected with Association. | About 30 different firms. |
| Aggregate number of workpeople employed by such employers or establishments. | About 18,000 to 20,000. |
| Constitution, general objects, subscriptions, and benefits of Association. | The Association is constituted by deed. The objects are to render mutual assistance for protecting and indemnifying members in disputes and strikes with workmen, and forming funds for those and other purposes, and generally to promote, advance, and protect the interests of members in their trade as colliery owners. |
| Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople. | A joint committee of representatives of owners and workmen is usually appointed to deal with each dispute as it arises, but there is no expressly recognised system. |
| Action taken by 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. | The Association deals generally with these matters amongst its own members only. |
| Representations or information offered for the consideration of the Commission under the following heads: | |
| (1.) <i>Wages</i> :— | |
| (a.) Their amount and fluctuations. | Colliers average 6s. to 7s. 6d. per day. Underground bye workmen average 6s. per day. Surface labourers average 3s. to 4s. per day. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | Bye workmen and surface labourers by the day, and colliers by the piece; payment through sub-contractor exceptional. |
| (c.) Deductions by fines or other forms of stoppage. | Stoppages are made by arrangement where dirt or mineral other than coal is sent out by the colliers. |
| (d.) Track-system or payment in kind. | See answer to "(1) Wages (e) (8)." |
| (e.) Allowances in form of— | |
| (1.) Bonus | None. |
| (2.) Deferred pay, such as sick, pension, or other insurance system. | In many cases payments to accident funds are stopped out of wages, and the owners also usually contribute something to such fund. |
| (8.) Free house, land, food, clothing, or other allowance, or advantage. | House coal is supplied to underground workmen at merely nominal prices, viz., 1s., 2s., and 3s. per ton. |
| (f.) Length of notice for ending engagement. | 14 days' notice. |
| (2.) <i>Hours of Labour</i> :— | |
| (a.) Ordinary or standard hours of labour. | Colliers and ordinary underground bye workmen average 8 to 9 hours, including intervals for meal time and time occupied in going between the working places and the pit shafts. Roadmen and pony drivers remain about half an hour longer at work than the above. Surface workmen about 10 hours. In all cases work is about 2 hours shorter on Saturdays. |
| (b.) Overtime and its remuneration. | Not usual. |
| (c.) Night shifts and their remuneration. | Nothing extra paid. |
| (d.) Sunday work and its remuneration. | Except in cases of emergency, Sunday work is limited to such as is necessary for the pit's safety. |
| (e.) Weekly half-holiday or other holiday with or without payment. | Colliers work on Saturdays when required by the exigencies of the trade, but for 2 1 ours shorter time than on other days. A full day's pay is usually given for Saturday's work to all men paid by the day. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

307.

308.

| South Yorkshire Coal Owners' Association. | Cleveland Mine Owners' Association (Iron). |
|--|---|
| South Yorkshire. | Cleveland, North Yorks. |
| <p>About 25 different firms.</p> <p>About 20,000 to 25,000.</p> <p>The Association is constituted by deed. The objects are to render mutual assistance for protecting and indemnifying members in disputes and strikes with workmen, and forming funds for those and other purposes, and generally to promote, advance, and protect the interests of members in their trade as colliery owners.</p> <p>For some time a joint committee of representative owners and workmen has dealt with local disputes at particular collieries, but it is not empowered to deal with questions of general advance or reduction in wages.</p> <p>The Association deals generally with these matters amongst its own members only, but in effect the whole of the collieries in the whole district are guided by its action.</p> | <p>8 firms and 19 mines.</p> <p>On December, 31, 1890, the number was 5,397. Total number, associated and otherwise, 6,579. (H.M. Inspector's returns.)</p> <p>The Association is an organisation of mine owners who have adopted certain rules for their guidance (<i>see</i> tabulation of rules), and whose chief objects are the regulation of matters between the associated firms and their workmen, and the protection of the firms by mutual indemnity against losses from strikes. Subscriptions are levied on members in proportion to their output of mineral.</p> <p>A joint committee, consisting of 6 employers' representatives and 6 workmen's representatives meet when required, to consider matters (other than general district questions) affecting individual firms and their workmen.</p> <p>Yes.</p> |
| <p>Average for colliers about 8s. 6d. per day. Average for underground bye workmen 6s. per day. Average for surface labourers 4s. 6d. per day.</p> <p>Bye workmen and surface workmen, in part, by the day; colliers, bye workmen, and surface workmen, in part, by the piece; payment through sub-contractor exceptional, mainly in stone drifts, underground, or in sinking.</p> <p>Stoppages are made by arrangement where dirt or mineral other than coal is sent out by the colliers. Deductions according to circumstances, by agreement, for oil, sharpening tools, &c.</p> <p>None.</p> <p>None.</p> | <p>Payment by the hour, day, and week, and by the piece.</p> <p>Certain deductions are made in cases where deleterious substances are filled with the ironstone. These deductions, however, average per man employed only 5d. or 6d. per annum. The amount is in some cases handed over to a local fund for the men's benefit.</p> <p>None.</p> <p>None allowed.</p> |
| <p>In many cases payments to accident funds are stopped out of wages.</p> <p>Coal is supplied to underground workmen free or at low charges.</p> <p>14 days' notice.</p> | <p>There is nothing in the nature of deferred pay, but most of the men belong to a society which makes provision for them in cases of accidents. The employers in several instances contribute to the fund.</p> <p>Rents, averaging 3s. 4d. to 3s. 6d. per week, are charged for workmen's houses; usually there is a plot of garden ground attached thereto or available in the vicinity in the form of an allotment.</p> <p>14 days.</p> |
| <p>Colliers average 8 hours, and ordinary underground bye workmen, roadmen, and drivers average 8 to 10 hours, including intervals for meal times and time occupied in going between the working places and the pit shafts. Surface workmen about 10 hours. In all cases work is about 2 hours shorter on Saturday.</p> <p>Avoided as far as possible; where needful, extra remuneration in most cases.</p> <p>As a rule the pits in the district do not work double shifts. Where it occurs in some cases there is an allowance, in others not, according to circumstances.</p> <p>Except in cases of emergency, Sunday work is limited to such as is necessary for the pit's safety.</p> <p>Colliers work on Saturday when required by the exigencies of the trade, but for 2 hours shorter time than on other days. A full day's pay is usually given for Saturday's work to all men paid by the day.</p> | <p>Eight hours for the general body of the men; some are required to stay an hour or so longer to get the mineral sent away in the trucks.</p> <p>Very little overtime.</p> <p>Where night shifts are worked, which, however, are not general, the miners usually receive an additional tonnage rate for getting ironstone on account of not having a working place to themselves; the men who work on the night shift one week work on the day shift the next week, and the extra payment applies to all the stone they win, whether got during the day shift or night shift. If, however, the men have a working place to themselves they are not paid extra for merely working at nights.</p> <p>There is practically no work performed on a Sunday, except giving attention to the ventilation of the mines and the pumping of water to keep the mines dry.</p> <p>Work ceases at 12 or 1 o'clock on Saturdays.</p> |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING.—*continued.*

309.

| EMPLOYERS' ASSOCIATION - | Coal Owners' Association. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|------|-------|------|-------|------|-------|------|-------|--|-------|------|------|------|------|-------|------|------|------|------|-----------|-----|-----|----|-----|----|----|----|-----|------|-----------|---|---|---|---|---|---|---|---|---|
| District | Fife, Clackmannan, and Kinross Counties. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Number of employers or establishments connected with Association.</p> <p>Aggregate number of workpeople employed by such employers or establishments.</p> <p>Constitution, general objects, subscriptions, and benefits of Association.</p> <p>Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople.</p> <p>Action taken by 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.</p> <p>Representations or information offered for the consideration of the Commission under the following heads:</p> <p>(1.) <i>Wages</i> :—</p> <p>(a.) Their amount and fluctuations.</p> | <p>22 members, with 40 separate collieries enrolled.</p> <p>Above-ground workmen, say 1,800; below-ground workmen, say 8,500.</p> <p>No written constitution. General objects: regulation of wages; to watch mining legislation, railway rates and arrangements, and other matters affecting members. Subscriptions by levy on output. Mutual protection.</p> <p>Each employer deals with his own workpeople. Failing agreement, when it is a matter affecting the members as a whole, recourse is had to this Association, who, when necessary, communicates with miners' secretary.</p> <p>The Association only determines when a general advance or reduction of wages is to take place. It does not interfere with the wages or prices that may be paid to individual workmen. The general regulations and conditions of employment applicable to all the associated collieries are enclosed (<i>see</i> Appendix No. 20).</p> <p>Wages are regulated by the condition of trade. The great proportion of the coals put out at the associated collieries are shipped to foreign ports, and the wages paid are in a great measure regulated by the shipping price.</p> <p>Present average wage, say, 6s. 8d. per day for miners. Wages have risen 50 per cent. during the period since February 1887:—</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">1887.</th> <th colspan="2">1888.</th> <th colspan="4">1889.</th> <th>1890.</th> </tr> <tr> <th>Feb.</th> <th>Feb.</th> <th>Dec.</th> <th>Feb.</th> <th>July.</th> <th>Oct.</th> <th>Nov.</th> <th>Nov.</th> <th>Jan.</th> </tr> </thead> <tbody> <tr> <td>Advance -</td> <td>10%</td> <td>10%</td> <td>5%</td> <td>10%</td> <td>5%</td> <td>5%</td> <td>5%</td> <td>7½%</td> <td>12½%</td> </tr> <tr> <td>Reduction</td> <td>—</td> <td>—</td> <td>—</td> <td>—</td> <td>—</td> <td>—</td> <td>—</td> <td>—</td> <td>—</td> </tr> </tbody> </table> | | 1887. | | 1888. | | 1889. | | | | 1890. | Feb. | Feb. | Dec. | Feb. | July. | Oct. | Nov. | Nov. | Jan. | Advance - | 10% | 10% | 5% | 10% | 5% | 5% | 5% | 7½% | 12½% | Reduction | — | — | — | — | — | — | — | — | — |
| | 1887. | | 1888. | | 1889. | | | | 1890. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Feb. | Feb. | Dec. | Feb. | July. | Oct. | Nov. | Nov. | Jan. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Advance - | 10% | 10% | 5% | 10% | 5% | 5% | 5% | 7½% | 12½% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reduction | — | — | — | — | — | — | — | — | — | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>(b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor.</p> <p>(c.) Deductions by fines or other forms of stoppage.</p> <p>(d.) Truck-system or payment in kind.</p> <p>(e.) Allowances in form of—</p> <p>(1.) Bonus</p> <p>(2.) Deferred pay, such as sick, pension, or other insurance system.</p> <p>(3.) Free house, land, food, clothing, or other allowance, or advantage.</p> <p>(f.) Length of notice for ending engagement.</p> <p>(2.) <i>Hours of Labour</i> :—</p> <p>(a.) Ordinary or standard hours of labour.</p> <p>(b.) Overtime and its remuneration.</p> <p>(c.) Night shifts and their remuneration.</p> <p>(d.) Sunday work and its remuneration.</p> <p>(e.) Weekly half-holiday or other holiday with or without payment.</p> | <p>Oncost men below-ground and above-ground workers' by the hour; miners, per ton of output and per yard of narrow core and stone mines and stone work. Occasionally through sub-contractor.</p> <p>None, except deductions by weight for material other than that contracted to be gotten, as it may be found in each hutch by and determined by the weigher and check-weigher.</p> <p>None.</p> <p>None.</p> <p>None.</p> <p>Only superior officers, as a rule, get free houses and coals, except in the case of one or two unimportant collieries.</p> <p>14 days.</p> <p>Miners and most underground workers 8½ hours bank to bank; above-ground, 57 hours per week.</p> <p>Miners are prevented by the rules of their Association from working overtime.</p> <p>Only repairers and brushers work during night; the former per shift and the latter by piece.</p> <p>No Sunday work, except for draining and ventilating or cases of emergency. Remuneration according to arrangement.</p> <p>The miners at the associated collieries seldom work 11 days a fortnight. In many cases they restrict their labour to 10 days and under.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

MINING AND QUARRYING—continued.

§10.

Lanarkshire Coal Masters' Association.

Lanarkshire.

21 members, with 43 separate collieries enrolled.

1,595 above-ground workers, and 7,533 underground workers. Total, 9,128.

Constitution: copy of rules enclosed (see tabulation of rules). General objects: regulation of wages and matters relative thereto: Subscriptions, levy $\frac{1}{4}$ d. per ton on output until funds reach 10,000*l.* Benefits: protection of members against strikes and combination of workmen; restraining influence on workmen, and so preventing precipitate action on their part.

The Association does not interfere except in questions arising out of a general advance or reduction of wages.

The Association only determines when a general advance or reduction of wages is to take place. It does not interfere with the initial wage or price per ton that may be paid to individual workmen. It does not, as a rule, regulate the hours of labour, nor prescribe conditions of service, but would do so under exceptional circumstances to meet unreasonable action of the workmen. Any action taken by the Association would, however, be with the consent of the members.

Miners' wages (nominal rates):—

| | | | | | | | |
|--------------|-----------|--------------|-------|----------|---------|-------------------------|---------------------------------------|
| 23 March | 1885 till | 1 December | 1885, | 3s. 9d. | per day | | |
| 1 December | " " | 15 February | 1886, | 4s. 3d. | " | | |
| 15 February | 1886 | 28 June | " | 3s. 9d. | " | | |
| 28 June | " " | 1 September | " | 3s. 9d. | " | | |
| 1 September | " " | 14 March | 1887, | 3s. 9d. | " | | |
| 14 March | 1887 | 1 July | " | 4s. 3d. | " | | |
| 1 July | " " | 1 June | 1888, | 3s. 11d. | " | } Sliding-scale period. | |
| 1 June | 1888 | 1 November | " | 3s. 10d. | " | | reduction of $7\frac{1}{2}$ per cent. |
| 1 November | " " | 15 November | " | 3s. 11d. | " | | " $2\frac{1}{2}$ " |
| 15 November | " " | 15 December | " | 4s. 2d. | " | | advance of $2\frac{1}{2}$ " |
| 15 December | " " | 15 January | 1889, | 4s. 4d. | " | | " 5 " |
| 15 January | 1889 | 18 April | " | 4s. 7d. | " | | " 5 " |
| 18 April | " " | 15 June | " | 4s. 6d. | " | | reduction of $2\frac{1}{2}$ " |
| 15 June | " " | 18 July | " | 4s. 7d. | " | | advance of $2\frac{1}{2}$ " |
| 18 July | " " | 12 September | " | 4s. 6d. | " | | reduction of $2\frac{1}{2}$ " |
| 12 September | " " | 15 October | " | 5s. 0d. | " | | advance of 6d. per day. |
| 15 October | " " | 7 November | " | 5s. 6d. | " | " 6d. " | |
| 7 November | " " | 17 September | 1891, | 6s. 0d. | " | " 6d. " | |

NOTE.—The actual average wage earned is usually in excess of the nominal rate.

Oncoast men and above-ground workers paid by the day. Miners chiefly paid a tonnage rate on coal put out. By the task to a limited extent, occasionally paid through a contractor.

Deductions sometimes made for stones and refuse in coal according to a scale which is made a condition of employment.

None.

In rare cases,
None.

Only superior officers, as a rule, get free houses and fuel.

Miners and general workers, as a rule, do not get or give any notice. Enginemmen, furnacemen, and some tradesmen require to give from a week to a fortnight's notice.

Miners and underground workers, as a rule, average $9\frac{1}{2}$ to 10 hours from bank to bank. Tradesmen and labourers 56 to 58 hours weekly. Enginemmen 12 hours per shift, and 7 shifts per week, alternate weeks on the day and night shift, but on the night shift there is little work to do. These figures include time for meals.

Usually paid at the same rate as ordinary time.

Same as day shifts.

Little Sunday work except in cases of emergency; paid at the same rate as for week days.

Miners at present, in most cases, work only 5 days per week, and, being paid by the ton of output, get no payment when idle. On Saturday the shift workmen work from 2 to 3 hours less than on other days, and get a full day's pay.

