

EARNINGS OF AGRICULTURAL LABOURERS.

(BOARD OF TRADE, LABOUR DEPARTMENT)

SECOND REPORT

BY

MR. WILSON FOX

ON THE

WAGES, EARNINGS, AND CONDITIONS OF
EMPLOYMENT

OF

AGRICULTURAL LABOURERS IN THE UNITED KINGDOM,

WITH

STATISTICAL TABLES AND CHARTS.

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



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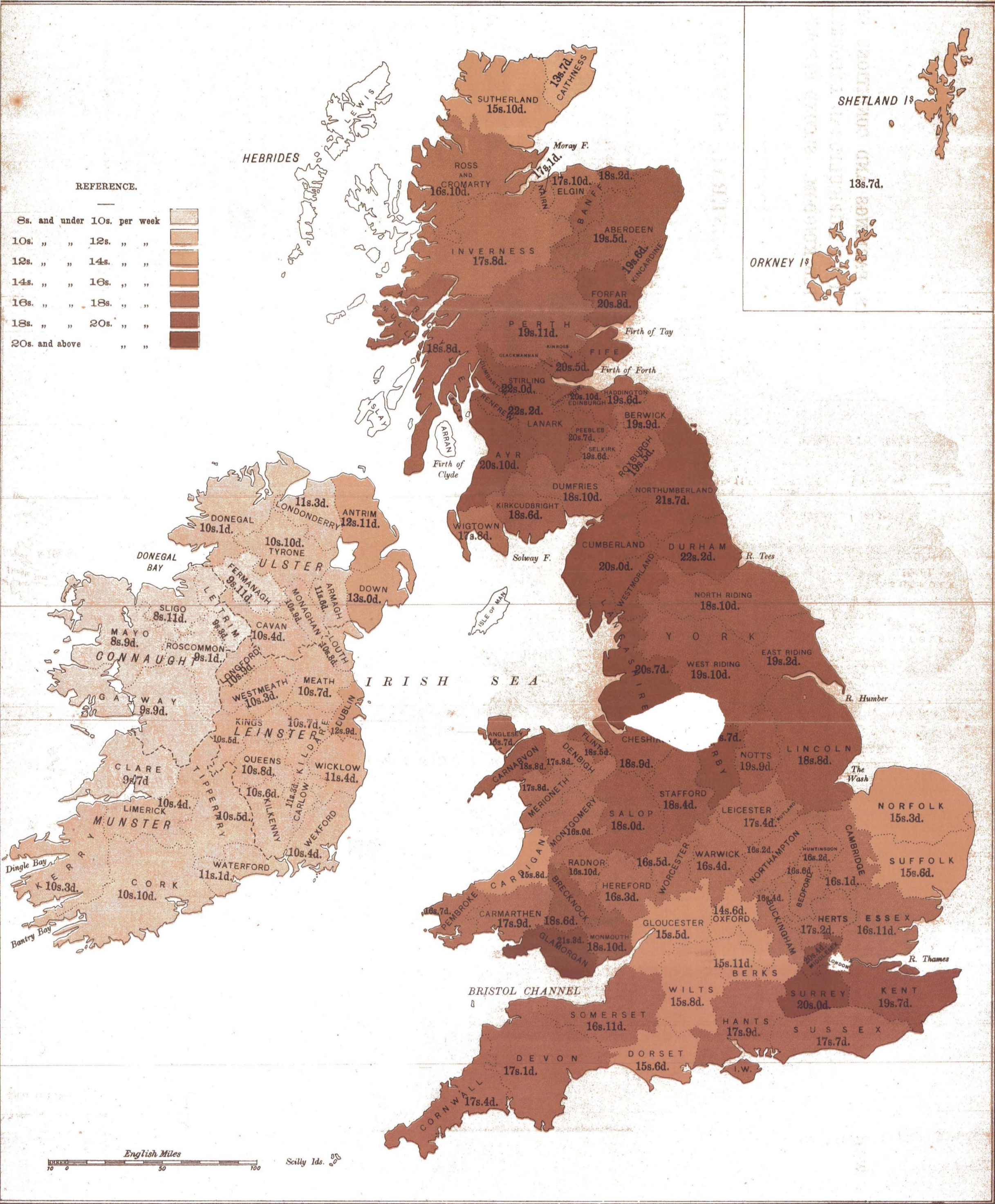
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AVERAGE TOTAL WEEKLY EARNINGS OF ORDINARY AGRICULTURAL LABOURERS (including the estimated value of allowances in kind) **IN THE VARIOUS COUNTIES OF THE UNITED KINGDOM IN 1902.**

See Table and Notes on Pages 146 & 147



WAGES, EARNINGS AND CONDITIONS OF EMPLOYMENT OF AGRICULTURAL LABOURERS IN THE UNITED KINGDOM. (SECOND REPORT.)

GENERAL SUMMARY.

TO THE COMPTROLLER-GENERAL OF THE COMMERCIAL LABOUR, AND STATISTICAL DEPARTMENTS OF THE BOARD OF TRADE.

SIR,

THIS Report deals mainly with the rates of wages paid to agricultural labourers in the United Kingdom, and also with their total yearly earnings. Besides these subjects, which were also dealt with in the Report published in 1900, the present Report contains particulars as to the cost of living of farm labourers in the United Kingdom (*see pp. 226-256*); information as to their hours of work and general conditions of labour, in the form of detailed statements furnished by employers (*see pp. 46, 79, 101 and 129*); and a number of additional records of the rates of wages paid for a long series of years on farms in certain counties (*see pp. 172-225*).

Although a good deal of information as to wages and earnings in 1903 will be found in the Report, the average earnings for the whole country are given for 1902. When the Returns of earnings in 1902 were collected it was hoped that this Report might be ready for publication in the year following, but this became impracticable owing to pressure of work in connection with the special volumes of Memoranda and Statistics issued by the Department in 1903, and a similar cause of delay arose in 1904. To have collected and tabulated new Returns for 1903 would have proved a very onerous task owing to the great amount of correspondence necessarily connected with an inquiry of this character. The figures now published for 1902, however, substantially apply to the years 1903 and 1904, as there has been comparatively little movement in the wages of the agricultural classes during the past two years.

It may be convenient, before commencing the Report in detail, to summarise very shortly its main conclusions regarding the different systems of engagement and payment of agricultural labourers in England, Wales, Scotland, and Ireland, and the annual earnings obtained.

Systems of Engagement.

Systems of engagement in England, Wales, Scotland, and Ireland.

Speaking broadly, in Scotland, Wales, the North of England, and the North of Ireland, the majority of the farm servants are on yearly or half-yearly terms of engagement, and are paid a regular wage; board and lodging being usually provided free in the farmhouses for the unmarried men, and cottages in many districts for the married men.

This applies generally to all classes of farm servants in Scotland, and in Northumberland and Durham. In the other Northern Counties of England, and also in Wales, the unmarried men are mainly engaged by the year or half-year, and the married men by the week. In other parts of England (excepting the counties abutting on the Welsh Border), and in Ireland (except in the North), the majority of agricultural labourers are, as a general rule, on weekly engagements, though the men in charge of animals are frequently engaged for longer periods. Throughout the greater part of England the custom of lodging and boarding men in the farmhouses has practically ceased to exist.

It is a frequent custom in parts of Wales and Ireland to give the married men their meals in the farmhouses on working days.

The system of engaging nearly all classes of farm servants at hiring fairs remains in Scotland, the North of England, the North of Ireland, and in a few districts in Wales, chiefly in the North. In other parts of the United Kingdom the practice is nearly extinct, and it is declining in districts where it still exists.

Earnings of Agricultural Labourers.

Methods of remuneration of agricultural labourers.

It is shown in the Report that although time-payments in cash form the main part of the agricultural labourers' earnings, the method of remuneration greatly varies in different parts of the United Kingdom. Where the system of long engagements prevails, extra cash payments for piecework, hay and corn harvest, overtime, &c., are few, if any, while allowances in kind, such as board and lodging for unmarried men, and free cottage, potatoes, fuel, &c., for married men, are frequent. On the other hand, where the engagements are shorter and the rates of time wages are lower, as in the arable districts of the Eastern, Southern, and South-Western Counties of England, more piecework is done, and extra payments in cash at hay and corn harvests, and for overtime, can be earned, while men in charge of animals often receive lamb money, journey money, &c., free cottages, and other allowances in kind.

A comparison between the rates of wages of agricultural labourers in different parts of the United Kingdom is, therefore, of not much practical advantage without an accompanying statement of their actual annual earnings, including the extra amounts earned in cash from all sources, and the value of all the allowances in kind.

Average weekly earnings of agricultural labourers in England, Wales, Scotland, and Ireland.

The Report gives a statement of the average weekly cash wages and of the average weekly earnings (including all payments in cash and the value of allowances in kind) of the different classes of agricultural labourers in the various counties in the United Kingdom in 1902. The methods by which

these statistics have been compiled and summarised are fully explained in subsequent Sections of the Report. The following are the final averages obtained for the earnings in 1902 of:—

- (1.) Ordinary agricultural labourers in England (*i.e.*, men who are not specially occupied in the charge of animals), and for the classes of labourers most nearly corresponding to them in other parts of the United Kingdom for the year 1902 (*see note*, page 146). Figures for 1898 which were compiled for the purpose of the Report published in 1900 are also given for comparison.*
- (2.) All classes of agricultural labourers (including ordinary labourers and also men specially engaged in the charge of animals, such as shepherds, cattlemen, and horsekeepers.

AVERAGE EARNINGS PER WEEK (including the value of all ALLOWANCES IN KIND).

Note.—The averages here shown relate to able-bodied male adults. They do not include the earnings of stewards, bailiffs, foremen, or casual labourers.

Country.	Ordinary Agricultural Labourers.				All classes of Agricultural Labourers (including Ordinary Labourers and men in charge of animals), 1902.†
	1902.	1898.	Increase in 1902, as compared with 1898.		
			Amount.	Per cent.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
England	17 5	16 9	0 8	4·0	18 3
Wales	17 7	16 6	1 1	6·6	17 3
Scotland	19 5	18 2	1 3	6·9	19 3
Ireland	10 9	10 2	0 7	5·7	10 11

The inclusion of the earnings of men in charge of animals with those of ordinary labourers makes no material difference in the general averages, except in England, where it increases the amount by 10*d.* a week. Included among the men in charge of animals are young unmarried men, whose earnings are, as a rule, lower than those of married men. In Scotland and Wales a number of these unmarried men are boarded and lodged in the farm houses, and the general average is slightly reduced on this account.

The Table shows that there was a rise in earnings in all four parts of the United Kingdom, and this was chiefly due to increases in rates of time wages, which took place between 1898 and the end of 1901.

* In computing the averages for 1898, as shown in the previous Report (Cd. 346 of 1900, p. 2), the Census Returns for 1891 were utilised in order to weight the average earnings for each county, but for all the figures in the Table above the Census Returns for 1901 have been used.

† It has not been possible to state the corresponding figures for any earlier period (*see notes on page 146*).

Counties in which the earnings of ordinary agricultural labourers are highest or lowest.

The Map, facing the first page, shows the average weekly earnings throughout the year 1902 of ordinary agricultural labourers in the various counties of England, Wales, Scotland, and Ireland, including the value of all allowances in kind.

It will be seen from the Map and the Table on pages 146 and 147 that in Scotland, England, and Wales the earnings were highest near the large industrial or mining centres. This is also true of Ireland, where, however, the county averages were uniformly lower than in Great Britain, the highest earnings there being in County Dublin, and in the Counties of Down, Antrim, and Armagh in Ulster.

The highest average weekly earnings in *England* were in the County of Durham (22s. 2d.); in *Wales*, in Glamorgan (21s. 3d.); in *Scotland*, in Renfrew and Lanark (22s. 2d.); in *Ireland*, in Down (13s.)

The lowest average weekly earnings in England were in Oxfordshire (14s. 6d.). The average rate of weekly cash wages in this County, according to Returns from farmers was 12s., and the lowest rate usually paid in any Rural District was 11s. The Counties where the earnings were next lowest were Norfolk (15s. 3d.), Gloucestershire (15s. 5d.), and Suffolk and Dorsetshire (15s. 6d. each). The average rates of weekly cash wages were in Norfolk 12s. 4d., in Gloucestershire 12s. 11d., in Suffolk 12s. 9d., and in Dorsetshire 11s. 11d. In Dorsetshire the rate of weekly cash wages was 10s. in some districts.

In some Counties of England the earnings of farm labourers vary considerably in different districts. This is generally due to the presence of towns or mines, which influences the rates of weekly wages in their neighbourhood. Among the Counties where such conditions prevail, may be quoted Northumberland, Warwickshire, Hertfordshire, Essex, Kent, and Surrey.

On the other hand, in almost purely agricultural Counties such as Norfolk and Suffolk, the wages and earnings are fairly uniform throughout the area of the County, and the average earnings given on the Map represent more faithfully the amounts most generally earned, than in Counties where they are more variable.

The County where the average weekly earnings were lowest in Wales was Cardiganshire (15s. 8d.), the average rate of weekly cash wages being 14s. 6d.

In Scotland the lowest average weekly earnings were in a group comprising Shetland, Orkney, and Caithness (13s. 7d.).* Sutherlandshire comes next with 15s. 10d. and then Ross and Cromarty with 16s. 10d. In no other County in Scotland were they under 17s.

The County in Ireland where the average weekly earnings were the lowest was Mayo (8s. 9d.). In Sligo the average was 8s. 11d., and in Roscommon 9s. 1d. There were seven Counties where the average weekly earnings were under 10s. a

* About half the earnings in these districts consists of allowances in kind. A number of men keep cows, and it is a very general practice to keep pigs, hens, and ducks. The average earnings of shepherds in these three counties were 16s. 9d. per week.

week. The lowest rates of weekly cash wages were shown in Roscommon and Sligo—7s. in both summer and winter. The average rate of weekly cash wages in both of these Counties was 8s. 7d.

It will be observed that the earnings in Ireland are considerably lower than in England, Wales, or Scotland, and there is no doubt that the position of a farm labourer in Ireland is not so good as in other parts of the United Kingdom, but it may be added that he gets his house and fuel cheaper, and frequently has the opportunity of renting land on which he grows potatoes, and keeps pigs, goats, and poultry. In the case of herds and some others of the more skilled men, cows are not infrequently kept. Upon the sale of eggs, fowls, and pigs many of the Irish farm labourers are said to rely for an addition to their incomes. Farm labourers regularly attached to the staffs of farms are said to live more comfortably than some of the small farmers, but those casual labourers in Ireland, who earn their entire livelihood by working for different farmers or by taking other odd jobs, suffer in some districts from lack of regular employment in the winter months.

In many districts on the Western side of Ireland, agricultural labourers, as a class, scarcely exist, the holdings in such districts being generally small, and worked by the farmers and their families. Considerable numbers of these small farmers and their sons, and to some extent daughters, and also some agricultural labourers, go to work on farms in certain Counties in England and Scotland, during the Spring, Summer, and Autumn. Some particulars of the earnings of the Irish migratory labourers are given on pages 138–144.

Rates of Wages for a Series of Years.

Information has been obtained from a considerable number of farms in the United Kingdom, as to the rates of cash wages paid on these farms for a long series of years. The figures show that since 1850 there has been a marked increase of wages. The changes in England and Wales are given on a Chart facing page 68 and in Ireland on a Chart facing page 137. The Returns on which these Charts are based show that in England and Wales the average increase from 1850–1903 in the rates of weekly cash wages paid on 69 farms amounted to 57 per cent., and on 10 farms in Ireland to 81·6 per cent. Though it has not been found possible to construct a Chart on the basis of the figures for Scotland, some records of wages are given on pages 112–5 and 217–9.

Rates of wages for a series of years in England and Wales, Scotland, and Ireland.

The following Table illustrates the course of wages on these farms between 1850 and 1903. The rates are expressed in percentages, the year 1900 being taken to represent 100 :—

Country.	1850.	1860.	1870.	1880.	1890.	1900.	1903.
England and Wales (69 farms).	64	76	82	91	90	100	101
Scotland (6 farms) ...	50	60	71	85	91	100	103
Ireland (10 farms) ...	56	63	71	81	90	100	101

Since the Charts were prepared, the figures for the year 1904 have been returned for most of the farms, and they show that, on the whole, wages have not changed since 1903.

Value of Food consumed by Farm Labourers.

Particulars as to value of food consumed, and expenditure on rent, clothes, fuel, tobacco, and alcohol.

Particulars are given in the Appendix (pages 226-256) as to the quantities and value of the various articles of food consumed by farm labourers and their families in the United Kingdom. Some information is also given as to the expenditure on rent, clothes, fuel, tobacco, and alcohol.

The average weekly value of the food consumed by a farm labourer, his wife, and four children, is given in the following Table. It will be understood that the figures represent the value of food consumed, including articles purchased and those produced at home or given as allowances in addition to money payments, the values in all cases being based on retail shop prices. Accordingly, the figures do not necessarily represent the actual sum a farm labourer spends on food for his family out of his wages, because by the sale or consumption of home grown produce his income might be increased or his expenditure on food reduced (*see* pages 226-249) :—

Country.	Average Weekly Value of Food including articles purchased and those produced at home.	
	s.	d.
England	13	6½
Scotland	15	2½
Ireland	10	5¼

The rents usually paid in purely rural districts in England and Wales are between 1s. and 2s. a week, 1s. 6d. a week being the rent most frequently paid. In the neighbourhood of towns or collieries, however, they are higher. In Ireland the most usual rent for labourers' cottages in rural districts is 1s. per week. In Scotland most of the married farm servants are given their cottages free as part payment of wages. Employers there usually value them at between £3 and £5 a year.

Information as to working hours.

Detailed accounts of the general conditions of labour on certain farms in the United Kingdom will be found in the Report, and the particulars given include information as to the hours of work.

I am, &c.,
ARTHUR WILSON FOX.

DETAILED REPORT.

METHOD OF OBTAINING INFORMATION.

For the purpose of this Report on the Wages and Earnings of Farm Labourers in the United Kingdom, practically the same methods of obtaining information have been adopted as those employed for the Report published on this subject in 1900.

Method of
obtaining
informa-
tion in
England.

In England the rates of weekly cash wages paid to the different classes of farm labourers have been obtained from several sources. (1) From the Chairmen of Rural District Councils who have since 1894 furnished the Department annually with the summer and winter rates of weekly cash wages most generally paid in their Rural Districts. (2) From about 300 agriculturists who have given annually since 1894 particulars as to changes in the rates of weekly cash wages which may have taken place in the Poor Law Unions in which they reside. (3) From a large number of farmers in all parts of the country who sent the rates of weekly cash wages paid by them in 1902.

In order to obtain information as to yearly earnings of all classes of farm labourers, including all extra cash payments, and also allowances in kind, in addition to cash wages, Forms were sent to about 10,500 employers in England and Wales in 1903, asking for such particulars for the year 1902. About 4,250 employers sent Returns, but a number were rejected on account of incomplete or unsuitable particulars, leaving about 3,200 Returns relating to 28,000 farm labourers.

With the exception of stewards, bailiffs, and foremen, the Returns applied to all the able-bodied adult male farm labourers regularly attached to the staff of the farm to which they relate, and included not only those who were in regular employment throughout the year, but also those who, although upon the staff of the farm, had been absent on account of bad weather, illness, or other causes. On the other hand, the Returns did not include casual labourers who work intermittently for different farmers, and who are employed at particular seasons for short periods, such as weeding, hoeing, thatching, harvest, &c.

The Department is greatly indebted to those landowners, estate agents, and farmers who have taken the trouble to extract the necessary information from their books; and also for assistance to Mr. S. B. L. Druce, Honorary Secretary of the Farmers' Club, and formerly Assistant Commissioner to the Royal Commission on Agriculture in 1880-83 (The Richmond Commission).

In Wales information has been collected on much the same system as in England. The Chairmen of the Rural District Councils were asked for information as to rates of cash wages of the hired men who are lodged and boarded in the farm houses, and also of the married men, both in the case where food is provided, and where it is not, and a large number of landowners, estate agents, and farmers were asked to give particulars of rates of cash wages, and also of yearly earnings.

Method of
obtaining
informa-
tion in
Wales.

As shepherds and men specially in charge of horses and cattle in Wales are generally only employed on estates or large farms, particulars of their annual earnings were not asked for in the general Circulars, but some examples of the payments to these classes in various Counties are given.

The Department is indebted to a number of gentlemen who have been good enough to furnish information, and particularly to Mr. Forrest, Agent to Lord Windsor, Mr. Dudley Drummond, Agent to Earl Cawdor, Mr. Forrester

Addie, Agent to the Earl of Powis, Colonel Owen Thomas, formerly of Anglesey, and a member of the Royal Commission of Agriculture (1893-6) and Mr. Lleufer Thomas, formerly Secretary to the Welsh Land Commission, and Assistant Commissioner to the Royal Commission on Labour.

Method of
obtaining
informa-
tion in
Scotland.

In Scotland, as there are no Rural District Councils, a somewhat different plan had to be pursued, and the whole of the information, both as to rates of wages, and also as to earnings, has been obtained from employers of labour.

In 1903 about 1,150 employers sent particulars as to the rates of cash wages paid to every man in their employment in the previous year (excluding foremen, old men, and halfpines) together with a statement of all allowances in kind. The classes of men for whom particulars are given were horsemen, cattlemen, shepherds, and orramen, and the Returns relate to 6,650 farm servants. In Scotland a large number of farm servants are boarded and lodged by their employers, and get a fixed wage for the year or half year, and it is easier to ascertain what the annual earnings of such men are than in the case of English labourers in counties where extra payments are paid for piecework, harvest, overtime, &c. In Scotland, however, the various allowances in kind made to married men present some difficulties in computing the annual earnings.

Since 1896 information has been obtained half-yearly from Mr. Macdonald, Secretary of the Highland and Agricultural Society of Scotland, as to the rates of wages agreed upon at hiring fairs.

The Department is also indebted to Mr. Macdonald for his assistance in making a selection of representative employers, and in other matters connected with the inquiry; and also to the large number of employers and others who sent information. Among these may be specially mentioned, The Earl of Mansfield, Chairman of the Royal Commission on Physical Training, Scotland (1902-03), Lord Balfour of Burleigh, Mr. D. McLean, Agent to the Duke of Sutherland, Sir John Gilmour, Bart., formerly member of the Royal Commission on Agriculture (1893-6), Mr. James Hope, of East Barnes, Dunbar, who was Assistant Commissioner to the Royal Commission on Agriculture (1880-83), (the Richmond Commission), and also Assistant Commissioner to the Royal Commission on Agriculture (1893-6), Mr. Speir, of Newton, Glasgow, who was Assistant Commissioner to the Royal Commission on Agriculture (1893-6), Mr. Patten MacDougall, Vice-President of the Local Government Board for Scotland, and Mr. James Oliver, Honorary Secretary of the Teviotdale Farmers' Club.

Method of
obtaining
informa-
tion in
Ireland.

In Ireland, particulars of the rates of wages of farm labourers have been obtained annually from about 100 correspondents in various districts since 1898. In 1903, particulars were obtained from a number of landowners, estate agents, and farmers, of the wages, extra money payments, and allowances in kind in 1902 of herds and shepherds, men in charge of horses and cattle, hired men lodged and boarded in the farm houses, and ordinary labourers regularly attached to the staff of a farm. As herds, and men in charge of horses and cattle are only employed on estates, or large farms, information as to their annual earnings was chiefly supplied by landowners and estate agents. Instances of the earnings of these classes on certain farms are given in the Report.

The Department is indebted for assistance to The Right Hon. Sir Horace Plunkett, Vice President of the Department of Agriculture and Technical Instruction, Ireland, the Right Hon. Sir H. Robinson, K.C.B., Vice President of the Local Government Board, Ireland, Mr. W. L. Micks, Member of the Local Government Board, Ireland, the Local Government Board Inspectors, Sir John Barton, K.C.B., Commissioner of Valuation, Ireland, and Mr. Anderson, Secretary of the Irish Agricultural Organisation Society.

ENGLAND.

I. CLASSES OF LABOURERS, METHODS OF REMUNERATION, &c.

Different Classes of Labourers and their Duties.

On farms of a sufficient size to admit of definite spheres of occupation being allotted, the work is organised, as far as possible, under a system of sub-divided labour. With the exception of stewards, bailiffs, and foremen, the most responsible positions are those of the men in charge of animals, and these are, speaking generally, a higher paid class of farm servant than the "ordinary labourer," and are usually on longer terms of engagement.

Classes of
farm
labourers
in
England.

The men in charge of animals include shepherds, men in charge of cattle ("cattlemen," "stockmen," "cowmen," "herdsmen," "yardmen," "foggers,"* "beastmen," "garthmen"), and men in charge of horses ("horsekeepers," "horsemen," "carters," "waggoners," "teamsters," "team-men," and "hinds"†). Such men have greater responsibilities and longer hours than the ordinary labourers, and are liable to be called up at any time when their animals are ill. They also have Sunday work—particularly in the winter when the horses and cattle are in the stables and sheds. These places have to be kept clean, food prepared, and the animals fed. On many farms, however, the men take it in turns to do Sunday work, and frequently the food is prepared, as far as possible, and the sheds cleaned out on Saturday. In districts where there are a number of dairy cows—such, for instance, as Cheshire, Derbyshire, Staffordshire, Buckinghamshire, Devonshire, Somersetshire, and parts of Berkshire, Gloucestershire, Wiltshire, and Dorsetshire—a number of men are employed milking, and this often entails work at very early hours in the morning, particularly when milk has to be sent away by train, and also a good deal of Sunday work. On some farms from which milk is sent to London, milking begins as early as 4 a.m., or even earlier.

On a large farm, or on the home farm of an estate, where a considerable number of men are employed, a steward, bailiff, or foreman is in charge of all the men, and there is a head shepherd, a head stockman, a head carter, waggoner, or horsekeeper, each responsible to the steward, bailiff, or foreman for the work performed by the men under him. In addition, there may be an engineman, who works the engines and generally looks after the machinery.

It is, however, not always possible to draw definite distinctions between men in charge of animals and men who are not, though the work of shepherds

* In parts of Berkshire milkers are called "foggers," while in parts of Wiltshire this term is applied to men employed in feeding and looking after stock in the yards.

† The term "hind," used in this sense, refers to the ploughman in Northumberland and Durham, and the northern part of the North Riding of Yorkshire, who has the entire care and management of the horses he uses in the day-time. The term "hind" in certain other parts of Yorkshire is used to denote a foreman.

is usually the most clearly defined. But, speaking generally, whenever it is possible, the animals are looked after by special men.

On the smaller farms distinctions are not, and indeed cannot be, made, for there is frequently not sufficient work of a particular character to enable the employer to allot one man's whole time for its performance. Such cases can be found in every part of the country, but especially in districts like Cumberland and Westmorland, and parts of Yorkshire, Lancashire, Cheshire, Lincolnshire, Cambridgeshire, Devonshire, and Cornwall; where there are a number of small farms, both freehold and leasehold, whose occupants are working farmers, partly, or perhaps wholly, assisted by members of their families.

On farms of somewhat larger size, perhaps two or three men may be engaged who will all give a hand to any job that may be required, whether it consists of ploughing, milking, or feeding and tending animals. The carter may milk the cows as well as attend to the horses. In Cheshire the operation of milking is often carried out by nearly the whole staff of the farm, including, perhaps, members of the farmer's family, and the rest of the day they are engaged on the general work of the farm. Sometimes one man looks after all the animals, including a small flock of sheep, and, where this does not fully employ him, he fills up the rest of his time with other farm work. In some cases the small farmer himself, particularly if he has risen from the ranks, and has been a foreman, shepherd, or head cattleman, looks after the animals, not only because he understands their management, but because on their well-being mainly depends the success of his farm. In Cumberland and Westmorland the farmer, or one of his sons, frequently acts as shepherd. In some districts it is not an uncommon practice, where the duties of the men are not particularly defined, or on farms where extra help with animals is required at particular seasons, to pay 1s., or perhaps 2s., a week extra on the rate to the ordinary labourers, to those who attend to animals on Sundays.

Duties of
stewards,
bailiffs,
and
foremen.

Stewards, bailiffs, and foremen are only employed on estates or the larger farms. Their scale of payment varies much according to the size of the property or farm upon which they are engaged. Generally speaking, the terms "stewards" and "bailiffs" refer to men who are responsible to the landowner or estate agent for farming a home farm on an estate, or farms "in hand," while "foremen" are those acting under the general supervision of a tenant farmer. The use of these terms, however, differs in different parts of the country. Sometimes the work of foremen consists only in supervising others, sometimes they are "working foremen." On the small and medium-sized farms the farmer acts as the foreman, distributes the work himself, and generally supervises its execution, if he does not actually take part in it. But on large farms the superintendence of many of the actual details of the work has of necessity to be delegated to a foreman, who receives the employer's orders and sees that they are carried out. In cases where a farmer is farming several farms and resides a long way from some parts of his holdings, the position of the resident foreman is one of considerable responsibility.

Duties of
shepherds.

The duties of shepherds vary considerably with the nature of the flock kept, but, generally speaking, the position is a responsible one and the hours long. On the skill and care of the shepherd depends the welfare of the flock, which frequently represents for the farmer a large pecuniary stake, especially if it is a pure bred flock. His work is arduous, particularly during certain operations, such as lambing, shearing, and washing. He has to be out in all kinds of weather, and, in the northern hill districts, he has often very long distances to travel over rough ground. Shepherds are generally said to have "no hours," a phrase intended to convey that the nature of their work prevents any precise limits of time being fixed for its performance.

Duties of
men in
charge of
cattle.

The duties and responsibilities of cattlemen vary according to the size of the farm, the nature of the stock kept, and the system of farming pursued. In a breeding district, or on farms where there is a pure bred herd or where cattle are kept for shows, the cattleman is often the most highly paid man on the farm.

In other districts, where ordinary stock is kept for grazing or milking, a less skilled man is competent to attend to them.

Cattlemen, of course, have a good deal of extra work at calving time ; and on milk farms cattlemen and milkers have to milk every day in the week all the year round, commencing early in the morning, and the cows have to be driven to and from the fields in the summer. Milkers when not employed at milking do ordinary farm work.

The systems of management of horses vary in different parts of England. In most counties the horses are looked after when not at work by a horsekeeper—on a large farm there would be several horsekeepers—who has the entire charge of them, it being his duty to feed, groom, and get them ready for work ; consequently the horsemen have to be up earlier in the morning than the ordinary labourers, and they are also engaged later in the evening grooming and feeding.

Duties of men in charge of horses.

In the summer, when the horses are turned out in the fields, the horsekeepers have less feeding and grooming to do, and no stables to clean out, though they have to fetch the horses from the fields in the morning and turn them out again at night. They then have more time for field work, and they sometimes do ordinary farm work with the other men.

In Northumberland and Durham each ploughman or “hind” is put in the entire charge of a pair of horses which he works in the fields and attends to in the stables. In Yorkshire, Lincolnshire, Nottinghamshire, and North Cambridgeshire, the horses are looked after by the head horsekeeper or waggoner, with the assistance of some young men or lads, who usually lodge and board with the foreman or head horsekeeper, and work with the horses in the day-time.

But whatever the system prevailing, horsekeepers, like shepherds and cattlemen, are vested with a good deal of responsibility, especially head horsekeepers on large farms, for they are responsible for the welfare and condition of the farm horses, besides having to supervise and take the leading part in the horse work on the farm and the delivery of produce off the farm. Carters have often to take loads long distances to market towns, sometimes having to make night journeys.

Ordinary labourers, who form the majority of the farm labourers, have no such definite sphere of work, but undertake the ordinary work of the farm not directly connected with the charge of animals, such as sowing, weeding, singling, planting and lifting roots and potatoes, haymaking, harvesting, threshing, draining, hedging, ditching, &c. But among ordinary labourers there are many grades. The men who can undertake the more skilled work, such as thatching, draining, ploughing, hedging, and looking after and managing machinery, generally receive higher wages, and have a greater security as regards the permanence of their engagements than the less skilled men. On many large farms, particularly in the Eastern counties, where a large number of men are employed and frequently work together in considerable numbers, one of the ordinary labourers will be delegated by the steward, bailiff, or foreman, or selected by the men themselves, to take general charge of a particular job, in fact, to act as a sort of sub-foreman. He sets the stroke at piecework, and often acts as the medium between the men and the foreman or the farmer in making the contract for the piecework payments.

Duties of ordinary labourers

Casual labourers, or odd men, are but little employed in the Northern counties, it being the custom there for farmers to hire all or nearly all their men for the year or half-year ; but in some of the Northern and also in some of the Midland and Eastern counties, particularly in corn districts, or where roots and potatoes are largely grown, Irish labourers are employed in considerable numbers at the busy times of the year. In Cheshire, for instance, a number of farmers employ Irish labourers from as early as February or March to as late as October or November. (The counties in which Irish labourers are employed are given on page 139.)

Casual labourers

In other parts of the country many of the larger farmers employ, as far as possible, a sufficient staff of regular men to meet their ordinary requirements, and they frequently do not employ extra hands except for harvest, haytime, and other busy seasons, such as hoeing and weeding and threshing. This is notably the case in Norfolk and Suffolk, and in these counties the ordinary staff of the farm usually undertakes even the whole of the harvest work. But in most districts, casual labourers, who in some localities are called "daymen," "datal men," "oddmens," "jobbers," "catchmen," "strappers," or "slingers," have to be employed at some seasons of the year, though to a greater extent in the corn and root districts than elsewhere. The use of self-binding machines has considerably reduced the necessity for extra labour at harvest.

In the hop-growing districts of Kent, Sussex, Surrey, Hereford, and Worcester, and also in fruit and flower-growing districts as, for instance, in parts of Cambridgeshire, Lincolnshire, Kent, and Worcester, much extra labour has to be employed at certain times of the year. The neighbouring towns supply a good deal of labour for the hop harvest. Large numbers of men and women go from London to Kent, Sussex, and Surrey, and many of them regard this employment as their summer outing. A number of hop pickers go to Worcestershire and Herefordshire from the manufacturing districts of the Midlands.

Employment of women in agriculture in England.

It may be stated generally that, with the exception of Northumberland and Durham, there are no counties in England where the employment, for wages, of women at ordinary work in the fields is a general custom. The practice of employing women and children on the land largely declined in the early "seventies," and in the early "eighties" it had almost entirely ceased in many districts. But on small farms, particularly in the Northern districts, the wives and daughters of the owners or tenants frequently assist in the fields, especially at busy times. There are, however, districts, besides those in the North, where women are employed for wages at certain outdoor work, such as hoeing and weeding and picking stones, potato lifting, and during hay and corn harvest. The practice is, however, becoming less common every year owing to the difficulty of getting them to undertake such work. In the fruit and flower-growing districts, and also in the hop districts, they are often employed at certain seasons.

Unmarried women are frequently engaged for farmhouse work and dairy work. In the butter-making and cheese-making districts it is stated that they are becoming more difficult to procure. In some districts, particularly in the North, the women engaged for farmhouse work frequently feed calves, pigs, and fowls, and are often also expected to help at haytime and harvest, if necessary.

By the loss of the assistance of women, and also of children in recent years, the farmer has been deprived of cheap labour at busy seasons, and in the last few years the resident casual labourer, who could be secured for hoeing, and weeding, hay and corn harvest, and potato lifting, &c., has also almost entirely disappeared in many districts. The farmers have tried to meet this difficulty in some localities by keeping more land in grass, and by using more machinery.

Terms of Engagement.

Terms of engagement of men in charge of animals.

Men in charge of animals are, as a rule, on longer terms of engagement than ordinary labourers. The reason for this is obvious, for it might put employers to great inconvenience if their shepherds or stockmen left them at short notice. The terms of engagements of these classes vary considerably in different parts of the country, but in the Northern Counties of Northumberland, Durham, Cumberland, Westmorland, and Yorkshire, and in North Lancashire, most of the farm servants of all classes are engaged yearly or half-yearly.

The engagements of shepherds are most frequently by the year, but there are numerous districts where they are engaged for shorter periods, such as the half-year, the quarter, the month, or even the week. In many districts men in charge of horses and cattle are engaged by the year, though not so frequently as in the case of shepherds, but their engagements vary considerably in different counties,

and there are a number of districts where they are monthly or weekly. Sometimes where engagements are made for the year, a month's notice can be given on either side at any time in the year.

Generally speaking the term of engagement of ordinary labourers, outside the Northern counties, is weekly. There are, however, numerous exceptions. In some cases they are engaged by the fortnight or the month, in others by the year, with a week's notice or month's notice on either side. In the Northern counties, where the engagements are frequently by the year or half-year, the farm servants change their situations much more frequently than the men on weekly engagements in the South. There are numerous cases of men on weekly engagements working the greater part of their lives on the same farms.

Terms of engagement of ordinary labourers.

In the following counties weekly engagements largely prevail for all classes of farm labourers, though there are many exceptions in the case of men in charge of animals:—Beds., Bucks., Hunts., Middlesex, Northampton, Norfolk, Suffolk, Essex, Cambs. (South), Herts., Surrey, Sussex, and Somerset.

Counties where weekly engagements mainly prevail for all classes of agricultural labourers.

In Kent, Warwickshire, Worcestershire, Oxfordshire, Gloucestershire, Wiltshire, Berkshire, and Hampshire the systems vary. Ordinary labourers are frequently engaged by the week, sometimes for longer periods, and the length of engagement of men in charge of animals also varies greatly—in many cases they are engaged by the year, in others for periods ranging from a week to a year. In some parts of Dorsetshire all classes of labourers are frequently engaged by the year, their engagement being sometimes terminable on a month's or a fortnight's notice; in the Northern and Western parts of this county weekly engagements are frequent. In several other of the counties named above, where yearly engagements exist, a comparatively short notice to terminate the contract can be given by either party.

Counties where mixed systems of engagement prevail.

Counties, other than the Northern ones already referred to, where young men are hired by the year or half-year, and are lodged and boarded in the farm-houses, are Cheshire, Derbyshire, Herefordshire (more especially on the Western side of the county), Monmouthshire, Shropshire, and Staffordshire, and occasionally in Cornwall, and Devonshire. The system of boarding men in the farmhouses is, however, declining in many of these districts. In some of these counties yearly or half-yearly engagements are made determinable at a quarter's, a month's, or sometimes even a week's notice. In these counties ordinary labourers who are married are usually on weekly engagements; but those in charge of animals, who are not hired, though often engaged by the week, are frequently engaged for longer periods, extending sometimes to as long as a year.

Counties where men are lodged and boarded in the farm-houses.

The system of the unmarried men in charge of animals boarding with the foreman, prevails in Yorkshire, North Cambridgeshire, Lincolnshire, Nottinghamshire, and Rutland. The precise methods of providing food and lodging for these men vary in the counties named. Sometimes the custom is for the men to pay for their food, which is cooked by the foreman's wife, and when this is the case they are paid from 8s. to 10s. a week extra for this purpose. This practice is mostly confined to parts of North Cambridgeshire; but the more usual custom in the counties named is for the foreman to receive from 8s. to 10s. a week in cash per man from his employer, or else a payment partly in cash and partly in food, or wholly in food, such as pork, milk, potatoes, vegetables, eggs, meal, wheat, beer, and also fuel. Both the married and unmarried men in charge of animals in these districts are frequently engaged by the year or half-year, and ordinary labourers by the week.

Counties where unmarried men in charge of animals are lodged and boarded with the foreman.

Generally speaking, married labourers, whatever the terms of their engagements may be, are paid their wages weekly, though in Northumberland and Durham, they are not infrequently paid fortnightly or monthly. Men who are hired by the year or half-year are usually paid the greater part of their wages at the end of their term of service, though their employers often make small advances beforehand.

Time of payment of wages to farm labourers.

Hiring fairs, though formerly in existence in many parts of England, are now mainly confined to the Northern counties of Northumberland, Durham, Cumberland, Westmorland, Lancashire (North), and Yorkshire. But

Hiring fairs in the North of England.

even in these districts there has been a marked tendency in recent years for the best men to get re-engaged by their old employers, or by new ones, without going to the fairs. The difficulty of getting women at the fairs for dairy work or for service in the farmhouses is said to be a continually increasing one. Lincolnshire is the next county, after those already referred to, where the practice of hiring at fairs (or "statutes") is the most common. Some hirings are also held in Nottinghamshire and Rutland, but employers from both these counties hire men at the Lincolnshire fairs. In Cambridgeshire, hirings take place at Wisbech for foremen and men in charge of animals.

Hiring
fairs in
certain
Midland
counties.

In Derbyshire, Shropshire, Staffordshire, Warwickshire, Leicestershire, Worcestershire, Oxfordshire, Berkshire, and Buckinghamshire, the practice of hiring at fairs ("statute fairs," or "mops," as they are called in some places) exists, though to a much smaller extent than formerly, in regard to the yearly hiring of men and youths to take charge of horses and cattle, and also of women and girls for situations in farmhouses, and for domestic service. Many of the so-called hiring fairs in these counties are now merely pleasure fairs, the system of private engagements having become almost universal.

Hiring
fairs in
the
Southern
and South-
Western
counties.

The other counties in which hiring at fairs takes place are in the South and South-West of England; and in all of those the system may be said to be rapidly dying out, engagements being now made privately or through the medium of advertisements. Among these counties, those in which the system is the most prevalent are Herefordshire and Monmouthshire, though it is declining in Herefordshire, the tendency there being towards weekly engagements.

A little hiring at fairs still takes place in Hampshire, Dorsetshire, Wiltshire, and Gloucestershire.

In the last edition of this Report* the names of the principal hiring fairs in each county were given, and other information in relation to the practice of hiring, which it is not proposed to repeat on the present occasion.

In certain counties, chiefly the Northern ones, the conditions of employment are so different from those prevailing in the Southern counties, where most of the men live in cottages and are on weekly engagements, that it will be of interest to refer to them in some detail. The particulars given on pages 46 to 64 of certain farms in various parts of the country will further illustrate the different systems.

Conditions
of employ-
ment in
Northum-
berland
and
Durham.

In Northumberland and Durham the engagements of most of the farm servants are yearly ones. They are made at hiring fairs in March, the term of service commencing in May. Stewards and shepherds are, however, engaged privately. The system of engagement is generally similar to that in Scotland, in the Border Counties and the Lothians. The wages agreed on are quoted at a weekly sum, certain allowances in kind being also given. In these counties a great many women are employed at work in the fields. They are usually the daughters of the men who are hired by the year, the system being for the farm servants to be hired by families, the sons and daughters living with their parents in cottages let free and situated on the farm, and all working on the same farm. Men with daughters who are able to work are always sought after, and a man with several daughters can command a higher wage than a man who has none. The men are engaged for a year certain, whether or not they are prevented from working by illness or any other reason, the wages being frequently paid fortnightly or monthly.

The women are hired, like the men, for a year, and are required to work during the whole year, except in very stormy weather, if they are wanted. They are paid so much a day for every day on which they work. The farmer is not bound to employ them or pay them for every day during the year, as in the case of the men, but if he fails to do so with reasonable regularity they will not stay with him the following year. The supply of women is, however, short, and they are usually regularly employed. Occasionally a woman, usually a widow, is hired direct by the farmer, and lives in a cottage on the farm. Such a woman is called a "cottar." The old "bondager" system, which formerly

* Cd. 346, of 1900, pp. 15-18.

existed in Northumberland has entirely disappeared. Under this system the men, who had neither wives nor daughters available, hired women whom they boarded in their houses, and to whom they paid a money wage in addition, which came to very nearly as much as the farmer paid the man for the women's services. The man, therefore, was really out of pocket by the transaction, but, as his obtaining employment often depended on his being able to provide women workers, he looked upon it as a necessary incident in his bargain with his employer.