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.
SHIPBUILDING, &C.

| | 311. | 312. |
|--|--|--|
| ASSOCIATION - - - - - | Tees and Hartlepool Shipbuilders' Association. | Wear Shipbuilders' Association. |
| District - - - - - | Stockton-on-Tees and the Hartlepoons (for all wages questions) amalgamated with Tyne and Wear Associations on all questions relating to employment of members of Boilermakers and Iron Shipbuilders' Society. | The River Wear, at Sunderland. |
| Number of employers or establishments connected with Association. Aggregate number of workpeople employed by such employers or establishments. Constitution, general objects, subscriptions, and benefits of Association. | 6 firms. On or about July 7th, 1891, 7,025. <i>Objects and benefits</i> :—Consideration and regulation of all wages matters connected with the trade, and the comparison of prices paid for labour. <i>Subscriptions</i> :— Merely nominal to cover secretarial and office expenses. | 13 firms, comprising all on the river. Estimated at 10,000. For the mutual support of the members against strikes or combinations of workmen; also to adjust by amicable means any questions with the men. Subscriptions only cover expenses, and are levied annually. |
| Manner in which Association acts, if dealing directly or indirectly with matters of difference arising between associated employers and their workpeople. | Deals directly, so far as is possible, by conference and conciliation. | Chiefly by conference with delegates of workmen. This applies more or less to all, but especially to boilermakers. A Conciliation Board was established in 1884, to which the shipwrights, joiners, drillers, and blacksmiths, with the employers, were parties. Since then the painters have joined in, but the boilermakers decline to be party thereto, alleging they can settle all their differences with the employers by conference as already mentioned. These are subjects of negotiation between employers and representatives of the men. |
| Action taken by 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. Representations or information offered for the consideration of the Commission under the following heads : | Generally, yes. | |
| (1.) <i>Wages</i> :— (a.) Their amount and fluctuations. | Regulated from time to time according to state of trade. | 30s. to 33s. per week. Piece earnings are commonly double the latter, and even more in the case of platers. It is believed that the boilermakers are higher paid than any other operatives in any trade. |
| (b.) Mode of payment, whether by the hour, day, or week; by piece, task, or through sub-contractor. | <i>By the hour and day</i> :—Carpenters, joiners, sparmakers, painters, sailmakers, riggers, plumbers, labourers, enginemen, cranemen, furnacemen, blacksmiths, strikers and fitters, except in case of men working on piece. <i>By the piece</i> :—Platers, rivetters, holders up, caulkers, drillers, blacksmiths, and fitters. <i>Through sub-contractor</i> :—Plater's helpers are paid by platers. Strikers for blacksmiths on piece. | Shipwrights, joiners, and painters, with a few others, by the day; the great body of ironworkers and blacksmiths are paid by the piece; occasionally contracts for portions of a vessel, e.g., for plating some particular portion of a vessel, pay by the task. |
| (c.) Deductions by fines or other forms of stoppage. | A per-centage off piece-work in some cases until job finished. A few fines according to yard rules. | None. |
| (d.) Truck-system or payment in kind. | None. | None. |
| (e.) Allowances in form of— (1.) Bonus (2.) Deferred pay; such as sick, pension, or other insurance system. (3.) Free house, land, food, clothing, or other allowance, or advantage. | None. None. None. | None. None. None. |
| (f.) Length of notice for ending engagement. | 7 days, except in case of piece-work men, who are at liberty to leave on termination of their jobs. | No notice required (when contracts are made men are required to finish same). |
| (2.) <i>Hours of Labour</i> :— (a.) Ordinary or standard hours of labour. (b.) Overtime and its remuneration. | 53 hours per week. From 5.15 to 9.15 p.m. time and a quarter, afterwards time and a half. This applies to men on time. In the case of members of Boilermakers' Society, overtime is restricted. Men will only work a specified amount of overtime per month. | Summer 53 hours; winter 48½ hours. Hardly any worked; 50 per cent. beyond ordinary price. |
| (c.) Night shifts and their remuneration. | Not much worked, but in cases where they are, generally speaking, 5 nights count equal to 6 days. The men on piece receive a certain allowance per night on account of their helpers or labourers, in addition to piece-work rates, to bring up the 5 nights equal to 6 days' pay. | Hardly any worked. |
| (d.) Sunday work and its remuneration. (e.) Weekly half-holiday or other holiday with or without payment. | Only worked where <i>absolutely necessary</i> ; double time. Saturday afternoon, without payment. | Only in cases of emergency; double pay. None; yards close 12 noon on Saturdays. |

NUMBERS OF WORKPEOPLE, WAGES, AND HOURS OF LABOUR.

SHIPBUILDING, &C.

| 313. | 314. | 315. |
|---|---|--|
| East of Scotland Association of Engineers and Ironfounders. | The National Federation of Shipbuilders and Engineers. | Belfast Employers' Association (Shipbuilding, Engineering, Machine-making, and Ironfounding). |
| Firth of Forth, Fife, and the South Eastern Counties of Scotland. | North of England, Scotland, and Belfast. | Belfast. |
| <p data-bbox="476 626 506 647">31.</p> <p data-bbox="426 666 550 688">About 6,000.</p> <p data-bbox="279 728 698 930"><i>Constitution</i> :—By the voluntary association of its members under certain rules and regulations. <i>Object</i> :—To make general arrangements in regard to, and so to regulate the terms of agreement with journeymen, apprentices, or workmen in the employment of members of the Association, and generally to protect and promote the interests of the members in all questions arising in connexion therewith. The annual <i>Subscriptions</i> are at the following rates: 10s. for members employing under 50 men, and 1l. for members employing above that number. Secretary of the Association communicates with the secretary of the society to which such particular workmen belong, and endeavours to arrive at an amicable understanding, by conference or otherwise.</p> <p data-bbox="476 1056 519 1077">Yes.</p> <p data-bbox="288 1400 698 1489">Majority of members of Association pay weekly at so much per hour. Shipbuilders pay largely by the piece. Sub-contractors in shipbuilding only.</p> <p data-bbox="288 1615 698 1704">Fines may be levied under the shop rules, but are seldom enforced, and the amounts are merely nominal. None.</p> <p data-bbox="288 1776 698 1843">The Association takes no notice of, and has nothing to do with, such arrangements.</p> <p data-bbox="380 1870 606 1892">In most cases one week.</p> <p data-bbox="288 1951 698 2026">54 hours per week is the rule, one hour for breakfast, and one hour for dinner. Time and a quarter, with 1d. per hour.</p> <p data-bbox="288 2126 698 2193">Paid as for 12 hours work at the ordinary rates, although such shifts only work 10 hours.</p> <p data-bbox="439 2274 556 2295">Double time.</p> <p data-bbox="288 2314 698 2368">Every Saturday after 1.30, and several holidays during the year without pay.</p> | <p data-bbox="833 626 968 647">. . About 40.</p> <p data-bbox="713 666 1129 733">As shipbuilders, and in our various works connected therewith, about 45,000 persons.</p> <p data-bbox="731 916 1129 1005">Generally, to settle disputes with workmen by all amicable means, and failing that, to support each other mutually to defend attacks by trades unions.</p> <p data-bbox="722 1292 1129 1333">Varies according to district and conditions of trade.</p> <p data-bbox="722 1400 1129 1489">Varies according to district; generally by the hour or piece, according to the various trades; piece-workers generally pay their own helpers.</p> <p data-bbox="722 1615 1129 1704">Comparatively few men are fined for breaches of discipline, and the fines generally go to the sick fund of the works. None.</p> <p data-bbox="722 1736 1129 1830">Occasionally for extra exertion. In some establishments accident allowances are paid. None known of.</p> <p data-bbox="722 1870 1129 1919">Practice varies. Some establishments 14 days, some 7 days, and some none.</p> <p data-bbox="833 1951 1023 1972">Generally 54 hours.</p> <p data-bbox="731 1991 1119 2026">Varies in different branches and districts.</p> <p data-bbox="907 2126 968 2153">Ditto.</p> <p data-bbox="722 2274 1129 2408">Only in cases of necessity, and then double time is paid. Generally weekly half-holiday on Saturdays by a slight increase on other days, bringing the total time worked up to 54 hours per week.</p> | <p data-bbox="1350 626 1380 647">18.</p> <p data-bbox="1295 666 1430 688">About 18,000.</p> <p data-bbox="1156 916 1581 983">We endeavour to settle all disputes with workmen in a friendly manner, and failing this, to support each other.</p> <p data-bbox="1156 1292 1581 1333">Varies according to the various trades and their conditions.</p> <p data-bbox="1156 1400 1581 1440">Varies, generally by the hour or piece; piece-workers mostly pay their own labourers.</p> <p data-bbox="1156 1615 1581 1704">Fines for breaches of regulations are exceptional. Fines, when imposed, generally go to sick funds. None.</p> <p data-bbox="1313 1736 1411 1790">Occasional. None. None.</p> <p data-bbox="1212 1870 1522 1892">Varies from no notice to 14 days.</p> <p data-bbox="1332 1951 1411 1972">54 hours.</p> <p data-bbox="1212 1991 1522 2026">Varies in different establishments.</p> <p data-bbox="1360 2126 1411 2153">Ditto.</p> <p data-bbox="1156 2274 1581 2341">None, except in cases of breakdowns, when double time is paid. Half-holiday on Saturday without pay.</p> |

GROUP A.

ASSOCIATIONS OF EMPLOYERS.

CONDITIONS OF LABOUR.

CONDITIONS OF LABOUR.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES.

288.

289.

| EMPLOYERS' ASSOCIATION { | West Cumberland Iron Masters' Association. | Wear Engine-Builders' Association. |
|---|--|---|
| Districts - - - { | West Cumberland. | Sunderland. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(3.) <i>Conditions of Labour</i> :—</p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship - -</p> <p>(h.) Employment of foreigners</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, or other plant.</p> <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of Association with trade unions generally.</p> <p>(l.) Other causes of dispute -</p> | <p>None.</p> <p>To blast furnacemen quite safe; lighting and sanitation excellent.</p> <p>None, excepting under ordinary law, which the masters think sufficient.</p> <p>We have no experience of any conflict between different trades.</p> <p>All confined to the factory</p> <p>Only men and boys over 16 employed.</p> <p>None.</p> <p>None.</p> <p>Very little in use.</p> <p>—</p> <p>Dismissal of delegates never done by masters. Many instances could be given of unionists refusing to work with non-unionists, causing strikes and breaches of the peace. No black list known to us. Relations of our Association with Blast Furnacemen's Association, extending over 3 years, not satisfactory.</p> <p>Drunken habits of some workmen are a frequent cause of dispute.</p> | <p>Except in cases of a little outdoor work, the weather does not interfere with general progress of work.</p> <p>Under control of Factory Inspectors.</p> <p>The law of employers' liability regulates these matters.</p> <p>Disputes between different classes of workmen on the apportionment of work have recently occurred. On the Tyne this has been prominent.</p> <p>All confined to works.</p> <p>Does not affect this return.</p> <p>Chiefly 5 years. Many apprentices are not bound by indenture.</p> <p>Scarcely any such employment exists.</p> <p>Increasing.</p> <p>—</p> <p>No dismissal of delegates.</p> <p>Cannot be specified; often trivial in their nature.</p> |

CONDITIONS OF LABOUR.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES.

| 290. | 291. | 292. |
|--|--|---|
| Iron Trades Employers' Association (General). | Iron Trades Employers' Association (Cardiff Branch.) | Iron Trades Employers' Association (Tyneside Branch). |
| All over England. | Cardiff, Penarth, and Barry. | The North and South Banks of the Tyne, from the Sea 10 miles inland. |
| <p style="text-align: right;">..</p> <p>Employment in the engineering trade is regular. It varies with the state of trade, but not much through seasonal causes. Men working out are sometimes stopped in bad weather, but this refers more especially to the ship-building trade.</p> <p>The safety of the workmen, lighting, and sanitation are carefully looked after under Factory Inspectors.</p> <p>Compensation under Employers' Liability Act; but many firms have sick clubs, to which both masters and men subscribe and from which weekly payments are made in cases of accident or sickness, and many firms have a benevolent fund, from which they give voluntary assistance in cases of accident.</p> <p>In the best organised works sub-division of labour is carried on to the greatest possible extent so that men may become thoroughly perfect in the particular jobs they may have to do. In some machine shops there are as many as 32 different trades working within the same walls. In ship-yards and engineering shops there will be less than this, but it will be a large number. Owing to changes of design, it occasionally happens that the character of the work will change, and there have been disputes between the various unions of the men as to which class of labour the work belonged to. This has, on occasions, produced serious strikes over which the employers had absolutely no control.</p> <p>Except when working out, all work done on premises of employers.</p> <p style="text-align: center;">Men and boys only.</p> <p>Legally bound apprentices are almost extinct. Time of apprenticeship five to seven years.</p> <p style="text-align: center;">Practically none.</p> <p>Introduced wherever possible. It is the only method of living with the present competition. It is the fact that the introduction of any labour-saving machine into some workshops 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.</p> <p>The employers supply all materials and plant, except joiners, carpenters, and pattern makers, who supply their own wood-working hand tools. It is therefore natural, in the interest of employers, that they should supply the best materials.</p> <p>Except in some shops no cognizance is taken as to whether the men are unionists or not. Refusing to work with non-unionists is not permitted as a rule, although the men frequently object and make it almost impossible when the union is strong and object. No black lists that we are aware of. When there are relations with the union they are generally friendly ones.</p> <p>Among other causes of dispute are the objections on the part of trade societies to foremen managers, who, in endeavouring to do their duty by their employers, occasionally come in conflict with some of the trade unions restrictive regulations. There have been cases where the manager, desiring to prevent systematic idling, has been struck against.</p> | <p>Irregular to a limited extent.</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> | <p>Very little interfered with by weather, except in cases of outdoor work.</p> <p style="text-align: center;">Under control of Factory Inspectors.</p> <p>Generally in accordance with Employers' Liability Act. In some cases by special arrangement between employers and employés.</p> <p>Great loss and stoppage of work has of late arisen in consequence of disputes between different trades. Two different classes of workmen, each claiming to do the same work, and one or the other going out on strike if their demands are not complied with. Such a case has arisen lately between the fitters and plumbers.</p> <p style="text-align: center;">Does not apply.</p> <p style="text-align: center;">Does not apply.</p> <p>Is usually five years. Several trade unions seek to limit the proportion of apprentices.</p> <p style="text-align: center;">Very exceptional.</p> <p style="text-align: center;">On the increase.</p> <p style="text-align: center;">Does not apply.</p> <p>Men are never discharged for being delegates. Whenever a strike arises in any of the works of members of the Association all the other members are made aware of it. In some branches unionists object to work with non-unionists.</p> <p>The causes of dispute are so numerous and frequently so trivial that it is impossible to specify them.</p> |

CONDITIONS OF LABOUR.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES—*continued.*

293.

294.

| EMPLOYERS' ASSOCIATION - { | South Staffordshire Ironmasters' Association. | The North of England Iron and Steel Manufacturers' Association. |
|---|--|---|
| District - - - - { | South Staffordshire and East Worcestershire. | The County of Durham and the North Riding of the County of York. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(3.) <i>Conditions of Labour</i> :—</p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship - - -</p> <p>(h.) Employment of foreigners</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, or other plant.</p> <p>(k.) 1. Dismissal of representative delegates. 2. Refusal of unionists to work with non-unionists. 3. Use of black list. 4. Mutual relations of Association with trade unions generally.</p> <p>(l.) Other causes of dispute -</p> | <p>Not seasonal; depends upon the state of trade. Of late it has been fairly regular.</p> <p>In accordance with Factory Acts.</p> <p>Special arrangements exceptional.</p> <p>None.</p> <p>None.</p> <p>Only men and boys; principally men.</p> <p>None.</p> <p>None.</p> <p>Nothing special.</p> <p>—</p> <p>(1.) No dismissal. (2.) None. (3.) None. (4.) Good.</p> <p>—</p> | <p>Not interfered with by seasonal causes or weather.</p> <p>Not dangerous where ordinary care is exercised. Lighting and sanitation good. Periodical inspection by Government officials.</p> <p>No special arrangement, but each case of accident is considered on its merits.</p> <p>Does not apply.</p> <p>Ditto.</p> <p>Ditto.</p> <p>Ditto.</p> <p>No distinction made.</p> <p>Adopted where practicable.</p> <p>—</p> <p>No representative delegate discharged as such, occasional difficulties between unionists and non-unionists. No black lists. Relations with trade unions good.</p> <p>Occasional.</p> |

CONDITIONS OF LABOUR.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES—*continued.*

295.