Generally, the men on Northumberland and Durham farms have defined positions and spheres of work. The majority are ploughmen (also called "hinds"). Each is put in the charge of a pair of horses, which he works in the daytime, and has the care and management of in the stable. A few spade men or "spade hinds" are employed, perhaps one or two on a large farm, but none on a small one. Their duties consist in mending fences, draining, sowing corn in spring and stacking it in harvest, and, in fact, a little of everything except horse work. On the larger farms a cattleman (called a byre man) is employed; on the smaller farms women look after the cattle (byre women).

There are a great many shepherds in Northumberland, both on the low ground and among the Cheviot Hills, the whole of which are let as sheep farms. The great majority of these men in the Border districts are the sons, grandsons, or great grandsons of shepherds. They are said to "run in families," and there are instances where a family has followed the calling of shepherds for many generations. Few men who have not been so bred and trained are to be found working as shepherds in these districts. These men often stay in their places for many years. This, to some extent, may be accounted for by the prevalence of the custom of paying part of their wages by allowing them to feed a certain number of sheep of their own on their employer's pastures, which gives them a personal interest in remaining on the same farm. But the nature of the occupation itself tends to continuous engagements, and it is much to the interest of the employer that changes should be but seldom made. If an employer has a good shepherd he will do much to keep him, because he knows the peculiarities of the ground and the requirements of the flock. Although there are not many flocks exclusively devoted to pure breeding, as a speciality, yet there are many where pure breeding is carried on to a certain extent with the view to the production of rams for sale, and even where this is not the case, certain flocks have recognised characteristics, which make them specially suitable for certain purposes. For instance, the lambs from a certain farm, and also the draft ewes, may have a reputation for turning out well in certain other localities. It is, of course, to the interest of the farmer that such characteristics should be maintained, and therefore continuity of management is of importance. The shepherds make a regular study of their sheep, they know their pedigrees, and are usually much attached to their flocks. Consequently they do not change their situations without good cause, and when they change them they generally do so with regret.

On most farms of any size in Northumberland and Durham, a steward is employed, and under him a ploughman steward, who has charge of the horsemen. The steward has charge, under his employer, of all the workpeople on the farm except the shepherd. As a rule, the shepherd is responsible only to the employer. On the larger farms there are women stewards who take immediate charge of the women workers.

There are very few day or casual labourers, "datal men," as they are frequently called in these counties. The farmers generally hire a sufficient supply of regular labour to enable them to carry on the ordinary work of the farm. A number of Irish labourers, however, come into the district for harvest work, and some employers give them ordinary farm work for some weeks both before and after.

Some youths and a few unmarried men, and also women and girls for farmhouse work, are hired by the half-year in the Spring and Autumn, and live and board in the smaller farm-houses. This practice is more common in Durham than in Northumberland.

Conditions
of employ-
ment in
Cumber-
land, Lan-
cashire,
and West-
morland.

In Cumberland, North Lancashire,* and Westmorland the ordinary farm labourers, as known in other parts of England, are in a considerable minority. Most of the farm servants (unmarried men) are hired half-yearly, and lodged and boarded in the farmhouses. They are usually paid at the end of their term of service, though money is frequently advanced during the term if asked for.

Married men attached to the staff of a farm are usually on weekly engagements, though in some districts they are nominally on daily ones, and generally live in cottages near to the farm where they are employed. Day labourers, that is casual men or odd men, "darrikers" as they are called in parts of Cumberland, usually live in the villages, but there are not many men of this class in the counties named. They often take monthly engagements for harvest, and sometimes lift potatoes by piecework. Women for farmhouse work and for dairy work are also engaged by the half-year, and lodged and boarded in the farmhouses.

In these counties there are a great number of small farms worked almost entirely by the farmer and his family. Many of these farmers have risen from the ranks of farm servants, and there are numerous instances in which they have ultimately become farmers on a large scale. While in the position of unmarried farm servants, they are able to save money if they are careful, as they have little to spend it on except clothes. Not infrequently a hired man marries a young woman who has also saved money as a farm servant or dairymaid, and they then start on a small farm. Owing to the small size of the farms, there are many districts where there are no regular shepherds, or men in charge of horses and cattle. On the smaller farms usually everyone lends a hand to any job. In fact, the farm servant in these parts is more of an "all-round man" than his brethren usually are in the South. But the farmer or his sons frequently attend to the animals themselves; and on some of the larger farms one of the hired men, or perhaps a married man living in a cottage, if one is employed, looks after all the animals. This is not, of course, the case on large farms or the home farms of estates where a considerable number of stock is kept. In such cases the men are frequently engaged by the week, though in some cases for longer periods, but as a matter of fact they usually stay in their situations for much longer periods than the half-yearly hired men, who are constantly changing.

Conditions
of employ-
ment in
Yorkshire.

In Yorkshire the conditions of engagement vary considerably. Unmarried men are frequently hired by the year or half-year, the yearly term being the general one, and are usually lodged and boarded ("meated" is the expression sometimes used) in the farmhouses, but in some districts, notably in the East Riding, they are also lodged and boarded in the houses of the married foremen, who in the East Riding and the south part of the North Riding are called "hinds." Most of the unmarried men in charge of horses, and unmarried cattlemen, are engaged on these terms. In some districts, on farms where unmarried foremen are employed, there are also hired men who lodge and board in the farmhouses. Women for farmhouse work in some districts are also hired, and lodge and board in the farmhouses.

On the large farms, particularly on the Yorkshire Wolds, there are often first and second waggoners, and usually a foreman (or hind) in addition. In such cases the foreman is usually a married man living in a cottage. In addition to work on the farm, the waggoners in such districts go out with the waggons for the delivery of corn to the railway or market towns, and for fetching artificial manures, feeding stuffs, &c. On the large farms, both the first and second waggoner are for this purpose frequently sent out together, each with a team of horses. The other men who go with horses on the land are usually called second, third, or fourth plough lads, whose age usually ranges from 14 to 18 years. Foremen do not, generally speaking, go with

* In Lancashire the system of hiring farm-servants by the half-year, and of boarding and lodging them in the farmhouses, exists mainly in the areas of the Rural Districts of Fylde, Garstang, Lancaster, Lunesdale, and Ulverston. A few men are hired by the year.

horses or attend to them. When the foreman is absent, the first waggoner is in command. On smaller farms, the foreman will sometimes do the waggoning, and the next man or lad acts as ploughman. In such cases the waggoner is frequently an unmarried man and lodges and boards in the farmhouse.

In the East Riding, which is mainly arable, and where a number of the farms are large, especially on the Wolds, foremen, shepherds, cattlemen, stockmen, yardmen, horsemen, or waggoners, whether married or single, are generally engaged by the year, though there are also weekly and monthly engagements. The married men live in cottages, and the unmarried men are lodged and boarded either in the farmhouses, or in the houses of the foremen.

In the West Riding, where there are many small farms, mostly grass, weekly engagements are frequent for these classes. In some districts in the Southern part of the Riding, however, monthly engagements are the rule, while in a few districts the engagements are yearly. But in many districts in the West Riding, as indeed also in parts of the North Riding, where the farms are small, there are no distinct classes of men engaged solely in the care of animals. In the North Riding it is exceptional for unmarried men to lodge and board in the foreman's house, and they generally lodge and board in the farmhouses. To some extent, more particularly on the North-Eastern side of the Riding, in cases where farms have a sufficient supply of cottages, the Northumberland and Durham system of engaging ploughmen or hinds by the year is adopted. Shepherds, horsemen, and cattlemen are nearly always engaged by the year, and live in cottages on or near the farms. In some districts, however, the engagements are weekly or monthly, particularly in the Southern and South-Eastern parts of the Riding.

Married men who are attached to the staff of a farm and not in charge of animals (ordinary labourers) are usually employed by the week (though for longer periods in some districts). In the East Riding there are a number of this class on weekly engagements. In the West Riding there are comparatively few in the districts containing small grass farms. But in other districts, where the farms are larger and there are cottages on the farms, ordinary labourers are to be found in greater numbers. In the North Riding, the conditions greatly vary. In some of the Southern districts of the Riding there are a number of ordinary labourers, whereas on the Westmorland side many of the farmers cultivate their farms themselves with the aid of a man or two hired half-yearly at the Westmorland hiring fairs, whom they lodge and board in the farmhouses. In the North and North-Eastern part of the Riding there are comparatively few ordinary labourers, as the Northumberland and Durham systems exist there, either of hiring ploughmen or hinds by the year at the Durham hiring fairs, or of hiring men by the half-year to lodge and board in the farmhouses.

Lincolnshire is another county where the conditions vary, and those prevailing in Nottinghamshire, Rutland, and North Cambridgeshire are not dissimilar. The ordinary labourers are engaged by the week. But foremen and men in charge of animals (shepherds, horsemen or waggoners, and stockmen or "garthmen") are engaged by the year. These classes are generally called "confined men." Single men are usually hired yearly at fairs, but married men are generally engaged privately, often by advertisement. The married men live on the farms in cottages, which they always have free, with gardens. The unmarried men seldom lodge with the farmer, but generally with the foreman or "seedsman," who receives from his employer a weekly cash payment for the board of each, or else a smaller cash payment, and an allowance of pork, potatoes, beer, or other food. Occasionally the men receive more cash and find their own food. The "seedsman" in Lincolnshire is so called because he usually follows and controls the drill in seed time, and is next to the foreman in command on large farms. In cases where a farmer has several farmsteads on his occupation, the seedsman takes a certain number of confined men into the house on the same conditions as the foreman on the chief farmstead.

Conditions
of employ-
ment in
Lincoln-
shire.

There are more confined men in North Lincolnshire than in the Southern part of the county, because in the Northern districts the farms are larger, and require the supervision of foremen, and because more sheep and cattle are kept on them, which necessitates the attendance of confined men. Moreover, many of the farmsteads on the Wolds are a long distance from villages, and it is consequently for the convenience both of the employer and of the men that the latter should live on the farms.

Extra Cash Payments to Ordinary Labourers.

Distinction between rates of weekly cash wages and actual weekly cash earnings.

A great distinction exists in many counties between the current rates of weekly cash wages and the actual cash earnings of ordinary labourers, the weekly wages being frequently augmented by money earned at piecework, by special payments for corn harvest, and in some cases by overtime money at hay-time and other busy seasons. In the Northern Counties the hired men are paid an inclusive wage, getting no piecework or other extra money payments. In many of the arable districts, where weekly cash wages are the lowest, there is more to be earned by piecework and extra harvest wages than in the grass counties, where the men are paid a higher rate of cash wages, and have fewer opportunities of earning extra money. No accurate comparison can therefore be made between the rates of weekly cash wages of ordinary agricultural labourers in counties like Norfolk, Suffolk, Essex, Oxfordshire, Berkshire, Wiltshire, and Dorsetshire, where the rates are low, and those of such labourers in counties like Northumberland, Cumberland, Westmorland, Durham, and Lancashire, where the rates are high. The only comparison which can properly be made is between the actual yearly earnings in the different counties, including in such earnings the special payments referred to.

Extra cash earnings consist mainly of payments for piecework and harvest.

The extra cash earnings of ordinary agricultural labourers consist mainly of payments for piecework and corn harvest, and overtime at hay harvest. In some places extra cash is paid for hay harvest whether overtime is worked or not. It is not usual for labourers on time work to do overtime except when engaged at hay and corn harvests.

Piecework Earnings (other than Harvest).

Piecework earnings are highest in the districts where the rates of weekly cash wages are lowest.

Piecework is, of course, more suited to the work of ordinary labourers than to that of men in charge of animals. It is more common in the arable than pastoral districts, particularly in those counties where the weekly cash wages are the lowest. In practically every county some work is done by piecework. In the Northern Counties, where most of the men are hired and paid an "upstanding" wage, piecework is only given to casual labourers or to Irish labourers. Apart from harvest, which is dealt with below, the classes of work which give the greatest opportunities for piecework are hoeing corn crops, including beans and peas, hoeing cabbages and potatoes, hoeing and singling turnips, swedes, and mangolds, turnip pulling (with topping and tailing), mangold pulling, mowing clover or other seeds, and lifting potatoes. A good many other operations are also often performed as piecework, such as ploughing, drilling, manure spreading, draining, hedge cutting, cleaning ditches, turning, gathering, cocking and carting hay, threshing, thatching, washing and shearing sheep, &c. In the hop districts the hop crop affords many opportunities for piecework; and where fruit and flowers are grown a good deal of picking is done by piecework.

Counties where the system of piecework prevails.

It would be difficult to give a precise list of the counties where piecework is prevalent, as systems of agriculture vary within the areas of some counties, but the practice is a common one in the counties of Lincoln, York (East Riding), Norfolk, Suffolk, Essex, Cambridge, Huntingdon, Bedford, Hertford, Northampton, Buckingham, Berks, Oxford, Hereford, Warwick, Worcester, Gloucester, Sussex, Kent, Hants, Wilts, and Dorset.

It may be stated generally that more piecework is given on large farms than on small ones. This is because it is easier to arrange for and distribute the work on a large scale, and because in the larger fields the men can work together in companies and be under the supervision of a foreman. Further, the giving out of piecework involves a certain amount of skill, and the larger farmer, who is, generally speaking, more accustomed to deal with figures and has a greater knowledge of business matters, is more qualified to give out piecework successfully than the small employer.

More piecework on large than on small farms.

It would be extremely difficult to make any reliable comparison of the piecework prices paid in different districts. They must depend to a large extent on the character of the crops and their condition. For instance, in the case of thinning roots, an important factor would be whether the crop is a light one or the soil light or heavy. Again, the character of the soil would greatly influence the price paid for ploughing and draining. Prices of piecework on some farms for certain operations will be found in Appendix V., pages 172-214.

Earnings at piecework.

The amounts received on account of piecework during the year, exclusive of harvest, of course vary greatly; but in the districts where it is frequently given a sum of £3 to £5 a year is often earned over and above the money which would have been earned had the men been paid exclusively by the week. There are, however, a good many cases where men earn considerably more than this; and on some of the larger farms the money earned in the year by piecework represents about a third of the total amount of the men's cash earnings from all sources.

Harvest Earnings.

Money earned at corn harvest in many counties represents a considerable addition to the weekly cash wages. This is, of course, specially the case in the chief corn-growing centres, where, generally speaking, the rates of weekly cash wages are the lowest.

Men who take part in harvest.

Shepherds do not generally take part in harvest. Cattlemen are sometimes prevented from doing so, owing to the nature of their occupation, and this is also true of horsekeepers, though generally they are engaged at harvest. But on the moderate sized farms it is not at all unusual for the harvest work to be performed by all classes of men upon the staff of the farm, and on small farms the farmer's wife and family may frequently be seen helping to harvest the crops.

The system of payment at corn harvest varies considerably in different parts of the country. In the Northern Counties, where the majority of the men are hired by the year or half-year, and paid an "upstanding wage," that is, all the year round, including wet weather and sickness, the hired men are paid no extra harvest wages, though they are often supplied with extra food and drink. Except in Northumberland and Durham, where the system of engagement closely resembles that in the Border counties and the Lothians in Scotland, the married men in the Northern Counties attached to the staff of a farm are usually paid extra money wages, and often given food and drink. But the extra money earned is not considerable. The payment during harvest is generally from £4 to £6 inclusive a month, while the ordinary weekly cash wages are, say, from 17s. to 20s. Some food and drink is, however, frequently given in addition. Extra hands in these districts, both English and Irish, sometimes get rather higher money payments, and often more food. The Irishmen are generally given sleeping accommodation in barns, as well as some allowance of food. In parts of Northumberland, Irishmen sometimes get all their food given them. In certain parts of Durham, Lancashire, Westmorland, and Yorkshire, hirings are held where both English and Irish labourers are hired for a month's hay or corn harvest.

The system of payment at harvest varies in different parts of the country. Amounts earned in certain groups of Counties.

In other parts of the country special rates of payment are not usually given at hay harvest to the ordinary staff of the farm, though overtime is sometimes paid for, and drink, or money in lieu of drink is frequently given.

As regards corn harvest outside the Northern Counties, the systems of payment vary. In some districts the system is to give the work to be done in connexion with the harvest in separate portions as piecework ; in others to contract for a certain sum for the harvest, as a whole ; or to give the ordinary weekly wages, and, in addition, a bonus of a pound or two at the end of the harvest ; or to give extra time-wages for a month certain, and then to pay the ordinary weekly wages ; or to pay double the ordinary weekly wages during harvest ; or to pay a certain rate per day as long as harvest lasts. Occasionally the ordinary weekly wage is paid, and overtime money given. Beer or cider is given in many counties, and in some districts light refreshment in the way of food.

In the Midland counties, apart from the larger corn-growing districts, where piecework is prevalent, a fixed sum for the harvest month is often given, frequently about £4 10s. to £6, or else a higher daily or weekly rate of wages than that ordinarily paid.

In the Southern and South-Western counties all the systems referred to are to be found, except that of contracting for the whole harvest, which is mainly confined to Norfolk and Suffolk. But this arrangement is practically based upon the piecework system, the only difference being that the whole staff undertake to do the harvest work for a certain sum, instead of a certain number of acres being allotted to each man.

It is, however, in the chief corn-growing counties in the Eastern and part of the Midland and Southern and South-Western counties where piecework is largely adopted at harvest, that the labourers earn the most harvest money, and generally the largest amounts are earned in the fen districts of Cambridgeshire, Lincolnshire, Norfolk, and Huntingdonshire. The harvest payments in Norfolk and Suffolk, outside the fen districts of the former county, whether made on the system of a lump sum for the whole harvest, or on the piecework system, generally amount to about £7 or £7 10s. per man. In addition beer is frequently given, or else about three bushels of malt and three pounds of hops, or an equivalent in money. Thus (if we assume the harvest to be completed in, say, four weeks), assuming the weekly rate of cash wages to be 12s. a week, about £4 10s. extra will be earned by harvest work. In the fen districts men sometimes earn as much as £9 to £10 at piecework for a month's harvest.

Harvest earnings, of course, depend a good deal on the weather and the state of the crops. Upstanding crops and fine weather throughout the harvest are favourable for both employers and employed. The employers, owing to the crops not being beaten down, are able to use the self-binding machines, and thus save labour, and owing to fine weather are able to get the harvest in rapidly, while the men engaged at piecework or on contract are able to get through the work quickly and without interruption. Consequently they can earn their harvest money in a short time, and be free to go on with other work at the current rate of weekly wages. On the other hand, if the weather is bad, those who are paid a lump sum for the whole harvest, and those who are paid a certain sum for a month and then are paid the ordinary rate of wages, are at a disadvantage. The former take a long time to earn their harvest money, and earn nothing at all on wet days, and the latter have to finish up the harvest and perhaps work a lot of overtime in return for merely the ordinary wages. When a lump sum is paid for the whole harvest, this sum is divided equally among the different men engaged in the work. Again, those on piecework run the risk of not being able to work in wet weather. On the other hand, piecework men often get more work if the crops are heavy and much beaten down, as the labour-saving self-binders cannot be used, and they are paid higher rates for work involving special difficulty. If the weather is too bad for harvest operations, a good many farmers often offer the men other work at the ordinary weekly wages.

The counties where harvest is largely done by piecework are Essex, Norfolk, Suffolk, Cambridgeshire, Lincolnshire, Huntingdonshire, Bedfordshire, and in parts of Northamptonshire, Warwickshire, Nottinghamshire, Hertfordshire,

Berkshire, Oxfordshire, Sussex, Kent, Hampshire, Worcestershire, Gloucestershire, Wiltshire, and Dorsetshire.

According to Returns received by the Department relating to 1,233 men employed in England outside the Northern counties, the average cash earnings per man for the entire harvest in 1904 in the corn growing counties of Cambridgeshire, Essex, Norfolk, Suffolk, and Lincolnshire amounted to £7 5s. 7d., in the Midland counties to £5 13s. 6d., and in the Southern and South-Western counties to £4 17s. 2d. These amounts are exclusive of the value of beer or cider given, or of other refreshments. The average duration of the harvest in 1904 on the farms covered by the Returns was 24 working days.

Average
harvest
earnings
per man in
1904.

Extra Cash Payments to Men in Charge of Animals.

It may be stated generally that shepherds and men in charge of horses and cattle in most parts of the country (the notable exceptions being in some of the Northern Counties) receive some extra cash payments in addition to their ordinary cash wages. The nature of their occupation, however, generally prevents them from earning money by piecework like the ordinary labourers, though in some districts they take part in harvest and also do a little piecework. For instance, in parts of Norfolk and Suffolk, after the horses are turned out to grass in May, the teammen undertake some piecework, like the ordinary labourers. Cattlemen on some farms also do some piecework in the summer and autumn.

Men in
charge of
animals do
not get
so much
piecework
as ordinary
labourers.

In the case of shepherds, lamb money is the principal extra cash payment. It frequently takes the form of a payment varying from 1d. to 1s. (generally from 3d. to 6d.) for every lamb reared or for lambs alive at a certain date, extra money sometimes being given for twins.

Shepherds'
extra cash
earnings—
lamb
money.

It is not unusual to encourage the shepherd to do his best by paying him, say, 4d. or 6d. a lamb up to a lamb per ewe, and a larger amount, say 1s. per lamb, for all over that number. It is often the practice to pay the money upon all lambs "tailed," i.e., all lambs that live until their tails are cut short, an operation which is performed at the age of two or three weeks. Sometimes a bonus is paid for a successful lambing season, and sometimes extra wages are paid at lambing time instead of lamb money. The sum received depends, of course, on the scale of payment and the size of the flock, but it is frequently about £3 to £5. There are cases, however, where considerably larger sums are obtained, such as £20 or £25. Taking Suffolk as an example of a county where a good deal of lamb money is paid, a flock would perhaps average 280 ewes, and the average crop of lambs would be 350, which would give £8 15s. for "lamb money" at 6d. a head. In a good many cases lamb money in this county would range from £10 to £15, or even £20.

In some districts shepherds get coals, beer, and food at lambing time. Frequently they do not take part in harvest, but Michaelmas money, i.e., a lump sum paid at Michaelmas, is not infrequently given. It is often from £2 to £5. Under-shepherds often get a small bonus at lambing time, and a smaller sum than the head shepherd for Michaelmas money. Sometimes washing and shearing is done by piecework, and sometimes extra payment is given for the work in addition to the regular time-wages.

Men in charge of horses and cattle often get Michaelmas money if they do not take part in harvest, but in a good many counties, such men, especially those belonging to the former class, often share in the harvest work. Sometimes they get both harvest and Michaelmas money. Michaelmas money paid to these classes usually amounts to from £2 to £5. In North Cambridgeshire considerable sums, ranging from about £9 to £18, are often paid at Michaelmas to the unmarried men in charge of animals who board with the foreman. This is really a system of deferred payment of wages. In some districts, if such men do not take part in harvest, they get paid the same sum as the other men who do. Other small cash payments are frequently made to men in charge of horses and cattle. For instance, carters or waggoners often get 6d. to 1s. for taking a waggon a certain distance. This is generally known

Extra cash
earnings
of men in
charge of
horses and
cattle.

as "journey money," or "road money." If there are four horses, the payment would probably be at the higher rate, and the second man or lad might get some of it. Sometimes they get about 2*d.* a sack, or 1*s.* a load, for all corn delivered off the farm. In some districts horsemen are paid from 1*d.* to 3*d.* for every acre drilled or mown with a machine. Sometimes they are paid a bonus for every live foal.

Men in charge of cattle sometimes get extra payments for calves or pigs reared, or cattle fattened or sold, or when pigs are killed, or for sitting up at night when cows are calving. Again, they sometimes get extra money for marketing. Where live stock are exhibited and win prizes at Agricultural Shows the men who have had the care of the animals not infrequently are allowed a percentage on the money prizes gained. Men in charge of animals are sometimes given 1*s.* or 2*s.* a week for Sunday work, in addition to the nominal rate of weekly cash wages. But the weekly cash wages are fixed generally so as to cover all remuneration in respect of Sunday work and of the longer hours and greater responsibilities of this class of men.

Allowances in Kind to Ordinary Labourers.

Allow-
ances in
kind
given to
ordinary
labourers.

Although agricultural labourers are paid the greater part of their wages in money, the practice of payments or allowances in kind exists in many parts of England, especially in the North, though the system is declining. Such allowances are, of course, taken into account in fixing the rates of cash wages.

Speaking generally, ordinary agricultural labourers get comparatively few allowances in kind, excepting potato ground, and beer at hay and corn harvest. Other allowances sometimes given are cottages let free or at a low rent, extra food at harvest, beer at threshing, rough firing, or fuel carted, milk, and straw for pigs. In the Northern and some of the Western Counties, cottages and fuel are frequently given free, and in some counties in the latter group, namely, Herefordshire, Somersetshire, and Devonshire, cider is often given as a daily allowance. Beer or cider is also given daily in parts of Worcestershire, Gloucestershire, Shropshire, and Staffordshire.

Potato ground is given in some counties, but more frequently it is let at a cheap rent. Sometimes the employer does the ploughing, tilling, and manuring, the labourer finding and putting in the seed and taking up the potatoes, but the precise arrangements vary in different districts. In some counties a certain allowance of potatoes is given. In Northumberland, Durham, and parts of the North Riding of Yorkshire, in addition to free cottages, coals carted free, and straw for pigs, either about 1,000 to 1,200 yards of planted potato drill is given, or an allowance of about half a ton of potatoes per annum. In Northumberland farmers sometimes keep a cow for a man for about 3*s.* a week all the year round, if he wishes it. In the winter the farmer agrees to give it about two loads of hay or five hundredweight of cake. If a man cannot afford to buy a cow, the farmer will sometimes "put one on" for him, that is, he buys one himself, but this custom is getting a rare one.

In parts of Cheshire, a number of the cottages have two or three acres of land, chiefly pasture, attached. Some of them have as much as six or seven acres. The men are thus able to keep cows and pigs. A good many landowners have a number of these small holdings on their properties which are let out at moderate rents. In certain other counties cow pastures are let at low rents to labourers by some of the landowners.

Counties
where
allowances
in kind are
most fre-
quently
given to
ordinary
labourers.

It would be difficult to state with precision the districts where allowances in kind are made to ordinary labourers, but without attempting to give a complete list, it may be stated generally that with the exception of cottages being in certain cases let on easy terms, and sometimes potato ground given free, or at a low rent, allowances in kind to ordinary labourers are not usually given in the counties of Chester, the East Riding of York, Lincoln, Norfolk, Suffolk, Essex, Cambridge, Bedford, Huntingdon, Hertford, Northampton, Berks, Buckingham, Kent, Surrey, Sussex, and Oxford, while

they are more frequently given in the counties of Northumberland, Durham, Cumberland, Westmorland, Lancaster (North), the North Riding of York, Hereford, Shropshire, Stafford, Hants, Dorset, Gloucester, Somerset, Wilts, Devon, and Cornwall.

The counties in which ordinary labourers frequently get cottages free are Northumberland, Durham, Cumberland, Westmorland, North Lancashire, the North Riding of Yorkshire, and, to a less extent, the counties of Shropshire, the West Riding of Yorkshire, Stafford, Gloucester, Hereford, Dorset, Wilts, Somerset, Devon and Cornwall. In the Western counties many men who get cottages free receive a rather lower rate of wages than those who pay rent for their cottages (though this is not true in all cases).

Counties where ordinary labourers often get cottages rent free.

Allowances in Kind to Men in Charge of Animals.

Allowances in kind are frequently made to shepherds and men in charge of horses and cattle. In most districts it is usual for the married men to have cottages and gardens free, and they frequently have potato ground, which is sometimes manured and tilled for them, or perhaps horses are lent them and they do it themselves. Sometimes manure is given to them. Among other allowances sometimes given to this class of men are straw for pigs, coal, milk, vegetables, food, and beer or cider. The "confined men" in Lincolnshire, and the yearly married men in North Cambridgeshire and parts of Nottinghamshire get many allowances in kind, such, for instance, as house and garden rent free, 20 to 30 stones of pork, several sacks of wheat or flour, 40 to 60 stones of potatoes, and in some cases coals, beer or beer money, and milk. In the Northern districts of Northumberland it is still the custom to pay many of the married shepherds entirely in kind, no cash whatever being paid to them. In addition to a free house and garden, grain or meal, potatoes, straw for pigs, and free cartage of coals, they are allowed to keep a certain number of their own sheep with those of their employer—a system which encourages them to pay the greatest attention to the flocks under their charge. Sometimes they get a cow kept for them. The shepherds who are paid in this way generally state that they prefer this mode of remuneration to money payments.

Allowances in kind given to men in charge of animals.

Regularity of Employment.

In connexion with the total annual earnings of farm labourers, the question of regularity of work is an important one. The hired men in the North, who comprise the large majority of farm labourers there, are paid a regular wage during their term of engagement in wet weather and sickness alike. Men in charge of animals in other parts of the country are given regular employment, but not necessarily paid if absent on account of illness, though such payments are not infrequently made.

Regularity of employment. Payment during bad weather and sickness.

It may be stated generally that, except in the case of the men who are hired by the year or half-year in the Northern Counties, employers do not, as a rule, pay their ordinary labourers if absent on account of illness. But the larger employers sometimes pay their regular men, to some extent at any rate, during absence from this cause. In many parts of the country a large number of farm labourers belong to Sick or other Benefit clubs. (See Appendix VIII., pp. 230-8.)

The difficulty of finding constant employment for a large staff of farm hands all the year round chiefly exists in the great corn-growing districts in the winter months, after the autumn ploughing and sowing has taken place and the roots have been taken up. The difficulty is, of course, increased in years when the root crop or the yield of grain is small, thus decreasing the amount of work in connexion with the roots and with threshing.

But a distinction must be drawn between the men regularly attached to the staff of a farm and those who are not. In the case of the former class it is now a general practice in a number of counties, especially on the larger farms, to find employment for the men under cover, if they present themselves for work, when the weather is too bad for them to be employed out of doors. This is, perhaps, not always the case when the men are being employed at piecework. In the

counties of Norfolk, Suffolk, Essex, Cambridgeshire, and Lincolnshire, where the harvest work is usually undertaken by piecework (a price being fixed for each part of the work), or by contract for the whole harvest, work under cover, or other farm work, is frequently offered at the ordinary weekly wages if the weather is not good enough for harvest operations.

On the other hand, the men who are not regularly attached to the staff of a farm, or whose usual occupation is that of day labourers (a class of men now scarce in many districts), hardly expect to be paid on a wet day, and frequently do not put in an appearance unless they want a job and think they are certain of getting one under cover. Sometimes these men have allotments or gardens of their own, and, when they are not working on the farms, they put in a day's work for themselves.

Generally speaking, since about the year 1896 ordinary farm labourers have been regularly employed. During this period farmers in all parts of the country have complained of a scarcity of labour, owing to the increasing tendency for farm labourers, particularly the younger ones, to seek situations in other callings. In the year 1904, however, the supply of labour was reported to be more abundant, but men to take charge of animals are frequently difficult to obtain, owing in a great measure, it is stated, to the dislike to Sunday work. There are, of course, districts where employment in wet weather is not given so regularly as in others, but during the period named there has been very little irregularity of employment from that or any other cause. In many districts farmers would not be able to retain the services of their men unless they secured them work as regular as that which they could obtain in other occupations.

Cottage Rents.

Cottages are often let at low or nominal rentals.

In determining the annual earnings of agricultural labourers, the question of cottages is a most difficult one to deal with, more particularly in the counties where there is a mixed system. For instance, some labourers get free cottages, and others cottages at a low rental, and in both cases they may or may not be receiving a lower rate of cash wages than that current in the district. On the other hand, some may be paying full rental for their cottages but receiving full cash wages.

Cottages in "open" or "close" villages.

Though it may be stated generally that in the greater number of counties the ordinary agricultural labourers do not get free cottages, it would no doubt be true to say that in every county there are numerous instances in which they are held at low or almost nominal rents. In such cases the cottages are usually of the best class, being those built on farms and let with them, or those situated in "close villages," the property of large landowners. Cottages in "open villages" are frequently very inferior in construction and condition, and are often rented higher. They not infrequently belong to small owners who have invested savings in them. It will be readily understood that such owners of cottages have generally a very small margin, if any, available to spend on repairs or additions.

"Tied" and "free" cottages.

Some landowners, when letting their farms, keep the cottages in their own hands in order to give the labourers greater security of tenure, as well as to ensure the cottages being kept in a good state. But farmers frequently stipulate that they shall, at any rate, have the letting of a certain number, more particularly for men in charge of animals. In some districts the cottages held direct from the landowner are called "free cottages," and those rented from the farmer "tied cottages."

Cost of building labourers' cottages; and rent.

The rent received for cottages by landowners has generally no relation to the initial cost of building them. They are frequently erected upon farms with the object of inducing a good class of tenant to take the farm, in the rent of which the cottages are included without any separate calculation of their value. The landowner may also be desirous of improving the appearance of his property,

or be willing to spend freely on the habitations of the labourers on his estate for philanthropic reasons.

If the farmer has the letting of the cottages in his own hands, it is to his advantage to let them at a low rent in order to attract a good class of labourer, willing to live away from the village, which it is by no means always easy to persuade labourers to do. As the farmer gets the cottages thrown in with the farm by his landlord, without his having to pay an extra rent for them, he does not trouble himself much about the relation which the rents which he himself gets for these houses from his labourers may happen to bear to their original cost. His first consideration is to get his men.

With regard to the rental paid by farm labourers for cottages, a great deal of information has been received from landowners, land-agents, farmers, and Chairmen of Rural District Councils, and, in addition, particulars have been sent by over 200 Agricultural Correspondents of the Department with reference to :—

- (1) the highest rents, (2) the lowest rents, and (3) the rents most usually paid by farm labourers in their districts ; also (4) the change which has taken place in rents, compared with 10 years ago.

This information shows that in the purely rural districts the usual rents paid in 1904 were from 1s. to 2s. a week, 1s. 6d. being the most common. The landlords invariably do all the repairs, and usually pay the rates and taxes.

Rents of cottages in districts nearer industrial or residential centres, where other classes of workmen compete with the farm labourers for them, are frequently higher than those stated, and range from 2s. to 3s. 6d. and 4s. a week, and sometimes higher.

Nearly all the Correspondents of the Department state that there has been no change, or no appreciable change, in cottage rents in rural districts in the last ten years, except those in the neighbourhood of towns or mining districts.*

The late Mr. W. C. Little, Senior Assistant Commissioner to the Royal Commission on Labour, in his General Report,† written in 1894, reviewing the statements of the other Assistant Commissioners, who reported on typical agricultural districts in nearly every county in England, said that the estimates of the Assistant Commissioners and their informants as to the value of a cottage and garden as an addition to wages where no rent is paid varied from £2 12s. to £5 4s. a year, the most usual sum being £4. Mr. Little further said that "Rent has generally no relation to the size of the cottage, the cost of its construction, the accommodation which it affords, its condition as regards repair or sanitary arrangements, or to the earnings of the occupier."

The cost of building a pair of cottages in accordance with present requirements is generally said to be from £300 to £400, and not infrequently up to £450 or £500. It is apparent that, with rents at 1s. 6d. or 2s. a week, and with rates to pay and repairs to execute, there is no direct profit on such an outlay.

The decline in the number of farm labourers between 1891 and 1901 has resulted in the decrease of overcrowding in the cottages, as the following figures for certain agricultural counties show.

Decrease
in over-
crowding
in certain
counties.

* See also Agricultural Wages during the last 50 years, Journal of Royal Statistical Society, Vol. LXVI., Part II. (June 30th, 1903).

† Royal Commission on Labour. The Agricultural Labourer, Vol. V., Part I., p. 121. (C. 6,894—XXV.)

TABLE showing for certain AGRICULTURAL COUNTIES the POPULATION, and the PERCENTAGE of the TOTAL POPULATION of those COUNTIES, LIVING in TENEMENTS, more than Two per Room, according to the CENSUS of 1891 and 1901 respectively.

COUNTY.	1901.		1891.		Decrease in Percentage in 1901 as compared with 1891.
	Population Living More than Two per Room.	Percentage of Total Population.	Population Living More than Two per Room.	Percentage of Total Population.	
Westmorland	1,804	2.80	3,229	4.88	2.08
Lincoln	12,581	2.52	20,384	4.30	1.78
Norfolk	17,357	3.64	28,020	5.98	2.34
Suffolk	12,912	3.46	21,478	5.93	2.47
Berkshire	6 118	2.42	11,396	4.83	2.41
Sussex	11,095	1.84	16,108	2.94	1.10
Hampshire	13,040	1.63	18,339	2.65	1.02
Somerset	12,428	2.82	20,067	4.67	1.85
Cornwall	12,742	3.95	21,282	6.60	2.65

It will be understood that the figures in the above Table are inclusive of urban districts and do not solely relate to the rural portions of the counties.

ENGLAND.

II. WAGES AND EARNINGS.

Wages and Earnings of Ordinary Labourers.

Whilst the time wages payable in cash either weekly, half-yearly, yearly, or at other periods, almost invariably form the principal factor in the earnings of the farm labourer, it is the sum total of all his cash receipts, whether in the form of time wages or piecework, or overtime payments, together with the actual value to him of any allowances in kind which he may receive, that must be regarded as the real measure of his total remuneration, and of the value which is attached to his services in the labour market. The nature of these additions to the cash wages has been already indicated.

The steps taken by the Department to obtain information for the purpose of making a statement of the average weekly earnings from all sources in each county have already been referred to. Returns from farmers showing the amounts received by their labourers in 1902 in weekly cash wages, and their total earnings during that year from all sources combined, are utilised to form the basis of the figures in the Table below.

In Appendix III. (pp. 151-9) will be found Tables showing the rates of weekly cash wages most generally paid to ordinary agricultural labourers in 1903 in Rural Districts in England, which have been furnished for the most part by the Chairmen of the Rural District Councils. A Memorandum (Appendix II., p. 148) dealing with the rates of wages for 1903 is prefixed to these Tables, and, in order to afford a general idea of the weekly cash wages current in each county, the rates most generally paid in the summer and winter have been summarised, the plan adopted as most suitable being to state a range of wages which would embrace the whole of the rates generally paid in the Rural Districts in each county, and also to state for each county what is known as the "median" rate, that is, a rate so chosen that as nearly as possible an equal number of labourers were paid at higher or lower rates than the one stated. This rate in almost every county corresponded to the predominant rate, that is, the rate at which the largest number of labourers in each county was paid.

As would be expected, the highest rates of wages are paid in the counties in the North of England and in the Midlands (in which are included large industrial towns and collieries) and also in some of the counties near London. The lowest rates are paid in the more purely agricultural counties, particularly in the arable counties.

The lowest rate of weekly cash wages in 1903 (10s. exclusive of all extra payments for piecework, hay and corn harvest, overtime, &c.) was paid in parts of Dorsetshire. In this county the rates of wages ranged from 10s. to 15s. per week in summer and winter, the median rate being 12s. The only other county where the median rate was as low as 12s. in both summer and winter was Oxfordshire. A minimum rate of 11s. was met with in the summer or winter, or in both, in nine counties.

The maximum rates of weekly cash wages found to be paid in 1903 in any Rural District was 24s. in Durham. In Northumberland, Lancashire, and the West Riding of Yorkshire, the maximum rate was 22s.

Turning now to the Returns furnished by farmers for the year 1902, the figures have been summarised in the following Table. They apply to all the ordinary labourers regularly attached to the staff of the farm to which they relate, and include not only those who were in regular employment throughout the year, but also those who, although upon the staff of the farm, were absent on account of bad weather, illness, or other causes. On the other hand, the Returns do not include oddmen who work at different times for different farmers, and who are employed at particular seasons for short periods, such as at weeding, hoeing, threshing, harvest, &c.

Total yearly earnings of ordinary labourers in each county, including all extra money payments in addition to the weekly cash wages, and also the value of all allowances in kind.

Comparison of cash wages and total earnings in each county in England.

AVERAGE WEEKLY RATES of CASH WAGES compared with TOTAL AVERAGE WEEKLY EARNINGS (including the VALUE OF ALLOWANCES IN KIND) of ORDINARY AGRICULTURAL LABOURERS in ENGLAND in 1902, compiled from RETURNS supplied to the DEPARTMENT by FARMERS.

County.	Average Weekly Rates of Cash Wages paid throughout the Year.	Average Weekly Earnings (including the Value of Allowances in Kind).	Excess of Earnings over Cash Wages.
	s. d.	s. d.	s. d.
NORTHERN COUNTIES :			
Northumberland	19 4	21 7	2 3
Durham	20 0	22 2	2 2
Cumberland and Westmorland	18 4	20 0	1 8
Lancashire	18 10	20 7	1 9
Yorkshire, East Riding	16 9	19 2	2 5
„ North Riding	16 9	18 10	2 1
„ West Riding	17 3	19 10	2 7
MIDLAND COUNTIES :			
Derbyshire	18 8	20 7	1 11
Cheshire	17 0	18 9	1 9
Nottinghamshire	17 3	19 9	2 6
Leicestershire and Rutland	15 9	17 4	1 7
Staffordshire	15 11	18 4	2 5
Shropshire	14 8	18 0	3 4
Worcestershire	14 2	16 5	2 3
Warwickshire	14 4	16 4	2 0
Oxfordshire	12 0	14 6	2 6
Northamptonshire	14 1	16 2	2 1
Buckinghamshire	14 8	16 4	1 8
Middlesex	17 10	20 4	2 6
Hertfordshire	14 8	17 2	2 6
Bedfordshire	13 6	16 6	3 0
EASTERN COUNTIES :			
Huntingdonshire	13 8	16 2	2 6
Cambridgeshire	12 8	16 1	3 5
Lincolnshire	15 6	18 8	3 2
Norfolk	12 4	15 3	2 11
Suffolk	12 9	15 6	2 9
Essex	13 9	16 11	3 2

AVERAGE WEEKLY CASH WAGES compared with AVERAGE EARNINGS—*cont.*

County.	Average Weekly Rates of Cash Wages paid throughout the Year.	Average Weekly Earnings (including the Value of Allowances in Kind).	Excess of Earnings over Cash Wages.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
SOUTHERN AND SOUTH-WESTERN COUNTIES :			
Kent	16 4	19 7	3 3
Surrey	16 4	20 0	3 8
Sussex	14 10	17 7	2 9
Hampshire	13 9	17 9	4 0
Berkshire	13 2	15 11	2 9
Wiltshire	12 9	15 8	2 11
Dorsetshire	11 11	15 6	3 7
Somersetshire	13 6	16 11	3 5
Herefordshire	13 3	16 3	3 0
Monmouthshire	16 6	18 10	2 4
Gloucestershire	12 11	15 5	2 6
Devonshire	13 9	17 1	3 4
Cornwall	14 6	17 4	2 10

NOTE TO TABLE.—The figures for Northumberland and Durham relate to ploughmen (or "hinds"), and in Cumberland, Westmorland, and North Lancashire "to married labourers." In Northumberland and Durham the "hinds" form by far the majority of the farm servants, there being comparatively few ordinary labourers ("spade hinds"). Generally speaking, however, the wages of the spade hinds, and also of the cattlemen or "byemen," except that these two classes often get some extra allowance in kind for special work, are about the same as those of the ploughmen. In Cumberland, Westmorland, and North Lancashire, the majority of the farm servants are unmarried men, who lodge and board in the farm houses; and, as many of the farms are small, the occupiers being frequently working farmers, taking part themselves in the ordinary work of the farm, the hired men cannot generally be classified according to their duties, as they usually undertake all kinds of work whenever needed. The wages of the married labourers attached to the staff of a farm, who are paid weekly, have been given in the Table, in the case of Cumberland, Westmorland, Lancashire and also Yorkshire. This class is also frequently employed to some extent in looking after animals in the first three counties, and also some parts of Yorkshire on the smaller farms. Owing to the wide range of wages paid in some districts to the hired men, it has not been found possible to determine precisely the predominant rates in all the Rural Districts, but the average rates of wages paid on certain farms in these counties are given on page 33.