297.

| Cleveland Ironmasters' Association. | The Scotch Iron Manufacturers' Association. |
|--|--|
| The whole of the County of Durham and the North Riding of Yorkshire (Cleveland). | Lanarkshire, N.B. |
| <p>The employment is regular, subject only to the fluctuations of trade, which in the iron trade cannot be considered seasonal.</p> <p>Every care is taken to provide for the workmen's safety.</p> <p>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.</p> <p>Only the one trade of iron-making carried on.</p> <p>—</p> <p>Nearly all adult men employed. No women engaged at the furnaces.</p> <p>Apprentices are occasionally employed in the mechanical department of the works.</p> <p>Foreigners are not employed to any extent worth naming.</p> <p>Nothing of recent introduction to have any appreciable effect in the saving of labour.</p> <p>The best obtainable.</p> <p>The employers' and men's associations have, on the whole, worked amicably together. There are no black lists used in the Cleveland district.</p> <p>—</p> | <p>Regularly employed; only affected when trade is bad.</p> <p>Conditions excellent.</p> <p>None, unless fault lies with firm.</p> <p>One trade generally.</p> <p>None.</p> <p>All men and boys.</p> <p>No fixed apprenticeship; capabilities and merit gaining promotion.</p> <p>No distinction made.</p> <p>As far as practicable.</p> <p>Satisfactory to all concerned.</p> <p>Perfect freedom. No difficulty as between unionists and non-unionists. No black lists. Relations between employers and employed satisfactory.</p> <p>None.</p> |

CONDITIONS OF LABOUR.

MINING AND QUARRYING.

298.

| EMPLOYERS' ASSOCIATION - | Mining Association of Great Britain. |
|--|---|
| District - - - - | Derbyshire, Nottinghamshire, and Leicestershire, West Yorkshire, South Yorkshire, Cannock Chase, and Tamworth District. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(3.) <i>Conditions of Labour</i> :—</p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship - - -</p> <p>(h.) Employment of foreigners</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, or other plant.</p> <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of Association with trade unions generally.</p> <p>(l.) Other cause of dispute -</p> | <p>(a.) Midland District.—Governed by the state of trade, accidents to plant, and other causes. West and South Yorkshire.—As a rule, employment more regular in winter than summer. In times of good trade summer does not affect it. Cannock Chase.—The coal being principally house coal, the pits seldom draw more than three days a week for three months of the year. Tamworth.—Principal causes of irregularity of employment are the general state of trade and varying seasons, but any time worked does not exceed 4½ days per week for 40 weeks per year, except in exceptional cases where part of the coal is used on the premises in clay work.</p> <p>(b.) Midland District - - - } Regulated by the Coal Mines Regulation Act, 1887, and the West and South Yorkshire } Special Rules. Cannock Chase.—Number of fatal accidents at associated collieries for last 10 years up to end of 1890 are, surface, 14, underground, 67=81. Collieries are daily examined by persons appointed for the purpose; also under supervision of H.M. Inspector. Workmen also appoint inspectors under Rule 88. Tamworth.—Death-rate in Tamworth District in 1890 was 1 per 250,000 tons. Daily examination of mine by persons appointed; also under supervision of H.M. Inspector.</p> <p>(c.) Midland District - - - } Sick and accident clubs and Miners' Permanent Relief Society West and South Yorkshire } give relief and compensation. Cannock Chase.—Sick and accident clubs. Also at some collieries a mutual insurance scheme, to which both masters and men contribute, which provides for accidents, both fatal and otherwise. Tamworth.—Workmen have their legal remedy under Employers' Liability Act. Cases have been settled by arrangement. Joint insurance of workmen and employers.</p> <p>(d.) Does not apply.</p> <p>(e.) Does not apply.</p> <p>(f.) Midland District.—Women not employed. West and South Yorkshire.—No women are employed. No statistics as to boys. Boys mainly employed assisting in light work on the surface and as pony drivers underground. Cannock Chase.—Members of Association employ boys over 16 and men 7,851 Boys under 16 - - - - - 606=7,957; Tamworth.—No children or women employed, men employed 1,972, boys 152=2,124.</p> <p>(g.) Midland District.—None. West and South Yorkshire.—No apprentices. Necessary experience of coal getters now provided for by section 49 (Rule 89) of the Coal Mines Regulation Act, 1887. In practice every collier has a trammer under him, who in that way gains experience. Cannock Chase } Section 49 (Rule 89) Coal Mines Regulation Act applicable. Tamworth }</p> <p>(h.) West and South Yorkshire.—No restriction, but very rare. Midland District } None. Cannock Chase } Tamworth }</p> <p>(i.) Midland District } Does not apply. Cannock Chase } West and South Yorkshire.—Coal cutting, machinery, and boring machines in a few cases, also haulage by machinery. Tamworth.—Only drilling machines. Haulage by machinery.</p> <p>(j.) Midland District } Does not apply. Cannock Chase } West and South Yorkshire.—The requisite tools are provided by the colliery owner. Tamworth.—Stores and timber of best quality are supplied to meet the requirements of each colliery, and are found by the employers, except gunpowder.</p> <p>(k.) Midland District.—All workmen treated alike. Representative delegates are treated the same as other workmen. Members of Miners' Association very often refuse to descend or ascend with non-members, and demand that the latter shall travel in cages by themselves. The relations of Association with workmen's Association are in general satisfactory, and would be more so if the workmen would always act in accordance with the decisions of their executive and the arrangements made between them and the Owners' Association. Not so in Tamworth District.</p> <p>(l.) West and South Yorkshire.—None, except disputes arising out of rise and fall in prices, bringing about demands for advance or reduction in wages, or out of local circumstances. Intimidation of non-union men by union men.</p> |

CONDITIONS OF LABOUR.

MINING AND QUARRYING.

299.

| South Lancashire and Cheshire Coal Association. | |
|--|--|
| North Lancashire. | Manchester District. |
| <p style="text-align: center;">**</p> <p>(a.) There is a slight variation between the summer and winter months.</p> <p>(b.) The General and Special Rules, established under the Coal Mines Regulation Act, are strictly complied with.</p> <p>(c.) 10s. a week whilst unable to work; boys 5s. a week. Pensions to widow and children in cases of fatal accident; 5s. a week to widow during widowhood, and 2s. 6d. per week for each child under 13. The workmen at some of the collieries are members of the Permanent Relief Society; where they are not, they have their remedy in case of accident under the Employers' Liability Act.</p> <p style="text-align: center;">(d.) —</p> <p style="text-align: center;">(e.) Does not apply.</p> <p style="text-align: center;">(f.) Boys are employed as drawers.</p> <p>(g.) No apprentices. General Rule 39 of the Coal Mines Regulation Act, 1887, s. 49, is complied with. This rule provides that no person is to be employed as a coal getter in the face of the workings until he has had two years' experience of such work under the supervision of skilled workmen.</p> <p style="text-align: center;">(h.) None.</p> <p style="text-align: center;">(i.) —</p> <p>(j.) They are of the best description; the supply is ample, and the quality is of the best. This is of great advantage to the wage-earning power of the persons employed.</p> <p>(k.) Union recognised and no difficulty experienced in working friendly with officials. Many not union men. No case known of dismissal of representative delegates or of the refusal of unionists to work with non-unionists. No black lists in use. The mutual relations between the employers and the Men's Union generally are good.</p> <p style="text-align: center;">(l.) —</p> | <p>(a.) In summer there are commonly stoppages of a day or even two in a week, but in winter employment is steady.</p> <p>(b.) This is all provided for by the Coal Mines Regulation Act, 1887, and the Special Rules.</p> <p>(c.) At some collieries the Accident Relief Society in connexion with the works, to which the men and masters subscribe, and which is managed by the men, provides relief in cases of accident, and for the widow and orphans in case of death from accident. In other cases the Permanent Relief Society affords the necessary provision.</p> <p style="text-align: center;">(d.) Does not apply.</p> <p style="text-align: center;">(e.) No work is done away from the collieries.</p> <p style="text-align: center;">(f.) —</p> <p style="text-align: center;">(g.) None.</p> <p style="text-align: center;">(h.) None.</p> <p style="text-align: center;">(i.) —</p> <p>(j.) All supplied by the employer, and of the best quality procurable.</p> <p>(k.) There was no properly organised Colliers' Union in this district till the last few years. No dismissal or refusal to work. Mutual relations good.</p> <p style="text-align: center;">(l.) None.</p> |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

299.

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| EMPLOYERS' ASSOCIATION { | South Lancashire and Cheshire Coal Association. |
| District - - - - - { | West Lancashire. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(3.) <i>Conditions of Labour</i> :—</p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship - - -</p> <p>(h.) Employment of foreigners</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, or other plant.</p> <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of Association with trade unions generally.</p> <p>(l.) Other causes of dispute -</p> | <p>(a.) In summer there is generally more or less short time at the pits, but when trade is good the men might work full time, say 11 days per fortnight. In times of depression collieries are obliged occasionally to lie idle for want of orders. Men are now, with rare exceptions, able to work whenever they wish to do so. Local fairs and similar causes take men away, and frequently leave collieries idle.</p> <p>(b.) All this is regulated under the Coal Mines Regulation Act, 1887, and Special Rules. Every effort is made to secure health and safety, both underground and on the surface. Safety lamps of the most approved type are used; the airways are kept in good condition, and suitable and thoroughly competent persons have charge of the mines.</p> <p>(c.) The Permanent Relief Society with which most of the collieries are connected, provides compensation and relief, 10s. per week for disablement, and in case of a fatal accident 20<i>l.</i> is paid in the case of a single man, and 5<i>l.</i> funeral allowance in the case of a married man, with 5s. per week to widow during widowhood, and 2s. 6<i>d.</i> per week for each member of the family under 18. In consideration of the contribution of 25 per cent. by the employers already named, the men forego any remedy they might have under the Employers' Liability Act. At collieries where this is not done the men have their remedy under the Employers' Liability Act, and in some instances compensation has been paid under the Act. In this latter case the employers pay only 15 per cent. on the workmen's contributions, and the men are entitled to 8s. per week in cases of disablement.</p> <p>(d.) Does not apply.</p> <p>(e.) Does not apply.</p> <p>(f.) 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. Boys are employed as drivers, door tenters, &c.; men do all the rest of the work.</p> <p>(g.) Formerly it was the custom to have bound apprentices in workshops at most collieries. They are now employed as learners at a definite scale of wages, commencing at 14 years with 6s. per week, advancing 1s. per week till 19, then 2s. per week, and in last year at 3s., making 15s. per week. Underground the old system of training up young colliers, which was virtually an apprenticeship, has almost died out.</p> <p>(h.) None.</p> <p>(i.) Very little so-called labour-saving machinery is employed in the mines. The introduction and recent perfecting of hand-drilling machines has considerably reduced the labour of both colliers and day-wagemen.</p> <p>(j.) All needful materials, &c., are supplied, and of the desired quality. Timber is supplied ready cut.</p> <p>(k.) No distinction made by employers between unionists and non-unionists. So far, there have been no cases of refusal of unionists to work with non-unionists. Relationships generally good. In cases of dispute as to wages the employers meet the miners' agent, and a settlement is generally effected. Representative delegates are treated the same as any other workmen.</p> <p>(l.) No serious causes at present. Sometimes disputes arise as to the confiscation of tubs containing dirt and substances other than coal.</p> |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

301.

Durham Coal Owners' Association.

Durham.

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The chief causes of irregularity of employment are the condition of trade and varying seasons. When trade is brisk the men might work full time, except occasionally when laid idle for want of ships in stormy weather. In times of depression the collieries frequently have to be laid idle for want of orders. A table is submitted herewith showing for the years 1881 to 1890 the proportion of coal hewers who have been idle when work was provided for them. (See Appendix No. 21.)

The proportion of fatal accidents to persons employed in the years 1888, 1889, and 1890 is shown by the Government returns to be 1 fatal accident for each 813 persons employed in the Newcastle district, and 1 for each 859 persons employed in the Durham district. The proportion for the whole country for the same three years being 1 for each 676. The collieries are daily examined by persons appointed for the purpose, and are also under the supervision of H.M. Inspector of Mines. The workmen have power, under the Coal Mines Regulation Act, to appoint inspectors on their own behalf.

In case of certain accidents occurring underground and causing temporary disablement, it is usual for the owners to pay what is termed smart money at a rate not exceeding 5s. per week for a period of not more than six months. In many cases the owners subscribe towards the Miners' Permanent Relief Fund, which is a fund administered by the workmen's representatives for relief in cases of accident, old age, or death. In the case of accidents arising from causes rendering the employer liable under the Employers' Liability Act, the workmen have their legal remedy. The employers and workmen do not contract out of the Act. The majority of such cases are settled by negotiation with the representatives of the persons injured, or of the relatives of deceased persons, and without going to court. At some collieries there is also a local benefit fund supported by the owners.

Does not apply.

Do.

The members of the Association employ 73,672 men and boys over 16, and 7,626 boys under 16.

Section 49 (Rule 89) of the Coal Mines Regulation Act, 1887, provides that "No person not now employed as a coal or ironstone getter shall be allowed to work alone as a coal or ironstone getter in the face of the workings until he has had two years' experience of such work under the supervision of skilled workmen, or unless he shall have been previously employed for two years in or about the face of the workings of a mine."

Does not apply.

Do.

Do.

Representative delegates are treated the same as any other workmen. The members of the Miners' Association in many instances refuse to descend or ascend the mine with men who are not members of that Association, and demand that such persons shall descend and ascend in cages by themselves. The relations of the Association with the workmen's associations are in general satisfactory, and would be more so if the workmen would always act in accordance with the decisions of their executive, and the arrangements made between them and the Owners' Association.

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

302.

| EMPLOYERS' ASSOCIATION. | Monmouthshire and South Wales Coal Owners' Association. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---------------|--|--|---------------|---|--------------|-------|---|------|--|--|-----|----------------|--|--|-------------------------|---|-------------|---------------|---|-----|---------|---|------|--|--|-----|
| Districts. | South Wales and Monmouthshire. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(3.) <i>Conditions of Labour</i> :—</p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship</p> <p>(h.) Employment of foreigners</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, or other plant.</p> <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of Association with trade unions generally.</p> <p>(l.) Other causes of dispute</p> | <p>(a.) Taking an average of several years up to the institution of the workmen's holiday, work was carried on, on 280 to 285 days average per annum.</p> <p>(b.) The observance of the Coal Mines Regulation Act, 1887, and the special rules under that Act provides for this. The workmen frequently avail themselves of their power to make a monthly inspection of the collieries.</p> <p>(c.) The Employers' Liability Act applies to all collieries. <i>See also</i> reply to question (1.) Wages (e) (2).</p> <p>(d.) Does not apply.</p> <p>(e.) Does not apply.</p> <p>(f.) The Government statistics for 1890 show approximately :—</p> <table border="0" style="margin-left: 40px;"> <tr> <td colspan="2">Underground :</td> <td></td> </tr> <tr> <td>Boys 12 to 16</td> <td>-</td> <td>10 per cent.</td> </tr> <tr> <td>Males</td> <td>-</td> <td>90 "</td> </tr> <tr> <td></td> <td></td> <td style="border-top: 1px solid black;">100</td> </tr> <tr> <td colspan="2">Above ground :</td> <td></td> </tr> <tr> <td>Boys and girls under 16</td> <td>-</td> <td>5 per cent.</td> </tr> <tr> <td>Girls over 16</td> <td>-</td> <td>8 "</td> </tr> <tr> <td>Males "</td> <td>-</td> <td>92 "</td> </tr> <tr> <td></td> <td></td> <td style="border-top: 1px solid black;">100</td> </tr> </table> <p>(g.) The Coal Mines Regulation Act, 1887, section 49, rule 39, provides for this, and this Association has no reason to doubt that the rule is carried out.</p> <p>(h.) There is no such employment.</p> <p>(i.) Mechanical haulage is the principal direction wherein the saving of labour has been accomplished.</p> <p>(j.) Adequate and efficient, the most modern machinery having been introduced into the district.</p> <p>(k.) All negotiations with the workmen employed have almost invariably been conducted through the workmen's representatives on the Sliding Scale Committee, except in regard to winding enginemen, stokers, and outside fitters, who have separate representatives. The Association is not aware of any case of dismissal of representative delegates. No "black list" is adopted by the employers, but protective measures are used as a counter action to that adopted by the workmen when a colliery is "boycotted" owing to a dispute. Attempts have been, and are being, made, in some parts of the district, by some of the workmen to restrict the employment of any but union men.</p> <p>(l.) Disputes arise occasionally through workmen filling dirty coal.</p> | Underground : | | | Boys 12 to 16 | - | 10 per cent. | Males | - | 90 " | | | 100 | Above ground : | | | Boys and girls under 16 | - | 5 per cent. | Girls over 16 | - | 8 " | Males " | - | 92 " | | | 100 |
| Underground : | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Boys 12 to 16 | - | 10 per cent. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Males | - | 90 " | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 100 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Above ground : | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Boys and girls under 16 | - | 5 per cent. | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Girls over 16 | - | 8 " | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Males " | - | 92 " | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 100 | | | | | | | | | | | | | | | | | | | | | | | | | | |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

303.

Northumberland Coal Owners' Association.

County of Northumberland.

In times of good trade the collieries work full time, but in times of depression they are frequently idle for want of orders.