The average weekly rates of cash wages shown in the above Table are computed from the rates returned by farmers, the number of men employed at each rate being taken into account, and where the summer rates differed from those paid in the winter, the figure given is an average of the summer and winter rates, it being reckoned that the ratio of summer to winter weeks is as 3 to 2. The rates from which the averages are computed are the weekly rates of cash wages which would be paid when the men were not engaged at piece-work or harvest.

In the total amount of earnings, from which the weekly averages per man for each county were calculated, every payment, whether in cash or kind, made to the labourers has been included, a money value having been attached for this purpose to such payments as were not made in cash. Free cottages, which are generally the most important payment in kind, have been valued at £4 a year throughout, although some would no doubt let for more and others for less.

It will be seen that the excess of the average weekly earnings over the average weekly rates of cash wages varies considerably in the different counties, but before entering into the reasons for this difference, a few instances may be given showing how the annual payments are made up in various counties.

Instances of earnings of individual ordinary labourers engaged on certain farms.

These instances are not put forward as being necessarily typical of the general rates and conditions existing in any county, although they may be regarded as typical of the payments on the particular farms to which they relate, for the labourers included in the Table are not necessarily the highest paid men on the farms. The object kept in view in selecting the cases was to show in a general way, what proportion of the total cash payments in certain counties is earned at piecework and corn harvest respectively.

TABLE showing in detail the EARNINGS of certain INDIVIDUAL LABOURERS during the year 1903, as returned by their EMPLOYERS.

NOTE.—The amounts shown in this Table are not *average* amounts but actual payments made to individual men of the ordinary labourer class, i.e., excluding shepherds and men exclusively engaged with horses or cattle. The amounts for corn harvest include the ordinary weekly wages paid during the period, in addition to any extra sum that may be paid according to the particular system adopted. (For systems of payment at harvest, see page 19.)

County and Poor Law Union.	Amount of Cash paid to individual men in 1903 on certain farms.					Allowances in kind given in addition to money earnings, with their values as estimated by employers.	Rate of Weekly Cash Wages in 1903.	
	For Piece-work (other than work done in Corn Harvest).	During Corn Harvest.	Overtime money or other extra cash payments.	Ordinary weekly wages.	Grand total in cash for year.		Summer.	Winter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.		s. d.	s. d.
NORTHUMBERLAND—	—	4 0 0	—	48 0 0	52 0 0	House and garden, £5; potatoes, £3 10s.; food and drink at harvest, 4s.; coals carted, £1 4s.	20 0	20 0
Glendale ...	—	8 12 0	—	48 4 0	46 16 0	Ditto	18 0	18 0
YORKSHIRE EAST RIDING—								
Malton ...	—	7 0 0	1 0 0	37 4 0	45 4 0	None	16 0	15 0
WARWICKSHIRE—								
Alester ...	3 9 8	4 8 8	0 18 9	26 4 8	35 1 4	None	18 0	18 0
	3 1 7	4 8 8	0 15 8	27 4 8	35 9 9	None	18 0	18 0
NORTHAMPTONSHIRE—								
Wellingborough*	22 12 8	6 8 8	1 12 9	14 16 4	45 10 0	None	14 0	14 0
	14 16 6	6 4 0	1 12 5	21 8 7	44 1 6	None	14 0	14 0
CAMBRIDGESHIRE—								
Chesterton...	7 10 0	8 0 0	1 16 0	23 4 6	40 10 6	None	12 0	12 0
	—	9 0 0	1 1 0	27 15 0	37 16 0	None	12 0	12 0
	10 0 0	12 0 0	—	25 10 0	47 10 0	Coals carted, 5s.; drink at hay harvest, 7s. 6d.	15 0	15 0
Thorney ...	7 0 0	2 0 0	—	35 5 0	44 5 0	Ditto	15 0	15 0
LINCOLNSHIRE—								
Lincoln ...	0 10 0	7 18 8	1 0 8	34 0 10	43 10 2	Fuel or fuel carted, £1 10s.	15 0	15 0
	1 14 10	6 5 3	1 0 8	32 1 11	41 2 8	Ditto	15 0	15 0
NORFOLK—								
Loddon and Clavering†	20 17 4	7 5 0	0 12 9‡	15 9 9	44 4 10	None	18 0	12 0
	8 17 8	7 5 0	0 9 1‡	26 11 9	43 8 4	None	12 0	12 0

* The first labourer was absent from work on 22½ days, and the second on 16½ days.

† The first labourer was absent from work on 7 days, and the second on 18 days.

‡ In lieu of beer.

DETAILED EARNINGS of certain INDIVIDUAL LABOURERS—*continued*.

County and Poor Law Union.	Amount of Cash paid to individual men in 1903 on certain farms.					Allowances in kind given in addition to money earnings, with their values as estimated by employers.	Rate of Weekly Cash Wages in 1903.		
	For Piece-work (other than work done in Corn Harvest).	During Corn Harvest.	Overtime money or other extra cash payments.	Ordinary weekly wages.	Grand total in cash for year.			Summer.	Winter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.		s. d.	s. d.	
SUFFOLK—									
Thingoe ...	1 2 6	7 17 6	0 15 6	28 16 0	38 11 6	Fuel carted, 7s. 6d.; potato ground, 5s.	12 0	12 0	
	1 2 6	7 17 6	0 12 6	28 16 0	33 3 6	Fuel carted, 7s. 6d.	12 0	12 0	
KENT—									
Faversham	11 5 0	8 7 6	1 10 0	39 0 0	60 2 6	None	16 0	16 0	
	5 6 0	6 18 0	0 5 0	36 10 0	48 19 0	None	16 0	16 0	
Hollingbourn	47 3 0	2 0 0	0 10 6	10 6 0	59 19 6	Drink at harvest, 5s.	18 0	15 0	
	43 14 0	2 5 0	0 8 0	12 8 0	58 15 0	Ditto	18 0	15 0	
DORSETSHIRE—									
Wimborne and Cranborne	14 19 2	3 19 0	1 12 0	20 9 0	40 19 2	Fuel carted, 10s.	12 0	12 0	
	9 2 6	3 14 0	0 18 6	24 15 0	38 11 0	Ditto	12 0	12 0	
SOMERSETSHIRE—									
Wellington	2 5 0	3 4 0	0 10 0	29 17 0	35 16 0	None*	13 0	13 0	
	2 0 0	3 4 0	0 10 0	29 17 0	35 11 0	None*	13 0	13 0	
HEREFORDSHIRE—									
Bromyard ...	—	4 0 0	0 17 0	33 8 0	38 5 0	House and garden, £5; potato ground, 7s. 6d.; drink at harvest, £1.	14 0	14 0	
	—	4 0 0	0 15 6	30 16 0	35 11 6	Potato ground, 7s. 6d.; drink at harvest, £1.	13 0	13 0	

* Each man has a cottage and large garden at 1s. per week.

The above Table shows that in parts of the country a good deal of piecework is given. In the case of one of the Northamptonshire labourers the amount earned at piecework (apart from corn harvest) was £22 12s. 3d., or about half of his total cash earnings for the year, while in one of the examples from Kent, on a farm where both hops and fruit are grown, over three-quarters of the men's earnings are represented by piecework. It will also be observed that in many of the instances given, the amounts earned at corn harvest form an important item in the labourer's earnings. Thus, in Cambridgeshire one of the men received £12, and another £9.

Counties grouped according to the average weekly earnings of ordinary labourers.

These illustrations will be sufficient to show, in a general way, how the total earnings are made up in different parts of the country, and the information given in the Table on pages 28 and 29, may now be dealt with. Grouping the counties according to the average weekly earnings in each, the following Table is obtained :—

AVERAGE WEEKLY EARNINGS in each county in 1902, grouped according to amount.

[The letter "g" before a county indicates that the land under cultivation is mainly grazing land, and the letter "a" denotes that the land is mainly arable, according to the relative proportions of acreage under permanent pasture and under corn and green crops, &c., respectively, shown in the Agricultural Statistics, 1903 (Cd. 2131).]

20s. and upwards.	19s. and under 20s.	18s. and under 19s.	17s. and under 18s.	16s. and under 17s.	15s. and under 16s.	14s. and under 15s.
g Durham.	g Yorkshire, West Riding.	g Yorkshire, North Riding.	a Hampshire.	a Essex.	a Berkshire.	a Oxfordshire.
g Northumberland.	a Nottinghamshire.	g Cheshire.	g Sussex.	g Somersetshire.	g Wiltshire.	
g Lancashire.	g Kent.	g Monmouthshire.	g Leicestershire and Rutland.	a Bedfordshire.	a Suffolk.	
g Derbyshire.	a Yorkshire, East Riding.	a Lincolnshire.	a Cornwall.	g Worcestershire.	g Dorsetshire.	
g Middlesex.		g Staffordshire.	a Hertfordshire.	a Buckinghamshire.	g Gloucestershire.	
g Cumberland and Westmorland.		g Shropshire.	g Devonshire.	g Warwickshire.	a Norfolk.	
g Surrey.				g Herefordshire.		
				g Northamptonshire.		
				a Huntingdonshire.		
				a Cambridgeshire.		

The earnings of ordinary labourers are highest in the Northern Counties and those near mining centres.

It will be seen from the above Table that in eight counties the average earnings were 20s. or more per week. Of these five are Northern Counties, one (Derbyshire) is in the North Midlands and is an important mining county, while the remaining two border on London. The highest average earnings in 1902 were in Durham (22s. 2d.) where the coal mining and other industries have a preponderating influence on wages. In Northumberland, also a mining county, earnings were only 7d. less than in Durham, viz., 21s. 7d.

In both these counties the system of engaging entire families by the year results in a considerable sum going to the same house. Sometimes £200 a year or more will be earned by the same family.

Family earnings in Northumberland.

The following would be the annual earnings of a family with two grown up sons and two daughters in a district where the money wages are 18s. a week. In some districts the money wages are as high as 22s., but as they are in the vicinity of mines the value of coals led free is less than that quoted below.

<i>The Father :—</i>				£	s.	d.
Weekly wages, 18s. a week	...	...	...	46	16	0
House	...	...	...	4	5	0
1,200 yards of potatoes	...	...	...	4	0	0
Coals led free	...	...	...	1	4	0
				56	5	0
<i>Two Sons :—</i>						
Weekly wages, 18s. a week	...	...	...	93	12	0
1,200 yards of potatoes each	...	...	...	8	0	0
				101	12	0
<i>Two Daughters :—</i>						
1s. 6d. a day in winter (say 24½ weeks)...	...	...	...	22	1	0
1s. 8d. a day in summer (say 21½ weeks)	...	...	...	21	10	0
3s. a day during harvest (say 20 days)	...	...	...	6	0	0
				49	11	0
Total earnings of family	...	...	...	207	8	0

In the case of a married hind with one son and one daughter only, the total family earnings on the same scale would amount to £131 16s. 6d.

In Cumberland, Westmorland, and North Lancashire the great majority of the farm servants are unmarried men who lodge and board in the farmhouses, and the ordinary labourers, as known in other parts of England, are in a considerable minority. In Northumberland and Durham the same system prevails on some of the smaller farms, but the most general system in those two counties is that of hiring the farm servants by the year, the wages being quoted at weekly rates.

Wages and earnings of unmarried hired men in Northumberland, Durham, Cumberland, Westmorland, Lancashire and Yorkshire.

In Yorkshire there are many unmarried men engaged by the year or half-year, the yearly term being the general one, and they are lodged and boarded in the farmhouses. In fact, most of the unmarried men in charge of horses and cattle are thus engaged in this county.

The rates of wages paid to these hired men have been furnished by a number of farmers in the counties of Northumberland, Durham, Cumberland, Lancashire, and Yorkshire, and the following Table shows the average rates of wages paid to the hired men on these particular farms in 1902. The sum of 8s. a week has been added for board and lodging to arrive at the annual earnings. It should be noted that the averages are computed from rates paid to men only (youths and boys being excluded) :—

County.	Class of Labourer.	Average Yearly Rates of Cash Wages.	Estimated Total Earnings, including value of Board and Lodging.	
			Per Annum.	Per Week.
Northumberland	Hired men	£ 27 7*	£ 48 3	s. 18 6
Durham	Hired men	27 10*	48 6	18 7
Cumberland	{ Best men	33 14*	54 10	21 0
	{ Second class men	27 10*	48 6	18 7
Westmorland	{ Best men	34 5*	55 1	21 2
	{ Second class men	29 10*	50 6	19 4
Lancashire	{ Best men	31 4*	52 0	20 0
	{ Second class men	24 12*	45 8	17 6
Yorkshire—East Riding...	{ First horsemen or waggoners ...	23 17	44 13	17 2
	{ Second horsemen or waggoners	20 17	41 13	16 0
" North Riding	{ First horsemen or waggoners ...	24 9	45 5	17 5
	{ Second horsemen or waggoners	19 16	40 12	15 7
" West Riding	{ First horsemen or waggoners ...	25 13	46 9	17 10
	{ Second horsemen or waggoners	20 1	40 17	15 9

* Compiled from half-yearly rates.

Under the next highest group of earnings (19s. and under 20s. per week) there are two of the Yorkshire Ridings, Nottinghamshire (another mining county in the North Midlands), and Kent which is near the Metropolis and where a good deal of piecework is given, particularly in connection with the hop and fruit gardens.

The earnings in the arable counties are generally the lowest.

At the other end of the scale, with earnings under 16s. per week, are found counties in which agriculture is the staple industry, and where there is but little competition from other branches of the labour market. Berkshire, Wiltshire, Gloucestershire and Oxfordshire, which appear in the last two columns of the Table, form a compact group of almost purely agricultural counties, and Dorsetshire borders on this group. In two of the large corn-growing counties in the East of England, namely Norfolk and Suffolk, the average earnings were also comparatively low, being 15s. 3d. and 15s. 6d. a week respectively. The lowest average earnings shown by the Returns relate to Oxfordshire, being 14s. 6d. a week.

A third only of the counties shown in the Table are mainly arable in character, and the earnings in all but three of these arable counties were below 18s. a week, the exceptions being Nottinghamshire, the East Riding of Yorkshire, and Lincolnshire. These counties adjoin each other and form a group by themselves.

In the following Table the amount of the excess of the average total weekly earnings over the average weekly cash wages in 1902 is given for each county, the counties being arranged in the descending order of these amounts :—

Counties.	Average Weekly Rates of Cash Wages.	Excess of Average Weekly Earnings over Average Weekly Rates of Cash Wages.	Counties.	Average Weekly Rates of Cash Wages.	Excess of Average Weekly Earnings over Average Weekly Rates of Cash Wages.
	s. d.	s. d.		s. d.	s. d.
Hampshire ...	13 9	4 0	Gloucestershire ...	12 11	2 6
Surrey ...	16 4	3 8	Huntingdonshire ...	13 8	2 6
Dorsetshire ...	11 11	3 7	Hertfordshire ...	14 8	2 6
Cambridgeshire ...	12 8	3 5	Nottinghamshire ...	17 3	2 6
Somersetshire ...	13 6	3 5	Middlesex ...	17 10	2 6
Devonshire ...	13 9	3 4	Staffordshire ...	15 11	2 5
Shropshire ...	14 8	3 4	Yorkshire, East Riding.	16 9	2 5
Kent ...	16 4	3 3	Monmouthshire ...	16 6	2 4
Essex ...	13 9	3 2	Worcestershire ...	14 2	2 3
Lincolnshire ...	15 6	3 2	Northumberland ...	19 4*	2 3
Herefordshire ...	13 3	3 0	Durham ...	20 0*	2 2
Bedfordshire ...	13 6	3 0	Northamptonshire ...	14 1	2 1
Norfolk ...	12 4	2 11	Yorkshire, North Riding.	16 9	2 1
Wiltshire ...	12 9	2 11	Warwickshire ...	14 4	2 0
Cornwall ...	14 6	2 10	Derbyshire ...	18 8	1 11
Suffolk ...	12 9	2 9	Cheshire ...	17 0	1 9
Berkshire ...	13 2	2 9	Lancashire ...	18 10	1 9
Sussex ...	14 10	2 9	Buckinghamshire ...	14 8	1 8
Yorkshire, West Riding.	17 3	2 7	Cumberland and Westmorland.	18 4	1 8
Oxfordshire ...	12 0	2 6	Leicestershire and Rutland.	15 9	1 7

* These figures relate to Hinds.

This Table shows that the amount by which average earnings exceeded average rates of cash wages ranged from 4s. a week in Hampshire down to 1s. 7d. a week in Leicester and Rutland. The amount of excess is greatest in counties in which much piecework is given, or in those where the labourers are frequently given allowances in kind such as a free cottage, potato ground, &c. Thus, of the counties where the excess of earnings is more than 3s. per week, Hampshire, Surrey, Cambridge, Kent, Essex, and Lincoln are counties in which weekly wages are much increased by piecework, and by extra payments at corn harvest, and at other busy times. The hop gardens of Kent, Surrey and Hampshire and the fruit farms in Cambridgeshire furnish a good deal of work that is put out by the piece. In Dorset and Wilts a good deal of piecework is given and many of the labourers have their cottages and potato ground rent free. In Somerset and Devon many of the ordinary labourers have free cottages, and cider is also given. In Shropshire, too, free cottages are fairly numerous and potato ground is a frequent allowance, and beer or cider is given in some districts.

The amount of the excess of earnings over cash wages is generally greatest in counties where the wages are low and where piecework is given.

In the great corn-growing counties in the East of England the amount of excess of earnings over weekly cash wages ranged from 3s. 5d. in Cambridge and 3s. 2d. in Lincoln and Essex, to 2s. 9d. in Suffolk and 2s. 6d. in Huntingdon. These sums are almost entirely made up of piecework (including corn harvest). The piecework systems in these counties are somewhat similar, but the sums earned are found to be particularly high in the fen districts of Cambridge, Lincoln and Norfolk.

As might be expected, the amount by which total earnings exceeded weekly rates of wages was, generally speaking, greatest in counties where the rates of wages were low, and least where the rates of wages were comparatively high: This is shown in the following Table in which figures are given for six counties where the average rates of wages were lowest, and for six where they were highest in 1902. In the six low-wage counties the excess of earnings ranges from 2s. 6d. to 3s. 7d. a week, while in the high-wage counties the maximum excess is only 2s. 3d. and the minimum 1s. 8d. The excess in Durham and Northumberland is due to allowances in kind, namely, free house, potatoes, and free cartage of coals.

Counties.	Average Weekly Rates of Cash Wages based on Returns of Farmers.	Excess of Average Weekly Earnings over Average Weekly Rates of Cash Wages.
<i>Low-Wage Counties :—</i>	<i>s. d.</i>	<i>s. d.</i>
Dorsetshire	11 11	3 7
Oxfordshire	12 0	2 6
Norfolk	12 4	2 11
Cambridgeshire... ..	12 8	3 5
Suffolk	12 9	2 9
Wiltshire	12 9	2 11
<i>High-Wage Counties :—</i>		
Durham	20 0	2 2
Northumberland	19 4	2 3
Lancashire	18 10	1 9
Derbyshire	18 8	1 11
Cumberland and Westmorland	18 4	1 8

It may be noted that in the Northern and Midland groups, no county has a difference of as much as 3s. a week between wages and earnings except Shropshire and Bedfordshire, whereas in the Eastern and Western groups, 11 counties have a difference of 3s. or over, and only one county, Monmouthshire, which is included in this group, has a difference of under 2s. 6d. In

Shropshire the earnings are increased by free houses and potato ground, and in some districts allowances of beer or cider, while Bedfordshire is an arable county where there is a good deal of piecework, and the harvest earnings are often considerable, the conditions generally being the same as those prevailing in the Eastern group.

The difference between wages and earnings during the last 40 or 50 years, in England.

Earnings are more uniform throughout some Counties than others.

Figures published in the Journal of the Royal Statistical Society* show that the difference between wages and earnings during the last 40 or 50 years, taking England as a whole, was between 17 per cent. and 20 per cent., and according to the figures in the present Report for 1902 it was 18·7 per cent.

In some Counties the earnings of the labourers are fairly uniform throughout, and in these cases the averages given represent more faithfully the earnings most generally made by the men, than in Counties where earnings vary in different districts. Such variations may sometimes be accounted for to some extent by the greater opportunities for piece-work in one district compared with another, but they chiefly depend on the differences in the rates of wages due to the proximity of towns or mines in Counties like Northumberland, Warwickshire, Hertfordshire, Essex, Kent and Surrey. (*See also Appendix, page 150.*)

On the other hand, in almost purely agricultural counties, such as Norfolk and Suffolk, there is a great degree of uniformity in wages and earnings. The rate of weekly wages of ordinary labourers in most cases in those counties is 12s. or 13s. and the harvest payments are usually between £7 and £8. The average weekly earnings amount to 15s. 3d. in Norfolk, and in Suffolk to 15s. 6d., the difference between wages and earnings in Norfolk being 2s. 11d. and in Suffolk 2s. 9d.

A few examples of the difference in earnings in various parts of the same county may be given, and two low-wage counties may be selected first, namely, Oxfordshire and Dorsetshire :—

In Oxfordshire the average weekly earnings according to the farmers' Returns were 14s. 6d. A Return from a farm in this county, in the Poor Law Union of Witney, shows that the rate of weekly cash wages of ordinary labourers in 1902 was 11s., and the average weekly cash earnings, including all extra cash payments and the value of all allowances in kind amounted to 12s. 8d. A Return from a farm in the Poor Law Union of Wallingford in the same county gives the rate of weekly cash wages as 13s., and the average weekly earnings as 16s. 6d. The opportunities of earning extra money at piece-work and harvest were less on the first farm than the second, the difference between wages and earnings on the first being 1s. 8d. a week, and on the second 3s. 6d.

In Dorsetshire, the average weekly earnings were 15s. 6d. A Return from a farm in the Poor Law Union of Dorchester gives the rate of weekly cash wages as 10s., and the average weekly earnings as 14s. 5d.; and a Return from a farm in the Shaftesbury Poor Law Union of the same county, gives the rate of weekly cash wages as 15s., and the average weekly earnings as 17s. 7d. Although on the first farm the difference between wages and earnings was greater than on the second, the rate of weekly wages on the second much exceeded that on the first.

Turning to a high-wage county, the rate of weekly wages of ordinary labourers on a farm in the Barnard Castle Poor Law Union of Durham, was 17s. 6d., and the average weekly earnings, including the value of all allowances in kind, 18s. 6d., while on a farm in the Chester-le-Street Poor Law Union of the same county, the rate of weekly wages was 22s. 6d., and the average weekly earnings, 24s. 7d. The average weekly earnings for the county of Durham in 1902 were 22s. 2d.

The earnings of farm labourers in 1902 were generally higher than in 1898.

Taking the country as a whole, the earnings of farm labourers in 1902 were higher than in 1898, the year for which they were last published. In six counties they were slightly lower, but in 34 counties they were higher. Too much stress must not, however, be laid on comparatively small differences when comparing the earnings in the two periods, for the figures in the present Report are based on a larger number of Returns than in the Report for 1898, and the different districts are not necessarily represented in the same proportions.

* *See also Agricultural Wages during the last 50 years, Journal of the Royal Statistical Society, Vol. LXVI., Part II. (June 30th, 1903.)*

Wages and Earnings of Men in Charge of Animals.

The principal sources of information as to the rates of cash wages and the total earnings of men in charge of animals are, as in the case of the ordinary labourers, the Returns furnished by the Chairmen of Rural District Councils and those given by farmers. The former will be found tabulated in Appendix IV. (pages 160–171) and show the rates of weekly wages most generally paid in 1903 in the various Rural Districts to men in charge of horses, cattlemen and shepherds respectively. Notes are appended to the Tables describing for each county the usual extra payments earned by men of these classes, and also the allowances in kind, such as free cottages, potato ground, &c., frequently given in addition to cash wages. The Returns from farmers gave for horsemen, cattlemen, and shepherds respectively the number employed on the farm, the rate of weekly wages, the total amount of cash received in wages by the men during 1902, together with particulars of their allowances in kind, and also the value of the beer or cider given to them. These Returns have been grouped by counties, and averages prepared which are shown in the following Table:—

Method of obtaining information with regard to the wages and earnings of men in charge of animals.

AVERAGE WEEKLY RATES of CASH WAGES compared with TOTAL AVERAGE WEEKLY EARNINGS (including the VALUE of ALLOWANCES IN KIND) of MEN in charge of HORSES, CATTLEMEN and SHEPHERDS respectively in 1902, compiled from RETURNS supplied to the DEPARTMENT by FARMERS.

Comparison of cash wages and total earnings in each county.

County.	Men in Charge of Horses.		Cattlemen.		Shepherds.	
	Average Weekly Rates of Cash Wages paid throughout the Year.	Average Weekly Earnings (including the Value of Allowances in Kind).	Average Weekly Rates of Cash Wages paid throughout the Year.	Average Weekly Earnings (including the Value of Allowances in Kind).	Average Weekly Rates of Cash Wages paid throughout the Year.	Average Weekly Earnings (including the Value of Allowances in Kind).
NORTHERN COUNTIES.						
Northumberland	s. d. 19 4*	s. d. 21 7*	s. d. 20 1	s. d. 22 7	s. d. 19 6	s. d. 23 1
Durham	s. d. 20 0*	s. d. 22 2*	s. d. 20 5	s. d. 22 4	s. d. 21 3	s. d. 24 8
Cumberland and Westmorland.	s. d. 18 0	s. d. 20 3	s. d. 18 8	s. d. 21 2	s. d. 17 10	s. d. 20 5
Lancashire	s. d. 20 6	s. d. 21 7	s. d. 19 9	s. d. 20 11	s. d. 23 4	s. d. 25 5
Yorkshire, East Riding ...	s. d. 17 6	s. d. 20 1	s. d. 17 3	s. d. 20 1	s. d. 17 9	s. d. 20 3
„ North Riding ...	s. d. 17 5	s. d. 20 5	s. d. 17 8	s. d. 20 8	s. d. 17 0	s. d. 20 7
„ West Riding ...	s. d. 18 7	s. d. 21 5	s. d. 17 10	s. d. 21 1	s. d. 18 0	s. d. 21 9
MIDLAND COUNTIES.						
Derbyshire	s. d. 19 10	s. d. 21 6	s. d. 19 4	s. d. 21 2	s. d. 19 11	s. d. 22 10
Cheshire	s. d. 18 8	s. d. 20 8	s. d. 17 6	s. d. 19 10	s. d. 18 0	s. d. 20 5
Nottinghamshire	s. d. 19 3	s. d. 22 4	s. d. 18 10	s. d. 22 4	s. d. 18 3	s. d. 21 9
Leicestershire and Rutland	s. d. 17 6	s. d. 19 10	s. d. 17 8	s. d. 19 11	s. d. 16 11	s. d. 19 7
Staffordshire	s. d. 16 5	s. d. 19 6	s. d. 16 8	s. d. 20 0	s. d. 16 6	s. d. 20 3
Shropshire	s. d. 15 3	s. d. 19 1	s. d. 15 7	s. d. 19 4	s. d. 16 1	s. d. 20 4
Worcestershire	s. d. 14 10	s. d. 17 11	s. d. 15 0	s. d. 18 6	s. d. 15 1	s. d. 18 9
Warwickshire	s. d. 16 4	s. d. 19 1	s. d. 16 1	s. d. 18 11	s. d. 15 10	s. d. 18 11

* These are ploughmen or hinds who are also included in the Table on page 28.

County.	Men in Charge of Horses.		Cattlemen.		Shepherds.	
	Average Weekly Rates of Cash Wages paid throughout the Year.	Average Weekly Earnings (including the Value of Allowances in Kind).	Average Weekly Rates of Cash Wages paid throughout the Year.	Average Weekly Earnings (including the Value of Allowances in Kind).	Average Weekly Rates of Cash Wages paid throughout the Year.	Average Weekly Earnings (including the Value of Allowances in Kind).
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
MIDLAND COUNTIES— <i>continued.</i>						
Oxfordshire	14 3	16 11	14 6	17 6	14 4	17 8
Northamptonshire	15 10	18 8	15 9	18 2	15 10	19 0
Buckinghamshire	15 11	17 11	16 3	17 3	16 0	18 1
Middlesex	18 9	22 11	18 3	22 8	20 0	22 1
Hertfordshire	16 2	19 0	16 9	19 2	16 4	19 9
Bedfordshire	15 11	18 3	16 0	18 4	15 10	18 2
EASTERN COUNTIES.						
Huntingdonshire	15 3	18 3	14 9	18 3	15 8	18 10
Cambridgeshire	14 7	17 11	13 11	17 3	14 8	18 11
Lincolnshire	15 3	19 8	14 11	19 7	15 1	20 7
Norfolk	14 1	17 2	14 0	17 6	14 5	18 2
Suffolk	14 6	17 7	14 6	17 5	14 9	18 10
Essex	15 2	18 11	16 2	19 3	15 5	19 7
SOUTHERN AND SOUTH- WESTERN COUNTIES.						
Kent	17 11	21 0	18 3	21 0	17 10	22 0
Surrey	17 5	20 5	17 5	20 1	17 4	20 6
Sussex	16 5	19 5	17 1	19 11	17 1	19 11
Hampshire	14 3	17 11	14 11	18 1	14 2	18 6
Berkshire	14 10	17 11	14 8	17 8	14 6	18 4
Wiltshire	13 11	17 4	14 2	17 2	13 11	17 7
Dorsetshire	13 0	16 3	13 10	16 7	13 2	17 10
Somersetshire	14 5	18 2	15 0	18 0	14 6	19 3
Herefordshire	14 5	18 1	14 4	17 10	14 9	18 10
Monmouthshire	16 10	19 8	15 8	19 0	16 3	20 5
Gloucestershire	14 0	17 2	14 1	17 1	14 3	17 8
Devonshire	14 1	17 7	14 7	18 7	14 6	18 9
Cornwall	14 7	18 5	14 10	19 1	14 11	19 4

Wages of men in charge of animals are generally

A comparison of this Table with the corresponding one relating to ordinary labourers on pages 28 and 29 shows that both the nominal rates of wages and the actual earnings of men in charge of animals are generally higher than in the case of the ordinary labourers. The reasons for this are not far to seek.

A higher standard of skill is required of men in charge of horses, cattle or sheep than of the men whose chief employment is raising and gathering crops, the hours of work are generally longer, and Sunday work is frequently necessary. The variations in the cash wages paid in the different districts of each county are also wider than in the case of the ordinary labourers, for not only do the men who live near the big towns obtain higher cash payments than those in the more rural parts of the county, but the men in charge of animals vary more as regards proficiency. The older and more experienced men, who are usually married men, generally get free cottages, potato ground and other allowances, while young unmarried men working under them, are paid a lower wage often entirely in money, and their yearly earnings sometimes do not amount to as much as those of ordinary labourers. The men employed on large farms or estates, or where prize herds or flocks are kept, are generally higher paid men than those on the smaller farms, and this naturally tends to create wide differences in rates of wages even in a purely agricultural county.

higher than those of ordinary labourers.

These classes of men usually get more allowances in kind than ordinary labourers, though the practice of making such payments varies considerably. Generally speaking a free cottage is usually given. Even in the same county the custom varies in different districts, more especially as between the areas in the neighbourhood of towns—where the men prefer to be paid in cash in the same way as are workmen engaged in other callings—and those more rural in character.

Men in charge of animals usually get more allowances in kind than ordinary labourers.

In parts of Lincolnshire, chiefly in the Unions of Gleanford Brigg, Louth, Horncastle, and Spilsby, men in charge of animals receive many more allowances in kind than in other districts in the county, and their rates of weekly cash wages are correspondingly low. The average rate of weekly cash wages on farms where many allowances are given were: horsemen, 13s., cattlemen, 13s., shepherds, 13s. 7d.; while the averages in cases where the allowances are comparatively few, were: horsemen, 17s. 5d., cattlemen, 16s. 11d., shepherds, 16s. 9d.

The unmarried waggoners in Lincolnshire, who are usually hired by the year and lodged and boarded with the foreman, generally get for the year, with board and lodging in addition:—1st waggoner, £20 to £25; 2nd waggoner, £16 to £20. According to Returns received from farmers, the average cash wages of 1st waggoners on their farms in 1902 were £22 18s., and of 2nd waggoners (excluding youths and boys), £18 2s. Adding 8s. a week for the value of board and lodging, the average earnings of these classes were: 1st waggoners, £43 14s.; 2nd waggoners, £38 18s.

Owing to the varying amounts of the payments in kind, the weekly cash wages in the case of men in charge of animals are less of a guide to their earnings than in the case of ordinary labourers, and any deductions drawn from a comparison of the rates of wages in different counties could not be satisfactory. For the purpose of comparison the total earnings from all sources must be taken.

The methods by which the weekly cash wages are augmented, by harvest money, piece-work, Michaelmas money, journey money, lamb money, &c., have already been referred to, and a considerable amount of information upon the same subject will be found in the footnotes to Appendix IV. (pages 160–171), giving the weekly rates of cash wages paid to men in charge of animals. It has already been stated that these classes are seldom employed at piece-work, and where they are so employed, the amounts earned are small as compared with those earned by ordinary labourers. Neither do the men in charge of animals take part in harvest to the same extent as the ordinary labourers.

Men in charge of animals earn less at piecework and at harvest-time than ordinary labourers, but they get certain other extra cash payments, and also allowances in kind.

On the other hand these men are given considerable sums in some districts for Michaelmas money, though the usual amount is from £2 to £5.

Shepherds, except in the Northern Counties, are frequently given lamb money, more particularly in the counties of Norfolk, Suffolk, Hampshire, Wiltshire, and Dorsetshire.

Instances of payments to individual men on certain farms.

In the following Table some examples of payments to individual men on farms in certain counties are given.

It will be seen that allowances in kind are the rule, and that free cottages and gardens are generally given. Piece-work is a negligible quantity and harvest is not always undertaken by these classes of men.

County and Poor Law Union and Occupation.	Amount of Cash paid to individual Men in 1903.					Allowances in Kind, given in addition to Money Earnings, with Values as estimated by Employers.	Rate of Weekly Cash Wages in 1903.
	During Corn Harvest.	For piece-work (other than Work done in Corn Harvest.)	For Journey Money, Lamb Money, &c.	Ordinary Weekly Wages.	Grand Total in Cash for the Year.		
	£ s. d.	£ s. d.		£ s. d.	£ s. d.		s. d.
Northumberland.							
GLENDALE.							
Shepherd	—	—	—	26 0 0	26 0 0	House and garden, £5; potatoes or potato ground, £3 10s.; keep of sheep, 16 at 8d. per week, £20 16s.; coals carted, £1 6s.	10 0
[For hinds, see page 30.]							
Yorkshire, East Riding.							
MALTON.							
Shepherd	4 10 0	—	Lamb money, £2; journey money, 10s.	24 0 0	31 0 0	Lodging, £1; food at hay time and harvest and other occasions, £21.	10 0
Cattleman	4 9 0	—	Journey money, 10s.	21 12 0	26 11 0	Lodging, £1; food at hay time and harvest and other occasions, £21.	9 0
Horseman	4 10 0	—	Other cash payments, 10s.	20 8 0	25 8 0	Lodging, £1; food at hay time and harvest and other occasions, £21.	9 0
Warwickshire.							
ALCESTER.							
Shepherd	4 8 3	0 12 8	Lamb money, £2 10s.; other cash payments, 14s.	34 1 3	42 6 2	House and garden, £5	15 0
Cattleman	5 4 0	—	Other cash payments, £4 12s. 6d.	35 15 10	45 12 4	House and garden, £5	15 0
Horseman	4 8 3	—	Journey money, 2s. 6d.; other cash payments, £1 7s. 8d.	35 18 3	41 16 8	—	15 0
Northamptonshire.							
WELLINGBOROUGH.							
Shepherd	5 18 0	—	Lamb money, £2 7s. 9d.; other cash payments, £2 13s. 9d.	38 4 6	49 4 0	—	18 0
Cattleman	5 6 0	—	Other cash payments, 5s. 6d.	38 4 0	43 15 6	House and garden, £5 4s.	17 0
Horseman	6 8 0	—	Other cash payments, 13s. 6d.	38 18 7	46 6 1	—	17 0
Cambridgeshire.							
CHESTERTON.							
Shepherd	—	—	Other cash payments, £1 18s.; lamb money and clipping, £11 16s.	33 16 0	47 8 0	House and garden, £3	18 0
Cattleman	8 0 0	—	Other cash payments, £1 13s.	28 4 0	37 16 0	House and garden, £5; potato ground, 10s.	12 0
Horseman	9 0 0	—	Journey money, £2 6s.	30 10 0	41 16 0	Potato ground, 10s.; other allowances in kind, 13s.	14 0
PETERBOROUGH.							
Shepherd	—	—	Michaelmas money, £5; lamb money, £1 5s.	39 0 0	45 5 0	House and garden, £4 11s. 6d.; carting coal, 5s.; potatoes or potato ground, £2; food and drink, £1 1s.	15 0
Cattleman	10 0 0	2 10 0	—	35 4 0	47 14 0	Carting coal, 5s.; potatoes or potato ground, £2; food and drink at hay harvest, 7s. 6d.	15 0
Horseman	—	—	Michaelmas money, £20; other cash payments, 15s.	23 8 0	44 3 0	Food and drink at hay harvest £1	9 0

County and Poor Law Union and Occupation.	Amount of Cash paid to individual Men in 1903.					Allowances in Kind, given in addition to Money Earnings, with Values as estimated by Employers.	Rate of Weekly Cash Wages in 1903.
	During Corn Harvest.	For piece-work (other than work done in Corn Harvest).	For Journey Money, Lamb Money, &c.	Ordinary Weekly Wages.	Grand Total in Cash for the Year.		
Lincolnshire.	£ s. d.	£ s. d.		£ s. d.	£ s. d.		s. d.
LINCOLN.							
Shepherd	—	—	Lamb money, £1 5s.; in lieu of ale at harvest, 10s.	38 8 0	38 3 0	House and garden, £4 4s.; fuel or fuel carted, £1 10s.; potatoes or potato ground, £1 6s.; food and drink, bacon, 30 stones, £3 5s.	14 0
Cattleman	—	2 12 0	In lieu of ale at harvest, 10s.	33 16 0	36 18 0	House and garden, £4 4s.; fuel or fuel carted, £1 10s.; potatoes or potato ground, £1 6s.; bacon, 30 stones, £3 5s.	13 0
Horseman	1 6 0	—	Journey money, 5s. 3d.; other cash payments, 10s. (in lieu of ale at harvest).	35 2 0	37 3 3	House and garden, £4 4s.; fuel or fuel carted, £1 10s.; potatoes or potato ground, £1 6s.; bacon, 30 stones, £3 5s.	13 6
Norfolk.							
LODDON & CLAVERING.							
Cattleman	7 5 0	—	Michaelmas money, 5s.; journey money, £1 12s. 6d.; in lieu of beer, 2s.	33 11 8	42 16 0	House and garden, £5; milk daily at 2d., £2 0s. 8d.; Christmas meat, 6s.	16 0
Horseman	7 5 0	—	Michaelmas money, £1 3s. 6d.; journey money, 2s. 8d.; other cash payments, 16s. 10d.; in lieu of beer, 11s. 5d.; for keeping pledge against drink, 14s.	33 9 7	44 3 0	Christmas meat, 6s.	15 0
Suffolk.							
THINGOE.							
Shepherd	7 17 6	—	Lamb money, £7 14s.; other cash payments, £2 6s. 8d.	31 4 0	49 2 0	Fuel carted, 7s. 6d.; potatoes or potato ground, 10s.	13 0
Cattleman	7 17 6	—	For rearing calves and pigs, £1 7s. 6d.; other cash payments, 10s. 6d.	31 4 0	40 19 6	House and garden, £4; fuel or fuel carted, £1 2s. 6d.; potatoes or potato ground, 6s.; food and drink, £2 12s.	13 0
Horseman	7 17 6	—	Michaelmas money, 10s. 6d.; journey money, 13s. 6d.; other cash payments, 5s. 6d.	31 4 0	40 11 0	House and garden, £4; fuel or fuel carted, £1 2s. 6d.; potatoes or potato ground, 6s.; food and drink, 7s. 6d.	13 0
Kent.							
FAVERSHAM.							
Shepherd	—	—	Lamb money, £4; journey money, 15s.	41 12 0	46 7 0	House and garden, £5 4s.	16 0
Cattleman	—	—	Michaelmas money, £4; journey money, 10s.	41 12 0	46 2 0	House and garden, £5 4s.; fuel or fuel carted, £1 10s.	16 0
Horseman	—	—	Michaelmas money, £4; journey money, 10s.	41 12 0	46 2 0	House and garden, £5 4s.; fuel or fuel carted, £1 10s.; food and drink, £1 10s.	16 0
HOLLINGBOURN.							
Shepherd	—	—	Lamb money, £4; journey money, 5s.; other cash payments, £2.	46 16 0	63 1 0	House and garden, £5 4s.; fuel or fuel carted, £1 10s.; food and drink at haying and harvest, 5s.	11 0
Cattleman	—	—	Michaelmas money, £2; journey money, 10s.	46 16 0	49 6 0	House and garden, £5 4s.; fuel or fuel carted, £1 10s.; food and drink at haying and harvest 10s.; other allowances in kind, £1.	16 0
Horseman	—	—	Michaelmas money, £5 5s.; journey money, £1.	41 12 0	47 17 0	House and garden, £5 4s.; fuel or fuel carted, £3 10s.; food and drink at haying and harvest, £1; other allowances, 10s.	16 0
Dorsetshire.							
WIMBORNE AND CRANBORNE.							
Shepherd	—	—	Michaelmas money, £5; lamb money, £4 2s. 6d.; other cash payments, £2 9s.	38 8 0	47 19 6	House and garden, £4; fuel or fuel carted, £1 10s.; potato ground, 5s.	14 0
Cattleman	—	—	Other cash payments, £1 6s.	44 4 0	45 10 0	House and garden, £4; fuel or fuel carted, £3 10s.; potato ground, 5s.	17 0
Horseman	5 7 0	—	Michaelmas money, £1; journey money, 15s.; other cash payments, £1 5s.	31 4 0	39 11 0	House and garden, £4; fuel or fuel carted, 10s.; potato ground, 5s.	13 0

County and Poor Law Union and Occupation.	Amount of Cash paid to individual Men in 1903.					Allowances in Kind given in addition to Money Earnings, with Values as estimated by Employers.	Rate of Weekly Cash Wages in 1903.
	During Corn Harvest.	For piece-work (other than Work done in Corn Harvest).	For Journey Money, Lamb Money, &c.	Ordinary Weekly Wages.	Grand Total in Cash for the Year.		
	£ s. d.	£ s. d.		£ s. d.	£ s. d.		s. d.
Somersetshire.							
WELLINGTON.							
Shepherd	3 10 0	1 0 0	Lamb money, £1 10s.; hay harvest, 10s.	36 15 0	43 5 0	"	15 0
Cattleman	3 10 0	1 0 0	Hay harvest, 10s. ..	36 15 0	41 15 0	"	15 0
Horseman	3 10 0	0 15 0	Hay harvest, 10s. ..	36 10 0	41 5 0	"	15 0
Herefordshire.							
BROMYARD.							
Shepherd	—	—	Lamb money, £2 0s. 6d.	52 0 0	64 0 9	House and garden, £5: fuel or fuel carted, 10s.	20 0
Cattleman	—	—	—	52 0 0	52 0 0	House and garden, £5: fuel or fuel carted, 10s.; potatoes or potato ground, 7s. 6d.	20 0
Horseman	3 0 0	—	Other cash payments, £1 2s. 6d.	39 12 0	43 14 9	House and garden, £5: fuel or fuel carted, 10s.; potatoes or potato ground, 7s. 6d.; food and drink, £1.	16 0

^a All have cottage and large garden at 1s. per week.

Earnings on farms in Cambridgeshire.

The illustration from the farm in the Poor Law Union of Chesterton, in Cambridgeshire, shows that a shepherd received £47 8s. in money payments and, in addition, he had a house and garden valued at £3. Of his total earnings (£47 8s.) he received £33 16s. for ordinary weekly wages at the rate of 13s. a week, £11 16s. was for lamb money and clipping; and £1 16s. for other cash payments. He took no part in harvest. On the same farm a cattleman whose total money payments during the year were £37 16s., received £8 for harvest and £1 12s. in other extra cash payments. He also had a free house and garden (valued at £5) and potato ground valued at 10s. A horseman whose total yearly money earnings were £41 16s., received £9 for harvest, and £2 6s. for journey money. He had also potato ground free (valued at 10s.) and other allowances in kind of the value of 12s.

In a farm in the Peterborough Poor Law Union a shepherd was paid £45 5s. in cash during the year, receiving £39 in weekly wages, at the rate of 15s. a week, £5 Michaelmas money and £1 5s. for lamb money. He had in addition a free house and garden (valued at £4 11s. 6d.), coals carted (valued at 5s.), potatoes or potato ground (valued at £2), food and drink (valued at £1 1s.).

A cattleman on this farm earned £47 14s., of which £35 4s. was paid in weekly wages at the rate of 15s. a week, £10 for harvest and £2 10s. for piece-work. He also had his coals carted free (valued at 5s.), potato ground or potatoes (valued at £2), and some food and drink at hay harvest (valued at 7s. 6d.). A horseman was paid £44 3s. in cash in the year, of which £23 8s. was for weekly wages at the rate of 9s. a week. £20 was given as Michaelmas money and 15s. for other cash payments. He also had some food and drink at hay and corn harvest (valued at £1).

Earnings on a farm in Suffolk.

On a farm in the Poor Law Union of Thingoe, Suffolk, a shepherd earned £49 2s. in money, and in addition he had potatoes or potato ground free (valued at 10s.) and fuel carted (valued at 7s. 6d.). Of his total money earnings (£49 2s.) £31 4s. was paid for weekly cash wages at the rate of 13s. a week, £7 17s. 6d. for harvest money, £7 14s. for lamb money, and £2 6s. 6d. for other money earnings.

A cattleman earned £40 19s. 6d., and had in addition a free house and garden (valued at £4), fuel, or the fuel carted free (valued at

£1 2s. 6d.), potatoes or potato ground (valued at 6s.) and food and drink (valued at £2 12s.). Of the total money earnings (£40 19s. 6d.), £31 4s. was paid for weekly wages, at the rate of 13s. a week; £7 17s. 6d. for harvest; £1 7s. 6d. for rearing calves and pigs; and 10s. 6d. for other money payments.

A horseman earned £40 11s., and had in addition a house and garden (valued at £4), fuel or fuel carted (valued at £1 2s. 6d.), potatoes or potato ground (valued at 6s.) and food and drink (valued at 7s. 6d.). Of the total money earnings (£40 11s.), £31 4s. was paid for weekly wages, at the rate of 13s. a week; £7 17s. 6d. for harvest, 10s. 6d. for Michaelmas money, 13s. 6d. for journey money, and 5s. 6d. for other money payments.

On a farm in the Hollingbourn Poor Law Union of Kent the shepherd, cattleman, and horseman, got no piecework and no extra money payments at harvest, though a little food and drink was given them at hay and corn harvest. But they all had a house and garden free, and some fuel or fuel carted free. The shepherd also got lamb money (£4), journey money (5s.), and other extra cash payments amounting to £2. The cattleman got Michaelmas money (£2) and journey money (10s.). The horseman was paid £5 5s., Michaelmas money and journey money (£1).

Earnings
on a farm
in Kent.

On the farm in Dorsetshire, in the Wimborne and Cranborne Poor Law Union, the shepherd took no part in harvest and did no piecework. His total yearly earnings were £47 19s. 6d., of which £36 8s. was for weekly wages, at the rate of 14s. a week, and the remainder was £5 for Michaelmas money; £4 2s. 6d. for lamb money, and £2 9s. for other money payments. He also had a free house and garden (valued at £4), fuel or fuel carted (valued at £1 10s.), potato ground (valued at 5s.). The cattleman earned £45 10s. in the year in cash, of which £44 4s. was for weekly wages, at the rate of 17s. a week, his extra cash payments only amounting to £1 6s. In addition he had a free house and garden (valued at £4), fuel or fuel carted (valued at £3 10s.), and potato ground (valued at 5s.). The horseman earned £39 11s. in money, of which £31 4s. was for weekly wages, at the rate of 13s. a week. He also earned £5 7s. at harvest, £1 for Michaelmas money, 15s. for journey money, and £1 5s. for other cash payments. He had, in addition, a house and garden free (valued at £4), fuel or fuel carted (valued at 10s.), and potato ground (valued at 5s.).

Earnings
on a farm
in Dorset-
shire.

The following particulars relate to seven men in charge of animals working for the same employer in the Basingstoke Poor Law Union of Hampshire, 1902-3.

Class of Farm Labourer.	Rate of Weekly Cash Wages.	Total Amount paid in Weekly Cash Wages for Year ending Michaelmas, 1903.	Extra Cash Payments for Piece-work, Michaelmas Money, &c.	Total Cash Earnings for Year ending Michaelmas, 1903.	Value of Allowances in Kind, viz., Free Cottage and Potato Ground.
	s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st Shepherd ...	16 0	41 12 0	17 0 0	58 12 0	4 8 0
2nd „ ...	14 0	36 8 0	10 0 0	46 8 0	3 18 0*
1st Cattleman ..	13 0	33 16 0	8 0 0	41 16 0	4 8 0
2nd „ ...	14 0	36 8 0	6 0 0	42 8 0	5 14 0
1st Carter ...	15 0	39 0 0	6 10 0	45 10 0	7 0 0
2nd. „ ...	15 0	39 0 0	6 10 0	45 10 0	4 8 0
3rd „ ...	14 0	36 8 0	6 0 0	42 8 0	7 0 0

* This man had cottage only.

Counties grouped according to the average weekly earnings of men in charge of animals.

In the following Tables the counties are grouped according to the estimated average total earnings per week of the horseman, cattleman, and shepherds respectively, as shown in the Table on pages 37 and 38.

Men in charge of horses.

[The letter "g" before a county indicates that the land under cultivation is mainly grazing land, and the letter "a" denotes that the land is mainly arable, according to the relative proportions of acreage under permanent pasture and under corn and green crops, &c., respectively shown in the Agricultural Statistics, 1903 (Cd. 2131).]

21s. and upwards.	20s. and under 21s.	19s. and under 20s.	18s. and under 19s.	17s. and under 18s.	16s. and under 17s.
g Northumberland.*	g Cheshire.	g Leicestershire and Rutland.	a Essex.	a Buckinghamshire.	a Oxfordshire.
g Durham.*	g Yorkshire, North Riding.	g Monmouthshire.	g Northamptonshire.	g Worcestershire.	g Dorsetshire.
g Middlesex.	g Surrey.	a Lincolnshire.	a Cornwall.	a Berkshire.	
a Nottinghamshire.	g Cumberland and Westmorland.	g Staffordshire.	a Bedfordshire.	a Cambridge-shire.	
g Lancashire.	a Yorkshire, East Riding.	g Sussex.	a Huntingdonshire.	a Hampshire.	
g Derbyshire.		g Warwickshire.	g Somersetshire.	a Suffolk.	
g Yorkshire, West Riding.		g Shropshire.	g Herefordshire.	g Devonshire.	
g Kent.		a Hertfordshire.		g Wiltshire.	
				g Gloucestershire.	
				a Norfolk.	

* These are ploughmen or hinds who have also been included in the Table on page 32.

Men in charge of cattle.

21s. and upwards.	20s. and under 21s.	19s. and under 20s.	18s. and under 19s.	17s. and under 18s.	16s. and under 17s.
g Middlesex.	g Lancashire.	g Leicestershire and Rutland.	g Warwickshire.	g Herefordshire.	g Dorsetshire.
g Northumberland.	g Yorkshire, North Riding.	g Sussex.	g Devonshire.	a Berkshire.	
g Durham.	g Surrey.	g Cheshire.	g Worcestershire.	a Oxfordshire.	
a Nottinghamshire.	a Yorkshire, East Riding.	a Lincolnshire.	a Bedfordshire.	a Norfolk.	
g Derbyshire.	g Staffordshire.	g Shropshire.	a Huntingdonshire.	a Suffolk.	
g Cumberland and Westmorland.		a Essex.	g Northamptonshire.	a Buckinghamshire.	
g Yorkshire, West Riding.		a Hertfordshire.	a Hampshire.	a Cambridge-shire.	
g Kent.		a Cornwall.	g Somersetshire.	g Wiltshire.	
		g Monmouthshire.		g Gloucestershire.	

Shepherds.

21s. and upwards.	20s. and under 21s.	19s. and under 20s.	18s. and under 19s.	17s. and under 18s.	16s. and under 17s.
<i>g</i> Lancashire.	<i>g</i> Yorkshire, North Riding.	<i>g</i> Sussex.	<i>g</i> Warwickshire.	<i>g</i> Dorsetshire.	
<i>g</i> Durham.	<i>a</i> Lincolnshire.	<i>g</i> Monmouthshire.	<i>a</i> Cambridgeshire.	<i>a</i> Oxfordshire.	
<i>g</i> Northumberland.	<i>g</i> Surrey.	<i>a</i> Hertfordshire.	<i>a</i> Huntingdonshire.	<i>g</i> Gloucestershire.	
<i>g</i> Derbyshire.	<i>g</i> Cheshire.	<i>g</i> Leicestershire and Rutland.	<i>a</i> Suffolk.	<i>g</i> Wiltshire.	
<i>g</i> Middlesex.	<i>g</i> Cumberland and Westmorland.	<i>a</i> Essex.	<i>g</i> Herefordshire.		
<i>g</i> Kent.	<i>g</i> Shropshire.	<i>a</i> Cornwall.	<i>g</i> Worcestershire.		
<i>a</i> Nottinghamshire.	<i>a</i> Yorkshire, East Riding.	<i>g</i> Somersetshire.	<i>g</i> Devonshire.		
<i>g</i> Yorkshire, West Riding.	<i>g</i> Staffordshire.	<i>g</i> Northamptonshire.	<i>a</i> Hampshire.		
			<i>a</i> Berkshire.		
			<i>a</i> Bedfordshire.		
			<i>a</i> Norfolk.		
			<i>a</i> Buckinghamshire.		

The Tables show that the earnings of the men in charge of animals are, as in the case of the ordinary labourers, higher in the Northern and North Midland Counties, and the Counties near the Metropolis, than elsewhere. In the Counties of Northumberland, Durham, Cumberland, Westmorland, Yorkshire, Lancashire, Derbyshire, Nottinghamshire, Middlesex, Surrey and Kent, the average earnings of all the three classes shown in the Tables are 20s. a week and upwards.

Districts where earnings of men in charge of animals are highest and lowest.

Cheshire also comes in this group, except in the case of the cattlemen, who earn between 19s. and 20s. a week. In Hertfordshire, a county which adjoins Middlesex, the average earnings of all three classes are between 19s. and 20s. a week.

On the other hand, the counties in which the average earnings are lowest are, generally speaking, those which are almost wholly agricultural, as, for instance, Bucks., Suffolk, Norfolk, Cambs., Berks., Oxon, Gloucester, Wilts. and Dorset.

As a rule, the earnings of horsemen and cattlemen in the same county are much the same, but the earnings of shepherds do not always follow those of the other skilled classes, as they vary according to the class and size of the flocks kept in different districts.

ENGLAND.

III.—PARTICULARS OF THE CONDITIONS OF LABOUR ON FARMS IN CERTAIN COUNTIES IN 1902, AND 1902-3.

A farm in
North
Northum-
berland.

The following particulars are from a farm in North Northumberland :—

The extent of the farm is 3,700 acres, of which 600 acres are arable and 3,100 acres are permanent grass, including 1,900 acres of mountain land. Number of acres of barley 130, of oats 130, of potatoes and roots 140, of temporary grass 200 acres. About 120 acres are cut for hay. Number of sheep (one year and upwards), 3,180, number of lambs, 2,600. Number of milking cows, 16, number of other cattle, 90. Number of farm horses is 20.

The farm servants regularly employed are :—

2 stewards.

2 ploughmen stewards.

5 shepherds and 2 assistants (*i.e.*, two of the “herdings” are “double.”)

In addition 3 extra lads are employed at lambing and clipping time.

8 hinds (ploughmen), 4 married and 4 unmarried.

4 spade-hinds, 2 married and 2 unmarried.

2 byremen (married).

5 lads and boys.

2 leading women.

8 women workers earning full women's wages, and two women earning less. The women are the daughters or sisters of the men employed on the farm.

Two or three extra hands are employed for four weeks in harvest. They are paid 24s. to 25s. a week, and board themselves. This employer uses a good deal of machinery and self-binding machines at harvest.

The shepherds are responsible to the head shepherd, and the other farm servants are responsible to the steward. But in the fields the ploughmen are responsible to the head ploughman for work done in the fields and proper hours being observed.

All the farm servants are hired by the year, and the men are paid an “upstanding” (regular) wage, in bad weather and during sickness alike. The men get no extra cash payments for harvest, piecework, or overtime, so the rates of weekly cash wages and the average weekly cash earnings are identical. The women workers are paid for every day they present themselves for work, and are practically employed all through the year, except in very bad weather.

The hours of work are :—

Summer.

Hinds, spade-hinds, and cattlemen.—Six a.m. to 11.30 a.m., with quarter of an hour for breakfast at 8 a.m. Commence again at 2 p.m. and work until 6 p.m., with 10 minutes off for tea.

In harvest work continues till noon and commences again at 1.30 p.m. until 6 p.m. or later when leading corn, the men receiving an allowance of beer in consideration of extra work.

The ploughmen hinds are engaged from a quarter to half an hour in the morning getting the horses ready before starting work, and cleaning and feeding them (or turning them out, as the case may be) in the evening when they return from work. With reference to the hours stated above, the men begin their work in the fields at 6 a.m., they stop work at 11.30 a.m., leaving home again at 1.45 p.m. to begin work in the fields at 2 p.m. During the interval in the middle of the day the ploughmen feed their horses on reaching home, but do not as a rule dress them down. But sometimes men who are fond of their horses return to the stable and rub them down after they have had their own dinner.

Winter.

From daylight to dark for ploughmen and spade-hinds. Meal hours in winter are the same as in summer, as a rule, though on short winter days the mid-day interval is slightly decreased. The tea interval is a new institution.

Cattlemen commence feeding cattle at 6 a.m. and work till 8 a.m., and then have breakfast, working from 8.15 a.m. to 11.30 a.m., and again from 1.45 p.m. to dark; then they look through cattle about 8 p.m., and give more food if necessary.

Sunday Work.

Hinds are occupied with their horses on Sunday in the winter about three-quarters of an hour, and the same in summer, until the horses are turned out to grass, when they require no attention.

Cattlemen are occupied about four hours in winter and about one hour in summer on this farm where cows are kept; on other farms in the occupation of the employer there is no Sunday work in summer.

WAGES, EARNINGS, AND ALLOWANCES IN KIND.

Hinds, spade-hinds, and byremen get 17s. a week in cash, free house and garden, coal carted, 1,000 yards of potatoes and straw for pigs. Sons living with their parents get 1,000 yards of potatoes in addition to their money wages. In four cases the employer keeps a cow for the men at 3s. a week all the year round, this sum being deducted from the wages.

The spade-hinds have in addition six bushels of barley for stacking.

The byremen have in addition six bushels of barley for stacking in harvest, when they do stack, and a pig, value 20s. to 22s., on account of Sunday work.

Women workers get 1s. 8d. a day, and 3s. a day for twenty days at harvest.

Shepherds.—Most of the shepherds are paid partly in cash and partly in kind, but one or two are paid wholly in kind. The following are examples :—

- (1) "Double" shepherd (*i.e.* man and assistant).—This man is a low ground shepherd with a flock of three-quarter bred sheep, 26 ewes

and 12 ewe hoggs kept. His allowances are 2 cows kept, 8 bolls (a boll equals 6 bushels) barley, 11 bolls oats, 50 stones flour, $2\frac{1}{2}$ bolls beans, free house and garden, 2,000 yards of potatoes, coal carted free, and straw for pigs.

The assistant is paid by the shepherd and receives a wage of £26 to £28 a year and his keep.

- (2) "Single" shepherd on hill.—£40 a year, 5 bolls barley, 5 bolls oats, 2 cows and 1 heifer kept, 24 bags potatoes, free house and garden, 1,000 yards potatoes, coals carted free, and straw for pigs.

Out of this he has to pay and find a man to assist him in lambing time.

In this district (the Glendale Poor Law Union) the farm servants get their cottages rent free. Employers value them at £4 a year.

A farm in
North
Cumber-
land.

The following particulars relate to a farm in Cumberland. The size of the farm is 714 acres, of which 487 acres are arable and 227 acres are permanent pasture and meadow grass. Number of acres of wheat is 17, number of acres of oats is 152, number of acres of potatoes and roots is 82, number of acres of hay, seed grass and meadow is 120. There are 1,000 sheep, 50 milking cows and 92 other cattle. Number of farm horses is 14.

There are 16 men regularly employed on the farm, 2 lads and 1 dairymaid.

One of the men is hired by the half-year and given his board and lodging in addition. This man looks after horses. He is in charge of the farm when the employer is absent. Three ordinary labourers and two lads, three men in charge of cattle, seven men in charge of horses, and two shepherds are paid weekly. Two weeks' notice on either side has to be given if the parties desire to change. The dairymaid is engaged half-yearly and lodged and boarded in the farmhouse. All the farm servants attached to the staff of the farm are employed regularly throughout the year in bad weather and sickness alike.

About three extra women are employed at hay and corn harvest.

This employer uses a good deal of machinery and has "self-binders" at harvest.

The hours of work in summer are 5.30 a.m. to 6 p.m. for the men in charge of animals, and 7 a.m. to 6 p.m. for the others. In winter the hours are from light to dark.

They have half an hour for breakfast, also a short time for "10 o'clocks and 4 o'clocks," and $1\frac{1}{2}$ hours for dinner. The employer states that the men do not always take the full time for either breakfast or dinner.

A man in charge of horses arrives at the farm steading in winter at 5.30 a.m., feeds and gets his horses ready, assists with other work until 6.30, when he has his breakfast and goes to work at daylight. In the summer the horses are fetched from the fields at 5.30 a.m., fed and ready for work at 7.0 a.m. During the dinner time the horsemen feed their horses, which only occupies about 5 minutes. After the horses return from work in the winter at dusk they are fed, cleaned, and bedded down, and the men leave the yard from 5.30 to 6.0 p.m. In the summer, after the horses stop work at 6.0 p.m. they are brought to the stables, cleaned, fed, and then turned into the nearest pasture. This occupies about 40 minutes.

The men in charge of horses are occupied on Sunday about two hours in summer and about four hours in winter.

The men in charge of cattle are occupied on Sunday about three hours in summer and about five hours in winter.

There are no extra payments for harvest, piecework, or overtime, so the rates of weekly cash wages and the average weekly cash earnings are identical.

The wages, earnings, and allowances are as follows :—

Wages, Earnings, and Allowances of Married Men.

Class of Farm Servant.	Rate of Wages per Man.	Allowances in Kind.
Ordinary labourers	18s. a week	None.
Men in charge of horses	18s. 6d. a week	Free house and garden, and fuel carted free.
Men in charge of cattle	20s. a week	Ditto ditto.
Shepherds	22s. a week	Ditto ditto.
Lads	12s. a week	None.

Hired Man—Half-yearly Rates of Wages and Allowances.

Hiring Term.	Rate of Wages.	Allowances in Kind.
Martinmas, 1902	£ s. d. 16 18 0	} Board and lodging.
Whitsuntide, 1903	16 18 0	

Hired Woman (Dairymaid)—Half-yearly Rates of Wages and Allowances.

Hiring Term.	Rate of Wages.	Allowances in Kind.
Martinmas, 1902	£ s. d. 12 0 0	} Board, lodging, and washing free.
Whitsuntide, 1903	12 0 0	

The usual rent paid for cottages by farm labourers in this district is 1s. 6d. to 2s. a week.

The following particulars relate to a farm in North Lancashire of 200 acres, of which 115 acres are arable and 85 acres are permanent pasture. Number of acres oats, 40 ; number of acres mangolds, potatoes and cabbages, 20 ; number of acres grasses and clover 55 ; number of acres cut for hay is about 60 ; number of sheep, 100 ; number of milking cows, 65 ; number of pigs, about 70 ; and number of other cattle, 20 ; number of farm horses is 6.

A farm in North Lancashire.

The farm servants regularly employed on the farm are four unmarried men, hired half-yearly at the hiring fairs. They are lodged and boarded free in the farmhouse, and, in addition, given their washing. Of these four farm servants, one is a "best man," one a "second class man," and two are youths or boys. There are also two married men, one an ordinary labourer, the other in charge of horses, both living in cottages on the farm free of rent. The wives of these men milk twice a day for six months in the summer and once a day for six months in the winter. Three dairymaids are employed, hired half-yearly, lodging and boarding in the farmhouse. They do housework, milk, make cheese, and look after poultry.

About two extra men are employed from the beginning of haytime until after corn harvest.

The employer uses a self-binding machine at harvest.

The hours of work in summer are from 5 a.m. to 6 p.m., and in winter 5.30 a.m. to 5 p.m. They have half an hour for breakfast, an hour for dinner and quarter of an hour for light refreshments at 10 o'clock and also at 4 o'clock.

In summer all the men commence milking and feeding cattle, horses, and pigs about 5 a.m., and get into the fields about 7 a.m. Some of them return to milk at 4.30 p.m., finishing about 6 p.m.

The man in charge of horses and the man who attends to cattle are occupied on Sunday about three hours in summer, and about six hours in winter. All the hands assist on Sunday mornings and evenings.

All the farm servants attached to the staff of the farm are employed regularly throughout the year and paid wages in bad weather and sickness alike. The hired men are on a half-yearly term of engagement, the married men on a monthly one. There are no extra payments for harvest or piecework so the rate of weekly cash wages and the average weekly cash earnings are identical.

The wages and earnings are as follows :—

Half-yearly Rates of Wages and Allowances of Hired Farm Servants.

Hiring Term.	Best Man.	Second Class Man.	Youths or Boys.	Dairy-maids.	Girl.	Allowances in Kind.
Martinmas, 1902 ...	£ 16	£ 13	£ s. 8 10	£ 10	£ s. 7 10	Board, lodging, washing and mending free. A week's holiday in each term.
Whitsuntide, 1903	17	15	10 10	10	7 10	

Wages, Earnings, and Allowances of Married Men.

The ordinary labourer and the man in charge of horses each get 18s. a week, also cottage and garden free, potato ground, fuel carted, a quart of milk each day, and straw for pig. When working overtime at hay and corn harvest lunch and supper are provided free. Beer is also given free in the hay and corn harvest to all the men.

The man in charge of horses gets £2 12s. in the year for journey money. There is no piecework. These men get a week's holiday in the year without any deduction from wages.

Rents of cottages of farm labourers in this district are from 2s. to 2s. 6d. a week.

The following particulars are from a farm in the East Riding of Yorkshire. A farm in East Yorkshire.
The acreage is 937 acres, of which 247 acres are permanent pasture. Number of acres wheat is 40 ; number of acres barley, 130 ; number of acres oats, 150 ; number of acres of potatoes and roots, 160 ; seeds for pasturing with sheep, 160 acres ; number of acres cut for hay 8. Number of sheep is 480, ewes and lambs, and there are 4 milking cows, and 43 other cattle.

The men employed on the farm are as follows :—

A married shepherd.

Three married labourers living in cottages. These men are entitled to six months' notice, and hold their cottages on this tenure.

The following men are hired by the year and lodge and board in the farmhouse :—

An unmarried foreman and his lad.

First waggoner and his lad.

Second waggoner and his lad.

Third waggoner and his lad.

Fourth waggoner.

Yardman (a youth).

Second and third shepherds (youths).

All the farm servants hired by the year are employed regularly throughout the year, and paid if absent on account of sickness. They get no extra cash payments of any sort. The married labourers are employed regularly, but are not paid if absent on account of illness.

Eight extra men are employed at harvest and two or three for turnip hoeing. The wives of the regular men usually help their husbands in the turnip hoeing season when their husbands are on piecework.

The employer uses a good deal of machinery, and has "self-binders" for harvest.

The men leave home in summer at 6 a.m. and work till about noon when they have an hour at home for dinner, starting for work again at 1 p.m. The day's work ends at 6 p.m. The men in charge of horses start to get the horses ready about 4.30 a.m. They feed them in the dinner hour. In the evening they get their supper at 6.10 p.m., and take the horses out to grass directly afterwards. In the winter the hours of work are 7 a.m. to noon, dinner 12 to 1 p.m., work 1 p.m. to 4.30 or 4.45 p.m. The men in charge of horses begin to feed and get the horses ready at 5 a.m. In the winter they feed until their own supper time at 6.10 p.m., and afterwards they are engaged with the horses from 7 to 8 p.m.

The men have breakfast before they start work all the year round.

The men in charge of horses are occupied on Sunday about 2½ hours in winter. In summer the horses are out in the fields.

The men in charge of cattle are occupied about three hours in winter ; in the summer they have only to milk.

Piecework is only given to the married men at turnip-hoeing and thatching. If they are kept overtime they are usually paid extra. During five weeks' harvest, the married men are given their board in the farmhouse, and have 22s. a week instead of their ordinary wages.

If the shepherd does well at lambing time, he is usually given something extra as a present. The married labourers do the thatching.

WAGES, EARNINGS, AND ALLOWANCES.

Married Labourers.

Rates of Weekly Cash Wages.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
No. 1 £ s. d. ... 0 17 0	£ s. d. 0 19 2½	All get beer at haytime and harvest, and for extra work. No. 1 has his meals given him when engaged driving threshing engine for about 40 days in the year.
No. 2 ... 0 17 0	0 18 3	
No. 3 ... 0 9 0	0 13 10 (board in addition).	
Shepherd ... 1 0 0	1 0 0	
		No. 2 has £1 extra for attending to threshing machine.
		No. 3 has his board in the farmhouse (valued at 8s. a week) in addition to his cash wages. This man, including his board, earned more than No. 1 or No. 2, but he was paid extra in harvest for attending to the self-binding machine; he earned about £8 at thatching, and did a good deal of turnip-hoeing on piecework.
		Nos. 1, 2, and the shepherd pay 70s. a year rent for cottage with good potato garden. No. 3 pays 52s. without a garden.

Men hired by the year and lodged and boarded in the farmhouse.

Class of Farm Servant.				Yearly Cash Wages.			Allowances in Kind.
				£	s.	d.	} Board and lodging.
Foreman (unmarried)	...	...	...	37	0	0
Foreman's lad	...	...	...	19	0	0
1st waggoner	...	...	...	25	0	0
1st waggoner's lad	...	...	...	18	0	0
2nd waggoner...	...	...	...	24	0	0
2nd waggoner's lad	...	...	...	18	10	0
3rd waggoner...	...	...	...	22	0	0
3rd waggoner's lad	...	...	...	17	0	0
4th waggoner...	...	...	...	18	5	0
Yardman (youth)	...	...	...	23	0	0
2nd shepherd (youth)	...	...	...	20	0	0
3rd shepherd (youth)	...	...	...	19	0	0

Farms in
Lincoln-
shire.

The following are particulars from eight farms in the occupation of one farmer in Lincolnshire. The farms vary in size from 150 acres up to 1,500. The total acreage is 4,000 acres, of which 2,800 acres are arable, and 1,200 acres permanent grass. Number of acres of wheat is 737; of barley, 220; of oats, 371; of potatoes and roots, 995; of clover, 440. About 140 acres of grass are cut for hay, and about 320 acres of clover.

The number of sheep is 1,450, the number of milking cows is 55, and the number of other cattle is about 500, but sometimes there are considerably more. Number of farm horses is 128.

A bailiff or foreman is in charge of each farm, so far as the labourers are concerned, but the farmer and his son personally supervise the management of all the farms.

There are 8 bailiffs or foremen, 101 ordinary labourers, 10 men in charge of cattle, 2 shepherds, 6 men in charge of horses (married men), 11 first waggoners, 11 second waggoners, 6 third waggoners, 5 fourth waggoners, and 3 fifth waggoners. Special men go with the engines and machines, but when not thus occupied they do ordinary work on the farms.

The waggoners are all single men. They lodge and board with the bailiffs or foremen, or with some of the other married men.

Waggoners and shepherds are engaged by the year, and the ordinary labourers by the week. Some of the men in charge of horses (married men are paid weekly) are engaged by the year. There is no special agreement with the others but the employer says that if he wished to part with them he should give them a month's notice. Some of the men in charge of cattle are engaged yearly, and some weekly.

All the farm servants attached to the staff of the farm are given regular employment. The men in charge of animals are paid if absent on account of illness, but not the ordinary labourers.

A good deal of extra labour is employed at certain seasons of the year, including a number of women; sometimes 70 or 80 women are employed, mainly at picking and sorting potatoes and weeding. Between £2,000 and £3,000 a year is spent on extra labour.

The employer uses a good deal of machinery, and has 'self-binders' for harvest.

A good deal of work on the farm is done by piecework. At harvest some of the work is done by piecework and the rest is paid for at a higher scale of weekly wages. All the men take part in harvest including the cattlemen and shepherds. The shepherds get lamb money, about £2 10s. a year.

The hours of labour are :—

Class of Farm Labourer.	Summer.	Winter.
Ordinary labourers	6.30 a.m. to 5.30 p.m. (on some farms from 7 a.m. to 5 p.m.)	Daylight to 4.30 p.m.
Cattlemen	6 a.m. to 6 p.m.	6.30 to 5 p.m.
Men in charge of horses, and waggoners.	6 a.m. to 6 p.m.	7 a.m. to 2.30 p.m.

Meal hours for ordinary labourers and cattlemen are $\frac{1}{2}$ an hour for breakfast and an hour for dinner, and for men in charge of horses and waggoners $\frac{1}{2}$ an hour for breakfast and $1\frac{1}{2}$ to 2 hours for dinner, summer and winter.

In summer the men in charge of horses and the waggoners fetch the horses out of the fields about 5 a.m. to get them ready to leave the stables for work at 6 a.m., and on returning to the stables in the evening at 6 p.m. the horses have to be turned out in the fields.

In winter the men in charge of horses and the waggoners begin to feed them in the stables about 5 a.m. In winter they make "one yoke," that is, they go out at daylight (about 7 a.m.) and do not come in until 2.30 p.m. They have to wait upon their horses again at night in the stables.

Both in summer and winter they get their breakfast after they have fed and got their horses ready, and before starting out to work. They generally take a little lunch with them and stop work about $\frac{1}{4}$ of an hour to eat it in the

fields. In summer they get their dinner at noon, but in winter not until 3 p.m. During the interval for dinner of $1\frac{1}{2}$ to 2 hours they have also to feed their horses, which occupies about $\frac{1}{2}$ an hour.

On Sunday the waggoners have to feed the horses, and the cattlemen have to look after beasts, and shepherds, the sheep. But they often get extra help. Sunday work occupies waggoners and cattlemen about $1\frac{1}{2}$ hours in summer, and 2 hours in winter.

The men in charge of horses and the waggoners attend to the horses in winter on Sunday when they are in the stables, and this occupies them about 2 hours. In the summer the horses are out in the fields and the horsemen have no Sunday work.

WAGES, EARNINGS AND ALLOWANCES.

(Men paid weekly and living in cottages.)

Class of Farm Labourer.	Rates of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Ordinary labourers (101)	16s. 6d. (61 men) 18s. (40 men).	18s. 11d. (average 101 men).	Twenty men have free houses, coals carted free, and straw for pigs. Ten men have potato ground. Beer of value of 22s. each a year.
Men in charge of horses (6).	18s.	19s. 1d.	Free house, garden, potatoes, coals carted. Paid if sick or away on their holdings. Beer of value of £1 each a year.
Men in charge of cattle (10).	18s. 6d.	19s. 10d.	Ditto.
Shepherd (1)	15s.	16s.	} Ditto, also 30 stones of bacon each per year.
Shepherd (1)	14s.	15s.	

NOTE.—Farm labourers pay 1s. to 1s. 6d. a week for cottages in this district,

Hired men (yearly) lodged and boarded in the bailiff's or foreman's house.

Class of Farm Labourer.	Yearly Rates of Cash Wages.	Allowances in Kind.
11 first waggoners	£29, £26, £27, £25, £25, £25, £24 11s., £24, £24, £23, £22.	All get lodged and boarded free. The cost of keep of these men, lads, and boys, is estimated by the employer at 10s. to 10s. 6d. a week per head, which is paid to the bailiff or foreman, partly in cash, and partly in bacon and keeping cows for him.
11 second waggoners	£20, £19, £19, £18, £18, £18, £17, £17, £17, £17, £16 10s.	
6 third waggoners (15 to 17 years of age).	£16, £16, £15 10s., £15, £14, £13 10s.	
5 fourth waggoners	£13 10s., £13, £12, £10, £10.	
3 fifth waggoners	£8 10s., £8, £7 10s.	

The following particulars are from a farm in Warwickshire. The number of acres is 560, of which 390 acres are arable and 170 are permanent pasture. There are 63 acres wheat, 65 acres barley, 15 acres oats, 80 acres peas, 92 acres potatoes and roots, 30 acres of grass cut for hay, and 45 acres of clover. About 250 sheep in summer and 500 in winter. Number of milking cows, about 12, of other cattle, about 60, and there are 16 farm horses.

A farm in Warwickshire.

The men regularly employed on the farm are—

12 ordinary labourers (4 of whom are Irish).

5 waggoners.

4 cattlemen.

1 shepherd.

7 lads and boys.

The ordinary labourers are on weekly engagements, and the men in charge of animals on monthly ones.

The ordinary staff of the farm are given regular employment, but not paid if absent on account of illness.

Ten women are frequently employed on the farm at such work as weeding, root clearing, potato cropping, and hay and corn harvest.

Not much extra labour is employed except at pea picking, when about 120 women, children, and vagrants are employed.

The employer uses a good deal of machinery, including 'self-binders,' artificial manure distributor, elevator, &c. He hires the steam power.

The hours of work in summer are—

Class of Farm Labourer.	Hours of Work.	Meal Hours.
Ordinary labourers... ..	7 a.m. to 5.30 p.m. ...	Breakfast before they come to work ; 1½ hours off altogether for lunch and dinner.
Waggoners	5 a.m. to 5 p.m. ...	2 hours off altogether for breakfast, lunch, and dinner.
Cattlemen	5 a.m. to 5 p.m. ...	Ditto.
Shepherds	6 a.m. to 6 p.m. ...	Ditto.

In winter the hours are from light to dark, and meal hours the same as in summer.

In summer the waggoners begin to feed and get the horses ready at 5 a.m., and they have their breakfast before 7 a.m. ; after 5 p.m. they have to attend again for grooming and feeding. In winter the waggoners have to be in the stables, to feed and get the horses ready in the morning, before daylight, and after they have brought them in from work in the evening they have to be at the stables again in the evening to feed them. During the time allowed off for dinner the waggoners feed their horses, but the men are given a clear hour for their own dinner. The employer states that there is often an interval of 1½ hours from the time work stops in the fields until it recommences.

In winter the men in charge of animals are occupied on Sunday about an hour in the morning and an hour in the evening. In summer the animals are out in the fields.

Piecework is not given to any great extent. At corn harvest 4s. a day is paid. All the men on the farm take part in harvest.

Shepherds get 3*d.* for every lamb reared. All labourers get 4*d.* an hour overtime after 5.30 p.m. Horsemen get overtime if out with horses after 5 p.m.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
	s.	s. d.	
12 ordinary labourers ...	{ 12 winter 15 summer }	14 9	None.
5 men in charge of horses	16	17 1	House and garden, coal carted ; use of horse occasionally.
4 men in charge of cattle...	15	16 4	House and garden, coal carted.
1 shepherd ...	15	17 7	House and garden, coal carted.

The rents paid by the farm labourers in the neighbourhood of this farm are 1*s.* 6*d.* a week.

The following particulars are from a farm in Northamptonshire :—

A farm in Northamptonshire. The farm is 888 acres, of which 472 acres are arable and 407 permanent pasture, 9 acres being occupied by houses, buildings, yards, cottages, roads, &c.

About 420 acres are ploughed, the rest of the arable land being temporary pasture for three years, and then ploughed up for five years. The ploughed land generally comprises about 120 acres wheat, 60 acres barley, 60 acres oats, 35 acres beans, 20 acres peas, 20 acres tares (for making ensilage), 50 acres turnips and mangolds, 35 acres clover, and 20 acres dead fallows. About 120 acres of grass and clover are mown for hay, and about 20 acres of clover.

There are about 330 breeding ewes wintered on grass and about 300 tegs wintered on turnips. There are generally from 150 to 200 head of cows and cow stock of all ages on the farm. About 40 to 50 calves are reared every year. From six to ten cows are milked, principally to get milk for rearing the calves. There are about 12 cart horses kept in work.

The men regularly employed on the farm are as follows :—Five ordinary labourers, one of whom acts as engine driver, two men in charge of horses, one shepherd. Three men in charge of cattle in winter. In summer two of these men do ordinary farm work. Also there are two old men, one lad, three boys, and a groom-gardener, who milks two or three cows kept for the house and sees to poultry, but does no other farm-work.

In addition, a lad is employed for about six months and a boy for the greater part of the year. Also about two extra men occasionally during the winter for threshing, and a few casual men for hoeing in the spring, and occasionally during haytime and harvest if the crops are heavy.

The regular men are on weekly engagements and are given regular employment. The employer states that the ordinary labourers very rarely lose any time through wet weather, probably not more than one day each in the year. The men in charge of animals lose no time from this cause. The men are not paid if absent on holidays (except Christmas day) or on account of illness, but all of them are in Clubs or Friendly Societies, from which they receive 9*s.* to 12*s.* a week during illness.

With regard to the annual earnings given below, one of the ordinary labourers was away nine days, and one of the cattlemen 38 days, owing to accidents, but the half wages paid them by the employer is not included in the amounts stated. Most of the other time was lost by the men taking holidays, and a few days by illness and working on their allotments. The five ordinary labourers were absent an aggregate of 49½ days in the year ;

the two waggoners an aggregate of 17 days, the shepherd two days, and the three cattlemen an aggregate of 62 days, but of this number an old cattleman accounts for about 50 days.

The hours of work are as follows :—

Summer.—6 a.m. to 6 p.m. Half an hour off for lunch, and an hour for dinner. On Saturdays the men leave off work at 4 p.m., except in harvest or haymaking. During the harvest month the hours are from 5.30 a.m. to 7 p.m., with half an hour off for tea (called "Fours") in addition to the usual time allowed for lunch and dinner. Half an hour for "Fours" is also taken during hay-making.

Winter.—The men leave their homes about an hour before sunrise and reach them again about an hour after sunset. If they are at work in the fields some distance away they leave off work so much earlier in order to reach their homes at about the time stated.

Waggoners come about 1½ hours before the other men to get the horses fed and tackled; they then go home to breakfast and return with the other men. The horses come in from work about 2 o'clock and the waggoners feed and groom them during the afternoon, turning them out into the fields in summer and the yards in winter about the same time as the other men leave work. But when cutting or carrying in hay-time and harvest the horses work till evening and the waggoners then feed them and go home for their own supper, returning afterwards to turn the horses out.

On Sundays, in summer, two men are occupied about two hours each and two others about four hours each looking after animals, and seven men in winter for about four hours each.

The system of payment at corn harvest is :—

Four weeks at 28s. per week (double ordinary wages) for day-work; but a good deal of harvest-work is done by piece. If harvest is not finished in the four weeks, carrying is paid for at 6d. per day extra and 4d. per hour overtime.

The ordinary labourers earn about £6 8s. for four weeks harvest.

All the men take part in the harvest.

The shepherd gets lamb money amounting to about £2 10s. in the year.

The ordinary labourers get a good deal of piecework. All the men get 4d. an hour for overtime, and the boys 2d. No beer is given to any of the men.

The wages, earnings, and allowances in kind in 1902 were as follows :—

Class of Farm Labourer.	Rates of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Five ordinary labourers ...	s. d. 14 0	s. d. 17 5½	None.
One man in charge of horses	17 0	} 17 11½ (Average of two).	None.
One man in charge of horses	16 0		
One man in charge of cattle...	20 0	20 11½	House, garden, milk, wood free, and coal carted free.
One man in charge of cattle...	17 0	17 8	House and garden free.
One man in charge of cattle (an old man).	14s. 6d. (winter) 13s. (summer).	12 8	None.
Shepherd	16s.	19 4½	None.

To illustrate the considerable amount of piecework given on this farm the yearly earnings of two ordinary labourers in 1903 are given :—

Class of Payment.	First Labourer.	Second Labourer.
	£ s. d.	£ s. d.
Total amount received for piecework ...	22 12 3	14 16 6
Total amount received for four weeks harvest	6 8 8	6 4 0
Total amount received for weekly cash wages	14 16 4	21 8 7
Total amount received for overtime... ..	1 12 9	1 12 5
Total	£45 10 0	£44 1 6
Average weekly cash earnings	17 6	16 11

The first man was absent for $21\frac{3}{4}$ days during the year from one cause or another, and the other man 15 days.

The rents usually paid by farm labourers in this district are 1s. to 1s. 6d. per week.

A farm in
East
Suffolk.

The following particulars refer to a farm in East Suffolk.

The farm is 580 acres, of which 460 acres are arable and 120 acres are permanent pasture ; 70 acres are wheat, 120 acres barley, 65 acres oats, 55 acres beans and peas, 70 acres roots, 55 acres clover leys, and 25 acres of temporary grass are cut for hay. There are 210 ewes for breeding, 100 ewes and hoggets for fattening, 8 milking cows, 30 bullocks, and 300 pigs. Number of farm horses is 17.

The labourers regularly employed on the farm are eight ordinary labourers and a lad, eight men in charge of horses and three lads, two cattlemen and two lads, and two shepherds.

All the men are on weekly engagements. They are given regular work, but are not paid if absent on account of illness. Most of them belong to Friendly Societies.

About four extra men are employed at hay time and harvest. The employer uses a good deal of machinery, including self-binding machines.