The Coal Mines Regulation Act provides for the daily examination of mines by persons appointed for the purpose, and the collieries are under the supervision of H.M.'s Inspectors of Mines. The workmen occasionally exercise the power given them by the above Act.

In cases of certain accidents occurring underground and causing temporary disablement it is usual for the owners to pay what is termed smart money at the rate of 5s. per man and 2s. per boy per week for varying periods according to the custom of the individual colliery. If in the case of any accident the employer is liable under the Employers' Liability Act, the workmen have their legal remedy. In most of such cases a settlement is arranged by negotiations cases are very rarely brought into court.

Does not apply.

Does not apply.

The members of the Association employ an aggregate number of 21,242 men and boys over 16 years and 2,386 boys under 16. No women are employed at collieries in this county.

Under the Coal Mines Regulation Act no person is allowed to work alone as a coal getter in the face of the workings until he has had two years' experience of such work under the supervision of skilled workmen, or unless he shall have been previously employed for two years in or about the face of the workings of a mine.

Does not apply.

Does not apply.

Does not apply.

Representative delegates are not treated differently from any other workmen. The relations of the Association with the workmen's association are in general satisfactory.

ROYAL COMMISSION ON LABOUR:
 CONDITIONS OF LABOUR.
 MINING AND QUARRYING—*continued.*

304.

305.

| ASSOCIATION - - - - { | Cannock Chase Coal Owners' Association. | South Staffordshire and East Worcestershire Coal Masters' Association. | | | | | | | | | | | | |
|---|--|--|-------|---|-------|---------------|---|---|-----|--|--|--|-------|---|
| District - - - - - | Cannock, Stafford, | South Staffordshire and East Worcestershire. | | | | | | | | | | | | |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> | | | | | | | | | | | | | | |
| <p>(3.) <i>Conditions of Labour</i> :— (a.) Irregularity of employment through seasonal or other causes.</p> | <p>The coals of this district being principally used for household consumption for three months of the year the pits seldom draw more than three days per week.</p> | <p>(a.) Not seasonal, coal being principally consumed for manufacturing purposes. Depends upon trade fluctuations.</p> | | | | | | | | | | | | |
| <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> | <p>The number of fatal accidents at the associated collieries for the last 10 years up to the end of 1890 are :—</p> <table border="0"> <tr> <td>Surface</td> <td>-</td> <td>-</td> <td>14</td> </tr> <tr> <td>Underground</td> <td>-</td> <td>-</td> <td>67</td> </tr> <tr> <td></td> <td></td> <td></td> <td style="border-top: 1px solid black;">81</td> </tr> </table> | Surface | - | - | 14 | Underground | - | - | 67 | | | | 81 | <p>(b.) To the satisfaction of Her Majesty's Inspector.</p> |
| Surface | - | - | 14 | | | | | | | | | | | |
| Underground | - | - | 67 | | | | | | | | | | | |
| | | | 81 | | | | | | | | | | | |
| <p>(c.) Compensation for accidents</p> | <p>At most of the collieries there is a sick club, and at some also an accident club, which deals with cases of accident or sickness. There is also at some collieries a mutual insurance scheme, to which both masters and men contribute, which provides for accidents, both fatal and otherwise.</p> | <p>(c.) Accident pay.</p> | | | | | | | | | | | | |
| <p>(d.) Sub-division of labour as between different trades.</p> | <p>Does not apply.</p> | <p>(d.) —</p> | | | | | | | | | | | | |
| <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> | <p>Does not apply.</p> | <p>(e.) —</p> | | | | | | | | | | | | |
| <p>(f.) Distribution of labour as between men, women, and children.</p> | <p>The members of the Association employ—</p> <table border="0"> <tr> <td>Boys and men</td> <td>-</td> <td>-</td> <td>7,851</td> </tr> <tr> <td>Boys under 16</td> <td>-</td> <td>-</td> <td>606</td> </tr> <tr> <td></td> <td></td> <td></td> <td style="border-top: 1px solid black; border-bottom: 3px double black;">7,957</td> </tr> </table> | Boys and men | - | - | 7,851 | Boys under 16 | - | - | 606 | | | | 7,957 | <p>(f.) —</p> |
| Boys and men | - | - | 7,851 | | | | | | | | | | | |
| Boys under 16 | - | - | 606 | | | | | | | | | | | |
| | | | 7,957 | | | | | | | | | | | |
| <p>(g.) Apprenticeship</p> | <p>Section 49, Rule 89, of the Coal Mines Regulation Act, 1887, provides that no person not now employed as a coal or ironstone getter shall be allowed to work alone as a coal or ironstone getter in the face of the workings until he has had two years' experience of such work under the supervision of skilled workmen, or unless he shall have been previously employed for two years in or about the face of the workings of a mine.</p> | <p>(g.) None.</p> | | | | | | | | | | | | |
| <p>(h.) Employment of foreigners</p> | <p>Does not apply.</p> | <p>(h.) None.</p> | | | | | | | | | | | | |
| <p>(i.) Introduction of labour-saving machinery.</p> | <p>Ditto.</p> | <p>(i.) —</p> | | | | | | | | | | | | |
| <p>(j.) Supply and quality of materials, machinery, or other plant.</p> | <p>Ditto.</p> | <p>(j.) —</p> | | | | | | | | | | | | |
| <p>(k.) Dismissal of representative delegates; refusal of unionists to work with non-unionists; use of black list; mutual relations of Association with trade unions generally.</p> | <p>Cases have recently been reported of men belonging to the Union refusing to descend and ascend the mine in the same cage as non-unionists. Unionists are treated by employers in the same manner as those who are non-unionists, and taken together, the mutual relations between Association and the Miners' Union are satisfactory.</p> | <p>(k.) Does not apply to our district.</p> | | | | | | | | | | | | |
| <p>(l.) Other causes of dispute</p> | <p>—</p> | <p>(l.) —</p> | | | | | | | | | | | | |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—continued.

306.

307.

| West Yorkshire Coal Owners' Association. | South Yorkshire Coal Owners' Association. |
|--|---|
| West Yorkshire. | South Yorkshire. |
| <p>More regular as a rule during the winter months than the summer months, owing to the lessened demand during the latter for house coal.</p> <p>Regulated by the Coal Mines Regulation Act, 1887.</p> <p>There is usually an accident fund at each colliery, which gives varying assistance in case of accidents.</p> <p>Does not apply.</p> <p>Does not apply.</p> <p>No women employed; and have no statistics as to boys, who are generally employed in light work on the surface and as pony drivers underground.</p> <p>No apprentices; but the necessary experience of coal getters is now provided for by section 49 (Rule 39) of the Coal Mines Regulation Act, 1887.</p> <p>No restriction, but very rare.</p> <p>Coal-cutting machinery and boring machines in a few cases; also haulage by machinery.</p> <p>The requisite tools are provided by the colliery owners.</p> <p>Representative delegates are treated the same as any other workmen. The members of the Miners' Association in many instances refuse to descend or ascend the mine with men who are not members of that Association, and demand that such persons shall descend and ascend in cages by themselves. The relations of the Association with the Workmen's Association are in general satisfactory, and would be more so if the workmen would always act in accordance with the decision of their executive and the arrangements made between them and the Owners' Association.</p> <p>Demands for alterations in rates of wages and methods of working.</p> | <p>In times of bad trade the season of the year affects employment; in good trade not.</p> <p>These matters are regulated by the Coal Mines Regulation Act, 1887 and the Special Rules in force in the district.</p> <p>In some cases the Yorkshire Miners' Permanent Relief Fund gives compensation. In other cases the local colliery accident fund or sick clubs give compensation. In others no special provision is made.</p> <p>Does not apply.</p> <p>Does not apply.</p> <p>No women are employed. Have no statistics as to boys, who are mainly employed in assisting in light work on the surface and as pony drivers underground.</p> <p>No apprentices as a rule; but the necessary experience of coal getters is now provided for by section 49 (Rule 39) of the Coal Mines Regulation Act, 1887. In practice every collier has a trammer under him, who in that way gains experience.</p> <p>No restriction, but very rare.</p> <p>Coal-cutting machinery and boring machines in a few cases; also haulage by machinery.</p> <p>All machinery and plant is of course provided by the mine owner. The requisite tools for use in work are as a rule provided by the collier.</p> <p>Representative delegates are treated the same as any other workmen. The members of the Miners' Association in many instances refuse to descend or ascend the mine with men who are not members of that Association, and demand that such persons shall descend and ascend in cages by themselves. The relations of the Association with the workmen's associations are in general satisfactory.</p> <p>None; except disputes arising out of rise and fall in prices bringing about demands for advance or reduction in wages, or out of local circumstances.</p> |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

308.

| | | | | | | | | | | | | |
|--|---|-----------|------------|-------------------|--------|----------------|--------|----------------|--------|--------------------|------------|--------------------|
| ASSOCIATION - - - | Cleveland Mine Owners' Association. (Iron.) | | | | | | | | | | | |
| District - - - - | Cleveland, North Yorks. | | | | | | | | | | | |
| Representations or information offered for the consideration of the Commission under the following heads— <i>cont.</i> | | | | | | | | | | | | |
| (3.) <i>Conditions of Labour</i> :— | | | | | | | | | | | | |
| (a.) Irregularity of employment through seasonal or other causes. | 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 rational enjoyment. | | | | | | | | | | | |
| (b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces. | The greatest care is taken in these respects. | | | | | | | | | | | |
| (c.) Compensation for accidents | Generally provided for by the societies with which the men are connected. | | | | | | | | | | | |
| (d.) Sub-division of labour as between different trades. | There is only the one business, viz., that of mining. | | | | | | | | | | | |
| (e.) Distribution of labour as between factories, workshops, and homes. | | | | | | | | | | | | |
| (f.) Distribution of labour as between men, women, and children. | The Government Inspector's return for 1890 gives the following figures for the Cleveland Ironstone Mining District :— | | | | | | | | | | | |
| | Under Ground (A). | | | Above Ground (B). | | | | | | Total (A) and (B). | Total (B). | Total (A) and (B). |
| | Male Persons. | | | Ages 13 to 15. | | Ages 15 to 16. | | Ages above 16. | | | | |
| | Ages 13 to 15. | Above 15. | Total (A). | Boys. | Girls. | Boys. | Girls. | Females. | Males. | Total (B). | | |
| | 203 | 5,280 | 5,483 | — | — | 69 | — | — | 1,027 | 1,027 | 6,579 | |
| (g.) Apprenticeship - - | None. | | | | | | | | | | | |
| (h.) Employment of foreigners | None. | | | | | | | | | | | |
| (i.) Introduction of labour-saving machinery. | About 20 per cent. of the ironstone is got by means of drilling machines worked by compressed air and other motive powers. | | | | | | | | | | | |
| (j.) Supply and quality of materials, machinery, or other plant. | These are generally the best obtainable. | | | | | | | | | | | |
| (k.) (1.) Dismissal of representative delegates. (2.) Refusal of unionists to work with non-unionists. (3.) Use of black list. (4.) Mutual relations of Association with trade unions generally. | The employers' and the men's associations have worked amicably together, and no friction has arisen under these heads. | | | | | | | | | | | |
| (l.) Other causes of dispute - | | | | | | | | | | | | |

CONDITIONS OF LABOUR.

MINING AND QUARRYING—*continued.*

309.

310.

| Coal Owners' Association. | Lanarkshire Coal Masters' Association. |
|---|--|
| Fife, Clackmannan, and Kinross Counties. | Lanarkshire. |
| <p>Work on the whole is pretty regular. When the Baltic ports are closed with ice, demand is slack and the colliers have occasional idle days.</p> <p>By employers. Every precaution is taken to prevent accidents, and the miners also generally appoint two or three members to inspect each colliery and report. The Government Inspector's report is referred to, proving thorough and systematic inspection. Miners carry tallow lamps to their working places, or safety lamps when required. The mines are usually lighted by paraffin lamps at pit bottom. No special sanitation is necessary. Ventilation is thoroughly attended to.</p> <p>No provision made except under the Employers' Liability Act, but the employers have on several occasions suggested to the workmen to form a mutual fund.</p> <p style="text-align: center;">Is not applicable to this Association.</p> <p style="text-align: center;">Ditto.</p> <p>Men and boys above 12 only employed below ground. Boys under 12 prohibited below ground. Few women and girls employed at pit head for screening and picking the coal.</p> <p>No apprentices below ground. According to Mines Act no person allowed to be employed in a working place before he has assisted a skilled workmen for two years.</p> <p style="text-align: center;">None employed.</p> <p>To a large extent mechanical haulage is used, and at some collieries there are coal-cutting machines, and miners now generally use improved boring tools, and perform more of the work by blasting than formerly.</p> <p>Working tools are provided by the miners, except in the case of safety lamps, which are furnished by the employers, but very few are needed at the associated collieries. Employers supply machinery and plant.</p> <p>No distinction made by employers between unionists and non-unionists. Delegates are treated as other workmen. There have been cases of unionists refusing to work with non-unionists. (4) Harmonious.</p> <p>Occasionally disputes arise as to improper filling of coals, but these have not been difficult of adjustment.</p> | <p>Work seldom effected through seasonal causes. Accidents, scarcity of orders and waggons occasionally cause idle time.</p> <p>According to the Annual Reports of 1890 of H.M. Inspectors of Mines in Scotland, there was one life lost for every 638 persons employed in and about coal mines, and 194,228 tons coal raised for every life lost, against one life lost for every 528 persons employed, and 167,763 tons coal raised in coal mines in Great Britain and Ireland. Mines are chiefly lighted at pit bottom by paraffin oil lamps, except in a few cases where they are lighted by gas or electric light. The working places are lighted by hand-lamps (naked or safety) carried by the workmen. Sanitation receives no special attention underground, except provision being made for the thorough ventilation of the workings. As a result of the better ventilation of mines and better housing, the occupation of miners is much healthier than formerly, and it is believed to be now one of the healthiest occupations. According to the Mines Regulation Act, the working places have to be inspected before the commencement of the shift, and once during the shift.</p> <p>No provision made for compensation for accidents, except under the Employers' Liability Act (1880).</p> <p style="text-align: center;">None.</p> <p style="text-align: center;">None.</p> <p>Employment of women and of boys under 12 prohibited underground; a few women and girls employed above ground for coal cleaning and light work. Employment of boys under 12 also prohibited above ground.</p> <p>According to the Mines Regulation Act, no person is allowed to work alone as a coal getter until he has had two years' experience of such work under the supervision of skilled workmen.</p> <p style="text-align: center;">None.</p> <p>Mechanical haulage extensively used, and coal-cutting machinery used to small extent, but neither have materially affected the labour market.</p> <p>Miners provide their own tools. Where safety lamps are used, these are supplied by the employers, and, as a rule, a small charge is made for maintenance and oil used. Machinery and plant provided by employers.</p> <p>Not aware of dismissal of representative delegates. Occasionally unionists have refused to work with non-unionists and demanded their dismissal. Have no black list except to the extent of Rule VII. (see tabulation of rules). Generally our Association does not recognise the workmen's unions.</p> <p>In times of agitation individual workmen working more days or putting out more coal than the union fixes often a cause of dispute.</p> |

CONDITIONS OF LABOUR.

SHIPBUILDING, &c.

311.

312.

| ASSOCIATION - - - | Tees and Hartlepool Shipbuilders' Association. | Wear Shipbuilders' Association. |
|--|---|---|
| District - - - | Stockton-on-Tees and the Hartlepoons (for all wages questions) amalgamated with Tyne and Wear Associations on all questions relating to employment of Members of Boiler-Makers and Iron Shipbuilders' Society. | The River Wear, at Sunderland. |
| <p>Representations or information offered to the consideration of the Commission under the following heads--cont.</p> <p>(3.) <i>Conditions of Labour</i> :—</p> <p>(a.) Irregularity of employment through seasonal or other causes.</p> <p>(b.) Safety of employment, and the lighting, sanitation, and inspection of workplaces.</p> <p>(c.) Compensation for accidents</p> <p>(d.) Sub-division of labour as between different trades.</p> <p>(e.) Distribution of labour as between factories, workshops, and homes.</p> <p>(f.) Distribution of labour as between men, women, and children.</p> <p>(g.) Apprenticeship - - -</p> <p>(h.) Employment of foreigners</p> <p>(i.) Introduction of labour-saving machinery.</p> <p>(j.) Supply and quality of materials, machinery, or other plant.</p> <p>(k.) (1.) Dismissal of representative delegates. (2.) Refusal of unionists to work with non-unionists. (3.) Use of black list. (4.) Mutual relations of Association with trade unions generally.</p> <p>(l.) Other causes of dispute</p> | <p>Bad weather, which causes stoppage of outside work; occasional stoppages from want of deliveries of material.</p> <p>No unsanitary conditions. Every precaution taken for the safety of the workmen. Inspection of workplaces under the Factories Act.</p> <p>Under Employers' Liability Act.</p> <p>Construction and repairing of vessels carried on by the following:—Platers, riveters, caulkers, drillers, smiths, fitters, carpenters, joiners, sparmakers, painters, sailmakers, riggers, and plumbers, aided by unskilled labourers.</p> <p>All done on builders premises.</p> <p>Women employed only in upholstery work. No boys under 13 employed.</p> <p>Apprentices to the various trades—five to seven years, according to the requirements of their trade societies.</p> <p>None.</p> <p>Though largely introduced, owing to the prevalence of piece-work, this has mostly tended to the advantage of employed rather than of the employer.</p> <p>(This is not understood.)</p> <p>No dismissal of delegates. Unionists refuse to work with non-unionists, and with <i>very few exceptions</i> all tradesmen in the respective yards are members of unions. No black list in use except by workmen's societies. Relations with various trade unions friendly.</p> <p>Demands for reductions or advances on either side. Refusal of workmen to abide by decisions of their executives, when such decisions considered to be unfavourable to themselves, though these generally are settled by conciliation. Unreasonable demands for "subsistence money" or advances between pays against wages earned.</p> | <p>Majority of shipyards are quite open, and work is liable to be stopped from time to time if weather bad.</p> <p>Work is almost entirely by daylight, and a great part of it in open air.</p> <p>Not recognised.</p> <p>Arranged through medium of conciliation board, e.g., recently between shipwrights and joiners, whose work often overlaps.</p> <p>All work is done in yards and shops attached thereto.</p> <p>75 per cent. or more adult men. 25 per cent. boys and youths.</p> <p>None by indenture.</p> <p>Scarcely any employed. The men's societies see to this on behalf of their members.</p> <p>Extensively employed, and on the increase.</p> <p>Of the best possible description for the purposes of the trade.</p> <p>Harmonious on the whole.</p> <p>Petty disputes in several yards as to price for odd work were of frequent occurrence, but same are nearly always settled by employers without being brought to the notice of the Association.</p> |

CONDITIONS OF LABOUR.

SHIPBUILDING, &c.

| 313. East of Scotland Association of Engineers and Ironfounders. | 314. The National Federation of Shipbuilders and Engineers. | 315. Belfast Employers' Association (Shipbuilding, Engineering, Machine Making, and Ironfounding). |
|--|---|--|
| Firth of Forth, Fife, and the South-Eastern Counties of Scotland. | North of England, Scotland, and Belfast. | Belfast. |
| <p>Under Government inspection.</p> <p>The Association has nothing to do with the matter of compensation; it is a matter which is dealt with by individual employers.</p> <p>Five to seven years.</p> <p>Individual members of the Association have suffered considerable loss and annoyance by the iron workers in shipyards and the boilermakers insisting on the number of apprentices being kept down to one for every five journeymen employed by such individual members. The workmen persistently refuse to work alongside of any non-unionist.</p> | <p>Outside work is interfered with to some extent by the weather.</p> <p>Under control of Factory Inspector.</p> <p>Generally in accordance with Employers' Liability Act.</p> <p>Considerable loss and great interference with work due to strikes, owing to disputes between different trades claiming each others 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.</p> <p>Does not apply.</p> <p>Does not apply.</p> <p>Varies from four to seven years. Many of the trade unions seek to limit the number of apprentices.</p> <p>Very exceptional.</p> <p>Necessarily on the increase.</p> <p>(1.) No case known. (2.) In most cases unionists do refuse. (3.) When a trade is on strike the other employers are made aware of it. (4.) Good.</p> <p>The causes of disputes are so numerous, and at times so trivial, that it is impossible to specify them.</p> | <p>Inside work regular; outside work in ship building yards somewhat interfered with by the weather.</p> <p>According to Factory Act.</p> <p>According to Employers' Liability Act.</p> <p>Disputes have occurred between different trades claiming the same work as their own, thereby causing great loss to employer.</p> <p>Does not apply.</p> <p>Does not apply.</p> <p>Varies from four to seven years. Trade unions interfere as to the number of apprentices.</p> <p>Hardly any.</p> <p>Introduced wherever it is practicable.</p> <p>In most trades this Association has relations with delegates of the trade unions, to which it does not object. Do not know of any man being dismissed for being a delegate.</p> <p>Impossible to specify; causes of dispute being often very trifling.</p> |

GROUP A.

ASSOCIATIONS OF EMPLOYERS.

STRIKES AND LOCK-OUTS.

STRIKES AND LOCK-OUTS:

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES.

288.

289.

| EMPLOYERS' ASSOCIATION | West Cumberland Ironmasters' Association. | Wear Engine-Builders' Association. |
|---|---|--|
| District | West Cumberland. | Sunderland. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs</i> :—</p> <p>(1.) Number of strikes and lock-outs in connexion with Association in each of the 10 years 1881–1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of workpeople employed by members of Association directly engaged in each dispute.</p> <p>(d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of Association towards dispute.</p> <p>(f.) Mode of settlement</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by Association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute.</p> | <p>5 since 1887. Association formed in 1887.</p> <p>—</p> <p>—</p> <p>3 in 1888. 1 in 1889. 1 in 1890.</p> <p>—</p> <p>Not sufficient data in the possession of the Association to answer this question.</p> <p>Do. do.</p> <p>Do. do.</p> <p>endeavoured to settle as quickly as possible. Joint committee of masters and men investigating and advising in first instance.</p> <p>The disputes have seldom influenced wages, but as the result the cost of production has been increased. No disbursements made by the Association on account of strikes. Loss to the firms has not been ascertained, but is believed to be large. Loss by damping each furnace to stop for strike and lock-out is estimated at 100l.</p> | <p>2 strikes, and 2 partial discharges.</p> <p>Association formed in 1888.</p> <p>—</p> <p>(1.) Strike June 1883 to December 1885. (2.) „ March 15th to 26th, 1890. (3.) Partial discharge, June 1891. (4.) „ „ November 1891.</p> <p>(1.) Demand by Amalgamated Engineers to restrict number of apprentices, &c.— (2.) To shorten hours of labour from 54 to 53 hours per week.</p> <p>—</p> <p>Withstood the men's demands, and when they could not settle matter in any other way, imported hands from other centres of industry. " (1.) Men withdrew demands.</p> <p>—</p> <p>No information of reliable character can be given.</p> |

STRIKES AND LOCK-OUTS.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES—*continued.*

293.

294.

| EMPLOYERS' ASSOCIATION { | South Staffordshire Ironmasters' Association. | The North of England Iron and Steel Manufacturers' Association. |
|---|---|--|
| District - - - - - { | South Staffordshire and East Worcestershire. | The County of Durham and the North Riding of the County of York. |
| <p>representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs</i> —</p> <p>(1.) Number of strikes and lock-outs in connexion with Association in each of the 10 years 1881-1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of workpeople employed by members of Association directly engaged in each dispute.</p> <p>(d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of Association towards dispute.</p> <p>(f.) Mode of settlement.</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by Association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute.</p> | <p>None. 1 riot in 1883.</p> <p>Since the establishment of the Wages Board in 1876 disputes have been less frequent, and have always been settled amicably.</p> <p>—</p> <p>The riot of 1883 is the only event which can be referred to in any way as a strike. July 3, 1883, and continued more or less for 4 weeks.</p> <p>Reduction of wages. Several of the operatives who were not members of the Wages Board were disappointed by the action of the Board, but this was speedily overcome by the influence of the operatives who were members, and the firm attitude of the employers.</p> <p>—</p> <p>In case of the riot above referred to this Association, assisted by some firms who were not members, raised a fund for the purpose of subsidising those firms who were attacked.</p> <p>The operatives that came out returned to their work on the same terms as the members of the Wages Board were working at, <i>i.e.</i>, reduction.</p> <p>—</p> <p>Reduction in wages.</p> <p>1,420<i>l.</i> was disbursed as a subsidy. No estimate of loss to firms is possible.</p> | <p>2.</p> <p>Less frequent.</p> <p>—</p> <p>(1.) January 31 to February 4, 1882. (2.) May 1 to May 13, 1882.</p> <p>(1.) At the date of this difficulty wages were regulated by a sliding-scale, but there being great activity in all finished iron works, and consequent demand for labour, an agitation sprang up for a return of 7½ per cent. reduction in wages awarded by Messrs. Williams and Mundella some six years previously. The contention of the men was that this reduction was awarded without regard to the realised selling price of iron, but on account of depression in trade, that now trade was good, they were entitled to have the 7½ per cent. returned to them. The agitation culminated in a general cessation of work.</p> <p>(2.) On April 12 and 15, 1882, Mr. (now Sir) J. W. Pease, M.P., sat as arbitrator on the men's claim for 15 per cent. advance in wages. Dissatisfaction arose owing to delay in issuing the award, which was intensified when the award was actually received. The operatives ceased work and remained out for two weeks. The whole of the workmen employed, except mechanics, labourers, &c.</p> <p>About 15 per cent. of the whole number employed (mechanics, labourers, &c.).</p> <p>—</p> <p>(1.) This was dealt with by the Board of Conciliation, and an advance of 7½ per cent. was conceded. (2.) No action was taken. Employers remained firm; men came back under terms of award.</p> <p>(1.) Advance of 7½ per cent.</p> <p>No compensation was paid by the Association. Impracticable to estimate the loss to the firms occasioned by the above strikes, but the loss in wages to the workmen is estimated at 30,000<i>l.</i> (This applies only to associated firms.)</p> |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING.

296

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|---|--|
| EMPLOYERS' ASSOCIATION { | The Mining Association of Great Britain. |
| District - - - - - { | Derbyshire, Nottinghamshire and Leicestershire, West Yorkshire, South Yorkshire, Cannock Chase, and Tamworth District. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs</i> :—</p> <p>(1.) Number of strikes and lock-outs in connexion with Association in each of the 10 years 1881-1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of workpeople employed by members of Association directly engaged in each dispute.</p> <p>(d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of Association towards dispute.</p> <p>(f.) Mode of settlement</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by Association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute.</p> | <p>1. West and South Yorkshire. General district strikes :—</p> <p>(1.) 1885. (2.) 1888. (3.) 1890. (4.) and (5.) During the current year (1891) there have been strikes at two collieries in the West Yorkshire district.</p> <p>Cannock Chase. } No strike during this period except that which was general throughout the country in March 1890. In the Tamworth district there was a local strike in 1879, and in one or two instances single collieries have been idle for a few days during the settlement of some dispute as to conditions of labour or wages rate. Tamworth. }</p> <p>2. West and South Yorkshire.—Much the same. Cannock Chase. } Less frequent than formerly. Tamworth. }</p> <p>(a.) West and South Yorkshire :—</p> <p>(1.) 1885 (9 weeks). (2.) 1888 (10 days). (3.) 1890 (1 week). (4.) 1891 (17 weeks). (5.) 1891 (11 days).</p> <p>(b.) West and South Yorkshire—</p> <p>(1.) Wages. (2.) Do. (3.) Do.</p> <p>(c.) West and South Yorkshire.—No statistics. Cannock Chase.—The whole of them.</p> <p>(d.) West and South Yorkshire.—Does not apply. Cannock Chase.—Impossible to ascertain accurately.</p> <p>(e.) West and South Yorkshire.—Does not apply. Cannock Chase.—Association acted with the other Associations in the country.</p> <p>(f.) West and South Yorkshire :—</p> <p>(1.) Wages reduced 10 per cent. (2.) Do. advanced 10 per cent. (3.) Do. do. 10 per cent. Cannock Chase.—5 per cent. advance conceded in March 1890, and a further 5 per cent. in the following August.</p> <p>(g.) West and South Yorkshire :—</p> <p>(1.) Reduction. (2.) Advance. (3.) Advance. Cannock Chase :— 1890. Advance. 1891. Do.</p> <p>(h.) Cannock Chase—About 12,000<i>l.</i> in wages.</p> |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING.

299.

| South Lancashire and Cheshire Coal Association. | | |
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| North Lancashire. | Manchester District. | West Lancashire. |
| <p>1. Only one affecting all the collieries in the district; in March 1890, a question affecting colliers' wages; only lasted three days. It occasioned a strike of a few men but was nothing serious.</p> | <p>1. Three strikes.</p> | <p>1. 1881. 1 strike. 1884. 1 do. 1890. 1 stoppage. Other strikes and stoppages have occurred at individual collieries in the West Lancashire district, in one case against the use of "tin-can lamps," and in another against the use of Roburite as an explosive.</p> |
| <p>2. More so. They are of more importance when they arise.</p> | <p>2. No strike from 1866 to 1881.</p> | <p>2. Much the same.</p> |
| <p>(a.) It commenced on the 2nd July 1885 and ended February 5th, 1886, a duration of 32 weeks.</p> | <p>3. (a.) (1.) 1881. (2.) 1884. (3.) 1890.</p> | <p>3. (a.) (1.) 1881. January and February (9 weeks). 1884. August (1 week). 1890. March (1 week).</p> |
| <p>(b.) Notice by the employers for a 10 per cent. reduction.</p> | <p>3. (b.) (First), Liability Act; (second), sympathy with Wigan men; (third), general strike for advance of 13 per cent.</p> | <p>3. (b.) (1.) Advance of wages, and against contracting out of the Employers' Liability Act, and for weekly pays. (2.) Wages. (3.) Advance of wages.</p> |
| <p>(c.) Neutral.</p> | <p>(e.) No Association in Manchester district.</p> | <p>3. (c. & d.) Out of about 80,000 persons employed in the West Lancashire district in 1881, about 25,000 would be thrown out of work by the strike.</p> |
| <p>(f.) By arrangement with the men, sometimes through the Union leaders, sometimes without.</p> | <p>(f.) In the case of the first strike in 1881, when the men in the West Lancashire district returned to work, our men did the same. In the second case 1884, the men accepted a reduction. In the third case 1890, men got 5 per cent. advance in March with promise of another 5 per cent. in August following.</p> | <p>(e.) Employers acted together. Their attitude was friendly, so far as the nature of the dispute allowed. (f.) (1.) Weekly pays were eventually conceded on the understanding that men would work 12 days per fortnight when required. (2.) 10 per cent. reduction in wages. (3.) Advance of 5 per cent. in wages in March, and 5 per cent. in August 1890.</p> |
| <p>(g.) Reduction of 7 per cent. in wages.</p> | <p>(g.) (2.) Reduction. (3.) Advance.</p> | <p>(g.) (1.) No advance. (2.) Reduction. (3.) Advance.</p> |
| <p>(h.) No reliable estimate can be given, but the loss to the Altham Colliery Company, resulting from the 32 weeks' strike, was very considerable.</p> | <p>—</p> | <p>(h.) With reference to the principal strike of 1881, as already stated, the South Lancashire and Cheshire Coal Association takes no part in wages questions, and therefore no disbursements were incurred by the Association. No reliable estimate can be made of the loss to the colliery owners or the workpeople, but it was very considerable. At one of the principal collieries in the West Lancashire district it was calculated that the wages loss sustained by their workpeople during the strike in 1881 was 40,000l. A statement is appended of the loss to employers and employed, in connexion with the same strike, at another and much smaller colliery in the West Lancashire district. (See Appendix No. 22.)</p> |

ROYAL COMMISSION ON LABOUR :
 STRIKES AND LOCK-OUTS.
 MINING AND QUARRYING—*continued.*

301.