The hours of labour are :—

Class of Farm Labourer.	Summer.	Winter.
Ordinary labourers and cattlemen	6.30 a.m. to 8.15 a.m. 8.45 a.m. to 12 a.m. 1 p.m. to 5.30 p.m.	7 a.m. to 12 a.m. 1 p.m. to 5 p.m.
Horsemen	5.30 a.m. to 11 a.m. 11.20 a.m. to 3 p.m. 4 p.m. to 5.30 p.m.	Same as summer.

Meal hours are half-an-hour for breakfast, one hour dinner, and 20 minutes for lunch or "bait."

The horsemen get their horses ready in the morning from 5.30 a.m. to 6.30 a.m. In the afternoon the horses return to the stables at 3 p.m., and they are fed. The horsemen go to their dinner until 4 p.m., and then bait and clean the horses until 5.30 p.m.

There is not much piecework given. The employer says that his men are "not very keen on it."

The men get £7 5s. for the harvest month, which includes the ordinary weekly wages during that period.

The cattlemen and the shepherd help at the harvest in their spare time.

The horsemen get 6d. a journey ; the shepherd gets about £8 lamb money.

The wages, earnings, and allowances, are as follows :—

Class of Farm Labourer.	Rates of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Eight ordinary labourers ...	s. d. 13 0	s. d. 14 4½	Malt [value 12s.], at harvest.
Eight men in charge of horses ...	14 0	15 1½	House rent free and malt [value 12s.] at harvest to four men.
Two men in charge of cattle ...	14 0	15 4	House rent free, and malt [value 12s.].
Two shepherds	14 0	14 5	House rent free, and malt [value 5s.] to one man.

The usual rents of farm labourers' cottages in this district are £3 a year.

The following particulars are from a farm in Kent :—

A farm in Kent.

The size of the farm is 265 acres, of which 32 acres are permanent pasture.

There are 52 acres wheat, 21 acres barley, 21 acres oats, 11½ acres peas, 10 acres beans, 18 acres turnips, 8 acres mangolds, 20 acres sainfoin and clover. Also 27 acres of hops, 39 acres orchard (apple, cherry, and plum) and 3½ acres of gooseberry and currant bushes. Buildings, yards, &c., about 3 acres.

There are about 400 sheep and lambs, 7 heifers, 1 milking cow, 2 bullocks and 9 farm horses.

The number of farm labourers regularly employed are twelve ordinary labourers, two waggoners and two waggoners' "mates," two horse lads, a stockman and four lads. In addition there is a bailiff.

The men are on weekly engagements. They are always found regular work. It is not supposed to be the rule to pay a man if absent on account of illness, but the employer states that it is very often done.

At hop picking for four or five weeks about 200 women, lads, and girls are employed and about eight extra men. The women come from Sheerness, Chatham, and a few from London.

The employer uses a good deal of machinery, including "self binders."

The hours of work for ordinary labourers in summer are from 6 a.m. to 6 p.m. with 1½ hours off for meals, and in winter from light to dark with 1½ hours off for meals.

The waggoners' hours all the year round are from 4 a.m. to 6 p.m. They have ½ hour for breakfast, 20 minutes for lunch, 1½ hours for dinner, and 20 minutes for tea. The stockman's hours are about the same.

The waggoners' "mates" work from 6 a.m. to 9.30 p.m. Out of this time they have 20 minutes in the morning for lunch, an hour for dinner, from 2 p.m. to 3 p.m. They then feed and clean horses until 6 p.m. when they have 1½ hours off for tea, and they then clean out the stable and feed horses for 1½ hours.

On Sundays the waggoners and waggoners' "mates" are occupied about 5 hours summer and winter, and the stockman about 2 hours in summer and about 4 hours in winter.

The ordinary labourers are employed on piecework during harvest.

The 1st waggoner gets £3 10s. extra for harvest and the 2nd waggoner £3. During harvest they work until 8 p.m. or 9 p.m.

A good deal of piecework is given. The stockman is paid for overtime at the rate of 6d. an hour.

The employer has taken from his books the annual earnings of two of his ordinary labourers, which he considers fair examples, being neither the highest nor the lowest. These men were paid 16s. a week when on time wages and they earned 3s. 6d. to 4s. a day when employed at piece work. They lost a little time from one cause or another during the year.

The wages, earnings and allowances are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.		Average Weekly Cash Earnings. per Man.		Allowances in Kind.
	s.	d.	s.	d.	
Two ordinary labourers...	16	0	18	2	Three or four pints of beer a day at harvest and threshing.
First waggoner	16	6	17	10	Free house, garden.
Second waggoner	16	6	17	8	" " "

The ordinary labourers pay 2s. 6d. a week for their cottages which have gardens.

A farm in Sussex.

The following particulars are from a farm in Sussex :—

The acreage is 690 acres, of which 138 are arable and 414 permanent pasture. There are 22 acres of wheat, 47 acres of oats, 13 acres of roots, 30 acres of clover. Also 6 acres of black currants. Of the grass 125 acres are cut for hay. There are 40 acres of hops, and the rest are woods, water, and roads. The number of sheep is 148, of milking cows 80, and of other cattle (including 30 in calf cows) 160. Number of farm horses is 13.

The men regularly employed on the farm are a foreman, 17 ordinary labourers, 3 men in charge of horses, 7 cattlemen, 1 shepherd. There are also 4 boys.

All the men are on weekly engagements, and are given regular work as far as possible, but not necessarily paid if absent on account of illness.

About 200 extra people are employed in the hop-picking season.

The employer uses a good deal of machinery and has 'self-binders' for harvest.

The hours of work in summer and winter for ordinary labourers are 7 a.m. to 5 p.m., for men in charge of cattle other than milkers, i.e., stockmen, 6 a.m. to 5 p.m., for milkers 4.30 a.m. to 5 p.m., and for horsemen 7 a.m. to 4 p.m. But the horsemen begin to see after their horses at 5 a.m. in the summer, and after they come back from work they have to feed them and turn them out to grass. In the winter the horsemen are with their horses at 6 a.m., and in the evening are occupied about two hours, the horses then being in the stables. The milkers have a good deal of spare time after milking in the morning.

The men have breakfast before they start work at 7 a.m., and have quarter of an hour off at 10 a.m. for "bait," and an hour for dinner at noon.

On Sunday the men in charge of animals are occupied about one hour in winter and about half an hour in summer. The milkers of course have to milk as usual.

A good deal of piecework is given. At harvest cutting is done by piecework. At carrying, beer is given and overtime paid at 4d. an hour.

Carters carrying corn to mill or station get 1s. a journey and £2 for harvest money, and shepherds get £2 for the lambing.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rates of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Ordinary labourers ...	s. d. 15 0	s. d. 16 11½	Free house and garden, and straw for pigs.
Men in charge of horses	16 0	16 6	Free house and garden, straw for pigs, and fuel.
Cattlemen	18 0	18 2	Four have free house and garden, and straw for pigs, and are allowed to keep fowls.
Shepherds	20 0	20 4½	Free house and garden, and fuel.

About £25 worth of beer is given to the men in the year. The rents of farm labourers' cottages in the neighbourhood of this farm vary from 1s. 6d. to 2s. 6d. a week.

The following particulars relate to a farm in Wiltshire. The farm is 2,200 acres, of which 600 acres are arable and 1,550 acres permanent pasture, 200 acres are wheat, 120 acres oats, 120 acres roots and potatoes, 60 acres barley, 80 acres temporary grass of one or two years; 430 acres are cut for hay. There are 1,400 sheep, 180 milking cows, 160 other cattle, and 30 farm horses.

A farm in Wiltshire.

The farm labourers regularly employed are 12 ordinary labourers, 9 men and 8 lads in charge of horses, 21 men and 7 lads looking after cattle, 4 shepherds, and 3 women.

All the men are on weekly engagements. They are given regular work, but not paid if absent on account of illness, though allowances are made in some cases.

The women are employed at outdoor work in the summer and mostly at indoor work in the winter. Their wages are 1s. a day.

In summer three or four extra men are employed for about a month.

The employer uses a good deal of machinery and 'self binders' at harvest.

The hours of work in summer for all classes, except milkers, are 6 a.m. to 5 p.m.; in winter from 7 a.m. to 5 p.m. Milkens' hours are from 5 a.m. to 5 p.m. in summer and winter, and from 5 a.m. to 7 or 8 p.m. in summer.

Men engaged in carting hay and corn are occupied up to 7 p.m. and occasionally up to 8 p.m.

Meal hours are half-an-hour for breakfast and an hour for dinner. In winter men in charge of horses and sheep breakfast before they come to work at 7 a.m.; milkers breakfast from 7 to 8 a.m.

On Sundays the men in charge of cows are occupied about four hours summer and winter. The men in charge of horses are occupied on Sundays in winter about 1½ hours. Shepherds are occupied about eight hours on Sundays.

Harvest is paid for partly by piecework and partly by giving extra wages. All the men take part in harvest except the shepherds and steam ploughmen.

Ordinary labourers get piecework at other times than harvest. Men in charge of horses get journey money, and cattlemen get some extra money payments. Shepherds get lamb money. The head shepherd gets about £4 lamb money a year.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rates of Weekly Cash Wages. per Man.	Average Weekly Cash Earnings. per Man.	Allowances in Kind.
Ordinary labourers ...	s. d. 12 0	s. d. 13 10	None.
Men in charge of horses ...	14 0	15 9	Four men have free house with pig sty and garden.
Men in charge of cattle ...	13 6	14 9½	Sixteen have free house and garden. Five have free allotment.
Shepherds	14 0	15 11	Three have free houses.

Farm labourers in the district pay 1s. to 1s. 6d. a week rent for their cottages.

A farm in
Somerset-
shire.

The following particulars refer to a farm in Somersetshire :—

The size of the farm is 450 acres, of which 40 acres are arable and 410 acres permanent pasture, including about 80 acres of rough hill. Twenty acres are clover, 3 acres wheat, 6 acres oats, and 9 acres potatoes and roots. About 90 acres are cut for hay. There are 300 sheep and 90 lambs, 25 milking cows, 105 other cattle, and 8 farm horses.

The labourers employed on the farm are 3 ordinary labourers (married), 1 man in charge of horses, 2 cattlemen, 1 shepherd, and 1 lad.

All these men are engaged by the week. They are given regular employment, but not paid if absent on account of illness. The employer has an assistant, who boards and lodges in the farm house free, and to whom he pays £25 a year.

A few extra men are employed for a few weeks turnip-hoeing.

The employer uses a good deal of machinery, including a 'self-binder' at harvest.

The hours of labour in summer for ordinary labourers are from 6 a.m. to 6 p.m., with half an hour for breakfast and an hour for dinner. For milkers the hours in summer are from 5 a.m. to 5 p.m., with the same time for meals as the ordinary labourers.

During hay and corn harvest the hours are 5 a.m. to 8 p.m. The meal hours are three-quarters of an hour for breakfast, half an hour for lunch, an hour for dinner, and half an hour for tea.

In winter the hours are from 5.30 a.m. to 5 p.m. for men engaged milking and feeding cattle. The waggoner commences work at 6 a.m. Meal times in the winter are the same as in summer.

The waggoner and cattlemen are engaged about two hours on Sunday in summer, and about four hours in winter. The waggoner has very little to do on Sunday in the summer for nine or ten weeks as the horses are out.

There is not much piecework given on the farm, only for hoeing and hedging. At harvest 6s. a week extra wages are given. All the men take part in harvest.

The waggoner and cattlemen get no extra cash payments in addition to their weekly wages.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rates of Weekly Cash Wages.		Average Weekly Cash Earnings.		Allowances in Kind.
	s.	d.	s.	d.	
Ordinary labourer	17	0	18	4½	Potato ground and milk.
Ordinary labourer	15	0	16	3	Potato ground ; beer valued at £5 15s.
Ordinary labourer	13	0	14	3	House, garden, and milk ; beer £5 15s.
Waggoner...	13	6	14	9	House, garden, and milk ; beer £5 15s.
Cattleman ..	13	0	14	3	House, garden, and milk ; beer £5 15s.
Cattleman...	13	0	14	3	House, garden, and milk ; beer £5 15s.
Shepherd ...	13	0	14	3	House and garden ; beer £5 15s.

The usual rents paid by farm labourers in the neighbourhood of the farm are 2s. to 2s. 6d. a week.

The following particulars are from two farms adjoining in Herefordshire.

Farms in Herefordshire.

The total acreage is 803 (exclusive of woods), of which 296 acres are arable and the rest permanent grass (including a good deal of poor pasture, and about 60 acres of fern).

There are 56 acres of wheat, 44 acres of barley, 28 acres of oats, 29 acres of peas and beans, 65 acres of potatoes and roots, 50 acres of clover, and 24 acres of hops ; about 100 acres are cut for hay.

There are 685 sheep and lambs, 6 milking cows, 102 other cattle, and 15 farm horses.

The workpeople regularly employed are eight ordinary labourers, two waggoners and three boys with horses, two shepherds, one cowman, a blacksmith, and a woodman-carpenter.

The term of engagement is by the fortnight, but the employer says he has not parted with a man for years.

The men have regular work all the year round, but are not paid if absent on account of illness.

In connection with the hops two extra men are employed about a month and nine women about two weeks. For picking about 100 women are employed from three to four weeks.

The employer uses a good deal of machinery, and has a 'self-binder.'

The hours of work are :—

Class of Farm Labourer.	Summer.	Winter.
Ordinary labourers	6 a.m. to 6 p.m.	7 a.m. to 5 p.m.
Men in charge of horses	5.30 a.m. to 7 p.m.	6 a.m. to 5 p.m. (Also look after horses in stable after 5 p.m.)
Men in charge of cattle	6 a.m. to 6 p.m.	6 a.m. to 6 p.m.
Shepherds	6 a.m. to 7 p.m.	7 a.m. to 5 p.m.

The time allowed for meals is one and a-half hours altogether for breakfast and dinner, summer and winter.

In summer the horses are out in the fields at night, and are brought in before 6 a.m. and turned out again about 7 p.m. The horses in summer work from 6.30 a.m. to 11 a.m., and from 2 p.m. to 6 p.m., so the waggoners are occupied for an hour before the horses commence work in the morning, and about an hour after they bring them back in the evening. During the interval between 11 a.m. and 2 p.m. the carters are cutting green food, feeding and rubbing down their horses, and getting their own dinners. In winter the waggoners begin looking after the horses about 6 a.m., and afterwards they get their breakfast before commencing work outdoors. In the evening, after they have brought the horses in from work, the waggoners get their supper, and they come back to feed, groom, and bed up the horses, leaving off about 8 p.m.

On Sundays in summer the waggoners hardly have any work, as the horses are out in the fields, the cowman has one to two hours and the shepherd three to four hours. In winter the waggoners have three to four hours, but the cowman and shepherd are engaged nearly all day.

Piecework is given at hop work and hedging. At corn harvest 4*d.* an hour is paid for overtime and cider is given.

The men in charge of animals get no extra cash payments in addition to their weekly wages, except overtime at harvest, in which they take part for a good deal of the time.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Ordinary labourers 	<i>s.</i> <i>d.</i> 12 0	<i>s.</i> <i>d.</i> 12 5	Free house, garden, potato ground, fuel carted, and straw for pigs.
Men in charge of horses... ...	14 0	14 6	Do. do.
Men in charge of cattle	14 0	14 3	Do. do.
Shepherd	14 0	14 0½	Do. do.

Beer or cider to the value of about £11 a year is given by the employer. Farm labourers get their cottages free in the neighbourhood of this farm.

ENGLAND AND WALES.

IV.—RATES OF WAGES FOR A SERIES OF YEARS.

Rates of Wages of ordinary labourers on certain farms in England and Wales* for a series of years up to the year 1903.

Information has been obtained from 133 farms in England and from 8 in Wales as to the rates of weekly cash wages paid in each year of a long series to ordinary farm labourers in receipt of full men's wages, exclusive of payments for piecework, or extra payments during hay and corn harvest, or for overtime, or the value of any allowances in kind. The Returns are shown in detail in Appendix V, (pages 172-216). The only county in England for which such Returns are not available is Middlesex. Those who gave the information were asked to name the allowances in kind given in recent years in addition to cash wages, and also to state what variations in the character or amount of the allowances had taken place during the period for which the rates of wages were given. Particulars have been furnished in some of the Returns of the rates paid for piecework at the present time compared with former years. Some of the Returns also contain information as to the payments for hay and corn harvest, and these particulars are also printed in the Appendix.

Method of obtaining information as to rates of wages in certain counties in England and Wales for a series of years.

The difficulties of obtaining figures extending over 40 or 50 years from farmers are considerable, and as a rule a very few men in each county are able to supply them. Those whose families have occupied a farm for such a period are not numerous, while those who have also kept and preserved accurate books are still more exceptional. Endeavour was made, as far as possible, to obtain these records from the books of tenant farmers, because the wages paid on the home farms of large estates are not infrequently rather higher than those paid in the surrounding district, and, further, because the tendency is for them to be less susceptible to change on account of low prices and unfavourable seasons.

Of the Returns from England, 96 have been furnished by tenant farmers, and 37 by landowners or their agents. In the case of Wales, 1 came from a tenant farmer and 7 from estates.

Taking the whole number of Returns from England and Wales (141), 86 of them are for periods of 50 or more years, and 28 of them are for periods of between 40 and 50 years.

The longest record of wages for a consecutive period is from a farm near Tring in Hertfordshire, dating from 1789. A Return from Herefordshire commences in 1819; one from Oxfordshire in 1824; one from Northumberland in 1831; one from Shropshire in 1833; one from Cambridgeshire in 1835; one from Suffolk in 1836; one from Essex in 1835 (with information as to rates paid in the years 1800-1813); and one each from Devonshire and Bedfordshire in 1842.

Before the reform of the Poor Law in 1834, the rates of wages paid to agricultural labourers in some counties were affected by the prevailing system of Poor Law administration.†

Periods when low rates of wages were paid in England and Wales.

The period in which wages were generally the lowest between 1836 and 1903 was from 1849 to 1853, a time of great agricultural depression, which

* It has been found convenient to deal with changes in rates of wages in England and Wales as a whole. In the section of this Report relating to Wales, however, further reference is made to changes in wages (see page 84).

† See "Agricultural Wages in England and Wales during the last 50 years." *Journal of the Royal Statistical Society*, Vol. lxvi., Part II. (30th June, 1903), pp. 3-6.

immediately preceded the period of higher prices during the Crimean War. A few years before 1850 prices had been higher. In the year 1846, when the Corn Laws were repealed, there was a bad harvest, and prices rose in 1847, the year of the Irish famine.

The average rates of weekly wages paid on 69 farms in England and Wales in the following years were :—

1850.	1860.	1870.	1880.	1890.	1900.	1903.
s. d. 9 3½	s. d. 10 11	s. d. 11 10½	s. d. 13 5½	s. d. 13 0½	s. d. 14 5½	s. d. 14 7

For the ten years 1840–1849, figures are available relating to seven farms, and the averages are as follows, the average rate for 1850 being added for comparison with that stated above :—

1840.	1841.	1842.	1843.	1844.	1845.	1846.	1847.	1848.	1849.	1850.
s. d. 9 10	s. d. 9 7	s. d. 9 4	s. d. 9 0	s. d. 9 2	s. d. 9 3	s. d. 9 3	s. d. 9 9	s. d. 8 11	s. d. 8 8	s. d. 8 5

Fluctuations in rates of cash wages of ordinary labourers in England and Wales, from 1850 to 1903.

The Table on page 68 and the Chart facing it show the percentage fluctuations in the rates of weekly cash wages paid to ordinary labourers on 69 farms in each of the years 1850 to 1903, as compared with the year 1900, which has been taken as the Standard year by the Department for comparing rates of wages in various industries.

Between the years 1850 and 1903, the rates paid on the 69 farms in England and Wales increased by 57 per cent. As already stated, wages in 1850 were low owing to agricultural depression, but taking the year 1855, when wages were high owing to the Crimean War, the increase in 1903, compared with that year, was 33 per cent.

In 1876–8 the average wages were 47 per cent. higher than in 1850, nearly 25 per cent. higher than in 1855, the second year of the Crimean War, and only 6 per cent. lower than in 1902–3. In 1877 the average price of wheat was 56s. 9d., and of barley 39s. 8d. per quarter. But the year 1878 was the last of this high-wage period in agriculture. The year 1879 was one of the most disastrous experienced by agriculturists during the century, owing to the extraordinary amount of wet weather, which ruined the harvest, injured the flocks and herds, and greatly deteriorated the land, especially heavy and clay soils, for a number of years.* At this period wages commenced to fall. Following upon a bad season, 1880, prices of agricultural produce soon began steadily to decline, and, in addition, there were, in the eighties, several very unfavourable seasons.* A slight recovery took place in the years 1889–92; but a period of acute agricultural depression existed in 1893–94, prices being very low and seasons most injurious to the farmers, and wages again fell. In 1893 the average price of wheat was 26s. 4d., and of barley 25s. 7d. per quarter, and in 1894 the prices were 22s. 10d. and 24s. 6d. per quarter respectively.

From 1895 to 1902, however, it will be observed that there was an upward movement, and this is attributed in a great measure to the scarcity of labour which has been felt in many of the agricultural districts owing to the competition for labour in coal mining and other industries. In 1903 the rates of wages remained at the same level as in 1902, and Returns received for 1904, too late for inclusion in the Chart, show that in that year also there was, on the whole, no movement in the rates paid.

* See Reports of Royal Commissions on *Agricultural Interests* (1879–82) and on *Agriculture*, (1893–95).

In the Eastern Counties (Lincoln, Huntingdon, Cambridge, Norfolk, Suffolk, and Essex), which are the chief corn-growing counties, the farmers there being mainly dependent on the prices of grain, the rates of wages have varied considerably more than in other groups of counties, where cattle and sheep are more generally bred and fattened, and dairying and mixed farming carried on. This is shown in the Chart, the dotted curve representing the fluctuations in wages on the 12 farms in the Eastern Counties.

A curve is also shown on the Chart indicating the course of wages on 128 farms for the 30 years 1874-1903. These farms include the 69 on which the curve 1850-1903 is based, and it will be seen that the addition of 59 farms causes a very slight difference only between the percentage fluctuations in the last 30 years as shown in the two curves.

Notes as to the allowances in kind given to the labourers in addition to their weekly cash wages are appended to most of the detailed Tables on pp. 172 to 216, and also notes respecting variations in such allowances between the earlier and later years. It will be seen that, generally speaking, there has been very little change either in the nature or quantity of these allowances during the half century.

There has been but little change in nature or quantity of allowances in kind during the last 50 years.

It will be of interest to compare the average wages paid on the 69 farms with figures given for England by certain Authorities during the past half century. This is done in the following Table, and, notwithstanding the different methods adopted in arriving at these figures, a rough correspondence is shown.

Year.	Authority.	Average Weekly Rate of Wages.	Average Weekly Rate of Wages on		Year.
			69 Farms.*	128 Farms.*	
1850-51	Caird, "English Agriculture in 1850-51."	s. d. 9 7	s. d. 9 3½	s. d. —	1850
1860	Purdy, "Earnings of Agricultural Labourers," <i>Journal of Royal Statistical Society</i> , 1861.	11 7	10 11	—	1860
1867-70	Little, Royal Commission on Labour; "The Agricultural Labourer," Vol. V., Part I.	12 3	12 0	—	1868
1870-71	Druce, <i>Journal of Royal Agricultural Society of England</i> , 1885.	12 2	11 10½	—	1870
1880-81		14 2	13 2½	13 7½	1880
1892-93	Little, as above	13 5	13 5	13 10	1892
1898	Report on Wages and Earnings of Agricultural Labourers (Cd. 346).	14 5	13 8½	14 1½	1898
1902	Present Report	14 8	14 7	14 11½	1902

* See Table, page 68.

AVERAGE WEEKLY CASH WAGES paid in each of the undermentioned years to ORDINARY AGRICULTURAL LABOURERS employed on certain farms in ENGLAND AND WALES; also the percentage fluctuations of such Wages year by year as compared with the year 1900. (See accompanying Chart.)

[The Cash Wages are exclusive of extra payments for piecework, hay and corn harvests, overtime, &c., and also of the value of allowances in kind.]

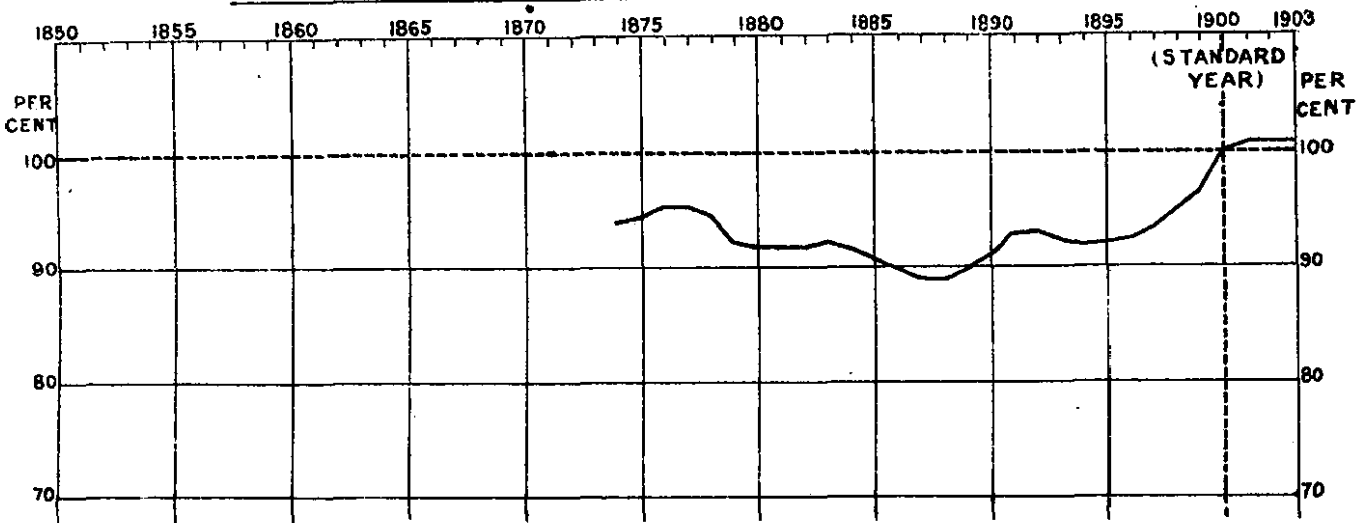
Year.	Average Cash Wages per Week.			Percentage Fluctuations in Wages compared with Standard Year 1900.		
	England and Wales. 1850-1903. (69 farms.)	Eastern Counties of England. 1850-1903. (12 farms.)	England and Wales. 1874-1903. (128 farms.)	England and Wales. 1850-1903. (69 farms.)	Eastern Counties of England. 1850-1903. (12 farms.)	England and Wales. 1874-1903. (128 farms.)
	s. d.	s. d.	s. d.			
1850 ...	9 3½	8 8	—	64·3	66·0	—
1851 ...	9 2½	8 3	—	63·7	62·9	—
1852 ...	9 3	8 6½	—	64·0	65·1	—
1853 ...	9 11	9 11½	—	68·6	75·9	—
1854 ...	10 8	11 2	—	73·8	85·1	—
1855 ...	10 11½	11 5	—	75·8	87·0	—
1856 ...	11 0½	11 5	—	76·4	87·0	—
1857 ...	10 11½	10 11	—	75·8	83·2	—
1858 ...	10 9½	10 5½	—	74·6	79·7	—
1859 ...	10 8½	10 2½	—	74·1	77·8	—
1860 ...	10 11	10 8	—	75·5	81·3	—
1861 ...	11 1	10 10	—	76·7	82·5	—
1862 ...	11 1	10 7	—	76·7	80·6	—
1863 ...	11 0	10 1½	—	76·1	77·1	—
1864 ...	11 0½	10 3	—	76·4	78·1	—
1865 ...	11 3	10 5	—	77·8	79·4	—
1866 ...	11 6	10 1½	—	79·5	84·8	—
1867 ...	11 11	11 6½	—	82·4	87·9	—
1868 ...	12 0	11 9	—	83·0	89·5	—
1869 ...	11 8½	11 3	—	81·0	85·7	—
1870 ...	11 10½	11 1½	—	82·1	84·8	—
1871 ...	12 1	11 7½	—	83·6	88·6	—
1872 ...	12 8½	12 4½	—	87·9	94·3	—
1873 ...	13 4	13 0½	—	92·2	99·4	—
1874 ...	13 7	13 2½	13 11½	94·0	100·6	94·1
1875 ...	13 7	12 11½	14 0	94·0	98·7	94·4
1876 ...	13 8	13 1	14 1½	94·5	98·7	95·2
1877 ...	13 8	12 10½	14 1½	94·5	98·1	95·2
1878 ...	13 8	13 0½	14 0½	94·5	99·4	94·7
1879 ...	13 3½	12 5½	13 8½	91·9	94·9	92·4
1880 ...	13 2½	12 1	13 7½	91·4	92·1	91·9
1881 ...	13 2	12 0	13 7½	91·1	91·4	91·9
1882 ...	13 2½	12 1	13 7½	91·4	92·1	91·9
1883 ...	13 3	12 0½	13 8	91·6	91·8	92·4
1884 ...	13 2½	11 11½	13 7½	91·4	91·1	91·9
1885 ...	13 1	11 5	13 5½	90·5	87·0	90·7
1886 ...	12 11	11 2½	13 4	89·3	85·4	89·9
1887 ...	12 9½	10 11½	13 2½	88·5	83·5	89·0
1888 ...	12 9½	10 7½	13 2½	88·5	81·0	89·0
1889 ...	12 10½	10 11	13 4	89·1	83·2	89·9
1890 ...	13 0½	11 0½	13 6	90·2	84·1	91·0
1891 ...	13 4	11 9½	13 9½	92·2	89·8	93·0
1892 ...	13 5	11 8	13 10	92·8	88·9	93·3
1893 ...	13 3½	11 4½	13 9	91·9	86·7	92·7
1894 ...	13 3	11 1	13 8	91·6	84·4	92·1
1895 ...	13 2½	11 0	13 8½	91·4	83·8	92·4
1896 ...	13 4	11 1½	13 9	92·2	84·8	92·7
1897 ...	13 5	11 6	13 10½	92·8	87·6	93·5
1898 ...	13 8½	12 3	14 1½	94·8	93·3	95·2
1899 ...	13 10½	12 6½	14 4	96·0	95·6	96·6
1900 ...	14 5½	13 1½	14 10	100·0	100·0	100·0
1901 ...	14 6½	13 2½	14 11	100·6	100·6	100·6
1902 ...	14 7	13 2½	14 11½	100·9	100·6	100·8
1903 ...	14 7	13 2½	14 11½	100·9	100·6	100·8

PERCENTAGE FLUCTUATIONS IN WEEKLY RATES OF CASH WAGES

OF ORDINARY AGRICULTURAL LABOURERS EMPLOYED ON CERTAIN FARMS IN IGLAND & WALES,AS COMPARED WITH RATES PAID ON THOSE FARMS IN THE YEAR 1900

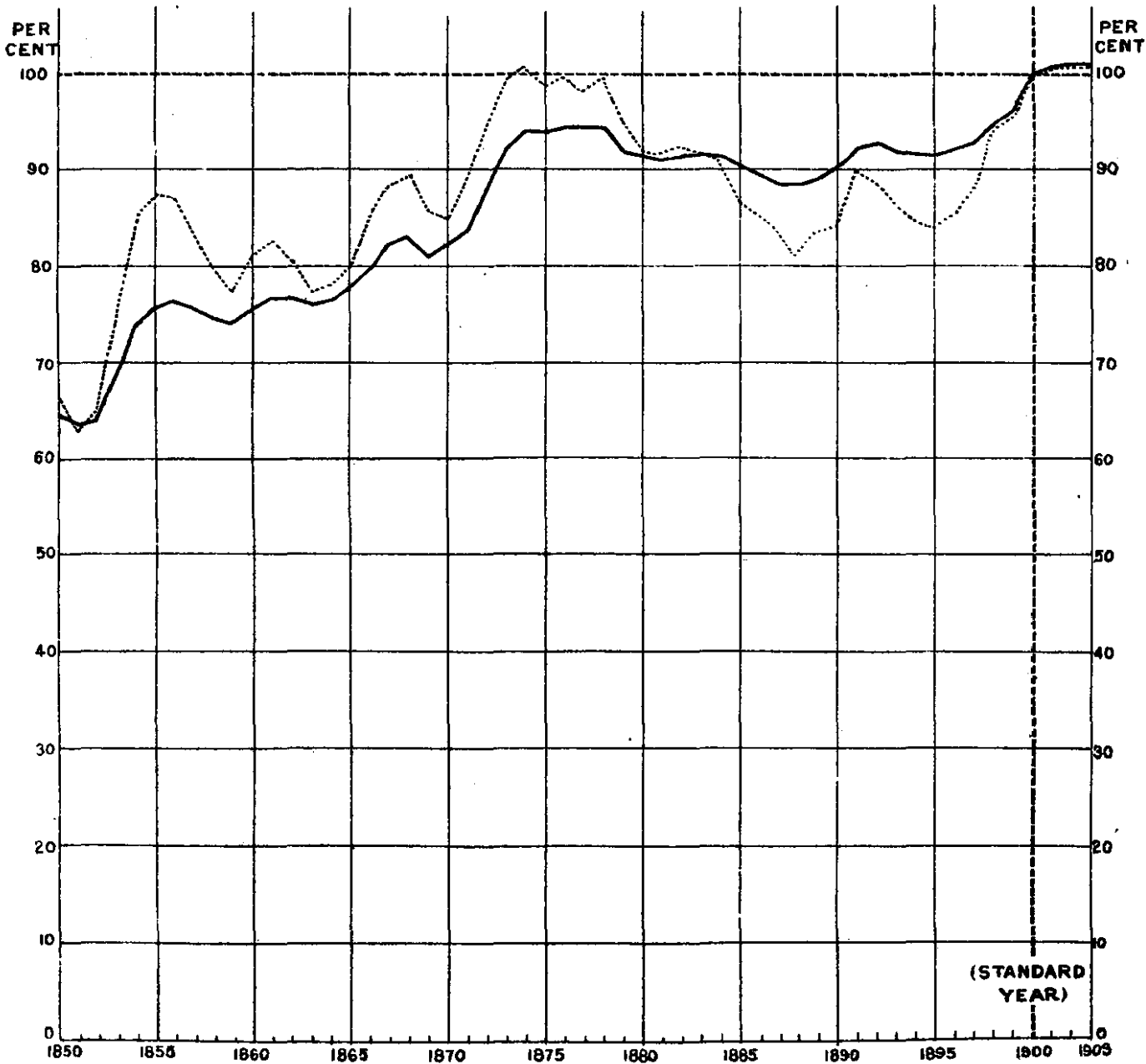
(The Rates of Wages on which the Percentages are based are exclusive of extra payments for Piecework, Hay and Corn Harvests etc. and also of the value of allowances in kind.)

(A) 1874-1903 (BASED ON RETURNS RELATING TO 128 FARMS.)



(B) 1850-1903 (BASED ON RETURNS RELATING TO 69 FARMS)

[THE DOTTED CURVE RELATES TO 12 OF THESE FARMS IN THE EASTERN COUNTIES.]



WALES.

I.—CLASSES OF LABOURERS, METHODS OF REMUNERATION, &c.

Classes of Labourers and Terms of Engagement.

In Wales, the greater number of the farm labourers are unmarried men who lodge in the farmhouses or in adjacent outbuildings and board in the farmhouses. They are chiefly engaged by the year, either in May or November, but in certain districts, notably Anglesey, Carnarvon, and Glamorgan, the term is a half-yearly one commencing in May and November. Married men rent cottages, situated either on farms or in villages, and are usually engaged by the week, being generally boarded on week days at the farmhouses; but in a few districts, notably in Anglesey, there are yearly engagements.

Terms of engagements of farm servants in Wales.

In many parts of the country the farms are small ones, with a small proportion of arable land, and are entirely farmed by the occupier and his family. On numerous other farms of a rather larger size only one or two hired men are kept who assist in the general work of the farm, including the care of sheep and cattle, the farmers and their sons also working on the farm as hard as, or perhaps harder than, the labourers. In such cases the farm labourers are treated much as if they were members of the farmer's family.

In many parts of Wales farm servants cannot be classified according to their duties

In the greater part of Wales, particularly in the South, the farm servants have no special work allotted to them, except on large estates or some of the largest farms, where there are working bailiffs or foremen, shepherds, stockmen, carters, and spademen, and it has therefore not been found possible to classify them in accordance with their special occupations as in England.

But the system of engagement and the payment of the unmarried and the married men so greatly differ, that they naturally divide themselves into these two classes, and this broad division has been taken for the purposes of this Report.

The earnings of the married men have been selected for the Map facing page 1.*

Women employed in agriculture are mainly unmarried women engaged by the year or half-year, and lodged and boarded in the farmhouses. Generally, their employment consists of work in or about the farmhouse premises and sheds, such as dairy work, milking, feeding cows and calves, pigs, and poultry, and also domestic work, cooking, &c. In some districts, more especially in Cardigan, West Carmarthen, and North Pembroke, they occasionally take part in field work, though this is dying out rapidly owing to the ever increasing of female farm servants. In almost all parts they help at hay and corn harvest.

Engagement of women in agriculture in Wales.

Generally speaking, the number of day labourers or casual labourers in Wales who rely on "catch" work is comparatively small, though these are to be found in a good many districts working for different farmers on odd jobs, taking a little piecework, and making an engagement for harvest work. The farmers, however, frequently engage as many men as they require for the year, and in a number of districts situated a long way from villages it is not possible to get day labourers. Further, the opportunities of earning higher wages in mines, quarries, and other works operate against men undertaking casual work at agriculture. But in the more typically Welsh districts there are probably more of this class of men than there are weekly labourers. They are frequently men who have small holdings of their own, and keep a few cows, and take odd days' work for different farmers, perhaps a bit of draining or hedging, or, in the more primitive parts, breast-ploughing and peat burning.

Casual labourers in Wales are not numerous.

In some districts a few men come from other counties for work in certain seasons. Some go from the Vale of Clwyd in Denbighshire to the hilly districts of Merionethshire for haymaking, and then return for corn harvest in their own county, and some go from Anglesey for haymaking in Carnarvonshire.

* See also Appendix I., page 146.

In some districts in Cardiganshire and North Pembrokeshire there are cottages on the farms with five or six acres of land attached, which are let by the farmers to men who earn their livelihood in a variety of ways in addition to what they can make out of their land. For instance, the tenants are sometimes road men, or perhaps they may do a little carting and other odd work, or may work for farmers at certain seasons of the year. In the letting of these small holdings it is a frequent practice for an agreement to be made that, as part payment of the rental, the tenant and his family shall assist the farmer in the hay and corn harvests as long as they last. The history of these small holdings is that in former years when the farmers wanted cottages for their men on the farms, the landowners found the materials and the farmers erected them. In this, as well as in other counties in South Wales, there is a custom for farmers to provide potato ground free for labourers who have cottages, whether they work for them regularly or not. The giving such a potato plot constitutes a sort of vague retainer upon the labourer's services. The farmers undertake the ploughing and the manure carting, while the labourers find the manure and seed potatoes and set and lift them. They pay the farmer by giving so many days' work free at hay and corn harvest, the number of days depending upon the amount of potatoes put in.

In parts of Pembrokeshire a custom exists by which the wives of labourers, who are "bound tenants" of cottages on farms, work for the tenant of the farm, when required, at turnip hoeing and harvest. A "bound tenant" is a labourer who has a cottage let to him by a farmer, often with a few acres of land attached, on condition that he works for that particular farmer whenever required so to do, though the farmer is usually under no obligation to employ such tenant at all. In addition to cash wages, he often gets certain allowances in kind. In some parts of South Wales men working in the collieries whose families live in the country districts return to work at the harvest for the owners of their cottages.

No Irish labourers now come to Wales for harvest work, as was formerly the case.

In parts of South Wales, notably Glamorganshire, a number of labourers from the Western Counties of England are hired in the farmhouses. Many hundreds of lads have been introduced during recent years from industrial and reformatory schools into the counties of Cardigan and Carmarthen, but during the last three or four years farmers have not been so willing to take them. A fair proportion of these lads get absorbed into the purely Welsh speaking rural population, while the rest drift into town and industrial districts after a few years' farm service.

Numerous hiring fairs are held in Wales, but the majority of the men and women are engaged privately. Farm servants engaged by the year or half-year, and boarded in the farmhouses, used always to be hired at fairs; but though fairs still exist in every county, the majority of the men and women are engaged privately before the fairs are held, and this is specially the case in regard to women, who are now very difficult to get for farmhouse work. Though most of the farm servants attend the fairs, these gatherings have now almost entirely lost their business character, and are regarded mainly as an opportunity for a day's outing. The agreement is always a verbal one, but a small sum of money (1s. or 2s.) is given as "earnest" of the contract.

Time of payment of wages to farm servants. Indoor servants, both men and maids, who are lodged and boarded in the farmhouses, and engaged by the year or half-year, as a rule get such advances made to them on account of their wages as they may require, provided they do not "overdraw" the account. Married labourers living in cottages, and employed on the large farms or estates, are frequently paid weekly, but sometimes fortnightly or monthly. Those employed on the smaller farms however, often do not get the whole of their weekly wages paid in full every week; the farmer may have an account against the labourer for butter, cheese, and other farm produce, and a complete settlement often takes place half-yearly or yearly.

Continuity of employment for men attached to the staff of a farm. The weekly labourers, who are attached to the staff of a farm, and are not dependent on "catch" work, usually get work provided for them irrespective of the weather. The day labourers lose time through bad weather, but those who have small holdings of their own can generally find something useful to do at

home. It is, however, stated that labour is so scarce in some districts that farmers would not like to run the risk of not giving the men some work if they came up to the farm and the day turned out wet.

It would be very exceptional to find those on weekly engagements allowed anything for days on which they are absent through illness. Many of this class of labourers belong to Friendly Societies and Sick Clubs, which they generally join when they are unmarried indoor servants. In certain districts, however, such as Anglesey and the western parts of Carnarvonshire, this does not appear to be the case.

Extra Cash Payments.

Generally speaking, extra cash payments in addition to the ordinary rates of wages are not frequent in Wales, as the large majority of the farm servants are hired by the year or half-year, and are paid a fixed wage for the whole term of engagement. These men are paid no extra money in hay or corn harvest, and they do no piecework, neither are they paid for overtime.

Extra cash payments are not frequent in Wales.

The married men who live in cottages are frequently paid higher rates of wages during hay and corn harvest, though in some cases only extra food is given, and in rare cases overtime money. Sometimes a bonus of 10s. to £2 is given for corn harvest in addition to the ordinary rates of wages. The area of corn crops is, however, a small one in Wales, and the corn harvest is not such an important factor as in many parts of England. Over two-thirds of the cultivated acreage is permanent pasture, and, in addition, there is a large area of hill grazing and mountain land.

Extra payments for hay and corn harvest are not given to any extent.

Again, married men regularly attached to the staff of a farm do not usually undertake piece-work, but it is occasionally given to casual labourers, who, in most districts, form a very small proportion of the agricultural labourers. In his Report to the Royal Commission on Labour on the condition of the agricultural labourer in Wales, Mr. Lleufer Thomas, the Assistant Commissioner, says, that the total of agricultural piece-work in Wales is a "most infinitesimal quantity," and he adds that "the smallness of the holdings and the general unevenness of the surface form additional obstacles to a very general adoption of the piece-work system."*

Piece-work is not often given in Wales.