302.

| EMPLOYERS' ASSOCIATION { | Durham Coal Owners' Association. | Monmouthshire, South Wales Coal Owners' Association. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|--|------------------------|-------------------|------|----|-----|------|----|----|------|----|-----|------|----|----|------|----|----|------|----|-----|------|----|------|------|----|------|--|
| District - - - - | Durham. | South Wales and Monmouthshire. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs</i> :—</p> <p>(1.) Number of strikes and lock-outs in connexion with Association in each of the 10 years 1881-1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of workpeople employed by members of Association directly engaged in each dispute.</p> <p>(d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of Association towards dispute.</p> <p>(f.) Mode of settlement</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by Association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute.</p> | <p>There have been no general or county strikes of or lock-outs during the period named, but there have been numerous local stoppages of work caused by disputes with workmen. The number of such stoppages reported to the Association during the years 1883 to 1890 is shown below :—</p> <table border="1" data-bbox="609 887 1284 1182"> <thead> <tr> <th>Year.</th> <th>Strikes and Stoppages.</th> <th>No. of Days Lost.</th> </tr> </thead> <tbody> <tr><td>1883</td><td>82</td><td>111</td></tr> <tr><td>1884</td><td>21</td><td>92</td></tr> <tr><td>1885</td><td>19</td><td>172</td></tr> <tr><td>1886</td><td>10</td><td>19</td></tr> <tr><td>1887</td><td>17</td><td>73</td></tr> <tr><td>1888</td><td>32</td><td>62½</td></tr> <tr><td>1889</td><td>37</td><td>109½</td></tr> <tr><td>1890</td><td>86</td><td>354½</td></tr> </tbody> </table> <p>More so.</p> <p>Some of the more important disputes are enumerated in the accompanying table. (<i>See Appendix No. 23.</i>)</p> <p>—</p> <p>---</p> <p>---</p> <p>---</p> <p>---</p> <p>---</p> <p>---</p> <p>---</p> | Year. | Strikes and Stoppages. | No. of Days Lost. | 1883 | 82 | 111 | 1884 | 21 | 92 | 1885 | 19 | 172 | 1886 | 10 | 19 | 1887 | 17 | 73 | 1888 | 32 | 62½ | 1889 | 37 | 109½ | 1890 | 86 | 354½ | <p>There has been no "lock out" or general strike in the district since 1875, though there have been a number of comparatively small strikes at individual collieries, owing to disputes of minor importance. This immunity from general strikes may be attributed to the operation of the sliding-scale system.</p> <p>Strikes have been less frequent since 1875 than previously.</p> <p>See reply to questions 1 and 2.</p> <p>The strikes have generally been of short duration.</p> <p>The cause of the dispute has generally been some detailed matter of a local character.</p> <p>The number of workmen on strike has usually been a small number, and the strike has been confined to the particular colliery affected.</p> <p>It has been a rare exception for any strike to have had the effect of stopping other works.</p> <p>Through the owners' section on the Sliding-Scale Committee the Association has invariably made every effort to secure a friendly settlement.</p> <p>A settlement has generally been effected by a reference to the Sliding-Scale Joint Committee.</p> <p>Sometimes by the withdrawal of the claims by the men, sometimes by a concession by the owners, but in no case by a reduction of wages.</p> <p>The Association has indemnified the owners in accordance with the articles of association.</p> |
| Year. | Strikes and Stoppages. | No. of Days Lost. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1883 | 82 | 111 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1884 | 21 | 92 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1885 | 19 | 172 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1886 | 10 | 19 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1887 | 17 | 73 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1888 | 32 | 62½ | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1889 | 37 | 109½ | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1890 | 86 | 354½ | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STRIKES AND LOCK-OUTS.
MINING AND QUARRYING—*continued.*

| 303. | 304. | 305. |
|--|---|--|
| Northumberland Coal Owners' Association. | Cannock Chase Coal Owners' Association. | South Staffordshire and East Worcestershire Coal Masters' Association. |
| County of Northumberland. | Cannock, Stafford. | South Staffordshire, East Worcestershire. |
| One general strike. | One general strike. | Only one—in 1884. |
| Less frequent. | Less frequent. | — — |
| January 27 to May 24, 1887. | March 15 to March 22, 1890. | 28th June 1884 to 13th October 1884. |
| Refusal of men to submit to a reduction of 12½ per cent. in the case of hewers, and proportionate reduction in some other classes. | Advance of 10 per cent. by men in wages. | Rejection of arbitrator's award of 4th June 1884. |
| 16,077. | The whole of the men. | No statistics, but a large number. |
| 3,710. | Impossible to state accurately. | No statistics, but a large number. |
| Supported the demand for reduction. | Acted with the other Associations in the country. | Adherence to arbitrator's award. |
| Agreement between the Owners' and Workmen's Associations. | 5 per cent. advance in March, and 5 per cent. advance in August 1890. | Workmen returned to work under terms of arbitrator's award. |
| Reduction of 12½ per cent. on hewers wages and proportionate reduction on those of some other classes. | Advance as above. | Reduction of wages. |
| Nothing paid by the Association; each member paid his own costs. | About 12,000 <i>l.</i> in wages. | Special contributions, to assist a few firms in pumping water, &c., of about 750 <i>l.</i> Direct loss from 80,000 <i>l.</i> to 100,000 <i>l.</i> , and indirect loss considerably more. |

STRIKES AND LOCK-OUTS.

MINING AND QUARRYING—*continued.*

306.

307.

| EMPLOYERS' ASSOCIATION - { | West Yorkshire Coal Owners' Association. | South Yorkshire Coal Owners' Association. |
|--|---|---|
| District | West Yorkshire. | South Yorkshire. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs:</i></p> <p>(1.) Number of strikes and lock-outs in connexion with Association in each of the 10 years 1881-1890, and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(3.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads:—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of workpeople employed by members of Association directly engaged in each dispute.</p> <p>(d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not directly been engaged in the dispute.</p> <p>(e.) Attitude of Association towards dispute.</p> <p>(f.) Mode of settlement</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by Association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute.</p> | <p>3 general district strikes.</p> <p>During the current year (1891) there have been strikes at 3 collieries, lasting 17 weeks and 11 days respectively.</p> <p>Much the same.</p> <p>(1.) 1885 (9 weeks). (2.) 1888 (10 days). (3.) 1890 (1 week). (4.) 1891 (17 weeks). (5.) 1891 (11 days).</p> <p>Wages.</p> <p>No statistics.</p> <p>Does not apply.</p> <p>Ditto.</p> <p>Ditto.</p> <p>(1.) Wages reduced 10 per cent. (2.) Wages advanced 10 per cent. (3.) Do. do.</p> <p>—</p> | <p>6 general district strikes.</p> <p>Much the same.</p> <p>(1.) 1881 (1 month). (2.) 1882 (1 week). (3.) 1885 (1 week). (4.) 1885 (9 weeks). (5.) 1888 (10 days). (6.) 1890 (1 week).</p> <p>(1.) Advance of wages. (2.) Do. do. (3.) Do. do. (4.) Reduction of wages. (5.) Advance of wages. (6.) Do. do.</p> <p>No statistics, but nearly all those employed.</p> <p>Does not apply.</p> <p>Ditto.</p> <p>Ditto.</p> <p>(1.) Result nil. (2.) 10 per cent. advance granted. (3.) Result nil. (4.) 10 per cent. advance granted in 1882 taken off. (5.) 10 per cent. granted. (6.) 10 per cent. do.</p> <p>—</p> |

STRIKES AND LOCK-OUTS.
MINING AND QUARRYING—continued.

| 308. Cleveland Mine Owners' Association. (Iron.) | 309. Coal Owners' Association. | 310. Lanarkshire Coal Masters' Association. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|------|---|----|----|----------------|---|-----|------|----------------|---|---|---|-----------|---|----|------|------------|---|-----|-----|-----------------|---|-------|-----|---------------|---|----|------|
| Cleveland, North Yorks. | Fife, Clackmannan and Kinross Counties. | Lanarkshire. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>1. (One mine only.)</p> <p>Less so.</p> <p>1881, January 17 to January 20.</p> <p>The men's dissatisfaction with an umpire's award.</p> <p>370.</p> <p>250.</p> <p>Couciatory interposition.</p> <p>A revision of the award which had led to the dispute.</p> <p>A slight advance of wages.</p> <p>No disbursements by the Association. A loss of about 400<i>l.</i> was occasioned to the individual firm, who did not claim compensation from the Association.</p> | <p>Two.</p> <p>Much the same.</p> <p>(1.) 5 weeks and (2.) 3 weeks.</p> <p>Alteration of wages.</p> <p>Unanimous that trade did not warrant the wage demanded.</p> <p>Correspondence between secretaries of the respective Associations in the first instance, then conferences between employers' and workmen's representatives.</p> | <p>Collieries implicated.</p> <p>February 1887, 1 strike - - - All. 1889, 1 strike - - - 12. May 1887 } June 1887 } 3 strikes - - - 1 each. 1890 } 1886, 1 strike - - - 3. Association formed in 1886.</p> <p>Less so.</p> <p>1886, November (lasted 1 month). 1887, February (" "). 1887, May (lasted 1 week). 1887, June (" "). 1889, September 2 to September 12. 1890, October (lasted 5 days).</p> <p>1886, November: for advance of wages to be attained through restricting men's labour to four days a week. 1887, February: for advance of wages. 1887, May: Because a reduction of wages was intimated, the miners having broken their agreement to keep the pits working 6 days a week. 1887, June: do. do. 1889, September: for advance of wages (although sliding scale in operation). 1890, October: for advance of wages.</p> <p>Association backed and compensated employers.</p> <p>1886, November (3 collieries implicated): at two of the collieries the men resumed work without the advance; at the other the advance was conceded. 1887, February: advance on condition of the men working the pits 6 days per week. 1887, May: Miners returned to work on masters' terms. 1887, June: Miners returned o work on 11 days per fortnight. 1889, September: Advance of 6<i>d.</i> per day conceded. 1890, October: returned to work at the same rate.</p> <p>Compensation paid.</p> <table border="0"> <tr> <td></td> <td style="text-align: right;">£</td> <td style="text-align: right;">s.</td> <td style="text-align: right;">d.</td> </tr> <tr> <td>1886, November</td> <td style="text-align: right;">-</td> <td style="text-align: right;">305</td> <td style="text-align: right;">16 2</td> </tr> <tr> <td>1887, February</td> <td style="text-align: right;">-</td> <td style="text-align: right;">-</td> <td style="text-align: right;">-</td> </tr> <tr> <td>1887, May</td> <td style="text-align: right;">-</td> <td style="text-align: right;">94</td> <td style="text-align: right;">10 5</td> </tr> <tr> <td>1887, June</td> <td style="text-align: right;">-</td> <td style="text-align: right;">120</td> <td style="text-align: right;">0 0</td> </tr> <tr> <td>1889, September</td> <td style="text-align: right;">-</td> <td style="text-align: right;">2,260</td> <td style="text-align: right;">3 9</td> </tr> <tr> <td>1890, October</td> <td style="text-align: right;">-</td> <td style="text-align: right;">58</td> <td style="text-align: right;">16 4</td> </tr> </table> | | £ | s. | d. | 1886, November | - | 305 | 16 2 | 1887, February | - | - | - | 1887, May | - | 94 | 10 5 | 1887, June | - | 120 | 0 0 | 1889, September | - | 2,260 | 3 9 | 1890, October | - | 58 | 16 4 |
| | £ | s. | d. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1886, November | - | 305 | 16 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1887, February | - | - | - | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1887, May | - | 94 | 10 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1887, June | - | 120 | 0 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1889, September | - | 2,260 | 3 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1890, October | - | 58 | 16 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STRIKES AND LOCK-OUTS.

SHIPBUILDING, &C.

311.

312.

| | | |
|--|--|--|
| EMPLOYERS' ASSOCIATION - { | Tees and Hartlepool Shipbuilders' Association. | Wear Shipbuilders' Association. |
| District - { | Stockton-on-Tees and the Hartlepoons (for all wages questions); amalgamated with Tyne and Wear Associations on all questions relating to employment of members of Boiler-Makers and Iron Shipbuilders' Society. | The River Wear, at Sunderland. |
| <p>Representations or information offered for the consideration of the Commission under the following heads—<i>cont.</i></p> <p>(4.) <i>Strikes and Lock-Outs</i> :—</p> <p>(1.) Number of strikes and lock-outs in connexion with Association in each of the 10 years 1881-1890 and in the current year up to date.</p> <p>(2.) Whether more frequent than formerly during that period, or less so.</p> <p>(8.) Enumeration of important disputes, and particulars in regard to each such dispute under the following heads :—</p> <p>(a.) Date of commencement and termination.</p> <p>(b.) Chief immediate causes of each dispute.</p> <p>(c.) Number of workpeople employed by members of Association directly engaged in each dispute.</p> <p>(d.) Number of persons employed in factories or works where dispute occurs, and who have been thrown out of work thereby, but have not been directly engaged in the dispute.</p> <p>(e.) Attitude of Association towards dispute.</p> <p>(f.) Mode of settlement</p> <p>(g.) Advance or reduction of wages or other result of each dispute.</p> <p>(h.) Actual disbursements by Association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute.</p> | <p>(1.) 1881. Strike of platers' helpers; (2.) 1884. Strike of Boiler-makers' Society's members; (3.) 1884. Strike in connexion with the platers and their helpers; (4.) 1885. Strike of Boiler-makers' Society's members; (5.) 1886. Strike of Boiler-makers' Society's members; (6.) 1888. Strike of helpers at Stockton; (7.) 1888. Strike of Boiler-makers' Society's members; (8.) 1889. Strike of Boiler-makers' Society's members at Stockton and Hartlepoons; (9.) 1889. Settlement made with Boiler-makers' Society's members for advance without strike; but work was suspended between Nov. 1st and Nov. 14th; (10.) 1890. Blacksmiths' strike at Stockton; (11.) 1890. Strike of all workmen at Stockton, except members of Boiler-makers' Society and carpenters.</p> <p>Have tended generally in this district to become less so, and settlement of wages disputes more frequently arrived at by conference and conciliation.</p> <p>(1.) June—July, 1881; (2.) Feb.—Mar., 1884; (3.) July, 1884 (about one week); (4.) Jan., 1885, 17 days; (5.) Jan. 18th—March 2nd, 1886; (6.) May, 1888; (7.) June 1st to June 18th, 1888; (8.) Jan. 15th to Feb. 6th, 1889; (9.) Nov. 1st to 14th, 1889; (10.) Feb. 4th to Feb. 10th, 1890; (11.) March 17th to 25th, 1890.</p> <p>(1.) Cause not given; (2.) Reduction of wages; (3.) Difficulty in platers arranging with their helpers amount of further reduction to be taken from their wages, after platers had accepted reduction from employers; (4.) Reduction of wages; (5.) Reduction of wages; (6.) Helpers at Stockton wished to be paid same rates as at Hartlepool; (7.) Advance claimed against offer made by master; (8.) Settlement between joint Associations of Tyne, Wear, and Tees employers' and men's executive council for an advance. The men in this district repudiated such settlement as having been made without their consent; (9.) Refusal of platers' helpers to accept same advance from platers as platers had received from employers; (10.) Advance of wages; (11.) "53 hours question."</p> <p>No details kept up to present time.</p> <p style="text-align: center;">Ditto.</p> <p>(1.) Employers did not interfere; (2.) Reduction accepted; difficulty then followed in Boiler-makers' Society's members arranging with helpers as to amount of reduction to be taken off men; (3.) ———; (4.) Reduction agreed to; (5.) Arrangement; (6.) Settled by platers conceding 1s. per week advance; (7.) Counter offer made by masters ultimately accepted; (8.) Ultimately arranged by conciliation; (9.) Matter ultimately arranged between the two sections after efforts had been put forth by employers to bring about a settlement; (10.) Advance granted; (11.) Demand conceded.</p> <p>(11.) Demand conceded in consequence of Tyne and Wear employers having given way the day previous.</p> <p style="text-align: center;">No particulars kept.</p> <p>(NOTE.—Various other disputes have occurred in the respective yards during the period named, but no particular record has been kept.)</p> | <p>Principal strikes in shipyards :—</p> <p>(1.) Between platers and their helpers.</p> <p>(2.) Ditto.</p> <p>(3.) Ironworkers.</p> <p>(4.) Ditto.</p> <p>(5.) Helpers.</p> <p style="text-align: center;">Less so.</p> <p>(1.) August and September 1881.</p> <p>(2.) March 1884.</p> <p>(3.) July 1884.</p> <p>(4.) January and February 1886.</p> <p>(5.) February 21st to March 4th, 1889.</p> <p>Nearly all shipbuilding strikes are about rises or falls of wages, but an important class is named above, i.e., between platers and their helpers.</p> <p>The growing tendency appears to be that 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.</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p>This Association has always used every endeavour to settle disputes amicably. In most instances it has succeeded without any necessity of appeal to a third party.</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> <p style="text-align: center;">—</p> |

GROUP A.

ASSOCIATIONS OF EMPLOYERS.

GENERAL QUESTIONS.

GENERAL QUESTIONS.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES.

288.

289.

| EMPLOYERS' ASSOCIATION { | West Cumberland Iron Masters' Association. | Wear Engine Builders' Association. |
|---|---|---|
| District - - - - - { | West Cumberland. | Sunderland. |
| (1.) System existing in connexion with Association providing for conciliation, arbitration, sliding scales, or other means of preventing or arranging trade disputes. | Yes. See (4) Strikes and Lock-outs (f), and copy of sliding-scale (see Appendix No. 5). | None. Some attempt was made in March 1890 to get the engineers to join in forming a Conciliation Board, but the men could not come to any agreement amongst themselves, from what cause is not known. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade, and results. | None. | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade; and results as to remuneration and other conditions of employment. | None. | — |
| (4.) Request for copies of resolutions passed by Association during last two years recommending alterations in the laws affecting labour. | None passed | — |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected, and published by Government. | None. | — |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | Boards of Conciliation, with power to enforce their decisions. | Only arbitration or conciliation. But means to make awards legally binding on societies who are parties thereto is evidently needed. |
| (7.) Other statements or suggestions for the information of the Commission. | — | — |

GENERAL QUESTIONS.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES.

| 290. | 291. | 292. |
|--|---|---|
| Iron Trades' Employers' Association (General). | Iron Trades Employers' Association (Cardiff Branch) | Iron Trades' Employers' Association (Tyneside Branch). |
| All over England. | Cardiff, Penarth, and Barry. | The North and South Banks of the Tyne, from the sea 10 miles inland. |
| None beyond the means previously stated ; but some of our districts have standing boards of employers and employed, who meet to try and settle disputes. | None. | None. |
| Not as far as we know. | None. | None. |
| In some districts both the Government and the local authorities are large employers of labour. Where this is the case, the tendency is sometimes for wages to rise unduly, the action of the ordinary laws of political economy being sometimes biased by parties seeking municipal or parliamentary positions. But this is only the case in some places. Dockyards and factories appear, from recent returns, to be somewhat below the standard. | None. | The Government dockyards and arsenals. |
| — | Have none. | None been passed. |
| — | None. | None. |
| By compromise, arbitration, or amicable conference and in some cases by the men having accepted the masters' conditions. 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. | Conciliation Boards of equal numbers of employers and employed. | Improvement of the law for due protection of non-unionists is much needed. It is utterly inefficient at present. As to picketing and intimidation, moral as well as physical, it would further be beneficial to the interests of both employer and employees if, when arbitration has been entered into by mutual consent for the settlement of a dispute, means could be found for making the award of such arbitration legally binding. |
| Strikes would be fewer if, before the strikes were 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 interest 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. | — | — |

GENERAL QUESTIONS.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES—*continued.*

293.

294.

| | | |
|---|---|--|
| EMPLOYERS' ASSOCIATION { | South Staffordshire Iron Masters' Association. | The North of England Iron and Steel Manufacturers' Association. |
| District - - - - - { | South Staffordshire and East Worcestershire. | The County of Durham and the North Riding of the County of York. |
| (1.) System existing in connexion with Association providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | The Midland Iron and Steel Wages Board, which also extends its influence to Shropshire, North Staffordshire, Lancashire, Derbyshire, and South Yorkshire, as well as South Staffordshire and East Worcester. It is organised as shown in the report of the Board for 1890. | Yes. All disputes are submitted to and settled by the Board of Conciliation and Arbitration for the Manufactured Iron and Steel Trade of the North of England. Sliding-scales have been in general use; the present one has been in force 2½ years, and is subject to 3 months' notice on either side. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade, and results. | None. | Not within the last 15 years. |
| (3.) Employment by Government, or local authorities, of labour in the trade; and results as to remuneration and other conditions of employment. | None. | Not to any extent. |
| (4.) Request for copies of resolutions passed by Association during last two years recommending alterations in the laws affecting labour | None have been passed. | None passed. |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected, and published by Government. | None. | None. |
| (6.) Suggested means of avoiding or arranging strikes, and procuring cordial relations between capital and labour. | From the experience derived from the Midland Iron and Steel Wages Board, which has now been in existence for about 16 years, during which no strike in the trade took place, the rioting of operatives who were not members of the Board having been suppressed by the influence of the Board, I can suggest no better means than properly constituted wages boards, as they not only settle the disputes, but promote mutual respect and good understanding. | Conciliation and arbitration, as carried out by the Board of Conciliation and Arbitration for the Manufactured Iron and Steel Trades of the North of England. |
| (7.) Other statements or suggestions for the information of the Commission. | — | None. |

GENERAL QUESTIONS.

ENGINEERING, IRON AND STEEL, AND GENERAL METAL TRADES—*continued.*

| 295. | 296. | 297. |
|---|--|---|
| Cleveland Iron Masters' Association. | The Galvanized Iron Trade Association. | The Scotch Iron Manufacturers' Association. |
| The whole of the County of Durham and the North Riding of Yorkshire (Cleveland). | Great Britain. | Lanarkshire, N.B. |
| A joint committee exists (<i>see</i> Answer 4 to "Introductory" questions), and a sliding-scale is also in existence (<i>see</i> Appendix No. 6). | None. | Arbitration. |
| None of which this Association has any knowledge. | None. | None. |
| They are not employers. | None. | None. |
| None passed. | None passed. | None to send. |
| The various Iron Trade Associations seem to publish ample statistics. | None. | That a better sub-division should be made of the various classes of car manufactures in the Board of Trade returns. |
| We do not think any legislative interference will improve the existing relations. | None. | Arbitration. |
| None. | None. | None. |

GENERAL QUESTIONS.

MINING AND QUARRYING.

298.

| EMPLOYERS' ASSOCIATION | The Mining Association of Great Britain. | |
|--|--|---|
| District | Derbyshire, Nottinghamshire and Leicestershire, West Yorkshire, South Yorkshire, Cannock Chase, and Tamworth District. | North Lancashire. |
| <p>(1.) System existing in connexion with Association providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes.</p> | <p>1. West Yorkshire.—There are the joint committees composed of representatives of the masters and workmen before referred to. A sliding-scale was in force two years. It was terminated in March 1881, owing to the workmen being dissatisfied with it. No strikes occurred during its existence, and it worked to the satisfaction of the coal owners. The scale regulated wages in proportion to selling prices.</p> <p>South Yorkshire.—There is no sliding-scale. (See Answer No. 5, Introductory, page 370.)</p> <p>Cannock Chase.—No sliding scale at present. (See Answer 1, Wages (a).)</p> <p>Tamworth.—A sliding-scale was arranged and accepted by the workmen, but they declined to abide by it on the first occasion of its coming into operation, when it involved a reduction in wages.</p> | <p>1. No. After the strike of 1885 the Altham Colliery Company had a sliding-scale in operation, which lasted until the men gave notice to terminate it in the year 1888. It was then terminated and has not been in force since.</p> |
| <p>(2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade, and results.</p> | <p>2. None.</p> | <p>2. None.</p> |
| <p>(3.) Employment by Government, or local authorities, of labour in the trade; and results as to remuneration and other conditions of employment.</p> | <p>3. None.</p> | <p>3. None.</p> |
| <p>(4.) Request for copies of resolutions passed by Association during last two years recommending alterations in the laws affecting labour.</p> | <p>4. None.</p> | <p>4. No such resolutions have been passed. The coal owners are opposed to the mines (eight hours) movement.</p> |
| <p>(5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected, and published by Government.</p> | <p>5. None.</p> | <p>5. 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 has upon day-wagemen, both underground and surface.</p> |
| <p>(6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour.</p> | <p>6. South Yorkshire.—An equitable sliding-scale arranged on a fair basis provides the best method for avoiding strikes.</p> <p>Cannock Chase.—Association 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.</p> | <p>6. None, except the cultivation of friendly relations with the Union leaders, who, however, are not able always to control their constituents. We have no faith in our district 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.</p> |
| <p>(7.) Other statements or suggestions for the information of the Commission.</p> | <p>7. None. Boat sale weight.</p> | <p>7. It is unreasonable that whilst boys may work in factories at 11, they may not work on the surface at mines until 12. The work at collieries is healthier than in factories, and the same regulation as to age should apply to both industries.</p> |

GENERAL QUESTIONS.

MINING AND QUARRYING.

299.

South Lancashire and Cheshire Coal Association.

| Manchester District. | West Lancashire. | Ashton-under-Lyne. |
|---|--|---|
| <p>1. The men usually send a deputation of some of their own number to see the manager. The matter is discussed, and if there is any real grievance it is generally put right.</p> | <p style="text-align: center;">••</p> <p>1. Efforts have been made at various times during the 10 years to arrange a sliding-scale to regulate miners' wages, and numerous meetings have taken place during the time named between the representatives of the colliery proprietors and the miners, but no basis for a sliding-scale agreement has been arrived at.</p> <p>These meetings were convened by the West Lancashire Coal Association, which is an association of coal owners, formed for the purpose of considering wages questions in the West Lancashire district.</p> <p>Meetings of this Association are called when the demand arises for an advance or reduction in miners' wages, and are sometimes held only at long intervals. The Association is supported by calls, which are made as the necessity arises at such meetings.</p> <p>A statement is submitted herewith, giving a condensed account of the negotiations which have taken place with the object of establishing a sliding-scale. (See Appendix No. 9.)</p> | <p>None.</p> |
| <p>2. None.</p> | <p>2. None.</p> | <p>None.</p> |
| <p>3. None.</p> | <p>3. None.</p> | <p>None.</p> |
| <p>—</p> | <p>4. There have been none; but the South Lancashire and Cheshire Coal Association were strongly opposed to the Mines (Eight Hours) Bill introduced in the last Session of Parliament, being of opinion that eight hours from bank to bank is altogether impracticable.</p> | <p>There are none.</p> |
| <p>—</p> | <p>5. An authoritative record of the hours actually spent in the pit, and worked in the face is the great want at the present moment, and it is rather for the employers than for the Government to provide this.</p> <p>It is difficult to ascertain from H.M. Inspector's Report for the West Lancashire District the number of tons of coal raised, or the number of persons employed except for the current year, as for the other years the figures for West Lancashire and North Wales are put together.</p> | <p>—</p> |
| <p>6. We have no better method to suggest than that the management should meet the men fairly and honestly, and should honourably carry out their arrangements with them.</p> <p>A Government Court of Arbitration.</p> | <p>6. A sliding-scale (provided a proper and fair basis could be agreed upon), and a Board of Conciliation consisting of representatives of employers and men, with an independent chairman, to see that the sliding-scale is carried out properly, and to arrange any minor matters of difference.</p> | <p>We find that seeing our men and discussing with them is enough; our relations are quite cordial.</p> |
| <p>—</p> | <p>7. None.</p> | <p>—</p> |

GENERAL QUESTIONS*
MINING AND QUARRYING—continued.
 301.

| EMPLOYERS' ASSOCIATION | Durham Coal Owners' Association. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| District | Durham. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (1.) System existing in connexion with Association providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | <p>The joint committees previously referred to are arbitration boards for the settlement of local questions; copies of the rules for these committees are submitted herewith (<i>see</i> tabulation of rules). In general questions, when the owners' and workmen's associations have been unable to agree, the matters in dispute have frequently been referred to arbitration. The following arbitrations have taken place:—</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Date.</th> <th style="text-align: center;">Class of Workmen affected.</th> <th style="text-align: center;">Subject-matter of Arbitration.</th> <th style="text-align: center;">Name of Umpire.</th> <th colspan="2" style="text-align: center;">Sliding-scales have been arranged for fixing the rates of wages according to the ascertained average price of coal. Copies of these are submitted herewith:—</th> </tr> <tr> <th colspan="4"></th> <th style="text-align: center;">Date of Commencement.</th> <th style="text-align: center;">Date of Termination.</th> </tr> </thead> <tbody> <tr> <td>1874, October</td> <td>Miners</td> <td>Reduction of wages</td> <td>Russell Garney.</td> <td></td> <td></td> </tr> <tr> <td>1875, April</td> <td>Do.</td> <td>Do. do.</td> <td>W. E. Forster.</td> <td></td> <td></td> </tr> <tr> <td>1876, January</td> <td>Do.</td> <td>Do. do.</td> <td>C. H. Hopwood.</td> <td></td> <td></td> </tr> <tr> <td>1876, August</td> <td>Do.</td> <td>Do. do.</td> <td>G. Shaw-Lefevre.</td> <td></td> <td></td> </tr> <tr> <td>1878, April</td> <td>Do.</td> <td>Working hours</td> <td>E. J. Meyneil.</td> <td></td> <td></td> </tr> <tr> <td>1879, May</td> <td>Do.</td> <td>Reduction of wages</td> <td>T. Bradshaw.</td> <td></td> <td></td> </tr> <tr> <td>1879, July</td> <td>Do.</td> <td>Do. do.</td> <td>Earl of Derby.</td> <td></td> <td></td> </tr> <tr> <td>1880, August</td> <td>Do.</td> <td>Hours</td> <td>Lord Rowton.</td> <td></td> <td></td> </tr> <tr> <td>1890, December</td> <td>Do.</td> <td>Do.</td> <td>J. R. D. Lynn.</td> <td>1887, Mar. 14th.</td> <td>1878, Dec.</td> </tr> <tr> <td>1875, April</td> <td>Cokemen</td> <td>Reduction of wages</td> <td>W. E. Forster.</td> <td>1879, Oct. 11th.</td> <td>1881, Dec.</td> </tr> <tr> <td>1876, January</td> <td>Do.</td> <td>Do. do.</td> <td>C. H. Hopwood.</td> <td>1882, April 29th.</td> <td>1883, Dec. 31st</td> </tr> <tr> <td>1876, August</td> <td>Do.</td> <td>Do. do.</td> <td>G. Shaw-Lefevre.</td> <td>1884, June 12th.</td> <td>1889, July 31st</td> </tr> <tr> <td>1877, June</td> <td>Do.</td> <td>Do. do.</td> <td>Sir J. F. Stephen.</td> <td></td> <td></td> </tr> <tr> <td>1882, January</td> <td>Do.</td> <td>Wages</td> <td>Jos. Dodds, M.P.</td> <td></td> <td></td> </tr> <tr> <td>1882, October</td> <td>Do.</td> <td>Do.</td> <td>Do. do.</td> <td></td> <td></td> </tr> <tr> <td>1876, February</td> <td>Mechanics</td> <td>Reduction of wages</td> <td>Do. do.</td> <td></td> <td></td> </tr> <tr> <td>1877, May</td> <td>Do.</td> <td>Do. do.</td> <td>D. E. Steavenson.</td> <td></td> <td></td> </tr> <tr> <td>1880, July</td> <td>Do.</td> <td>Hours</td> <td>Sir R. A. Cross.</td> <td></td> <td></td> </tr> <tr> <td>1881, February</td> <td>Deputies</td> <td>Advance of wages</td> <td>J. Hinde Palmer.</td> <td></td> <td></td> </tr> <tr> <td>1876, February</td> <td>Enginemmen</td> <td>Reduction of wages</td> <td>Jos. Dodds, M.P.</td> <td></td> <td></td> </tr> <tr> <td>1876, December</td> <td>Do.</td> <td>Do. do.</td> <td>Do. do.</td> <td></td> <td></td> </tr> </tbody> </table> <p>The last of these was terminated by the workmen giving the requisite notice, and there is now no sliding-scale in operation. Since its termination the advances or reductions of wages have been arranged between the Association and the Federation Board.</p> | | | | Date. | Class of Workmen affected. | Subject-matter of Arbitration. | Name of Umpire. | Sliding-scales have been arranged for fixing the rates of wages according to the ascertained average price of coal. Copies of these are submitted herewith:— | | | | | | Date of Commencement. | Date of Termination. | 1874, October | Miners | Reduction of wages | Russell Garney. | | | 1875, April | Do. | Do. do. | W. E. Forster. | | | 1876, January | Do. | Do. do. | C. H. Hopwood. | | | 1876, August | Do. | Do. do. | G. Shaw-Lefevre. | | | 1878, April | Do. | Working hours | E. J. Meyneil. | | | 1879, May | Do. | Reduction of wages | T. Bradshaw. | | | 1879, July | Do. | Do. do. | Earl of Derby. | | | 1880, August | Do. | Hours | Lord Rowton. | | | 1890, December | Do. | Do. | J. R. D. Lynn. | 1887, Mar. 14th. | 1878, Dec. | 1875, April | Cokemen | Reduction of wages | W. E. Forster. | 1879, Oct. 11th. | 1881, Dec. | 1876, January | Do. | Do. do. | C. H. Hopwood. | 1882, April 29th. | 1883, Dec. 31st | 1876, August | Do. | Do. do. | G. Shaw-Lefevre. | 1884, June 12th. | 1889, July 31st | 1877, June | Do. | Do. do. | Sir J. F. Stephen. | | | 1882, January | Do. | Wages | Jos. Dodds, M.P. | | | 1882, October | Do. | Do. | Do. do. | | | 1876, February | Mechanics | Reduction of wages | Do. do. | | | 1877, May | Do. | Do. do. | D. E. Steavenson. | | | 1880, July | Do. | Hours | Sir R. A. Cross. | | | 1881, February | Deputies | Advance of wages | J. Hinde Palmer. | | | 1876, February | Enginemmen | Reduction of wages | Jos. Dodds, M.P. | | | 1876, December | Do. | Do. do. | Do. do. | | |
| Date. | Class of Workmen affected. | Subject-matter of Arbitration. | Name of Umpire. | Sliding-scales have been arranged for fixing the rates of wages according to the ascertained average price of coal. Copies of these are submitted herewith:— | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Date of Commencement. | Date of Termination. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1874, October | Miners | Reduction of wages | Russell Garney. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1875, April | Do. | Do. do. | W. E. Forster. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1876, January | Do. | Do. do. | C. H. Hopwood. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1876, August | Do. | Do. do. | G. Shaw-Lefevre. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1878, April | Do. | Working hours | E. J. Meyneil. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1879, May | Do. | Reduction of wages | T. Bradshaw. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1879, July | Do. | Do. do. | Earl of Derby. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1880, August | Do. | Hours | Lord Rowton. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1890, December | Do. | Do. | J. R. D. Lynn. | 1887, Mar. 14th. | 1878, Dec. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1875, April | Cokemen | Reduction of wages | W. E. Forster. | 1879, Oct. 11th. | 1881, Dec. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1876, January | Do. | Do. do. | C. H. Hopwood. | 1882, April 29th. | 1883, Dec. 31st | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1876, August | Do. | Do. do. | G. Shaw-Lefevre. | 1884, June 12th. | 1889, July 31st | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1877, June | Do. | Do. do. | Sir J. F. Stephen. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1882, January | Do. | Wages | Jos. Dodds, M.P. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1882, October | Do. | Do. | Do. do. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1876, February | Mechanics | Reduction of wages | Do. do. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1877, May | Do. | Do. do. | D. E. Steavenson. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1880, July | Do. | Hours | Sir R. A. Cross. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1881, February | Deputies | Advance of wages | J. Hinde Palmer. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1876, February | Enginemmen | Reduction of wages | Jos. Dodds, M.P. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1876, December | Do. | Do. do. | Do. do. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade, and results. | None. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (3.) Employment by Government, or local authorities, of labour in the trade; and results as to remuneration and other conditions of employment. | None. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (4.) Request for copies of resolutions passed by Association during last two years recommending alterations in the laws affecting labour. | None. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected, and published by Government. | None. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | <p>Compensation should be payable by the defaulting side out of the Association funds in the event of decisions of the joint committee, awards of arbitrators and umpires, and agreements between the Associations, not being carried out.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (7.) Other statements or suggestions for the information of the Commission. | None. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

GENERAL QUESTIONS.