Men specially in charge of animals, who are, as it has been stated, usually to be found only on large farms or estates, sometimes get extra cash payments. For instance, some men in charge of cattle are paid 1s. a week extra for Sunday work in the winter, when the cattle are in the sheds. Journey money is sometimes paid to carters, and lamb money given to shepherds.

Men in charge of animals sometimes get extra cash payments.

Allowances in Kind.

As a rule, allowances in kind are limited mainly to the food given to the hired men who are lodged and boarded in the farmhouses and to those married men who are given their meals in the farmhouses on working days, a lower rate of weekly cash wages being paid in consequence. In some cases married men get potato ground free, fuel carted, and sometimes butter-milk provided, and litter for pigs. At harvest employers very generally give beer, though some few give beer money. Occasionally food is given at harvest time to married labourers "on their own finding," *i.e.*, those whose wages are usually paid entirely in cash.

Allowances in kind are not numerous in Wales, though many get food in the farm-houses on working days, receiving a lower rate of wages. Rents of cottages in Wales.

Occasionally cottages are provided free on some of the larger farms, and particularly on the home farms of estates, but chiefly to men in charge of animals.

Cottage rents are generally from about £2 12s. to £5 per annum. In his Report to the Royal Commission on Labour,† Mr. Lleufer Thomas corroborates this statement, and adds that in some cases £6 to £7 is paid for new cottages. The gardens attached to the cottages are stated by Mr. Lleufer Thomas to average probably less than a quarter of an acre. The rents of farm labourers' cottages have not materially changed during the last ten years, except in certain districts in the neighbourhood of industrial centres, where there has been some upward tendency. For the purposes of this Report a uniform value of £4 a year has been taken for rent of cottages for all of the Welsh counties, in estimating the total yearly earnings of farm labourers.

* [C.—6894, XIV., p. 68.]

† [C.—6894, XIV., p. 24.]

WALES.

II.—WAGES AND EARNINGS.

Wages and Earnings of Married Men.

Method of obtaining information as to wages and earnings in Wales.

The Chairmen of Rural District Councils, and other Correspondents, have since 1894 supplied the yearly rates of wages of the men in receipt of full men's pay, who are hired yearly or half-yearly, and lodged and boarded in the farmhouses. Also the rates of weekly cash wages of married men, and these rates include (1) those who are "on their own finding," *i.e.*, those who are not provided with any food ; and (2) those "on the employer's finding," *i.e.*, those who have their food given to them in the farmhouses on working days. Returns have also been received from a number of farmers, giving the rates of weekly cash wages and the total yearly earnings of the whole of the married men in receipt of men's full wages on their farms, including all extra payments in cash or kind.

Weekly rates of cash wages and total weekly earnings of married labourers in each county in Wales.

In the following Table the maximum and minimum summer and winter rates of weekly cash wages for 1902 of men "on their own finding," are given for each county, also the predominant rates and the estimated total weekly earnings, including all extra cash payments, and the value of allowances in kind.

WEEKLY RATES OF CASH WAGES AND ESTIMATED TOTAL EARNINGS OF MARRIED LABOURERS (finding their own Food) in WALES in 1902.

County.	Rates of Weekly Cash Wages.					Estimated Total Weekly Earnings (including Value of Allowances in Kind) based on figures in col. (6).
	Range of Wages.		Predominant Rates.			
	Summer.	Winter.	Summer.	Winter.	Average of Winter and Summer.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Flintshire... ..	s. 16 to 19	s. 16 to 19	s. 17	s. 17	s. d. 17 0	s. d. 18 5
Denbighshire ...	15 „ 20	15 „ 18	17	17	17 0	17 8
Carnarvonshire ...	17 „ 21	17 „ 21	18	18	18 0	18 8
Anglesey	14 „ 17	14 „ 17	16	16	16 0	16 7
Merionethshire ...	16s. 6d. to 20s.	15 „ 17	17	16	16 7	17 8
Montgomeryshire	14 to 17	14 „ 17	15	15	15 0	16 0
Cardiganshire ...	12 „ 18	12 „ 18	14s. or 15s.	14s. or 15s.	14 6	15 8
Radnorshire ...	12 „ 15	12 „ 15	14	14	14 0	16 10
Brecknockshire ...	13 „ 20	13 „ 20	17	17	17 0	18 6
Carmarthenshire...	14 „ 20	14 „ 20	17	17	17 0	17 9
Pembrokeshire ...	12 „ 18	12 „ 18	15	15	15 0	16 7
Glamorganshire ...	15 „ 22	15 „ 22	20	20	20 0	21 3

It will be observed that the difference between the maximum and minimum rates of wages is 3s. in four counties, namely, Flintshire, Anglesey, Montgomery, and Radnor. In Merioneth it is 3s. 6d. in summer, and 2s. in winter; in Carnarvon it is 4s.; in Denbigh, 5s.; in Cardigan, Carmarthen, and Pembroke, 6s.; and in Brecknock and Glamorgan, 7s.

The wages of farm labourers in Wales are governed to a considerable extent by the proximity of mines and quarries. In some districts within the same Poor Law Union the rates of wages vary considerably if one portion of the Union area is purely agricultural and another contains collieries, iron and steel works, or quarries, and this would be especially the case if such districts were separated by a natural barrier of hills, or if there was no railway to connect them.

Wages of farm labourers in Wales are considerably affected by the proximity of mines and quarries.

For instance the wages vary considerably in Glamorganshire, the minimum being 15s. and the maximum 22s. High rates are paid in the colliery districts and in the neighbourhood of Cardiff, while the lower ones are paid in the purely agricultural districts. Again, in Pembrokeshire the rates of weekly cash wages range from 12s. to 18s. In the southern part of the county, where English is chiefly spoken, the wages are high owing to the presence of the dockyards, while in the northern portion bordering on Cardiganshire, wages are low.

The following Table shows the estimated total weekly earnings in 1902 of married labourers (finding their own food) in each county, including the value of all allowances in kind arranged in order from highest to lowest:—

County.	Estimated Weekly Earnings.	County.	Estimated Weekly Earnings.	Total weekly earnings of married labourers in each county arranged in order from highest to lowest.
	s. d.		s. d.	
Glamorganshire	21 3	Merionethshire	17 8	
Carnarvonshire	18 8	Radnorshire*	16 10	
Brecknockshire	18 6	Anglesey	16 7	
Flintshire	18 5	Pembrokeshire	16 7	
Carmarthenshire	17 9	Montgomeryshire... ..	16 0	
Denbighshire	17 8	Cardiganshire	15 8	

In seven out of the twelve counties the earnings are between 16s. and 18s. a week; in three counties they are between 18s. and 19s., and in one county, Glamorganshire, they are over 21s.

The earnings are highest, as might be expected, in Glamorganshire, the chief centre of the coal and iron industries, where they average 21s. 3d. a week. In the next six counties, where the earnings average from 18s. 8d. in Carnarvonshire to 17s. 8d. in Merioneth, the rates of wages are affected, more or less, by the presence of coal, copper, and lead mines, slate and limestone quarries, and other industries.

The last five counties in the Table with earnings ranging from 16s. 10d. in Radnorshire to 15s. 8d. in Cardiganshire, are more purely agricultural in

character, particularly Cardiganshire, which contains many districts remote from railways or towns.

Difference between wages and earnings of married labourers in each county in Wales.

From what has been previously said in the Chapter relating to allowances in kind, and to extra cash payments for piecework, harvest, &c., it will be obvious that the difference between wages and earnings in Wales is less than in the arable counties in England, where considerable sums can frequently be earned by piecework, and by extra payments at corn harvest.

In the following Table it will be seen that in four counties the extra cash payments and allowances in kind do not amount to as much as 1s. a week ; in seven counties they amount to sums ranging from 1s. to 1s. 7d. In one county, Radnorshire, which is on the English Border, they amount to 2s. 10d. This Table shows the difference between wages and earnings of married labourers (finding their own food) in each county, beginning with the county where the difference is greatest.

ESTIMATED EXCESS of EARNINGS over WAGES in WALES, 1902.

County.	Predominant Rates of Weekly Cash Wages (Average of Winter and Summer).	Estimated Total Weekly Earnings (including the Value of Allowances in Kind).	Excess of Total Estimated Earnings over Cash Wages
	s. d.	s. d.	s. d.
Radnorshire	14 0	16 10	2 10
Pembrokeshire	15 0	16 7	1 7
Brecknockshire	17 0	18 6	1 6
Flintshire	17 0	18 5	1 5
Glamorganshire	20 0	21 3	1 3
Cardiganshire	14 6	15 8	1 2
Merionethshire	16 7	17 8	1 1
Montgomeryshire	15 0	16 0	1 0
Carmarthenshire	17 0	17 9	0 9
Denbighshire	17 0	17 8	0 8
Carnarvonshire	18 0	18 8	0 8
Anglesey	16 0	16 7	0 7

Instances of yearly earnings of individual married labourers.

The following are some illustrations of the yearly earnings of a few married men in 1903, taken from the books of large employers of labour. The figures refer to individual men and not to the whole of those employed on these farms. But the highest paid men referred to in the Table have not been specially selected, and the cases given are fair samples of the wages of this class of men on these particular farms. In addition to the total yearly cash earnings, the Table shows the rate of weekly cash wages, the amount earned at corn harvest, and other extra cash payments, and the allowances in kind given in addition to cash wages, with the values put upon them by the employers.

EARNINGS OF INDIVIDUAL MARRIED LABOURERS during the year 1903, as returned by their EMPLOYERS; together with the ESTIMATED VALUE of ALLOWANCES IN KIND made to such LABOURERS, and the RATES of WEEKLY CASH WAGES at which they were paid in that year.

NOTE.—The amounts shown in this Table are not *average* amounts, but actual payments made to individual labourers of the Ordinary Labourer class, *i.e.*, excluding shepherds and men exclusively engaged with horses or cattle. The grand totals of cash earnings for the year include weekly wages, payments for corn harvest, and in some cases other extra payments not shown in detail in the Table.

County and Poor Law Union in which Farm is situated.	Amount of Cash paid to Individual Men in 1903.				Allowances in Kind, with Values as estimated by Employers.	Rate of Weekly Cash Wages in 1903.	
	During Corn Harvest.	Other Extra Cash Payments.	In Weekly Wages.	Grand Total.		Summer.	Winter.
Flintshire.	£ s. d.	£ s. d.	£ s. d.	£ s. d.		s. d.	s. d.
HOLYWELL	3 4 0	—	38 8 0	41 12 0	Food and drink at harvest, 15s.	16 0	16 0
Carnarvonshire.							
BANGOR AND BRAUMARIS {	1 16 0	—	45 0 0	46 16 0	Nil	18 0	18 0
	1 16 0	0 15 0	45 0 0	47 11 0	Nil	18 0	18 0
Montgomeryshire.							
FORDEN {	4 12 0	2 10 0	34 6 0	41 8 0	Fuel or cartage of fuel, £1 ..	14 0	14 0
	4 12 0	2 10 0	34 6 0	41 8 0	Ditto ..	14 0	14 0
Cardiganshire.							
LAMPETER {	4 16 0*	16 8 0†	33 12 0	54 16 0	Beer at hay and corn harvest, £1.	14 0	14 0
	4 16 0*	—	33 12 0	38 8 0	Ditto ditto	14 0	14 0
Brecknockshire.							
BRECON {	3 12 0	—	43 4 0	46 16 0	Cottage and garden, £3; fuel or cartage of fuel, £1 10s.; potatoes or potato ground, 10s.; allowances of food and drink, £1.	18 0	18 0
	3 12 0	—	43 4 0	46 16 0	Ditto ditto	18 0	18 0*
CRICKHOWELL ..	5 7 6	2 0 0	38 16 6	46 4 0	Potatoes or potato ground, 5s.	17 0	17 0
Carmarthenshire.							
LLANDILO	3 12 0	—	43 4 0	46 16 0	Fuel or cartage of fuel, 10s.; potatoes or potato ground, 6s.; food and drink at harvest, £1 10s.	18 0	18 0
Glamorganshire.							
CARDIFF {	3 16 0	3 12 6	36 12 0	44 0 6	Cottage and garden, £5; fuel or cartage of fuel, 10s.; allowances of food and drink, £1 5s.	16 0	16 0
	3 12 0	4 5 0	33 15 0	41 12 0	Ditto ditto	15 0	15 0
BRIDGEND AND COWBRIDGE.	4 10 0	—	42 8 0	46 16 0	Potato ground, 5s.; allowances of food and drink, £3 10s.	18 0	18 0

* This amount includes extra money (£2) paid for both hay and corn harvests.

† Extra pay and fees while travelling with stallion.

Wages and Earnings of Hired Men.

The yearly rates of wages of the men in receipt of full men's pay, who are hired yearly or half-yearly, and lodged and boarded in the farmhouses, have been given by the Chairmen of Rural District Councils and other Correspondents. Owing to the somewhat wide ranges in wages of this class of men, it has not been found possible to ascertain what is the predominant rate paid in each county as in the case of the married men. Too strict a comparison should not be made between maximum and minimum rates in one county and another,

Wages and earnings of hired men in each county in Wales.

because in one case the figures may refer to very extreme rates paid, which may possibly be exceptional ones, in another case such extreme rates may have been omitted.

In the Table below are shown the minimum and maximum wages and earnings of these men in each county, the earnings being computed by adding the sum of 6s. 6d. per week to the cash wages to represent the value of the board and lodging, there being no other cash payments or allowances in kind in the case of this class of men. In most cases the men have to pay some labourer's wife for the washing of their clothes.

The food and accommodation supplied vary somewhat in quality, according to the pecuniary position of the employer, and, so far as concerns some of the larger farms, the sum may, perhaps, be considered scarcely high enough. But the difficulties of attempting to draw a distinction between the value of the food and accommodation in one district compared with another would be very great. It has, therefore, been thought best to take a figure which could be fairly used throughout Wales, and, after consultation with a number of leading agriculturalists in both North and South Wales, the sum of 6s. 6d. a week has been adopted.

YEARLY RATES of CASH WAGES and ESTIMATED TOTAL EARNINGS of
HIRED MEN in WALES in 1902.

County.	Yearly Rates of Cash Wages.	Estimated Total Earnings, including Value of Board and Lodging.			
		Per Annum.		Per Week.	
	£ £	£ £		s. d.	s. d.
Flintshire*	—	—		—	—
Denbighshire	18 to 28	35 to 45		13 6 to 17 4	
Carnarvonshire	24 „ 34†	41 „ 51		15 9 „ 19 7	
Anglesey	22 „ 32†	39 „ 49		15 0 „ 18 10	
Merionethshire	22 „ 30	39 „ 47		15 0 „ 18 1	
Montgomeryshire	18 „ 25	35 „ 42		13 6 „ 16 2	
Cardiganshire	20 „ 28	37 „ 45		14 3 „ 17 4	
Radnorshire	20 „ 27	37 „ 44		14 3 „ 16 11	
Brecknockshire	20 „ 30†	37 „ 47		14 3 „ 18 1	
Cardmarthenshire	22 „ 32	39 „ 49		15 0 „ 18 10	
Pembrokeshire	20 „ 28	37 „ 45		14 3 „ 17 4	
Glamorganshire	25 „ 34	42 „ 51		16 2 „ 19 7	

* There are but few hired men in Flintshire.

† In this county many of the hired men are on half-yearly engagements.

It will be seen from the Table that the yearly earnings of the hired men vary from £35 to £51, the latter rate being paid in Glamorganshire and Carnarvonshire, where the presence of large mining, quarrying, or other industries accounts for high rates of agricultural wages.

The differences between the maximum and minimum rates of wages in a county range from £7 to £10.

Wages and Earnings of Shepherds, and Men in charge of Horses and Cattle.

It has already been explained that on a large number of farms in Wales, no regular shepherds or men specially in charge of horses and cattle are employed, the farms being generally too small to admit of distinctive duties being assigned to particular men.

Wages and earnings of shepherds, and men in charge of horses and cattle, in Wales.

The classes of men whose wages and earnings have already been given, namely, those hired on yearly or half-yearly engagements, and the married men on weekly wages, embrace the great majority of farm servants in Wales; and it would probably have only led to confusion if Forms asking for particulars as to the wages of shepherds and men in charge of horses and cattle had been sent to the farmers who were asked for information about the hired and the married men.

Some particulars of the wages and earnings of men in charge of animals for 1903 have, however, been obtained from a few large employers of labour in different parts of Wales (the same employers as those who employ the labourers whose wages are given in the Table on page 75), and these are given in the following Table. The figures shown in the Table are not average amounts (based on the earnings of several men in each class), but actual payments made in 1903 to individual shepherds, cattlemen, and horsemen. A statement of the allowances in kind, given in addition to cash wages, is also added.

Instances of yearly earnings of individual men in charge of animals.

County and Poor Law Union in which Farm is situated.	Occupation.	Amount of Cash paid to Individual Men in 1903.				Allowances in Kind, with Values as estimated by Employers.	Rate of Weekly Cash Wages in 1903.	
		During Corn Harvest.	For Lamb Money, Journey Money, &c.	In Weekly Wages.	Grand Total.		Summer.	Winter.
Flintshire.		£ s. d.		£ s. d.	£ s. d.		s. d.	s. d.
HOLYWELL ..	Cowman	—	Journey money, 12s.	49 8 0	50 0 0	Cottage and garden, £5 ..	19 0	19 0
	Yardman	3 4 0	—	33 8 0	41 12 0	Cottage and garden, £3 12s.; allowances of food and drink, 15s.	16 0	16 0
	Horseman	3 4 0	Journey money, £1 4s.	38 8 0	42 16 0	Cottage and garden, £4; allowances of food and drink, 15s.	16 0	16 0
Carnarvonshire.								
BANGOR AND BEAUMARIS	Shepherd	1 5 0	Lamb money, £1 4s.; journey money, £1 8s.; other payments, 8s.	30 13 0	34 18 0	Allowances of food and drink, £18 4s.	13 0	13 0
	Cattleman	2 0 0	Journey money, £1 10s.; other payments, £1 1s. 3d.	50 0 0	54 11 3	Cottage and garden, £3 15s.; potatoes or potato ground, 10s.; beer at harvest, 10s.	20 0	20 0
	Horseman	1 16 0	Journey money, 18s.; other payments, 17s. 9d.	45 0 0	48 11 9	Cottage and garden, £4; potatoes or potato ground, 10s.; allowances of food and drink, 10s.	18 0	18 0
Montgomeryshire.								
FORDEN ..	Shepherd	—	Lamb money, £4 2s. 9d.; journey money, 5s.	41 12 0	45 19 9	Cottage and garden, £5 4s.; fuel or cartage of fuel, £1; land to keep a cow, £5.	16 0	16 0
	Horseman	4 12 0	Journey money, 10s.; bonus for hay time, £2 10s.; other payments, 15s.	34 6 0	42 13 0	Cottage and garden, £5 4s.; fuel or cartage of fuel, £1.	14 0	14 0
Cardiganshire.								
LAMPETER..	Shepherd	5 0 0*	Lamb money, £1 10s.	38 0 0	42 10 0	Beer at hay and corn harvests, £1.	15 0	15 0
	Cattleman	5 13 0*	—	47 4 0	53 18 0	Cottage and garden, £4; beer at hay and corn harvests, £1.	18 0	18 0
	Horseman	4 16 0*	—	33 12 0	38 8 0	Beer at hay and corn harvests, £1.	14 0	14 0

* This amount includes extra money (£2) paid for hay and corn harvests.

County and Poor Law Union in which Farm is situated.	Occupation.	Amount of Cash paid to Individual Men in 1903.				Allowances in Kind, with Values as estimated by Employers.	Rate of Weekly Cash Wages in 1903.	
		For Corn Harvest.	For Lamb Money, Journey Money, &c.	In Weekly Wages.	Grand Total.		Summer.	Winter.
Brecknockshire.		£ s. d.		£ s. d.	£ s. d.		s. d.	s. d.
BRECON	Shepherd	—	—	52 0 0	52 0 0	Cottage and garden, £4; fuel or cartage of fuel, £1; allowances of food and drink, £3; other allowances, £2.	20 0	20 0
	Cattleman	3 12 0	—	43 4 0	46 16 0	Cottage and garden, £3; fuel or cartage of fuel, £1 10s.; potatoes or potato ground, 10s.; allowance of food and drink, £1.	18 0	18 0
	Horseman	3 12 0	—	43 4 0	46 16 0	Ditto ditto	18 0	18 0
CRICKHOWELL	Shepherd	—	Lamb money, £4; other payments, £2.	51 11 4	57 11 4	Cottage and garden, £4; fuel or cartage of fuel, £1; potatoes or potato ground, £1.	19 10	19 10
	Cattleman	4 10 0	Journey money, 8s.; other payments, £10 12s.	47 1 0	62 11 4	Cottage and garden, £5; potatoes or potato ground, £1.	19 10	19 10
	Horseman	5 10 0	Journey money, £4; other payments, £2.	49 2 0	60 12 0	Potatoes or potato ground, 5s.	21 0	21 0
Carmarthenshire.								
LLANDILO	Shepherd and Foreman.	4 0 0	Sunday pay, £3 18s.	48 0 0	55 18 0	Cottage and garden, £4; fuel or cartage of fuel, 10s.; potatoes or potato ground, 8s.; allowances of food and drink, £1 10s.	20 0	20 0
	Stockman	3 12 0	Sunday pay, £3 6s.	43 4 0	60 1 0	Ditto ditto	18 0	18 0
	Horseman	3 12 0	Michaelmas money, £3; journey money, 5s.	43 4 0	60 1 0	Ditto ditto	18 0	18 0
Glamorganshire.								
CARDIFF	Shepherd	—	Michaelmas money, £5 2s.	46 16 0	51 18 0	Cottage and garden, £3; fuel or cartage of fuel, £3; allowances of food and drink, £1 10s.; shearing, 10s.	18 0	18 0
	Cattleman	4 0 0	—	40 16 0	44 16 0	Cottage and garden, £3; fuel or cartage of fuel, 10s.; allowances of food and drink, £1 6s.	17 0	17 0
	Horseman	3 16 0	Journey money, 15s. 6d.; other cash payments, £1 14s.	37 4 0	48 9 6	Ditto ditto	16 0	16 0
BRIDGEND AND COWBRIDGE,	Shepherd	4 10 0	—	42 6 0	46 16 0	Potato ground, 5s.; allowances of food and drink, £4 7s. 6d.	18 0	18 0
	Cattleman	4 10 0	—	42 6 0	46 16 0	Potato ground, 5s.; allowances of food and drink, £3 10s.	18 0	18 0
	Horseman	4 10 0	Journey money, 10s.	42 6 0	47 6 0	Ditto ditto	18 0	18 0

Generally speaking, the shepherds and men in charge of horses and cattle are paid rather higher wages than ordinary labourers. This is particularly the case with married men. The shepherd, if he is in charge of a large flock, is frequently the highest paid man, though on estates where a valuable herd of cattle is kept, the cattleman gets as high a wage, or perhaps rather a higher one.

Men in charge of animals, especially the married men, usually get more allowances in kind than the ordinary labourers. The giving of lamb-money to shepherds in Wales is not nearly such a common practice as in England; neither do carters or waggoners often get journey-money, which is customary in so many districts in England, particularly on the large farms within travelling distance of the large market towns.

Men of these classes frequently take part in harvest, though in some cases the shepherd does not. It has, however, already been pointed out that the extra harvest payments in Wales are small compared with those made in the arable districts in England.

WALES.

III.—PARTICULARS OF THE CONDITIONS OF LABOUR ON FARMS IN CERTAIN COUNTIES IN 1902, AND 1902-03.

The following particulars are from three farms in the occupation of the same tenant, in Flintshire, close to Cheshire. Farms in Flintshire.

The total acreage of the three farms is 638 acres, of which 402 acres are arable and 236 acres permanent pasture. There are 115 acres of wheat, 91 acres of oats, 61 acres of potatoes, beans, and roots, and 135 acres of temporary pasture. There are 8 milking cows, 193 other cattle, about 450 sheep, and 15 farm horses.

The farm labourers regularly employed are 8 ordinary labourers, mostly Irish, 6 horsemen and 2 lads, and 3 cattlemen.

These men are all paid weekly, and it is optional with them whether they are on a week's or a month's notice, but men with cottages are generally on a monthly notice. They are all given regular employment all the year round, but are not paid if absent on account of illness, though a man when ill is living in his cottage rent free.

Sometimes in winter one or two extra men are employed for threshing at 3s. 6d. a day.

The hours of work are as follows :—

Class of Farm Labourer.	Summer.	Winter.
Ordinary labourers	6.30 a.m. to 6 p.m.	6.30 a.m. till dark.
Horsemen	7 a.m. to 5.30 p.m.	7.30 a.m. till dark.
Cattlemen	6 a.m. to 6 p.m.	6 a.m. till dark.

Cattlemen have, of course, to look after stock at any time necessary. In addition to the hours stated above, horsemen are from 30 to 45 minutes feeding and getting their horses ready in the morning before starting work in the winter, and about the same time in the evening grooming and feeding them on return from work. In summer they get the horses out of the fields at 5.30 a.m., and they then go home to breakfast returning at 6.15 a.m., and leaving the stables for work at 6.45 a.m. After leaving off work in the evening, they are occupied about 20 minutes turning the horses out again.

The meal hours are as follows :—Horsemen and cattlemen after feeding horses and stock take half-an-hour for breakfast before starting work. They have 10 minutes off at 9 a.m., an hour at noon, and 10 minutes at 4 p.m. Ordinary labourers breakfast before they start work, and have the same time off during the day as the horsemen and cattlemen.

On Sundays in summer 3 men look after stock in the fields to prevent any straying, and do the milking. The horsemen have no work as the horses are in the fields. In the winter, on Sundays, 6 men are engaged with cattle and sheep about 2 hours in the morning and 2 hours in the evening. All the food is prepared the day before. The horsemen feed and look after their own teams.

The ordinary labourers, who are principally Irishmen, do the hoeing of the green crop by piecework, earning about 4s. a day. They get the potatoes at 6d. a rood (64 square yards), and pull the green crop at 11s. an acre. At hay harvest 6d. an hour is paid for overtime, and 3 pints of beer a day. All the men take part in corn harvest, and they receive £2 10s. each extra, and beer or the equivalent in money.

Men in charge of horses and cattle get extra money for journeys.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Eight ordinary labourers ...	17s.	18s. 3d.	House rent free.
Six horsemen	17s.	18s. 9d.	} House and garden, potato ground, straw for pigs.
Three cattlemen	18s.	19s. 4d.	

Beer is given to the men who drink it, the total amounting to about £15 worth in the year, and the equivalent in money is given to the total abstainers.

The 2 lads get 10s. a week.

A farm in Denbighshire.

The following particulars are from a farm in Denbighshire :—

The farm is 180 acres, all grass, permanent and temporary, except about 30 acres of roots, potatoes, oats, and clover. In addition this farmer rents 33 acres of old grass some miles away, also 100 acres of mountain land. Winterage rented at about £30 is also taken for sheep, and there is an open common in addition carrying about 800 sheep.

The number of milking cows is about 12 ; of other cattle, between 50 and 60 ; of sheep and lambs, about 1,400 ; of farm horses, 4.

The men regularly employed on the farm are a shepherd, a cattleman, and a head teamsman. They are all engaged yearly on a three months notice, and are lodged and boarded in the farm house. There is also a man on weekly wages living in a cottage. He also is engaged by the year with a three months notice.

All these men are given regular employment, and are paid if absent on account of illness.

In addition two extra men are employed at 2s. a day and given their food ; one of these men works on the farm for about nine months in the year, another for about three months. They own their houses and a few acres of land.

The hours of work in summer are from 7 a.m. to 6 p.m. with two hours off in the middle of the day.

The horses have to be got ready before 7 a.m., and fed and groomed, or turned out in the fields after work is over.

In winter the hours are from light to dark, and there is no precise limit of time fixed for dinner. In the evening work is usually all finished in the yard by 6 p.m.

On Sundays the work is taken in turn by the men.

No piecework is given to the regular men, but occasionally to the two extra men. No extra money is paid at hay or corn harvest, but beer is occasionally given if working late at harvest, and sometimes at threshing.

The wages, earnings, and allowances in kind are as follows :—

Class of Farm Labourer.	Yearly Cash Wages.	Allowances in Kind.
One cow man	£ 24	Board and lodging.
One shepherd	24	" " "
One teamsman	24	" " "

Class of Farm Labourer.	Weekly Cash Wages.	Average Weekly Cash Earnings.	Allowances in Kind.
One ordinary labourer ...	s. 12	s. 12	Cottage free, 1½ cwt. of potatoes planted. Allowed to keep pigs and poultry.

The rents usually paid by farm labourers in this neighbourhood are from £2 10s. to £4 a year.

The following particulars are from a farm in Merionethshire :—

A farm in Merionethshire.

The farm is about 380 acres, of which about 350 acres are permanent pasture; 16 acres are oats, 3 acres barley, 6 acres potatoes and roots, and 70 acres are cut for hay.

The number of sheep is about 550, of milking cows about 8, and of other cattle 80 to 120. There are 4 farm horses.

The men regularly employed on the farm are 5, living in cottages, and paid weekly. Of these, 1 is a foreman and shepherd and 3 men are in charge of cattle and horses. Strictly speaking, a week's notice would be required, but as the men occupy cottages as part of their payment, changes are not often made except at the end of a half year, on 14th May or 14th November.

The men have regular employment. If absent on account of illness they are generally made some allowance, usually half wages.

At hay and corn harvest 2 extra men assist, and at hay harvest some women help at 2s. 6d. a day. Extra labour is employed for threshing.

The hours of work in summer are from 6.30 a.m. to 6.30 p.m. with an hour off for dinner, and in winter from light to dark. At harvest time the men work till 8 p.m.

When the horses are in the stables the horsemen take about two hours altogether before and after the ordinary hours grooming, feeding, &c.

The stockmen are fully occupied looking after the animals on Sundays in the winter, when the animals are indoors. In the summer they have comparatively little work on Sundays.

Not much piecework is done on the farm as the men prefer day work. At harvest a bonus is given of 30s. to 40s., and a meal daily, and beer.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
One ordinary labourer ...	s. d. 16 0	s. d. 17 10	Free cottage and garden, potato ground, cartage of fuel, milk given to children if they come for it. Beer at harvest time, threshing, and sheep dipping. Three men have a run for a pig.
Three stockmen and horsemen.	17 0		
One foreman and shepherd.	20 0	21 2	

Rents of cottages of farm labourers in this district are usually 1s. 6d. to 2s. per week.

A farm in
Mont-
gomery-
shire.

The following particulars are from a farm in Montgomeryshire :—

The acreage is 350 acres, of which 274 are permanent pasture and 76 acres are arable. There are 34 acres of oats, 10 acres of wheat, 10 acres of potatoes and roots, 4 acres of barley, and 18 acres of clover ; 43 acres are cut for hay. There are 252 sheep, 30 milking cows, 75 other cattle, and 6 farm horses.

The farm labourers regularly employed are three men and one youth hired by the year, lodged and boarded in the farmhouse ; also four men on weekly wages. A notice of three months would be required to terminate their engagement. A young woman is employed as a vessel cleaner, and is lodged and boarded in the farmhouse.

All the men are given regular employment. The yearly men are paid if unable to work on account of illness, and the others are frequently paid if absent from this cause.

The three yearly men and two of the others are in charge of cattle, horses, and sheep. Not much extra labour is employed.

The hours of work in summer are from 5.30 a.m. to 6.30 p.m., and in winter from 6.30 a.m. to dark.

When the horses are in the stables, the horsemen take about an hour getting them ready for work in the morning (included in the time stated above), and an hour in the evening (not included in the time stated above).

The employer says that no stated time is allowed for meals, but generally it would amount to about 1½ hours altogether.

On Sunday the men in charge of animals are occupied about two hours milking and feeding.

Very little piecework is given. At harvest an extra 5s. a week is paid to the four men on weekly wages.

The wages, earnings, and allowances in kind are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Four men (two of these men are men in charge of animals).	s. d. 16 0	s. d. 16 8	Free house, garden, potato ground, milk, fuel carted, run for fowls, run for pig and litter.

Class of Farm Labourer.	Yearly Wages.	Allowances in Kind.
Three men (in charge of animals) ...	£ 22 each.	Free board and lodging.
One youth	12	Do. do.
One vessel cleaner (female) ...	16	Do. do.

Beer to the value of between £15 and £20 is given during the year.

The usual rent paid for cottages by farm labourers in the neighbourhood is 1s. 6d. a week.

The following particulars are from a farm in Cardiganshire :—

A farm in Cardiganshire.

The size of the farm is 243 acres, of which 51 acres are arable and 192 acres permanent pasture. There are 5 acres of wheat, 15 of barley, 24 of oats, and 7 of potatoes and roots. The number of acres cut for hay is 63 acres. The number of sheep is 60 ; of milking cows, 20 ; of other cattle, 80 ; and of farm horses, 7.

The regular employees on the farm are :—

Three men, paid weekly, living in cottages.

One man and one lad lodged and boarded in the farmhouse.

One dairymaid lodged and boarded in the farmhouse.

All these farm servants are engaged by the year and are employed regularly. If absent on account of illness they are paid about half wages.

Two of the men paid by the week are in charge of horses and a third man is in charge of cattle. The man boarded and lodged in the farmhouse manages, and the boy looks after sheep.

Five women help at hay making, turnip cleaning, and corn harvest, at 1s. 6d. a day.

The hours of work, summer and winter, are from 6 a.m. to 7 p.m. with half-an-hour for breakfast and an hour for dinner.

On Sundays the four men and the lad take Sunday work in turn. In winter one of them is occupied a whole day and in summer about two hours.

No piecework is given and nothing extra at hay time or harvest.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Yearly Cash Wages.	Allowances in Kind.
Hired man	£ s. d. 30 0 0	Lodging and board in the farmhouse.
Hired lad	20 0 0	Do. do.
Dairymaid	14 0 0	Do. do.

Class of Farm Labourer.	Rate of Weekly Cash Wages and Average Weekly Cash Earnings.	Allowances in Kind.
	s. d.	
Two men in charge of horses	10 0	Potato land free, and cartage of fuel. They pay £6 for house and land on which they keep two cows. This is about half the value. In this district cottages are given free if there is no land attached. They are given all their meals free from June 1st until the end of September. They get a cup of tea at 5 p.m. all the year round.
One man in charge of cattle	10 0	

WALES.

IV.—RATES OF WAGES FOR A SERIES OF YEARS.

Rates of
Cash
Wages paid
to married
labourers
for a series
of years on
certain
farms in
Wales.

The rates of weekly wages, exclusive of all extra payments or allowances in cash or kind, paid for a long series of years to married labourers, have been obtained from eight farms in the counties of Flintshire, Montgomeryshire, Brecknockshire, Carmarthenshire, and Glamorganshire. Of these Returns, which are shown in detail on pages 215–6, six are for a period of about 50 years, and four are included in the Chart facing page 68, together with the Returns from farms in England.

Comparing the year 1850 with 1904, in the case of the four farms included in the Chart*, the rates of wages were as follows :—

County.	Rates of Weekly Cash Wages.	
	1850.	1904.
	s. d.	s. d.
Montgomeryshire	10 0	14 0
Carmarthenshire	8 0	18 0
Glamorganshire	9 0	18 0
Glamorganshire	10 0	18 0

The longest record is from a farm near Cardiff, in Glamorganshire. In 1848 the wages were 12s. in the summer and 11s. in the winter. In 1849 they were 10s. in the summer and 9s. in the winter, and in 1850–2 they were 9s. in both the summer and winter. In 1853 they rose to 10s. in the summer, but remained at 9s. in the winter, but in 1854 they rose to 12s. both in the summer and winter. They reached 15s. in 1867–9, but after this they fell to 14s. and 13s., and were not 15s. again until 1888–93. From 1894–9 they were 16s. summer and winter, and in 1900–2 they reached their highest point, namely, 21s., falling to 18s. in 1903. In 1904 the rate was also 18s. The allowances in kind on the farm were house and garden free, coal hauled free, firewood, straw for pigs, food when threshing, and beer at haytime and corn harvest.

* The figures for 1904 were received too late for inclusion in the Chart. The rates paid in 1904 were in each case the same as those paid in 1903.

SCOTLAND.

1.—CLASSES OF LABOURERS, METHODS OF REMUNERATION, &c.

Terms of Engagement of Farm Servants.

In Scotland nearly all the farm servants are engaged by the year or the half-year, and given continuous employment and a regular wage, payable if they are prevented from working owing to weather, or if absent on account of illness.

Classification of farm servants.

Except where the farms are too small to admit of special classes of work being assigned to particular men, their work is defined, and they may be classified as follows :—grievors or stewards, horsemen or ploughmen ("hinds," as they are called in the more southern counties), cattlemen (or "byremen"), orramen, and shepherds. On a large farm, where there is no regular steward, the head ploughman (sometimes called "ploughman steward") often acts in that capacity, or as foreman or under-steward, if a head steward is employed. He has always a responsible position, as he has to look after the work of the other ploughmen and see that they give proper care and attention to their horses and their work. On a large farm the ploughmen are classified as first horsemen, second horsemen, and third horsemen, the last class being frequently lads or "halfins." Each horseman has not only to work his pair of horses in the field, but to feed them and generally look after them, whether in the stables or out in the fields. In arable districts the horsemen form the considerably larger portion of the farm servants, the proportion of orramen being, perhaps, one to six or seven horsemen. The orramen, or spade hinds as they are sometimes called in the Lothians, do all the odd work, hedge-cutting, draining, and heavy work in the fields and steadings, which is more suitable for them than for women. Generally speaking, the earnings of the orramen do not differ materially from those of ploughmen, but in many cases they are a trifle lower. On some farms there is a woman steward in charge of the women, or a leading woman, who is paid a little extra to lead on the others, or, in other words, "to make the pace."

Shepherds, or herds, are an important class in Scotland. In the chief Duties of sheep districts the calling is often hereditary. The sons follow their fathers, being frequently employed on the same farm from boyhood, and the flock, or "hirsle," as it is called in some districts, not infrequently passes to their charge. The reasons for their remaining in their situations for long periods are generally the same as those given in the case of the Northumberland shepherds on page 15.

On some of the large sheep farms in the Highlands a number of shepherds are kept. Single shepherds are often boarded by the married ones, who either get allowances of food for them, extra cash, or else are paid directly by the men who are boarded. Each shepherd has his own "hirsle" to look after. If the land is unenclosed, as it often is in some of the Highland districts, he may frequently have to go long distances after his flock; and when there are snowstorms and he has to search for buried sheep, his work is exceptionally heavy. The work of shepherds is also necessarily arduous at the lambing season, and when engaged at such operations as washing, dipping, clipping, smearing, and "speaning," *i.e.* weaning or separating the lambs from the ewes. Hill shepherds have also sometimes to mow and make hay for their flock, and in this they are usually assisted by their families. It is a common practice for northern hill farmers to send their hogs in the winter to the arable districts

nearer the east coast to feed on turnips and foggage on the grass lands. A shepherd who accompanies them is known as an "orra shepherd," generally an unmarried man, who may be engaged for that particular purpose only, or he may be regularly employed at the farm on ordinary farm work during the year, but assisting the shepherds at such special times as washing, clipping, &c. He may also assist at haymaking for the flocks. The shepherds in arable districts where sheep are turnip-fed during the winter, have much work changing and enclosing the ground, &c. In some of the Southern counties special men are engaged to assist at lambing time, being paid between 25s. and 30s. a week with board extra. Shepherds are usually given extra money payment or allowances in kind for lodging and boarding extra hands taken on for lambing, clipping, &c. In many districts sheep farmers make an arrangement to assist each other at clipping time.

Men provided with cottage rent free or with board and lodging.

The married farm servants, who are generally shepherds, men in charge of cattle, and first horsemen, usually live rent free in cottages which are let with the farm to the farm tenant. Cottages are more generally found on large farms than small ones, the smaller farmers more usually employing unmarried men, lodging and boarding them in the farmhouses. This is often known as the "kitchen system." In some counties the married men who live in cottages are called "cottars," "cottagers," or "cot men."

Systems of lodging and boarding farm servants.

Several systems for lodging and boarding unmarried men are in existence. In many cases, particularly on the smaller farms, they lodge and board in the farmhouse, or board in the farmhouse and sleep in an apartment at the farm steading, usually adjoining the stable. In a good many districts they are frequently lodged and boarded in the houses of the married men. Another system is to lodge them in a bothy adjacent to the farm buildings. Food is either cooked for the men in the bothy, or else the bothy system is adopted in its fullest sense, and the men cook their own food in the bothy, in which case they usually receive allowances of meal, and sometimes milk, and a small quantity of potatoes, and buy the remainder. Occasionally food is provided for the bothy men in the kitchen of the farmhouse. Beds, blankets, towels, the necessary furniture, lights, and coals are also provided. Bothies are chiefly found on the larger farms. Generally speaking, the bothy system is much more common in the north-eastern part of Scotland than the southern. In the Border counties* and the Lothians* it practically does not exist. The system is the most prevalent in Forfar, Kincardine, and Perth. It also prevails to a greater or lesser extent in the counties of Inverness, Elgin, Banff, Nairn, Aberdeen, Fife, Kinross, and Clackmannan, though the "kitchen system" is likewise in existence in these counties. In Caithness, Orkney, Sutherland, and Ross the kitchen system is not a common one, the unmarried men, and in Sutherland and Ross the unmarried women also, either lodging in bothies or in the houses of the married farm servants.

In the Border counties* and the Lothians* most farmers engage their employees by families who live in cottages on the farm on which they work, though there are some unmarried men hired by the year or half year, mainly on the smaller farms, who are lodged and boarded in the farmhouses. In other parts of Scotland the proportion of the boarded men is usually larger than that of the married men; but the number of married men which a farmer can engage depends, of course, on the cottage accommodation on his farm, the English village system being but little known in Scotland. In the arable districts in the Border counties and the Lothians, a considerable majority of the farm servants are ploughmen or "hinds," the proportion of orramen being small, and in the hill districts there are a number of shepherds. The system of engagement is generally similar to that described as prevailing in Northumberland, fathers, sons, and unmarried daughters working on the same farm and living together rent free in cottages let to the tenant of the farm. Where a father and

* The "Lothians" are Haddington (East Lothian), Edinburgh (Mid Lothian), and Linlithgow (West Lothian). Strictly speaking, the "Border counties" are those touching the English Border, namely, Berwick, Roxburgh, and Dumfries, but Selkirk and Peebles are generally included in the term.

son are hired to work on the same farm, it is sometimes called a "double hinding."

All classes of male farm servants in these districts are paid a regular wage during the term of engagement, and the women, "women workers" or "workers" as they are generally called, are paid by the day. The women are not paid, as the men are, if absent on account of illness. They can stay away on such days as they choose, and the farmer is not bound to employ them in bad weather; but in practice they are regularly employed, except, perhaps, in heavy snow-storms, and, as a rule, do not lose more than about a week's pay in the year. Farmers usually give preference to a man who can supply women workers. A custom called the "bondage" system, which formerly existed in the Border counties and the Lothians, under which men provided strangers as women workers, if they had no daughters of their own, has disappeared. A woman who takes a house direct from the farmer is called a "cottar." Such a woman is usually a widow, and she may, perhaps, have a daughter, or a female relation living with her and working on the same farm.

Employment of women in agriculture.—
Conditions of engagement.

In all parts of Scotland women are frequently employed at field work, taking part in the ordinary work of the farm. The women workers are generally the daughters (particularly in the Border counties and the Lothians), sometimes the wives, of the men living in cottages and working on the same farm. Near towns and collieries they are, however, sometimes the daughters of artisans and colliers. In Ayrshire and other dairy districts, the women workers usually do milking and dairy work, as well as field work, and the ploughmen's wives often help at milking. In some districts in the South-Western Counties a cottar-woman or "byre woman" is engaged to look after the dairy cows and other cattle and to do milking. A number of young women are also hired for farmhouse and dairy work. On some farms the female servants, who live in the farmhouses, assist in the housework and in the farm steadings and also do field work. It is now a frequent complaint that it is most difficult to get female servants for farms as the young women prefer situations in towns. For the same reason "outworkers" (women not living in the employer's farmhouse) are also said to be getting scarcer. Employers also state that the wives of ploughmen are less inclined to undertake field work or milking. Girls from the Western Islands take service in farmhouses in some counties for certain periods of the year; but it is stated that not so many come now as formerly.

The number of women workers in Scotland is large, particularly in the arable districts (*see* Appendix XII., page 261), and especially in the Border counties and the Lothians. In these districts the number of women workers is nearly equal on many farms to the number of men, and, on some farms where potatoes are largely grown, there are sometimes more women than men. It will readily be understood that it is a great advantage to the Scottish employer to be able to secure the service of a considerable body of strong and active young women for field work at about half the wages of the men, especially in connexion with the various operations incidental to the growth of large potato and turnip crops. Though the wages of the women workers have been excluded from this Report, it may be stated that the women workers are usually paid between 8s. and 10s., sometimes 11s., a week, with extra money at harvest, and sometimes at potato lifting. In most cases the rate of daily wage is less in the summer than the winter. On many of the small farms, which are mainly, if not wholly, worked by the farmers and their families, the wives and daughters do a great deal of field work. Farms of this character are numerous in the counties of Ayr, Bute, Aberdeen, Banff, Kincardine, Elgin, Nairn, Inverness, Ross, and Renfrew.

Speaking generally, the unmarried men are hired by the half-year, and married men by the year. But there are many exceptions, the engagements in some districts being half-yearly for all classes, whether married or single, in others yearly, in others a mixed system. Men and women, with the exception of stewards and shepherds, are mostly engaged at the numerous hiring or "feeing" fairs, which are held at various periods of the year in practically every county in Scotland. The system of private engagements is, however, said to be

Terms of engagement of farm servants in Scotland.

increasing, particularly in the case of the more experienced men, and also in the case of the best women for farmhouse and dairy work.

Hiring
fairs in
Scotland.

The yearly hirings in the Border counties and the Lothians for those who live in cottages take place in the Spring, the majority in March, the term of service commencing in May, though in Haddingtonshire hirings are held in February. Berwick has a hiring fair which is attended by farm servants from both Berwickshire and Northumberland. The yearly farm servants from either county rarely enter service over the Border, partly because the days on which situations are entered are different in the counties, May 28th being the day in Berwickshire and May 12th in Northumberland. Half-yearly hirings for unmarried men lodged and boarded in the farmhouses take place in certain districts in the Border counties and the Lothians, chiefly in May and November. At the Berwick half-yearly hirings there is some changing over the Border. In the other counties the greater number of hirings take place in May, June, November, and December, though there are others held in certain counties in April, August, and October. Employers do not necessarily confine themselves to hiring men at fairs in their own counties. For instance, a good many employers in Renfrewshire hire their men at Kilmarnock in Ayrshire. Clackmannan and Kinross farmers often hire at Falkirk, Stirling, and Perth, and a good many Kinross farmers hire from Fife. Employers in Perthshire often hire at Glasgow and Falkirk.

Generally, in the northern part of Scotland the hiring fairs come nearer to the commencement of the term of service, usually within two or three weeks, which is thought by employers to be a better system than that in vogue in the most southerly counties of having an interval of two or three months. The hirings are attended by both men and women, but in districts where families are hired, the head of the house does the bargaining. As an earnest of the bargaining, a shilling or two, known as "arles," is given by the employer.

The constant changing of situations, "fitting," as it is called, is remarkable. On very trivial grounds, or perhaps solely for the desire of change, the farm servants, both married and unmarried men, seek new situations. The changes in Scotland, where the engagements are mostly yearly or half-yearly, are far more numerous than in the case of the English farm labourers on weekly engagements. In Scotland the new employer usually fetches the furniture of the servant he engages from the farm of his late employer, carting it free of charge. In recent years, in some towns, halls have been used for the hiring of women, thus obviating the necessity for their standing in the open street to be hired.

There are
not many
casual la-
bourers in
Scotland.
Employ-
ment of
Irish
migratory
labourers.

Generally speaking, there are not many casual labourers in Scotland. There are but few villages, as compared with England, from which casual labour can be procured. It is customary in Scotland for farmers to hire a regular staff for the year; and they get the services of the women workers, which farmers in England are not able to obtain. In addition, a number of Irish migratory labourers, both men and women, come over from Ireland, and go to certain counties chiefly for corn harvest and potato lifting, but some come earlier for turnip thinning, haymaking, and lifting early potatoes. The counties which they visit in Scotland are referred to in the Irish Section of this Report on page 139.

In certain districts, however, casual labourers are employed. In the Border Counties and in the Lothians, where farmers on farms near towns require a good many extra hands, both men and women are employed for turnip hoeing and potato and turnip lifting. Farmers often fetch them from, and take them back to, their homes in farm waggons. Irishmen resident in Glasgow often come into these districts for work on farms at busy seasons. In East Berwickshire potato lifting is frequently done by extra hands from the fishing villages. In the neighbourhood of Dunbar, where potatoes are largely grown, many of the wives and daughters of the fishermen gather them after the plough or digger. Extra men, often Irish, are frequently employed at making and covering the pits. Extra hands from towns or villages are sometimes employed at corn harvest on weekly or monthly engagements, and they frequently get

food in addition to the cash wages paid. In other parts of Scotland, near towns, colliery districts, or villages (where they exist), extra hands, both men and women, are sometimes employed at special seasons, such as hoeing, weeding, harvest, and potato and turnip lifting.

In some of the Highland districts the farmers employ "orra" labour from among the "crofters." It is a custom in some of these districts for farmers to do a certain quantity of ploughing for the crofters before seed-time, and as payment for this the crofters give so many days' labour at hay and corn harvest.

The wages of the regular men in Scotland are, as a rule, nominally payable half-yearly or yearly, but advances are usually made weekly, fortnightly, or monthly, as required. The custom of paying wages at short intervals (in some cases weekly but more frequently monthly) is growing in favour all over the country, especially in the Lothians, and many of the married men there are now paid weekly.

Time of payment of wages to farm servants in Scotland.

Extra Payments in Cash.

As nearly all the farm servants in Scotland are hired by the year or half-year at a fixed wage, there are very few extra cash payments. As a rule piecework is only undertaken by casual labourers, whose numbers are very small, and by Irish labourers. In some exceptional cases regular servants do piecework at hoeing turnips and at grain harvest, and this custom is on the increase.

Extra cash payments are not numerous in Scotland.

At hay time and corn harvest, generally speaking, no increase is made in the ordinary wages of the regular staff of the men on a farm, though women workers usually get a higher rate of pay during corn harvest, and, in some districts for potato lifting. But at hay time men sometimes get refreshments when overtime is worked, and in corn harvest food is often provided, or else from about 15s. to 25s. in cash. Extra money is more frequently given in the arable counties. Some employers pay extra for overtime at corn harvest or give refreshments. Shepherds, as a rule, do not take part in harvest.

Occasionally employers pay cattlemen for extra work on Sundays when the cattle are in the sheds, and sometimes in the Lothians a little extra is given to orramen for making stacks or sowing artificial manure.

Journey-money is sometimes given to horsemen who have to take carts long distances, or to men who have to make journeys with cattle and sheep to fairs.

Shepherds seldom get lamb-money in Scotland, but a few instances are given by employers in the Returns sent by them to the Department.

Allowances in Kind.

The practice of giving part of the wages in allowances in kind is a very common one in Scotland, especially in the case of food allowances, although there has been a growing tendency for wages to be paid to a greater extent in cash than formerly, particularly in the more southern districts of Scotland. It is a very general custom, as already explained, for unmarried men to lodge and board in the farmhouses, or to be lodged in bothies and be provided with food, or else to be given certain allowances of food, such as milk, oatmeal, and potatoes. They are also frequently given an allowance of coal; if coal is not provided, it is at least carted free.

Allowances in kind are very numerous in Scotland.

In the Border Counties and the Lothians, where the system largely prevails of families being engaged to work on the same farm, the sons get an allowance of potatoes in some cases, while in others they are paid entirely in cash. The allowances in kind given to married men in these counties usually are free cottages and gardens, a certain number of yards of potato drill planted (generally from 1,200 to 1,800 yards) or an allowance of potatoes, oatmeal, coals carted free, sometimes an allowance of coals, and frequently food and drink

Description of allowances in kind given in the Border Counties and the Lothians.

during harvest. Milk is also often given, and sometimes straw for pigs and manure for gardens. Formerly the men in the Border Counties and the Lothians were mainly paid in kind. The allowances in kind were, and still are, generally known as "gains." In some districts in the Border Counties the old "boll" system is still adhered to, though it is fast dying out. A boll, according to the ordinary use of the term, is a measure, but it has a special meaning attached to it in these districts, being used to denote a specific quantity of allowances in kind. There is what is known as the "Kelso boll" and the "Lauderdale boll."

The Kelso boll consists of—

10 bolls of oats (60 bushels) = about £7 to £9.

4 bolls of barley (24 bushels) = about £3 to £3 10s.

1 boll of peas or beans = about £1 3s. to £1 5s. with, in addition, a varying allowance of potatoes.

The Lauderdale boll is—

65 stones of oatmeal = about £5.

3 bolls of barley (18 bushels) = about £2 10s. with, in addition, a varying allowance of potatoes.

Those who are paid on the boll system always have in addition, a free cottage and garden, and, as stated, an allowance of potatoes, coals carted, and sometimes an allowance of coals, and often a cow kept. The cash payment is, therefore, a comparatively small one.

Farmers will generally keep cows for the men if they wish it for about £8 or £10 a year. But the custom is not so general as formerly, and this is said to be partly due to the desire on the part of the men to have a larger part of their wages paid in cash, and partly because the women dislike the trouble of milking and churning. Sometimes the cows belong to the men, but more frequently to the farmer. In the latter case the calf belongs to the employer. A definite arrangement is frequently made as to the amount of hay, turnips, and cake to be given during the winter, and as to the period during which the cows should be out at grass.

Descrip-
tion of
allowances
in kind
given in
Scotland in
districts
other than
the Border
Counties
and the
Lothians.

In other parts of Scotland the allowances in kind given to married men, though generally of the same character, vary considerably in amount. In some districts more cash is given and less in kind, and in others the contrary is the case. In most counties, houses and gardens are provided free, but in some districts, where the supply of cottages on a farm is insufficient, and there happens to be accommodation in the neighbourhood, married men get £3 to £5 more money, in lieu of a free cottage. Milk is a very common allowance, also potatoes; allowances of meal are often given, coal carted free, and not infrequently coal or peat is given free. Sometimes the men will take half the customary allowance of potatoes and have the rest paid in cash. In some cases they sell part or all of their oatmeal allowance, and sometimes also milk. Some employers keep pigs and fowls for their men.

Descrip-
tion of
allowances
in kind
given to
shepherds.

Shepherds in all parts of Scotland are generally paid a considerable portion of their wages in kind. In some cases they have the whole of their wages paid in this way. Although the custom is not such a prevalent one as formerly, many shepherds have a "pack flock," i.e., they are allowed to keep a certain number of their own sheep with those of their employers. The shepherd's "pack" is fed, clipped, washed, &c., and sold with his employer's flock. The size of the shepherd's "pack" varies in different counties and different districts, according to prevailing customs and to the class of sheep kept.* He often has the keep of one and sometimes two or three cows, and also

* Instances of the actual value to shepherds of pack flocks in 1898 were given in the Report on Wages and Earnings of Agricultural Labourers (Cd. 346 of 1900), page 84.

the keep of one and sometimes two "followers" (calves) for a year. In parts of the Highlands, shepherds often have two or three acres of land called "crofts," part of which is generally planted with potatoes. A perquisite which is frequently allowed to shepherds, more particularly in the Highlands, is the right to the carcases of "fallen" sheep, which have died from no disease rendering the flesh harmful for consumption. It is called "braxy" mutton because the sheep taken by the shepherds have usually died of a disease called braxy, which is a sort of inflammation. The flesh of these sheep is dried, and is frequently eaten by the shepherds and labourers in the Highlands. Generally a shepherd is allowed a definite number of such carcases, but sometimes all the sheep which die of braxy in the flock under his charge. Another small perquisite is waste wool at clipping time (*i.e.*, matted or dirty wool, sometimes called "clarty wool"), and wool found on bushes, &c., known in the Highlands as "brock" wool.

In some districts shepherds get some food given to them at particular times when the work is especially hard, such as at clipping, marking, washing, &c.

SCOTLAND.

II.—WAGES AND EARNINGS.

Wages and Earnings of Horsemen, Cattlemen, and Orramen.

Method of obtaining information in Scotland. The information in the following Tables, giving the rates of wages and the yearly earnings of horsemen, cattlemen, orramen, and shepherds, was obtained from about 1,150 employers, who sent particulars of the rates of cash wages paid to every man in their employment in receipt of men's full wages (except grieves and foremen) together with a statement of all allowances in kind given to each man.

Number of farm servants included in the returns The numbers of farm servants included in the Returns are as follows :—

Class of Farm Servant.							Total.
Horsemen	...	...	...	...	...	...	3,998
Cattlemen	...	...	...	...	...	...	946
Orramen...	...	...	...	...	...	...	728
Shepherds	...	...	...	...	...	..	981
Total							6,653

It will be seen that of the total number of 6,653 men in receipt of men's full wages on about 1,150 farms, 5,925 were in charge of animals, and only 728 or about 10 per cent. were employed as orramen. In Scotland, however, it is the custom for each horseman to feed and look after the pair of horses he works in the fields instead of there being, as in many English counties, a special man or men, whose duty it is to attend to the horses when they are not at work. Further, it must be remembered that the large number of women who are employed at field work in Scotland (*see* Appendix XII., page 261), take the place of the ordinary labourers in England to a considerable extent.

Method of stating the earnings of farm servants. In the Tables below giving the wages and earnings of the different classes of farm servants, no distinction has been made between married and unmarried men, and the figures relate to all those in receipt of men's full wages, with the exception of grieves and foremen, on the farms of the employers from whom Returns have been received, irrespective of the terms of engagement (whether yearly or half-yearly), and whether including board and lodging or not. Some particulars as to individual married men and unmarried men, employed on certain farms in various counties, showing their actual earnings, whether living in cottages or lodged and boarded in the farm houses or bothies, are given on pages 101–111.

Speaking generally, the earnings of the different classes of unmarried men, whether horsemen, cattlemen, or orramen, are virtually identical, as between the different occupations, while the yearly earnings of the unmarried men usually amount to a few pounds less than those of the married men.

Rents of cottages in Scotland, and the value of board and lodging. In computing the annual earnings of farm servants in Scotland, great care has been taken to arrive at the actual value of the allowances in kind, and much information on this subject has been obtained from employers in every county. In the case of certain allowances, however, a uniform value has been taken for the whole of Scotland, following the course adopted in the Reports on England, Wales, and Ireland. In the case of cottages, an annual rental of £4 has been taken, this being the value most generally put upon them by employers, whose estimates, as a rule, range between £3 and £5. Again the value of board and lodging in the farm houses has been taken at 8s. a week. No doubt there are differences in the class of food given in different districts, and, indeed, in

different farm houses in the same districts ; but after many inquiries in all parts of the country it has been ascertained that the figure named is thought to be a fair one.

The following Tables, based on Returns from about 1,150 employers, give average yearly cash wages, and the average yearly earnings, inclusive of the value of all allowances in kind, of horsemen, cattlemen, and orramen, in receipt of men's full wages (married and single men taken together), in each county or group of counties :—

AVERAGE YEARLY CASH WAGES, and AVERAGE YEARLY EARNINGS of HORSEMEN, CATTLEMEN and ORRAMEN in 1902.

County.	Horsemen.		Cattlemen.		Orramen.	
	Average Yearly Cash Wages.	Average Yearly Earnings.	Average Yearly Cash Wages.	Average Yearly Earnings.	Average Yearly Cash Wages.	Average Yearly Earnings.
	£ s.	£ s.	£ s.	£ s.	£ s.	£ s.
Caithness, Shetland, and Orkney ...	18 8	35 8	18 6	37 4	16 11	34 12
Sutherland	25 15	41 2	22 16	40 4	22 19	40 11
Ross and Cromarty	27 1	43 17	29 11	44 14	29 16	40 18
Inverness	29 9	46 0	26 14	43 11	33 9	43 6
Nairn	30 14	44 8	30 18	45 16	28 16	40 18
Elgin... ..	32 1	46 5	31 12	45 7	35 0	44 4
Banff... ..	31 15	47 6	33 2	48 3	27 15	44 13
Aberdeen	31 17	50 11	30 8	48 12	32 8	48 2
Kincardine	33 18	50 14	32 9	50 14	35 0	47 7
Forfar	38 13	53 14	36 16	52 10	37 11	51 6
Perth	36 19	51 14	36 1	51 14	37 15	48 8
Fife, Kinross, and Clackmannan ...	38 14	53 4	38 9	53 17	45 6	52 11
Stirling and Dumbarton	47 19	57 5	41 10	55 2	40 14	52 16
Argyll and Bute	35 6	48 12	35 11	48 10	39 7	49 3
Renfrew and Lanark	48 15	57 14	45 2	55 16	48 10	54 4
Ayr	46 1	54 3	37 4	49 10	44 4	50 7
Linlithgow and Edinburgh	47 13	54 5	47 14	54 12	46 15	52 6
Haddington	43 12	50 12	43 19	50 17	43 19	49 17
Berwick	42 7	51 7	40 13	51 15	42 1	50 12
Peebles	43 1	53 10	38 5	50 10	42 4	51 4
Selkirk	45 3	50 16	*	*	*	*
Roxburgh	42 1	50 9	39 12	51 2	40 14	51 3
Dumfries	37 18	48 18	36 4	48 10	34 6	46 4
Kirkcudbright	38 12	48 0	37 7	48 1	39 1	45 19
Wigtown	31 10	46 0	33 15	46 19	36 16	44 6

* The number of men of this class included in the Returns was too small for computation.

Yearly cash wages and yearly earnings of horsemen, cattlemen, and orramen, in each county in Scotland.

It will be seen that, as a rule, there is not much difference between the earnings of the three classes of farm servants in the above Tables.

Average weekly cash wages, and average weekly earnings of horsemen, cattlemen, and orramen in each county in Scotland.

In the following Table the cash wages and earnings are reduced to weekly amounts, and the average weekly cash wages, and also earnings, are given for each county in the case of the three classes referred to.

AVERAGE WEEKLY CASH WAGES and AVERAGE WEEKLY EARNINGS of HORSEMEN, CATTLEMEN, and ORRAMEN in each County in 1902.

County.	Horsemen.		Cattlemen.		Orramen.	
	Average Weekly Cash Wages.	Average Weekly Earnings.	Average Weekly Cash Wages.	Average Weekly Earnings.	Average Weekly Cash Wages.	Average Weekly Earnings.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Caithness, Shetland, and Orkney...	7 1	13 7	7 1	14 4	6 4	13 4
Sutherland	9 11	15 10	8 9	15 6	8 10	15 7
Ross and Cromarty	10 5	16 10	11 4	17 2	11 6	15 9
Inverness	11 4	17 8	10 3	16 9	12 10	16 8
Nairn	11 10	17 1	11 11	17 7	11 1	15 9
Elgin... ..	12 4	17 10	12 2	17 5	13 5	17 0
Banff... ..	12 3	18 2	12 9	18 6	10 8	17 2
Aberdeen	12 3	19 5	11 8	18 8	12 6	18 6
Kincardine	13 0	19 6	12 6	19 6	13 6	18 2
Forfar	14 10	20 8	14 2	20 2	14 5	19 9
Perth	14 3	19 11	13 10	19 11	14 6	18 7
Fife, Kinross, and Clackmannan...	14 11	20 5	14 9	20 9	17 5	20 3
Stirling and Dumbarton	18 5	22 0	16 0	21 2	15 8	20 4
Argyll and Bute	13 7	18 8	13 8	18 8	15 2	18 11
Renfrew and Lanark	18 9	22 2	17 4	21 5	18 8	20 10
Ayr	17 9	20 10	14 4	19 0	17 0	19 4
Linlithgow and Edinburgh	18 4	20 10	18 4	21 0	18 0	20 1
Haddington... ..	16 9	19 6	16 11	19 7	16 11	19 2
Berwick	16 3	19 9	15 8	19 11	16 2	19 6
Peebles	16 7	20 7	14 9	19 5	16 3	19 8
Selkirk	17 4	19 6	*	*	*	*
Roxburgh	16 2	19 5	15 3	19 8	15 8	19 8
Dumfries	14 7	18 10	13 11	18 8	13 2	17 9
Kirkcudbright	14 10	18 6	14 4	18 6	15 0	17 8
Wigtown	12 1	17 8	13 0	18 1	14 2	17 1

* The number of men of this class included in the Returns was too small for computation.

A Table is now given grouping the counties according to the average weekly earnings in each.

Counties grouped according to the average weekly earnings of horsemen, cattlemen, and orramen.

Horsemen.

20s. and upwards.	19s. and under 20s.	18s. and under 19s.	17s. and under 18s.	16s. and under 17s.	15s. and under.
Renfrew and Lanark.	Perth.	Dumfries.	Elgin.	Ross and Cromarty.	Sutherland.
Stirling and Dumbarton.	Berwick.	Argyll and Bute.	Wigtown.		Caithness, Shetland, and Orkney.
Linlithgow and Edinburgh.	Selkirk.	Kirkcudbright.	Inverness.		
Ayr.	Haddington.	Banff.	Nairn.		
Forfar.	Kincardine.				
Peebles.	Roxburgh.				
Fife, Kinross, and Clackmannan.	Aberdeen.				

Cattlemen.

20s. and upwards.	19s. and under 20s.	18s. and under 19s.	17s. and under 18s.	16s. and under 17s.	15s. and under.
Renfrew and Lanark.	Berwick.	Dumfries.	Nairn.	Inverness.	Sutherland.
Stirling and Dumbarton.	Perth.	Argyll and Bute.	Elgin.		Caithness, Shetland, and Orkney.
Linlithgow and Edinburgh.	Roxburgh.	Aberdeen.	Ross and Cromarty.		
Fife, Kinross, and Clackmannan.	Haddington.	Kirkcudbright.			
Forfar.	Kincardine.	Banff.			
	Peebles.	Wigtown.			
	Ayr.				

Orramen.

20s. and upwards.	19s. and under 20s.	18s. and under 19s.	17s. and under 18s.	16s. and under 17s.	15s. and under.
Renfrew and Lanark.	Forfar.	Argyll and Bute.	Dumfries.	Inverness.	Ross and Cromarty.
Stirling and Dumbarton.	Peebles.	Perth.	Kirkcudbright.		Nairn.
Fife, Kinross, and Clackmannan.	Roxburgh.	Aberdeen.	Banff.		Sutherland.
	Berwick.	Kincardine.	Wigtown.		Caithness, Shetland, and Orkney.
Linlithgow and Edinburgh.	Ayr.		Elgin.		
	Haddington.				

Taking horsemen as the most representative class, it is found that, in the majority of counties, the average weekly earnings were between 18s. and 21s. In six counties the average weekly earnings were between 15s. and 18s. a week, while in three counties, namely Caithness, Orkney, and Shetland, they were 13s. 7d. At the other end of the scale, four counties show earnings over 21s. a week, namely, Renfrew, Lanark, Stirling, and Dumbarton.

Earnings of horsemen in the grazing section of Scotland.

The lowest rates are to be found in those Northern and Western Counties in the grazing section in which there are no large towns, mines, and industries, and which contain districts remote from railway communication.*

In Caithness, Shetland and Orkney, where the weekly earnings average 13s. 7d., the population is an almost purely agricultural and fishing one, and the earnings of farm servants are not influenced by the presence of large towns or industries. There are a number of crofters who cultivate the slopes of the hills, and also some small owners who cultivate their own land. About half the earnings in this group of counties consists of allowances in kind. A number of men keep cows and it is a common practice to keep pigs and poultry.

In Sutherland, Ross and Cromarty and Inverness which come next in order in this group, the average weekly earnings are 15s. 10d., 16s. 10d. and 17s. 8d. respectively. In some districts in these counties there are a number of large sheep farms, and the crofter class is numerous in certain parts. The weekly earnings in Argyll and Bute, which abut on several counties where earnings are high, were 18s. 8d. In Argyll there are numerous large sheep farms, but in certain districts, for instance, in the South-West, and also in Bute, there are a number of small farms, both dairy and arable, mainly cultivated by the farmers and their families.

Taking Ayrshire next, the average weekly earnings of horsemen in 1902 come to 20s. 10d. There are coal mines in the North-Eastern part of the county, and Ayrshire joins Lanarkshire, the largest coal mining centre in Scotland. In Ayrshire dairying is largely carried on, and sheep farming on the hills. In certain districts on the Western side of the county, a great many early potatoes and vegetables are grown, crops which give much employment. In Wigtown, Kirkcudbright, and Dumfries, the average weekly earnings were 17s. 8d., 18s. 6d. and 18s. 10d. respectively. These counties are purely agricultural, though there is some quarrying in Dumfries. Dairying is carried on in all three to a considerable extent, also cattle breeding and feeding, and sheep farming on the hills.

Turning to the rest of the counties in the grazing section, *i.e.*, the group in the centre near Glasgow and Edinburgh containing the coal mines, and also other industries, the highest average earnings are to be found here—in the counties of Renfrew, Lanark, Stirling and Dumbarton. The average weekly earnings in Renfrew and Lanark were 22s. 2d., and in Stirling and Dumbarton 22s. In Renfrew there are textile industries (cotton, wool, hemp, and flax). Lanarkshire is not only the largest coal mining centre in Scotland, employing about 52,000 miners, but contains about 13,000 cotton operatives. In Dumbarton engineering and shipbuilding are carried on, while in both Dumbarton and Stirling there is also some coal mining.

Earnings
of horse-
men in the
arable
section of
Scotland.

Taking the arable section, from North to South, *i.e.*, Nairn, Elgin, Banff, and Aberdeen, the earnings of horsemen were 17s. 1d.; 17s. 10d.; 18s. 2d., and 19s. 5d. These counties may be described as purely agricultural, but there are a few quarries in Aberdeenshire employing about 2,000 men, and also some textile industries employing about 4,000 operatives. In parts of these counties there are a number of small farms worked by the farmers and their families. In some districts there are a good many crofters whose sons and daughters work for farmers, particularly at busy seasons. South of this group are Kincardine, Forfar, and Perth, where the earnings came to 19s. 6d.; 20s. 8d.; 19s. 11d. Forfarshire is the principal seat of the textile industries in Scotland, Dundee being the chief centre. There are about 48,000 textile operatives in the county.

The next counties are Fife, Kinross, and Clackmannan, which are grouped together, and the average weekly earnings came to 20s. 5d. Fife besides being an important arable and stock farming county, contains about 18,000 miners, and about 12,000 textile operatives. Clackmannan also contains a few coal mines, and in the town of Alloa there are a number of distilleries.

Next come the Lothians, *i.e.*, Linlithgow, Edinburgh, and Haddington, and the Border Counties, *i.e.*, Berwick, and Roxburgh, excluding Dumfries, which

* The Western or grazing Division comprises the counties of Shetland, Orkney, Caithness, Sutherland, Ross and Cromarty, Inverness, Stirling, Dumbarton, Argyll, Bute, Renfrew, Ayr, Lanark, Dumfries, Kirkcudbright, and Wigtown. The Eastern or arable division comprises the counties of Nairn, Elgin, Banff, Aberdeen, Kincardine, Forfar, Perth, Fife, Kinross, Clackmannan, Linlithgow, Edinburgh, Haddington, Berwick, Peebles, Selkirk, and Roxburgh.

has already been referred to in the grazing section. To the Border Counties may be added Peebles and Selkirk. These are fine agricultural counties, comprising many large farms in the hands of gentlemen of considerable capital. In the hill districts there are many large sheep farms, the sheep being mainly Cheviots and Half Breeds, while these counties also contain much excellent grazing land, and also some of the best arable land. Mixed farming is carried on—corn growing, sheep breeding, cattle breeding and fattening. There is also a little dairying in some parts. Large quantities of potatoes are grown in certain districts, notably in Haddingtonshire, in the neighbourhood of Dunbar, where the soil is specially suitable. Root-crops are also extensively grown, and sheep from the hill districts are usually brought to the low districts for the winter. The number of farm servants in this group is large, and on most farms they have definite spheres of work.

From what has been said as to the system of farming, it will be seen that there are a number of all classes of farm servants employed in these counties. Women are largely employed in the arable districts, and they are found especially useful in connection with the corn, potato, and root-crops. In the Lothians the average weekly earnings of horsemen were in Linlithgow and Edinburgh 20s. 10d., and in Haddington 19s. 6d. There are some coal mines in all the Lothian counties, and in Linlithgow there is also some shale mining. The proximity of the city of Edinburgh has also an effect upon agricultural wages in these counties. The average weekly earnings in Peebles and Selkirk are 20s. 7d., and 19s. 6d., respectively. In Selkirk there are about 5,000 textile operatives. In Berwickshire and Roxburgh, which may be described as purely agricultural counties, the average weekly earnings were 19s. 9d., and 19s. 5d., respectively.

A Table is now given showing, in the case of horsemen, the amount of the excess of the total weekly earnings over the average weekly cash wages in 1902 for each county, the counties being arranged in the descending order of these amounts.

Amount of the excess of average weekly earnings over average weekly cash wages of horse-men in each county in Scotland.

Horsemen.

County.	Average Weekly Cash Wages.	Excess of Average Weekly Earnings over Average Weekly Cash Wages.	County	Average Weekly Cash Wages.	Excess of Average Weekly Earnings over Average Weekly Cash Wages.
Aberdeen	s. d. 13 8	s. d. 7 2	Argyll and Bute	s. d. 13 7	s. d. 5 1
Caithness, Shetland, and Orkney ...	7 1	6 6	Dumfries	14 7	4 8
Kincardine	13 0	6 6	Peebles	16 7	4 0
Ross and Cromarty	10 5	6 5	Kirkcudbright	14 10	5 8
Inverness	11 4	6 4	Stirling and Dumbarton	18 5	3 7
Sutherland	9 11	5 11	Berwick	16 3	3 6
Banff	12 3	5 11	Renfrew and Lanark	18 9	3 5
Forfar	14 10	5 10	Roxburgh	16 2	3 3
Perth	14 3	5 8	Ayr	17 9	3 1
Wigtown	12 1	5 7	Haddington	16 9	2 9
Elgin	12 4	5 6	Linlithgow and Edinburgh ...	18 4	2 6
Fife, Kinross, and Clackmannan ...	14 11	5 6	Selkirk	17 4	2 2
Nairn	11 10	5 3			

The excess of the earnings over wages is, with the exception of small extra cash payments for harvest in some districts, practically due to allowances in kind. The Table shows that, except in eight counties, the excess of earnings over wages was 3s. 6d. a week or upwards, and amounted to between 5s. and 7s. in 18 counties. In Aberdeenshire the excess was 7s. 2d.

Difference between cash wages and earnings is greater in the North than in the South of Scotland.

Wages and earnings of shepherds in each county in Scotland.

It will be observed that generally the excess of earnings over wages was less in the southern than the northern parts of Scotland. With the exception of Wigtown, the excess of earnings over wages in no case reached 5s. a week, south of the Firth of Forth. The counties where excess was least were mainly in the neighbourhood of Glasgow and Edinburgh. The excess was greatest in the counties in the extreme north.

Wages and Earnings of Shepherds.

It has already been stated that shepherds generally get more allowances in kind than any other farm servants, and it will be seen from the Table below that their earnings are generally higher. Unmarried shepherds of course generally get fewer allowances than married shepherds.

The following Table, based on Returns relating to 980 shepherds, gives for each county the average yearly cash wages, the average yearly earnings, the average weekly cash wages, and the average weekly earnings, inclusive of the value of all allowances in kind, of shepherds in receipt of men's full wages, whether married or single.

AVERAGE YEARLY CASH WAGES and EARNINGS, and AVERAGE WEEKLY CASH WAGES and EARNINGS of SHEPHERDS in 1902.

County.	Average Yearly		Average Weekly	
	Cash Wages.	Earnings.	Cash Wages.	Earnings.
	£ s.	£ s.	s. d.	s. d.
Caithness, Shetland, and Orkney	21 13	43 11	8 4	16 9
Sutherland	23 6	45 10	9 0	17 6
Ross and Cromarty	26 14	43 2	10 3	16 7
Inverness	24 0	47 9	9 3	18 3
Nairn and Elgin	33 9	45 11	12 10	17 6
Banff	33 10	48 3	12 11	18 6
Aberdeen	30 19	50 14	11 11	19 6
Kincardine	34 16	51 19	13 5	20 0
Forfar	33 0	52 0	14 7	20 0
Perth	30 17	48 18	11 10	18 10
Fife, Kinross, and Clackmannan	38 12	54 2	14 10	20 10
Stirling and Dumbarton	30 17	50 17	11 10	19 7
Argyll and Bute	26 19	49 19	10 4	19 3
Renfrew and Lanark	34 8	49 9	13 3	19 0
Ayr	41 13	52 13	16 0	20 3
Linlithgow and Edinburgh	48 2	55 10	18 6	21 4
Haddington	46 12	55 8	17 11	21 4
Berwick... ..	37 6	56 2	14 4	21 7
Peebles	35 4	52 5	13 6	20 1
Selkirk	35 3	50 11	13 6	19 5
Roxburgh	35 4	55 2	13 6	21 2
Dumfries	32 18	51 2	12 8	19 8
Kirkcudbright	38 6	50 12	14 9	19 6
Wigtown	32 0	49 1	12 4	18 10

A Table is now given grouping the counties according to the average weekly earnings of shepherds in each.

Counties grouped according to the average weekly earnings of shepherds.

21s. and upwards.	20s. and under 21s.	19s. and under 20s.	18s. and under 19s.	17s. and under 18s.	16s. and under 17s.
Berwick.	Fife, Kinross, and Clackmannan.	Dumfries.	Wigtown.	Nairn and Elgin.	Caithness, Shetland, and Orkney.
Linlithgow and Edinburgh.	Ayr.	Stirling and Dumbarton.	Perth.	Sutherland.	Ross and Cromarty.
Haddington.	Peebles.	Kirkcudbright.	Banff.		
Roxburgh.	Forfar.	Aberdeen.	Inverness.		
	Kincardine.	Selkirk.			
		Argyll and Bute.			
		Renfrew and Lanark.			

It will be seen that in the majority of counties the average weekly earnings ranged from 18s. to 20s. In five counties they were between 21s. and 22s.

The following Table shows, in the case of shepherds, the amount of the excess of the average total weekly earnings over the average weekly cash wages in 1902 for each county, the counties being arranged in the descending order of these amounts :—

Amount of the excess of average weekly earnings over average weekly cash wages of shepherds in each county in Scotland.

Shepherds.

County.	Average Weekly Cash Wages.	Excess of Average Weekly Earnings over Average Weekly Cash Wages.	County.	Average Weekly Cash Wages.	Excess of Average Weekly Earnings over Average Weekly Cash Wages.
Inverness	s. d. 9 3	s. d. 9 0	Wigtown	s. d. 12 4	s. d. 6 6
Argyll and Bute	10 4	8 11	Ross and Cromarty	10 3	6 4
Sutherland	9 0	8 6	Fife, Kinross, and Clackmannan ...	14 10	6 0
Caithness, Shetland, and Orkney ...	8 4	8 5	Selkirk	13 6	5 11
Stirling and Dumbarton	11 10	7 9	Renfrew and Lanark	13 3	5 9
Roxburgh	13 6	7 8	Banff	12 11	5 7
Aberdeen	11 11	7 7	Forfar... ..	14 7	5 5
Berwick	14 4	7 3	Kirkcudbright	14 9	4 9
Perth	11 10	7 0	Nairn and Elgin	12 10	4 3
Dumfries	12 8	7 0	Ayr	16 0	4 3
Kincardine	13 5	6 7	Haddington	17 11	3 5
Peebles	13 6	6 7	Linlithgow and Edinburgh ...	18 6	2 10

In 12 counties the excess of the average total weekly earnings over the average weekly cash wages amounted to less than 6s. a week ; in 14 counties from 6s. to less than 8s. a week ; and in 7 counties from between 8s. to 9s. a week.

Fluctuations in value of proceeds of shepherds pack flocks.

Instances of earnings of individual shepherds in various counties will be found on pages 101–111.

In the Report published by the Department in 1900, a number of instances were given of shepherds who had pack flocks as part of their remuneration, and information was also given as to the actual value to shepherds of the pack flocks in 1898.*

The next two Tables illustrate the manner in which the profits of shepherds who have pack flocks of Cheviot sheep in the Border Counties and the Lothians have varied in recent years.

The first of these Tables shows the average market prices of lambs, draft ewes, and wool for certain years:—†

Class of Sheep, etc.	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Top lambs ... each	15 6	14 3	11 0	15 3	12 6	14 6	14 3	16 0
Seconds ... "	12 6	11 0	8 6	12 0	9 6	10 0	11 0	13 0
Shots ... "	9 3	8 9	7 0	9 3	6 9	8 0	8 9	11 0
Draft ewes ... "	24 0	24 3	21 0	24 0	22 6	23 0	25 6	27 0
Wool ... per lb.	0 8½	0 7¼	0 6½	0 7	0 5½	0 5½	0 8	0 10½

The following Table shows the fluctuations in the values of the proceeds of a pack flock of 50 Cheviot sheep in the years referred to in the preceding Table.† It will be observed that the value of the proceeds varies considerably in different years, and that there is thus a large element of speculation for shepherds who receive remuneration in this form. Thus the value of the proceeds of the pack would be as high as £42 12s. 6d. in 1904 and as low as £29 14s. 11d. in 1899:—

[The pack consists of 41 ewes and gimmers, and 9 ewe hoggs, and produces, on an average, 43 lambs, 9 of which are kept for stock.]

Class of Sheep, etc.	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
26 Top lambs ...	20 3 0	18 10 6	14 6 0	19 16 6	16 5 0	18 17 0	18 10 6	20 16 0
5 Seconds ...	3 2 6	2 15 0	2 2 6	3 0 0	2 7 6	2 10 0	2 15 0	3 5 0
3 Shots ...	1 7 9	1 6 3	1 1 0	1 7 9	1 0 3	1 4 0	1 6 3	1 13 0
7 Draft ewes ...	8 8 0	8 9 9	7 7 0	8 8 0	7 17 6	8 1 0	8 18 6	9 9 0
175 lbs. Wool ...	6 7 7	5 5 8	4 18 5	5 2 1	4 3 10	4 5 8	5 16 8	7 9 6
Value of proceeds of pack of Sheep to Shepherd ...	39 8 10	36 7 2	29 14 11	37 14 4	31 14 1	34 17 8	37 6 11	42 12 6

* Cd. 346 of 1900. See pages 81–84, 272–275.

† This information was supplied by Mr. James Oliver, of Hawick, Hon. Secretary of the Teviotdale Farmers' Club. These prices are struck at the club on the basis of Returns furnished by the members.

SCOTLAND.

III.—PARTICULARS OF THE CONDITIONS OF LABOUR ON
FARMS IN CERTAIN COUNTIES IN 1902, AND 1902-3.

The following particulars are from a farm in Sutherlandshire.

A farm in
Suther-
landshire.

The acreage is 947 acres, of which about 430 acres are arable, and 515 acres are permanent pasture and hill.

There are 112 acres of oats, 24 acres of barley, 68 acres of turnips, 4 acres of potatoes, and 186 acres rotation grass ; 35 acres are cut for hay.

The number of sheep is 470, of milking cows 28, and of other cattle 103. There are 12 farm horses and 15 others, foals and colts.

The rotation upon which the farm is worked is three years grass, then ploughed for oats, then turnips, then barley, the grass seeds being sown with barley.

In this district a pair of horses is supposed to be able to lay down about 15 acres of turnips, including all the ploughing and cleaning, and also the ploughing, harrowing, &c., required for about 22 acres of oats or barley crops, besides the other farm work of carting turnips, manure, &c.

The farm servants employed are a grieve, two married and three unmarried horsemen, one married and one unmarried cattleman, two married and one unmarried shepherds, and two unmarried orramen. These are all engaged yearly. There are also two unmarried orramen engaged yearly at weekly rates of wages. Also two boys engaged half yearly, two out-workers (women) engaged yearly, and a dairymaid engaged half yearly and lodged and boarded in the house.

All the farm servants are paid for every day in the year including absence from illness for any length of time. They are all insured against accidents. The women workers are paid only when they are actually working.

Four or five extra men are employed at harvest, and two or three at laying down turnips.

This employer uses a good deal of machinery including 'self-binders,' all the corn crop being cut by 'binders.'

The hours of work are as follows :—

Class of Farm Servant.	Summer.	Winter.
Horsemen	6 a.m. to 11 a.m. 1 p.m. to 6 p.m.	8 a.m. to 11 a.m. 1 p.m. to 4 p.m.
Cattlemen and orramen	Do.	6 a.m. to 11 a.m. 1 p.m. to 6 p.m.

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The shepherds have no set hours, and the head cattleman in summer frequently has no set hours either. The other cattleman does "orra" work.

In summer the horsemen have to bring their horses from the fields before commencing work, and take them back again in the evening. In winter they are occupied about an hour with them in the stables before commencing work, and half an hour at night.

The horsemen feed their horses on returning from work at 11 a.m., and then get their own dinners. After that they return to the stables and clean their horses for about half an hour and then they rest themselves until 1 p.m. Breakfast is taken before they start work in the morning.

On Sundays in summer one man takes a walk round to see if the horses are all right and this occupies him about an hour. In the winter all horsemen are occupied about half an hour on Sunday with the horses in the stables.

The cattlemen are occupied about 3 hours on Sunday in the summer milking, and about 10 hours in the winter milking, feeding cattle, &c.

The wages, earnings, and allowances are :—

Class of Farm Servant.	Yearly Cash Wages per Man.		Allowances in Kind.
	£	s.	
Grieve	30	0	Free house, cow kept, 1,200 yards of potatoes, 8 bolls meal, 3 tons coal.
Two married horsemen ...	21	0	Free house, 1,200 yards potatoes, Scotch pint of milk per day, 8 bolls meal, 3 tons coal.
Two unmarried horsemen ...	44	4	None.
One unmarried horseman ...	26	0	Free house, 1,200 yards potatoes, Scotch pint of milk per day, 8 bolls meal, 3 tons coal.
One married cattleman ...	36	0	Do. do.
One unmarried cattleman ...	20	0	Do. do.
One married shepherd ...	20	0	Do. do.
One married shepherd ...	26	0	Do. do.
One unmarried shepherd ...	19	0	Do. do.
Two unmarried orramen ...	19	0	Do. do.
Two unmarried orramen ...	12s. a week.		Free house and firewood.