MINING AND QUARRYING.—*continued.*

302.

303.

| | | | | | |
|--|--|--------------------------------------|---------------------------------------|--|----------------|
| <p>The Monmouthshire and South Wales Coal Owners' Association.</p> | <p>Northumberland Coal Owners' Association.</p> | | | | |
| <p>South Wales and Monmouthshire.</p> | <p>County of Northumberland.</p> | | | | |
| <p>The Sliding Scale Joint Committee, already referred to, is the usual system of conciliation.</p> | <p>No system is in existence for arbitrating on general trade questions, but conferences are from time to time held between the Association and the workmen's representatives, and in some cases where the parties have been unable to agree, the matters in dispute have been referred to arbitration. The following arbitrations have taken place :—</p> | | | | |
| | <p>Date.</p> | <p>Class of Workmen affected.</p> | <p>Subject-matter of Arbitration.</p> | <p>Umpire.</p> | <p>Result.</p> |
| <p>March 1875</p> | <p>Miners</p> | <p>Owners sought reduction.</p> | <p>Rupert Kettle</p> | <p>10 per cent. reduction at steam coal collieries, 12½ per cent. reduction at soft coal collieries.</p> | |
| <p>September 1875</p> | <p>"</p> | <p>Shooting fast versus nicking.</p> | <p>" "</p> | <p>Men to nick when required.</p> | |
| <p>December 1875</p> | <p>"</p> | <p>Owners sought reduction.</p> | <p>Farrer Herschell</p> | <p>8 per cent. reduction.</p> | |
| <p>January 1876</p> | <p>"</p> | <p>"</p> | <p>C. H. Hopwood</p> | <p>10 per cent.</p> | <p>"</p> |
| <p>April 1876</p> | <p>Enginemen</p> | <p>"</p> | <p>L. Playfair</p> | <p>8 per cent.</p> | <p>"</p> |
| <p>September 1876</p> | <p>Miners</p> | <p>"</p> | <p>Farrer Herschell</p> | <p>8 per cent.</p> | <p>"</p> |
| <p>July and August 1877.</p> | <p>"</p> | <p>"</p> | <p>Farrer Herschell</p> | <p>No reduction granted, but umpire recommended men to increase working time.</p> | |
| <p>The joint committee previously referred to is an arbitration board for the settlement of questions affecting individual collieries, sliding-scales have been arranged for fixing the rates of wages according to the ascertained price of coal.</p> | | | | | |
| <p>Date of Commencement.</p> | | | <p>Date of Termination.</p> | | |
| <p>1. November 19th, 1879</p> | | | <p>December 31st, 1882.</p> | | |
| <p>2. March 9th, 1883</p> | | | <p>December 31st, 1886.</p> | | |
| <p>3. May 24th, 1887</p> | | | <p>December 31st, 1887.</p> | | |
| <p>None.</p> | <p>The last of these was terminated by the workmen giving the requisite notice, and there is now no sliding-scale in operation.</p> | | | | |
| <p>None.</p> | <p>Not in this county.</p> | | | | |
| <p>The Association has not passed any such resolutions, but is opposed to the eight hours movement.</p> | <p>There have been none passed by the Association.</p> | | | | |
| <p>None.</p> | <p>None.</p> | | | | |
| <p>The Association is in favour of the maintenance of the principle of the sliding-scale.</p> | <p>—</p> | | | | |
| <p>None.</p> | <p>—</p> | | | | |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| | 304. | 305. | 306. |
|---|---|--|---|
| EMPLOYERS ASSOCIATION { | Cannock Chase Coal Owners' Association. | South Staffordshire and East Worcestershire Coal Masters' Association. | West Yorkshire Coal Owners' Association |
| District - - - - - } | Cannock, Stafford. | South Staffordshire and East Worcestershire. | West Yorkshire. |
| (1.) System existing in connexion with Association providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | None now (<i>see answer under</i> (1) Wages (a)). | Wages Board. | There are the joint committees, composed of representatives of the masters and workmen before referred to. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted the trade, and results. | None. | None. | A sliding-scale was in force for two years, and terminated in March 1881 owing to workmen being dissatisfied with it. No strikes occurred during its existence, and it worked to the satisfaction of the coal owners. The scale regulated wages in proportion to selling prices. |
| (3.) Employment by Government or local authorities, of labour in the trade; and results as to remuneration and other conditions of employment. | None. | None. | None. |
| (4.) Request for copies of resolutions passed by Association during last two years recommending alterations in the laws affecting labour. | None. | None. | — |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected, and published by Government. | None. | None. | — |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | This Association 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. | The system adopted, viz., Wages and Conciliation Board. | An equitable sliding-scale for regulating wages. |
| (7.) Other statements or suggestions for the information of the Commission. | None. | None. | This Association is opposed to a statutory 8 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 7 to 7½ 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. |

GENERAL QUESTIONS.

MINING AND QUARRYING—*continued.*

| 307. | 308. | 309. | 310. |
|--|---|---|--|
| South Yorkshire Coal Owners' Association. | The Cleveland Mine Owners' Association. (Iron.) | Coal Owners' Association. | Lanarkshire Coal Masters' Association. |
| South Yorkshire. | Cleveland, North Yorks. | Fife, Clackmannan, and Kinross Counties. | Lanarkshire. |
| There is no sliding-scale. | A joint committee of six employers and six workmen deals with matters in dispute affecting individual mines. | No absolute system, but the employers have often urged upon the miners the desirability of establishing a sliding-scale to regulate wages according to the price realised for coal, as ascertained by a neutral party. | None at present. |
| None. | The Association has cognizance of none. | None. | None. |
| None. | None. | None. | None. |
| None. | None passed. | No such resolutions have been passed. | None. |
| None at present. | The mining statistics already published by the Home Secretary appear to be ample. | None. | None. |
| An equitable sliding-scale, arranged on a fair basis, provides best method for avoiding strikes. | The means already adopted as regards the Cleveland mining district meet the case probably as well as any that could be devised. | By a sliding-scale, to be mutually agreed upon, wages to rise or fall according to the prices realised for coal, an adjustment being made at regular periods, all parties being bound to abide by the working of the scale. | 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. Provision would, however, require to be made that all parties be compelled to abide by the working of the scale. |
| None at present. | We think there is nothing we need here add to the foregoing replies. | — | None. |

GENERAL QUESTIONS.

SHIPBUILDING, &c.

311.

312.

| | | |
|---|---|---|
| ASSOCIATION - - - { | Tees and Hartlepool Shipbuilders' Association. | Wear Shipbuilders' Association. |
| District - - - { | Stockton-on-Tees and the Hartlepoons (for all wages questions); amalgamated with Tyne and Wear Associations on all questions relating to employment of members of Boiler-Makers' and Iron Shipbuilders' Society. | The River Wear, at Sunderland. |
| (1.) System existing in connexion with Association providing for conciliation, arbitration, sliding-scales, or other means of preventing or arranging trade disputes. | Not at present, but question is under consideration. | Yes, in the case of shipwrights, joiners, smiths, drillers, and painters. But the boiler-makers are not parties to the Board, and do not appear to have any inclination to join it. |
| (2.) System of co-operative production, industrial partnership, or profit-sharing, attempted in the trade, and results. | None | None. |
| (3.) Employment by Government, or local authorities, of labour in the trade; and results as to remuneration and other conditions of employment. | None. | None. |
| (4.) Request for copies of resolutions passed by Association during last two years recommending alterations in the laws affecting labour. | None passed. | --- |
| (5.) Suggestions as to statistical and other information relating to trade, which is, or should be, collected, and published by Government. | None. | --- |
| (6.) Suggested means of avoiding or arranging strikes, and promoting cordial relations between capital and labour. | The endeavouring to obtain a just conception of the various affected cases as between employers and workmen, and the arrangement of same by conference and conciliation. Very important that workmen should loyally accept decisions mutually arrived at in this way. | Only the development of Conciliation Boards, such as that above mentioned, where the fundamental principle is that, pending the settlement of any question, there shall be no stoppage of work. |
| (7.) Other statements or suggestions for the information of the Commission. | None, except that where members of trade societies are examined, opportunity should be given to the employers of those trades to give evidence before the Commission. | 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. These strikes are very difficult to deal with. In the case of this Association they have only occurred in isolated years and are not enumerated in general strikes. |

GENERAL QUESTIONS.

SHIPBUILDING, &C.

| 313. East of Scotland Association of Engineers and Ironfounders. | 314. The National Federation of Shipbuilders and Engineers. (Shipbuilding.) | 315. Belfast Employers' Association. (Shipbuilding, Engineering, Machine-making, and Ironfounding.) |
|---|--|--|
| Firth of Forth, Fife, and the South-Eastern Counties of Scotland. | North of England, Scotland, and Belfast. | Belfast. |
| <p>In general, within recent years, trade disputes connected with the Association have been settled on the same basis as in the larger field of Glasgow or other large engineering centres.</p> <p>None.</p> <p>None.</p> <p>None passed.</p> <p>—</p> <p>None.</p> | <p>We always endeavour to settle disputes by conciliation.</p> <p>None.</p> <p>Yes; Government dockyards.</p> <p>None thought of.</p> <p>None.</p> <p>As a federation we do not see our way to recommend any legislation for settling disputes between employers and employed, but we think that all men willing to work should be protected. With reference to this, we emphasize the utter inefficacy of the law, as it at present stands, to prevent picketing and intimidation, moral as well as physical.</p> | <p>Generally settled by conference with representatives of workmen.</p> <p>None.</p> <p>None.</p> <p>None have been passed.</p> <p>None.</p> <p>We do not see that Government could legislate with advantage to settle disputes between employers and employed, but we think that full protection should be given to any workman willing to work, whether belonging to union or not.</p> |

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, 1889, 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 tinnors. 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 | 6.25 | 46 | 0 | 46 2.40 |
| 29 | 2.40 | 29 | 4.80 | 6.00 | 47 | 0 | 47 2.40 |
| 29 | 4.80 | 29 | 7.20 | 5.75 | 48 | 0 | 48 2.40 |
| 29 | 7.20 | 29 | 9.60 | 5.50 | 49 | 0 | 49 2.40 |
| 29 | 9.60 | 30 | 0 | 5.25 | 50 | 0 | 50 2.40 |
| 30 | 0 | 30 | 2.40 | 5.00 | 51 | 0 | 51 2.40 |
| 30 | 2.40 | 30 | 4.80 | 4.75 | 52 | 0 | 52 2.40 |
| 30 | 4.80 | 30 | 7.20 | 4.50 | 53 | 0 | 53 2.40 |
| 30 | 7.20 | 30 | 9.60 | 4.25 | 54 | 0 | 54 2.40 |
| 30 | 9.60 | 31 | 0 | 4.00 | 55 | 0 | 55 2.40 |
| 31 | 0 | 31 | 2.40 | 3.75 | 56 | 0 | 56 2.40 |
| 31 | 2.40 | 31 | 4.80 | 3.50 | 57 | 0 | 57 2.40 |
| 31 | 4.80 | 31 | 7.20 | 3.25 | 58 | 0 | 58 2.40 |
| 31 | 7.20 | 31 | 9.60 | 3.00 | 59 | 0 | 59 2.40 |
| 31 | 9.60 | 32 | 0 | 2.75 | 60 | 0 | 60 2.40 |
| 32 | 0 | 32 | 2.40 | 2.50 | | | |
| 32 | 2.40 | 32 | 4.80 | 2.25 | | | |
| 32 | 4.80 | 32 | 7.20 | 2.00 | | | |
| 32 | 7.20 | 32 | 9.60 | 1.75 | | | |
| 32 | 9.60 | 33 | 0 | 1.50 | | | |
| 33 | 0 | 33 | 2.40 | 1.25 | | | |
| 33 | 2.40 | 33 | 4.80 | 1.00 | | | |
| 33 | 4.80 | 33 | 7.20 | 0.75 | | | |
| 33 | 7.20 | 33 | 9.60 | 0.50 | | | |
| 33 | 9.60 | 34 | 0 | 0.25 | | | |
| 34 | 0 | 34 | 2.40 | Standard. | | | |
| | | | | Additions to Standard. | | | |
| | | | | per cent. | | | |
| 34 | 2.40 | 34 | 4.80 | 0.25 | | | |
| 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 | 12.30 | 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.
EDWARD JONES.
EDW. P. MARTIN.
EDWARD DAVIES.
FRED. L. DAVIS.
W. THOMAS.
T. FORSTER BROWN.
GRAEME OGILVIE.
JAMES COLQUHOUN.

WILLIAM ABRAHAM.
D. MORGAN.
ISAAC EVANS.
MORGAN WEEKS.
T. D. ISAAC.
DANIEL JONES.
THOMAS DAVIES.
THOMAS RICHARDS.
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 | — | Steam. 10 Soft. 7½ | — | 21½ | 21.09 | — | 4 9.50 | — | 5 2 | — |
| (Basis.) | | | | — | — | — | — | 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. 5 | — | — | 27·64 | 24·17 | — | Steam. 7½ | 4 5·19 | — | 4 9·85 | — |
| | Soft. 2½ | — | — | — | — | — | Soft. 3½ | — | 4 3·48 | — | 4 7·50 |
| 1889, February - | Steam. 7½ | — | — | 21·25 | 21·09 | par | — | 4 9·50 | — | 5 2 | — |
| | Soft. 3¼ | — | — | — | — | — | 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 3/4 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 4/4 per ton. |
| 5 5 | 3 8 | 2 11 | Average selling price for Nov. and Dec., 1889, and Jan., 1889, 5/6 9/1 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 8/5 per ton. | 7 1 | 4 6 | 3 6½ | Average selling price for Jan., Feb., and Mar., 1890, 7/6 0/4 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. |
| | 3 | Putters laid pit idle without assigning any reason; afterwards put forward question of putting hewers. | " | Conference | Men summoned and to pay damages. Question referred to committee of two Associations for settlement. |
| 1890 & 1891. | 18 0 | Men demand that deputies be compelled to join Miners' Union. | " | " | Perfect liberty for deputies. |
| 1891 | 5 | Sympathy for men out on strike at a neighbouring colliery. | " | " | Men summoned. To pay damages and costs. |
| | 11 | Strike to enforce claim instead of bringing it before Joint Committee. | " | " | Men resume work. Case to be brought before Joint Committee in usual way. Men to pay damages. |

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