The outworkers get 1s. 6d. a day, paid monthly, and 2s. 6d. a day in harvest. The boys get 1s. and 1s. 6d. a day, paid monthly. The dairymaid gets £6 half-yearly and her board and lodging.

The unmarried men pay a woman to cook their meals.

A farm in Perthshire.

The following particulars are from a farm in Perthshire :—

The acreage is 1,000 acres, of which 280 acres are under rotation. Of the rest of the farm, about half is hill ground, the other half grass, some of which is described as laid down in permanent grass for the present. There are 35 acres of wheat, 35 acres of barley, 70 acres of oats, 70 acres of potatoes, roots and beans, and 70 acres are cut for hay.

There are about 670 sheep and lambs, 100 cattle, 5 milking cows and 11 farm horses.

The farm servants employed are a grieve, four married and one unmarried horsemen, one married cattleman, and one married shepherd. These men are all engaged yearly at yearly rates of wages. There are also two orramen, one married and one single, engaged yearly at weekly rates; also one halflin engaged yearly, and four outworkers engaged yearly.

All the farm servants are paid for every day in the year, but if absent on account of illness, up to six weeks' absence. The women are paid only when they are actually working.

Some extra children are employed at potato lifting at 2s. a day.

This employer uses a good deal of machinery including "self-binders."

The hours of work are :—

Class of Farm Servant.						Summer (8 months).	Winter.
Horsemen	...	...	...	...	...	{ 7 a.m. to noon. 1.30 p.m. to 6 p.m.	Daylight to noon.
Orramen	...	...	...	...	...		1 p.m. to dark.
Outworkers	...	...	...	...	...

The hours of the cattleman are the same as those of the horsemen, except that he commences at 5 a.m. in the winter. The shepherd has no stated hours.

In addition to the hours stated above the horsemen are engaged in the morning from 5.30 a.m. to 6 a.m. feeding and grooming the horses, and also cleaning the stables when the horses are in. During the winter the horsemen are engaged from 7 p.m. to 7.30 p.m. feeding and grooming.

On Sundays in winter all the horsemen usually attend in the morning, but one horseman does most of the Sunday work, the men taking it in turns. This man is occupied about two hours. In summer, the horses are out in the fields. On Sunday the cattleman is occupied about eight hours in winter, and about two hours in summer.

The wages, earnings, and allowances are :—

Class of Farm Servant.					Yearly Cash Wages.	Allowances in Kind.
Grieve	...	...	...	...	£ 32	Free house and garden, half-boll meal per month, two tons potatoes as they grow, one ton of coal free and carted, cow kept.
Married horseman	...	...	...	...	36	Free house and garden (value £4), half-boll meal per month (value £5 4s. a year), half-gallon milk per day (£6 a year), two loads of potatoes as they grow (£3 a year), one ton coals free (17s. 6d.), coals carted (7s. 6d.); also 12s. as harvest allowance.

The wages, earnings, and allowances—*continued*.

Class of Farm Servant.	Yearly Cash Wages.	Allowances in Kind.
Married horseman	£ 35	Free house and garden (value £4), half-boll meal per month (value £5 4s. a year), half-gallon milk per day (£6 a year), two loads of potatoes as they grow (£3 a year), one ton coals free (17s. 6d.), coals carted (7s. 6d.); also 12s. as harvest allowance.
Do. do.	35	Do. do.
Do. do.	33	Do. do.
One unmarried horseman ...	33	The unmarried men receive half-boll of meal per month (£5 4s. a year), half-gallon of milk per day (£6 a year), 12s. harvest allowance. They get free accommodation in a bothy, with firing and lights.
One married cattleman	35	Same allowances as married horsemen.
One married shepherd	28	Same allowances as married horsemen, and in addition a cow kept.
Two orramen, one married and one unmarried.	19s. a week each	A free house.
One halffin	10s. a week	Quarter-boll of meal per month (£2 12s. a year), quarter-gallon of milk per day (£3 a year). He finds his own lodging.

One outworker, who does the milking, gets 11s. a week. Three outworkers get 8s. a week, £1 a week at harvest, and 2s. a day during potato lifting.

A farm in
Lanark-
shire.

The following particulars are from a farm near Glasgow in Lanarkshire :—

The size of the farm is 370 acres, all arable. 100 acres are in rotation grass. There are 60 acres of wheat, 60 acres of seeds for hay, 60 acres of oats, 60 acres of potatoes and roots, and 30 acres of market garden crops.

There are between 250 to 400 sheep between August and Christmas. There are 65 to 70 cows always in milk, and 25 to 30 in calf. There are 16 farm horses.

The farm servants employed are as follows :—A steward, a foreman over the women in the fields, a market gardener, nine horsemen, of whom seven are married, one cattleman and four orramen, of whom two are married, and a number of women, who are the daughters of miners in the district, are employed to weed according to the season of the year.

The employer uses a good deal of machinery, including self-binders.

Seven married horsemen and a cattleman are engaged yearly at yearly rates of wages, and two unmarried horsemen are engaged half-yearly at half-yearly rates. The four orramen are engaged yearly at weekly rates. But in all these cases a month's notice can be given on either side. Women workers are paid for every day on which they work. The farm servants get an agreed number of holidays, usually about a week, but this time is not deducted in calculating

their wages. No wages are paid if they are absent on account of ordinary illness, but if on account of an accident which took place during work, full wages are paid. The usual practice in the neighbourhood is to engage the men half-yearly and allow wages for illness up to six weeks.

The hours of work in summer for horsemen are from 7 a.m. to noon, then one hour off for dinner, and from 1 p.m. to 6 p.m., and in winter from daylight to dark, with an hour off for dinner. The men breakfast before they begin work. In addition, the horsemen are from 40 to 60 minutes, summer and winter, in the morning, feeding and getting the horses ready for work, and from 30 to 40 minutes cleaning and feeding the horses after they have done work in the evening. In ordinary circumstances no part of the hour which the horsemen are off work in the middle of the day is spent in feeding or grooming horses. They usually travel to and from the fields in the employer's time and have a clear hour off. At potato-digging and some classes of harvest work where the work of many others depends on the horsemen they generally take a little less than the clear hour for dinner.

The cattleman begins work at 4 a.m., has an hour off for breakfast at 7 a.m., and another hour at noon, and finishes work about 5 p.m.

Orramen and outworkers work from 7 a.m. to 6 p.m. in summer with about 1½ hours off for meals, and in winter from light to dark with an hour off for meals. In addition, 15 minutes are allowed at mid-forenoon and mid-afternoon.

The horsemen are engaged on Sunday about 30 minutes in the morning and also about the same time in the evening both in summer and winter. The cattleman is occupied about six hours on Sunday.

The wages, earnings, and allowances in kind are as follows :—

Class of Farm Servant.	Yearly Rates of Wages per Man.	Allowances in Kind.
Five married horsemen ...	£ s. d. 58 10 0	Free house and garden.
Two do. do. ...	62 0 0	
One married cattleman ...	68 0 0	Free house and garden.
Two unmarried horsemen...	17 0 0 (half-yearly).	Board and Lodging. The unmarried men have a large room over the harness room, where they are provided with fire and light. They get their food in the farm kitchen. One of the house girls makes the beds and cleans up the room each forenoon.
Four orramen, two married and two unmarried.	£1 1s. to £1 4s. (weekly).	Each man gets a double wage the last week of each year in lieu of holidays.

Outworkers are paid 1s. 6d. to 1s. 9d. a day and 2s. 6d. to 3s. 0d. a day in harvest.

The steward is paid £75 and free house and garden; the market gardener £65 and free house and garden; the foreman £60 and free house and garden.

The following particulars are from a farm in Ayrshire :—

A farm in Ayrshire.

The acreage of the farm is 758 acres, of which 340 acres are arable and 418 permanent pasture; 90 acres are oats and 60 acres potatoes and roots. The

rest of the arable land is mainly young pasture. There are 22 acres cut for hay. There are 600 ewes and 600 lambs, 4 milking cows, about 100 bullocks are fed in winter, and 8 farm horses.

The farm servants employed are five horsemen, two cattlemen, one shepherd, and four outworkers. The men are all engaged yearly at weekly rates of wages. They are paid a regular wage, and are paid if absent on account of illness during the period of their engagement.

Sixteen extra women are employed at harvest at 4s. a day, and 5 extra women during potato planting at 2s. a day.

The employer does not use 'self-binders' at harvest.

The hours of work for horsemen and cattlemen in summer are from 6 a.m. to 6 p.m., with 2 hours off, which are occupied by dinner and feeding the horses. In winter, from light to dark, with an hour off. They breakfast before they start work. The hours of outworkers are about the same. In addition, the horsemen are engaged about an hour morning and evening attending to their horses.

On Sunday in summer and winter the horsemen and cattlemen are engaged about 1½ hours altogether. The cattlemen's hours on Sunday are the same as other days.

The wages, earnings, and allowances are as follows :—

Class of Farm Servant.	Rates of Weekly Cash Wages and Average Weekly Earnings per Man.		Allowances in Kind.
	s.	d.	
Two married horsemen	19	0	Married men get free house and garden, coals carted free, 6 cwt. of potatoes yearly.
One married horseman	20	0	
Two married horsemen	21	0	
One married cattleman	13	0	The shepherd and one cattleman have 10 bolls of meal yearly in addition.
One unmarried cattleman	18	0	
One married shepherd	18	0	

The outworkers are paid 1s. 6d. a day, and 2s. 6d. a day in harvest.

A farm in
Hadding-
tonshire.

The following are the particulars from a farm in Haddingtonshire.

The size of the farm is 700 acres, of which 660 are arable and 40 permanent pasture.

There are 110 acres of wheat, 70 acres barley, 40 acres oats, 240 acres potatoes, 100 acres turnips, 100 acres one year grass seeds, the first crop of which is cut for hay and used for grazing the rest of the season.

The number of sheep is from 800 to 1,000 in the winter on turnips. There are 8 milking cows, 160 other cattle in winter for 6 months. About 30 horses are used for farm purposes.

The farm servants employed are 2 stewards, 10 horsemen (7 of whom are married), 3 cattlemen (2 of whom are married), 6 orramen (4 of whom are married), 1 shepherd, 6 halfins and boys, 20 women workers, and 1 dairymaid.

The men are engaged by the year at weekly rates of wages. They have regular employment throughout the year and are paid if absent on account of illness. The women workers are paid for every day they work in the year.

At potato lifting about 30 extra men are employed for 10 weeks at 20s. a week, and food to the value of 3s. 6d. a week. Also 15 extra women for 22 weeks during winter at potato picking at 10s. a week. The extra hands are chiefly Irish.

The employer uses a good deal of machinery, including 'self-binders' and reapers.

The hours of work are as follows :—

Class of Farm Servant.	Summer.			Winter.	
Horsemen	6 a.m. to 11 a.m.; 1 p.m. to 6 p.m.			From 7 a.m. or 8 a.m. (according to light) to 4 p.m. or 4.30 p.m.	
Orramen	Do.	do.		Do.	do.
Cattlemen	Do.	do.		Do.	do.
Women Workers ...	Do.	do.		Do.	do.
Shepherds	No set hours	...	...	No set hours.	

In summer two hours are taken off for meals, and one and a half hours in winter. Both in summer and winter the men take some breakfast before they go out, but they also take some with them to work and stop and eat it at 8 a.m. In addition to the dinner taken in the middle of the day, about 10 minutes are taken off both forenoon and afternoon for tea and light refreshments.

The horsemen are about three quarters of an hour in the morning getting their horses ready before they start work, and about a quarter of an hour cleaning and feeding them on return from work in the forenoon, and about a quarter of an hour after coming from work at night.

On Sundays horsemen are occupied about three quarters of an hour summer and winter, and cattlemen two hours.

The Sunday work of shepherds depends on the season of the year.

There is a good deal of carting to the railway station three miles distance from the farm. About 2,000 tons of potatoes are carted to the potato store for the ship to London, and six horses are thus occupied for about six months going to the station three times a day. Also about 2,150 tons of manure are brought by train, and about 150 tons of feeding stuffs, and this has to be carted from the railway station.

The wages, earnings, and allowances are as follows :—

Class of Farm Servant.	Rates of Weekly Wages per Man.		Average Weekly Earnings per Man.		Allowances in Kind.
	s.	d.	s.	d.	
Ten horsemen (7 married, 3 unmarried).	17	0	17	6	Married men get free house and garden, coals carted free, 16 cwt. of potatoes. More potatoes are given in the case of an unmarried man living with his father.
Six orramen (4 married, 2 unmarried).	17	0	17	6	
Three cattlemen (2 married, 1 unmarried).	18	0	17	6	
One shepherd (married)...	20	0	20	0	

The horsemen, orramen, and cattlemen get 25s. at harvest for extra food allowance.

One steward gets £65 a year, free house and garden, coals carted free, and 16 cwt. of potatoes, and the other £52 and the same allowances. Halfins get 10s. to 14s. a week and 25s. at harvest; women workers 10s. a week and 12s. in harvest and potato lifting, about three months in all. The dairymaid is paid 12s. a week.

The unmarried men live with their parents, who are working on the farm.

Farms in
Hadding-
tonshire.

The following particulars are from three farms in Haddingtonshire in the occupation of one farmer.

The total acreage is 3,050 acres; of which 1,400 acres are arable. Of the pasture 600 acres are heath land too steep to cultivate. Of the arable land, 180 acres are roots and potatoes, 150 acres oats, and 60 acres barley. The remainder is in temporary pasture, lying from two to ten years. About 15 acres are cut for hay.

The number of sheep is 4,000, of cattle 40, and of farm horses 14. There are 4 cows belonging to the farm servants, milked by their wives.

The men employed on these farms are 1 steward, 5 horsemen, 5 shepherds, 1 orraman, 3 halfins, and 6 women workers. All the men are married except 1 shepherd and 2 horsemen residing with their fathers.

The men are engaged yearly at weekly rates of wages. They are paid for every day in the year, whether absent from illness or a holiday, or when at the hiring fairs, or when removing. The women workers are paid only when they are actually working.

Three or four extra labourers are employed at harvest, and ten or twelve boys and girls at potato lifting.

This employer uses a good deal of machinery, including self-binders, potato and charlock sprayer, thistle cutter, and manure distributors.

The hours of work for horsemen, orramen, and outworkers are in summer from 6 a.m. to 6 p.m., with two hours off from 11 a.m. to 1 p.m. In winter the hours are from 8 a.m. to 4 p.m., with one and a half hours off from 11.30 a.m. to 1 p.m. The shepherds have no stated hours, and overlook their flocks on Sundays.

The horsemen are occupied morning and evening from 30 to 40 minutes altogether, in addition to the hours above stated, feeding and grooming their horses.

The horsemen leave off work in the field at 11 a.m., ride their horses to stable and feed them with corn and hay, or probably grass, placing these in rack or manger, occupying, say, 5 to 10 minutes. After the men have had their dinner they leave the stable again at 1 p.m. It is stated that on an average farm the time occupied in going from field to stable will be 15 minutes. The way the men express it is—"We go to work on the 'master's time' and return on our own."

Both men and women breakfast before going to work. They carry with them eatables and a bottle of tea, which they consume about 9 a.m. and 4 p.m., occupying 15 to 20 minutes—no time fixed. This is an innovation during the last 15 to 20 years. It was gradually introduced and has now by tacit consent become general in the district.

On Sundays in the winter the horsemen are occupied with feeding the horses about half an hour. In summer the horses are out at grass. In winter the halfins are occupied about three or four hours with the cattle on Sundays, for which they are paid 1s. extra.

The wages, earnings, and allowances are :—

Class of Farm Servant.	Weekly Wages per Man.	Allowances in Kind.
Five horsemen (3 married, 2 unmarried).	16s. (20s. extra for harvest.)	Allowances for married men are :— Free house, garden and manure (£4), coals carted (10s.), firewood carted (6s.), and 1,200 yards of drill of potatoes ready to lift (£4 to £5).
One orraman (married).	Do.	Do. do.
Five shepherds (4 married, 1 unmarried).	17s. (30s. extra for lambing and clipping.)	Free house, garden and manure (£5), coal and firewood carted (16s.), potatoes (£4). A cow kept all the year round (£9). [In cases where unmarried men live with their fathers an extra allowance of potatoes is given or an equivalent in cash.]

The steward is paid about £1 15s. a week in cash and kind ; the halflins from 9s. to 14s. a week ; and the women workers 13s. to 14s. a week, including extra wages in grain and potato harvest.

The following particulars are for a farm in Linlithgowshire :—

A farm in
Linlith-
gowshire.

The size of the farm is 616 acres. It is all arable, about 170 acres being in rotation grass for one or two years. There are 52 acres of wheat, 72 acres barley, 166 acres oats, 157 acres potatoes and roots, and 50 acres are cut for hay. There are 400 sheep, 4 cows, 100 cattle fed in winter, and 16 farm horses.

The farm servants employed are as follows :—A steward, six horsemen, a cattleman, an orraman, a shepherd, four boys, and six “outworkers” (women). Three boys work with orra horses.

The men are all engaged yearly at weekly rates of wages. They are paid a regular wage, and up to six weeks absence on account of illness.

Ten extra men are engaged for hay and harvest at 18s. to £1 a week, and are given porridge and milk night and morning, and bread and beer at dinner at harvest time.

The extra men undertake turnip singling and get 8s. an acre ; also lifting turnips ready for carting at 8s. an acre. They live in a bothy and get coal and blankets but no food when at piecework.

The employer uses a good deal of machinery, including ‘self-binders’ at harvest.

The hours of work for horsemen in summer are from 6 a.m. to 6 p.m., with two hours off in the middle of the day, which are occupied by dinner and feeding their horses. They also have a short time off for breakfast and tea. In winter the hours are from daylight until dark with an hour off in the middle of the day. The men breakfast before they start work in winter. About 10 minutes are allowed off for tea. The hours of outworkers are the same. In addition horsemen are engaged about an hour in the morning and an hour in the evening attending to their horses.

On Sunday in summer and winter the horsemen and cattleman are engaged about half-an-hour morning and evening attending to animals.

The wages, earnings, and allowances are as follows :—

Class of Farm Servant.	Rate of Weekly Cash Wages and Average Weekly Cash Earnings per Man.	Allowances in Kind.
One married steward ...	s. d. 23 0	Free house, coals carted, and 12 cwt. of potatoes, also 20s. extra in place of food for four weeks at harvest.
One married horseman ...	21 0	
Two married horsemen...	20 0	
Three married horsemen	19 0	
One married cattleman ...	19 0	
One married orraman ...	20 0	
One married shepherd ...	20 0	

The women's wages are 1s. 6d. a day ; in harvest, 1s. a day extra.

Farms in
Dumfries-
shire.

The following particulars are from 3 farms in Dumfries-shire in the occupation of the same farmer.

Total acreage is 6,398 acres, of which 21 acres are arable, 12 acres being oats and 9 acres potatoes and roots ; 142 acres are cut for hay. The number of ewes is 3,157, lambs 3,063, other sheep 160. The yearling ewes to keep up stock are mostly bought late in June. Number of milking cows is 48, other cattle 66. Number of horses used for agricultural purposes is 6.

The farm servants employed are one married and one unmarried horseman ; three married shepherds ; four unmarried shepherds. A halfin lodged and boarded free.

All these men are engaged by the year and paid an "up-standing wage" (regular wage) throughout the year. They are paid if absent on account of illness.

In addition there are employed at extra times a shepherd for 4 weeks, paid £6 and his food, and two lads (to help at lambing time), one paid £6 and food, and the other £5 and food. Two men mowing hay for 5 weeks at 23s. and 26s. a week respectively, with food. An old man who contracts for drains and gets 3s. a day of 10 hours for odd work and sometimes one or two other drainers are employed for digging sheep drains.

On one of the farms where 39 milking cows are kept and 55 other cattle, there is a dairyman who contracts for the working of a dairy of 32 cows, paying the farmer in cheese and paying himself, his wife, dairy girl and two hay workers out of the extra produce he makes from the cows.

The hours of work for horsemen in summer are from 7 a.m. to noon, and from 1 p.m. to 6 p.m. In winter the hours are from 8 a.m. to noon and from 1 p.m. to 5 p.m. Horsemen have to attend to the horses before and after the hours named in summer and winter, but there is less to do in the summer, when the horses are turned out in the fields.

The farm servants breakfast before they commence work, and have an hour for dinner in the middle of the day.

On Sunday in winter the horsemen are engaged for about 2 hours. In summer the horses are at grass.

Shepherds are said to have "no hours" and regulate their time themselves as the work requires it. The employer states that "in lambing time and in stormy weather it is often from daylight to dark and at other times it is light and easy work to a man who knows."

The wages, earnings, and allowances are as follows :—

Class of Farm Servant.	Yearly Wages.	Allowances in Kind.
One married horseman ...	£ 42	Free house, 1,800 yards potatoes, coals carted.
One unmarried horseman	42	Free house, 1,000 yards potatoes, coals carted.
One married shepherd ...	30	2 cows and 2 'followers,' free house, 1,000 yards potatoes, coals carted.
One married shepherd ...	31	2 cows and 2 'followers,' free house, 1,000 yards potatoes, peats to win, 40 stones of meal.
One married shepherd ...	34	Father and two sons who have two free houses between them, but all live together in one large house, the wife and daughters keep house. The father has 2 cows and 2 'followers,' and the sons each have 2 cows kept. All have 1,000 yards potatoes each and peats to win.
One unmarried shepherd...	33	
One unmarried shepherd...	32	
One unmarried shepherd...	28	A ewe kept, board and lodging free.
One unmarried shepherd...	42	Lodging free.
One halflin	16	Board and lodging free.

NOTE.—The cow's keep is said to be worth about \$5 each, and young cattle \$2 10s. All the winning of peats is done by work of shepherd and lads under him.

SCOTLAND.

IV.—RATES OF WAGES FOR A SERIES OF YEARS.

Rates of cash wages paid to horsemen for a series of years on certain farms in Scotland.

Returns from a few farms in different counties in Scotland, showing the minimum and maximum rates paid to horsemen over a long series of years are printed in the Appendix on pages 217-9. The rates given are exclusive of those received by grieves or foremen, old men, or "halfins." Particulars are also given as to the allowances in kind given at the present time in addition to cash wages, and also information as to changes which have taken place in the character of the allowances in kind during the periods for which the cash wages are given.

These figures show on the whole a fairly steady rise in wages over the whole period.

On a farm in Kincardineshire married horsemen were receiving from £12 to £12 12s. from 1852 to 1854. In 1855 wages commenced to rise, until in 1878 they reached £25 to £30, or more than double the rates prevailing in 1852-4, but after this year they gradually declined, and in 1888 they were as low as £22 to £23. From this point they rose again, and from 1892 to 1899 they ranged from about £27 to £29 per annum, and from 1900 to 1903 they ranged from £28 to £32 10s. In 1904 wages fell, the range for that year being £28 to £31. The allowances in kind varied but little if at all during the whole of the period, except that the cottages (which are free) are now far superior in construction and material to what they were in 1852. The allowances are free house and garden, meal ($6\frac{1}{2}$ bolls of 10 stones), cart load of potatoes (about 18 cwt.), one ton of coal and cartage of other coal and firewood, about three chopins (a chopin = about $1\frac{1}{2}$ imperial pints) of sweet milk daily in the summer, and two chopins in the winter half-year.

A Return from Linlithgowshire gives the annual wages of married horsemen inclusive of the value of allowances of oatmeal and potatoes from 1850 to 1885. After this year these allowances were discontinued, except that a few potatoes were given, and cash payments were increased accordingly. Wages on this farm ranged from £25 to £26 from 1850 to 1853, rising in 1854, 1855 and 1856, and reaching in the latter year £29 to £30. Further increases brought the rates up to £35 to £36 in 1867, £37 to £40 in 1874 and £43 to £45 in 1878, remaining at this level up to 1883. Wages fell slightly on this farm during the period 1884 to 1889, but in 1890 they again rose and gradually increased until they reached £47 16s. and £50 8s. in 1901-4. The allowances in kind are free house and garden, 10 cwt. of potatoes, cartage of coals. £1 extra is given for harvest.

A Return from a farm in Stirlingshire shows that married horsemen were receiving £16 to £18 from 1850 to 1855. A rise took place in 1856, bringing wages up to a range of £20 to £22, and further increases were made in subsequent years until 1873, when the wages reached £28 to £30, at which they remained up to 1885. The comparison cannot be carried further, as certain allowances in kind of oatmeal and potatoes given up to that time were afterwards converted into cash payments, the wages in 1886 being thus £39 to £46 16s. In 1901-4 the wages were £50 to £54. The allowances in kind now given and which prevailed during the whole period, are free house, coals carted. £1 harvest money and 6d. per hour overtime during lamb time has been also given.

In the case of the unmarried horsemen on this farm, who are lodged and boarded in the farmhouse or bothy, the comparison can be made up to 1904.

The wages paid to these men steadily rose from a range of £16 to £20 in 1850 to a range of £35 to £40 in the years 1902 to 1904.

On a farm in Kirkcudbrightshire the rates of wages of married horsemen ranged from £23 to £25 per annum during the period 1850 to 1856. From 1857 they gradually rose until 1877, when they reached £41 to £43, remaining at those rates until 1882. In 1883 wages fell to a range of £37 to £41, and in 1891 to £36 to £40, but in 1894 they again rose, and in 1900 to 1904 they ranged from £42 to £44. The allowances in kind were a free house and garden, potatoes valued at 30s., cartage of coals, and food at harvest.

The rates paid on this farm to unmarried horsemen, who are lodged and boarded by their employer, ranged from £14 to £20 in 1850-9, rising in subsequent years, and reaching £28 to £32 in the years 1874 to 1876. They fell in 1877 and the following years until they were as low as £20 to £24 in the period 1884 to 1892. In 1900 they were £25 to £28; in 1901 they were £28; and in 1902-4 they were £28 to £30.

On a farm in Dumfries-shire the yearly rates of wages of married labourers show a steady rise from £28 in 1860-2 to £43 in 1904. The allowances in kind were a free house, about one ton of potatoes, and free cartage of coals. Unmarried horsemen on the same farm, lodged and boarded in the farmhouse or bothy, were paid between £11 and £14 a year from 1852 to 1857. In 1858 they rose to £18, and continued to increase in the following years without interruption, reaching £30 in 1900-1, or nearly three times as much as they were in 1852.

In addition to the information given from these farms for a series of years, a number of employers have sent through Mr. Macdonald, Secretary of the Highland and Agricultural Society of Scotland, certain particulars as to wages in former years. This information shows that in the earlier years a large proportion of the wages were paid in kind, and that the keeping of cows by farm servants was a frequent practice. A few examples may now be given.

On a farm in Berwickshire, between 1860 and 1870, a married ploughman was paid £5 to £6 per annum in cash and he received the following allowances:—A free house and garden; a cow kept for him, or, if he had no cow, £8 extra in money; 5 loads of oatmeal (20 stone to the load), or, if paid in grain, 10 bolls of oats (a boll = 6 bushels); 3½ to 4 bolls of barley and 1 boll of peas; 1,600 yards of potato drill; food for 24 days in harvest (oatmeal porridge, bread, and beer); coals led free.

In Roxburgh, in 1863-4, the wages paid on a farm were as follows for a "double-hind" and his workers. The father had £9 a year, the keep of a cow or £8 in money; a free house and garden; 10 bolls of oats, 3 bolls of barley, 1 boll of peas; 1,600 yards of potato drill; a month's food in harvest. The hind's son, who lived with him, got £30 in money. The daughter got 1s. a day for nine months of the year, and 10s. a day for the other three months, with £1 extra for harvest.

On a farm in the parish of Innerwick in East Lothian, in 1862-3, the wages were as follows:—The first ploughman got per annum £2 10s. in cash, 67 bushels best oats, 18 bushels barley, 8 bushels mixed beans and peas, 2 bushels best wheat, 1,600 yards potato drill (he supplying seed), his cow kept, food for five weeks in harvest, free house and garden, coals driven from railway station, and 34s. towards price of coal. Three other ploughmen got the same wages excepting the two bushels of wheat. A young ploughman living with one of the foregoing (his father) got 12s. per week, payable monthly, and food in harvest. Another young ploughman got 10s. per week, with £3 in lieu of house and garden, 1,600 yards of potato drill, food in harvest, and coal driven free. Women workers got 10d. per day, 3 bushels barley, 640 yards potato drill, food in harvest, free house and garden, and coals driven.

In 1842, on a farm in the county of Fife, the ploughmen got the following wages per annum:—Money wages £9, 65 stones oatmeal, about 1,200 yards

potato drill, $\frac{1}{2}$ gallon new milk per day, coal driven free, and free house and garden. Women workers got 4s. per week, and men labourers from 8s. to 9s. per week.

On a farm in the Bannockburn district of Stirlingshire the wages paid from 1840 to 1850 were, for married ploughmen, per annum, from £12 to £14 in money, 910 lbs. oatmeal, 300 yards potato drill (the servant providing seed and labour), $\frac{1}{2}$ gallon skim milk per day or 1s. 6d. per week, dinner in harvest, and coals driven free. Unmarried ploughmen got from £11 to £16 in money, 910 lbs. oatmeal or food in farm kitchen. Women house servants got from £7 to £8 a year and board. Women outworkers got from 8d. to 10d. per day. From 1850 to 1860 the money wages of married men had risen to from £16 to £24, and by 1870 to from £24 to £31, with rather less potato ground. The cash wages of single men had reached £20 by 1860, and £26 by 1870; of women, £10 by 1860 and £13 by 1870. Outworkers were getting from 10d. to 1s. per day in 1860, and from 1s. to 1s. 2d. per day by 1870.

Rates of wages paid to labourers on certain estate farms in various years.

The following figures may be of interest as showing the course of wages paid to labourers employed on estate farms. The first Table relates to certain classes (excluding gardeners, woodmen, &c.) employed on the Drummond Castle Estate, Perthshire. It will be observed that wages were higher in 1839 than in 1849.

Class of farm labourer.	1839.	1849.	1859.	1869.	1879.	1889.	1899.	1903.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Fencers... .. per day	1 9	1 6 $\frac{1}{2}$	1 10	2 0	2 4 and 2 6	2 6	2 10	3 0
Dykers... .. „	2 1	1 10	2 2	2 4	2 6 and 2 8	2 6	2 8 and 3 0	2 10 and 3 2
Labourers... .. „	1 9	1 6 $\frac{1}{2}$	1 10	2 0	2 4	2 4	2 8	2 8 and 3 0

The second Table relates to ploughmen and ordinary labourers respectively employed on the Kennet Home Farm in Clackmannanshire, and is useful as showing the estimated values of the allowances in kind at different periods.

Ploughmen.

Payments.	1849.	1859.	1869.	1879.	1889.	1899.	1903.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Cash Wages per annum ...	17 0 0	20 0 0	22 0 0	24 0 0	44 4 0	44 4 0	46 16 0
Allowance for Harvest and Hay time.	—	—	—	1 0 0	1 5 0	0 16 0	0 16 0
Allowance for Sunday ...	—	—	—	—	—	3 0 0	3 0 0
Estimated Value of Allowances in Kind :—							
House and garden...	3 10 0	4 0 0	4 0 0	4 10 0	5 0 0	5 0 0	5 0 0
Oatmeal	6 10 0	6 10 0	6 10 0	6 10 0	—	—	—
Cartage of coals ...	0 15 0	0 15 0	1 0 0	1 0 0	1 5 0	1 5 0	1 5 0
Potatoes (allowance) ...	—	—	1 0 0	1 0 0	1 0 0	1 15 0	1 15 0
Firewood	—	—	—	—	0 10 0	0 10 0	0 10 0
Total Value of Wages and Allowances per annum.	27 15 0	31 5 0	34 10 0	38 0 0	53 4 0	56 10 0	59 2 0

Ordinary Labourers.

Payments.	1849.	1859.	1869.	1879.	1889.	1899.	1904.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Cash Wages per annum ...	26 0 0	31 4 0	33 16 0	41 12 0	44 4 0	44 4 0	46 16 0
Allowance for Harvest and Hay time.	—	—	—	1 0 0	1 5 0	0 16 0	0 16 0
Estimated Value of Allowances in Kind :—							
House and garden...	3 10 0	4 0 0	4 0 0	4 10 0	5 0 0	5 0 0	5 0 0
Cartage of coals ...	0 15 0	0 15 0	1 0 0	1 0 0	1 5 0	1 5 0	1 5 0
Potatoes (planted) ...	—	1 0 0	1 0 0	1 0 0	1 0 0	1 15 0	1 15 0
Firewood ...	0 10 0	0 10 0	0 10 0	0 10 0	0 10 0	0 10 0	0 10 0
Total Value of Wages and Allowances per annum.	30 15 0	37 9 0	40 6 0	49 12 0	53 4 0	53 10 0	56 2 0

Percentage Changes in Wages from 1850.

Although it has not been found practicable to give a series of Index Numbers showing the course of wages in Scotland for a long series of years, as has been done in the case of England and Wales and Ireland, the six Returns relating to wages of married horsemen given in the Appendix agree with each other sufficiently to indicate approximately the changing levels of money wages at ten-year intervals. The following Table shows the percentage changes in certain years, 1900 being taken as 100.

1850.	1860.	1870.	1880.	1890.	1900.	1903.
50	60	71	85	91	100	103

It will be seen that the progression has been fairly regular from decade to decade, although there have been variations between these dates, as indicated in the foregoing observations relating to the wages on particular farms.

IRELAND.

I.—CLASSES OF LABOURERS, METHODS OF REMUNERATION, &c.

Classes of Labourers and Terms of Engagement.

In many parts or Ireland agricultural labourers cannot be classified according to their duties.

In many parts of Ireland agricultural labourers cannot be classified according to their duties, as so many of the farms which employ labour other than that of the family are too small to admit of special duties being assigned to particular men. It is only on estates or large farms that distinct classes, such as stewards, cattlemen, yardmen, horsemen, carters, and ploughmen are to be found. Stewards are generally only employed on estate farms. On a number of farms the herds attend to the cattle, sheep and pigs. Frequently some of the ordinary labourers plough or attend to the horses and cattle, and in such cases they are sometimes paid rather higher wages on account of Sunday work.

In certain counties agricultural labourers as a class scarcely exist.

In many districts in the counties of Mayo, Roscommon, Galway, Kerry, Cork, and Donegal, agricultural labourers as a class scarcely exist, except on the larger estates, the work on the larger farms being undertaken by the sons of the small farmers, who work on their fathers's land, cut turf, and gather seaweed, if near the shore, when not able to earn wages. A number of small land-owners and their sons go to work on farms in England and Scotland for part of of the year, and those who live near the coast often do some fishing.

In counties where farms are large enough and have sufficient tillage land to employ a staff of men, the terms of engagement vary considerably in different districts. The men in charge of animals are usually engaged for the longest periods and have continuous work.

Terms of engagement and time of payment of wages of farm labourers in Ulster.

In Ulster the greater number of agricultural labourers of all classes, including ordinary labourers, men in charge of horses and cattle, and also boys and girls, are engaged half-yearly, those who are unmarried being lodged and boarded in the farmhouses, the married men living in cottages on the farms or in villages. Generally speaking, it is on the smaller or medium-sized farms which have no cottages or only a short supply, that hired men (unmarried men, generally called "boys") are boarded and lodged. The majority of the farm servants in Ulster are hired at hiring fairs, though an increasing number of private agreements are now made, especially in the case of married men and girls. The term of service usually commences in May and November.

The greater number of married labourers in Ulster are engaged by the half-year, "wet and dry," and paid weekly. In some cases, however, the weekly payments form only a part of the total wages, the balance being paid at the end of the half-yearly term. Unmarried labourers are given such sums as may be desired from time to time for holidays and other special requirements, and the balance is handed over at the end of the half-yearly term, when payment is usually made of debts for clothing, &c. There are also yearly and weekly engagements in Ulster. In some districts, on estates and farms where there are cottages attached, the engagements are by the year, but on farms where there are none, the engagements are half-yearly, the men being paid weekly wages and sleeping at home, but given their board in the farmhouses. In the case of the men on the longer terms of engagement living in cottages, they are sometimes subject to one month's, two months', or a quarter's notice.

In the Western half of Ulster, where the farms are small and the districts poor, very little regular labour is employed. In certain Poor Law Unions in Ulster, on the Western and Southern side, in the counties of Donegal, Fermanagh, Cavan, and Monaghan the farm work is done mainly by members of the family, and hired lads living in the farmhouses, the farms being small

ones. In these districts it is unusual to find ordinary agricultural labourers attached to the staff of farms, and casual labour is undertaken by the sons of small farmers. Again, in certain other Poor Law Unions in the same counties, and also in certain Unions in the counties of Londonderry and Tyrone, a good many lads are hired to live in the farmhouses, and where regular married men are employed, they generally get a free cottage, about a rood of potato land, and sometimes milk in addition to their cash wages.

Some of the principal hiring fairs in Ulster are Antrim, Armagh, Aughnacloy, Ballymena, Ballymoney, Bailieborough, Banbridge, Ballynahinch, Cavan, Cookstown, Coleraine, Cootehill, Comber, Dungannon, Derrygonnelly, Enniskillen, Irvinestown, Killyleagh, Lisbellaw, Letterkenny, Monaghan, Magherafelt, Newry, Newtownards, Newtown Hamilton, and Strabane. Young boys and girls frequently come from the western part of Donegal to the half-yearly hirings at Letterkenny, and many of them go to the smaller farms in the counties of Londonderry and Tyrone.

Hiring
fairs in
Ulster.

In other parts of Ireland the terms of engagement are not generally so long, and there are no hiring fairs, though in many districts unmarried men are engaged privately, usually by the year, but sometimes by the half-year, or quarter, and occasionally for such periods as nine or ten months, and lodged and boarded in the farmhouses. Frequently definite agreements are made as to notice, but difficulties are not often raised if either of the parties desire to terminate the engagement. The married men are mostly paid weekly, and the unmarried lodged and boarded in the farm-houses, at the end of their term of service, though advances are frequently made during the term.

Terms
of engage-
ment and
time of
payment
of wages
of farm
labourers
in Con-
naught,
Leinster
and Mun-
ster.

It may be stated generally that for ordinary labourers, regularly attached to the staff of a farm, a weekly engagement is a common one. There are, however, many exceptions. In numerous cases the engagement is a daily one; and where it is nominally a weekly one, but not "wet and dry," it is for all practical purposes a daily one. In certain districts monthly, half-yearly, or yearly engagements are to be found. Sometimes in the same locality there is a mixed system. Thus, in a Poor Law Union in Limerick both weekly and yearly engagements exist for ordinary labourers. In the rich dairy lands for a wide area round Kilmallock (Co. Limerick), dairy girls and men are engaged from Kerry from about St. Patrick's Day (17th March) to Christmas Day. Again, in Tipperary, in one Union engagements are by the month, with a month's notice, in another Union by the week "wet and dry," in another by the day or the week, not "wet and dry." Again, in King's County some engagements are weekly and others yearly, and in County Longford, engagements are yearly, half-yearly, and weekly. Generally speaking, the daily engagements are to be found more often in the poorer districts, or in localities where the farms are small, labour not being required all the year round.

In many counties ordinary labourers get their food in the farmhouses on working days, the cash wages in such cases being at a lower rate than in districts in which no food is provided.

Herds and shepherds are usually engaged by the quarter, the half-year, or the year, and the notice to quit their situations varies considerably. They are frequently paid largely in kind, receiving a free house, some tillage land, potatoes, hay, the right to graze a certain number of animals, to cut peat, &c. In cases where a farmer takes more than one farm, a herd is often put in charge of one, and his responsibilities are then considerable. Herds frequently stay in the same situation for many years. It is not uncommon to find cases where they have been born on the farm or property where they are employed, and where their fathers and grandfathers "herded" on the same farm.

The engagement of men in charge of horses and cattle, though sometimes as long as that of herds, is often a weekly or monthly one, but their work is continuous, and they frequently remain in their situations a long time.

Casual labourers are nearly always engaged by the day, and lose time in wet weather, though they are sometimes engaged by the week. In a good many districts, notably on the Western side of Ireland, there is not sufficient casual work all the year round to enable men to gain a livelihood by it, and in

such localities casual work is frequently undertaken by the sons of small farmers. It is in these districts that many of the small farmers and their sons become migratory labourers at certain seasons of the year (*see* p. 138). But in some other parts of Ireland farmers have complained in recent years of a scarcity of married casual labourers, that is, men who earn their entire livelihood by working for different farmers, or by taking other odd jobs. In the small towns there are often some men of this class. At hay time and harvest casual labour is frequently in considerable request for mowing and cutting. On the other hand, this class of men not infrequently find it difficult to obtain sufficient work in the winter months.

Employment of women in agriculture in Ireland.

Except where there are market gardens near large towns, women are not much employed at out-door work for wages, though the wives and daughters of small farmers frequently assist on the farm. At busy seasons, however, in some districts, women are engaged, generally by the day, for such work as haymaking and harvest, weeding and hoeing, turnip lifting, potato picking, and flax pulling. A good many girls are engaged in the farmhouses for farm-house work.

Extra Cash Payments.

Extra cash payments and payments for piecework are not given to any extent.

Generally speaking there are very few extra cash payments made to ordinary labourers. In many districts there is no piecework given at all, and in others the practice is usually a very limited one. Piecework is more generally undertaken by casual men than by those regularly attached to the staff of a farm. The following operations are sometimes done by piecework—cutting and saving turf, mowing, making fences, making drains, grubbing up furze, stone breaking, and occasionally thinning turnips. Mowing and saving hay by piecework is chiefly done by casual labourers, who are often engaged at it for a number of weeks, and in some districts they are in considerable request. They also do cutting at corn harvest in some districts by piecework. Ploughmen sometimes do ploughing, and herds occasionally do shearing and cut and save hay by piecework. In some districts it used to be a common practice for herds to be bound by the terms of their agreement to cut and save a certain quantity of hay each year, but since the introduction of machinery the custom is dying out.

Extra payments for hay and corn harvest are not given to any extent.

It is frequently the case that no extra wages are given at hay and corn harvest to the men who are regularly attached to the staff of a farm, though in a good many districts a rather higher rate than the ordinary summer wages is paid, amounting perhaps to an extra 2s. 6d. to 3s. a week. In more populous districts, for instance in County Dublin, the extra wages paid range from 4s. to 9s. a week. It is the custom in some localities to pay a bonus for harvest of from 10s. to 30s.

In the case of men in charge of cattle and horses, where they take part in hay and corn harvest, it is the custom in some districts to pay them nothing extra, on the ground that they have regular work all the year round. But when they are paid, they usually get the same as the ordinary labourers.

Allowances in Kind.

Ordinary labourers do not get many allowances in kind, excepting those who get food in the farmhouses on working days, receiving a lower rate of wages.

With the exception of those labourers who agree to have their food provided for them in the farmhouses on working days, in lieu of a higher wage, ordinary labourers are not usually given payments in kind, but, when they are, the payments generally consist of some milk, turf (peat), or the right to cut turf. In a few districts a little coal is provided, and in some cases free grazing for an animal. Some employers give potato-ground free, and sometimes manured and tilled as well, but more frequently the labourer pays a comparatively low rent for it. Many labourers hire land from the farmers "con-acre," as it is called, mainly for the cultivation of potatoes. The rent charged for "con-acre" varies according to the quality of the soil, and to the arrangements as regards manuring and tillage, *e.g.*, whether done by the farmer or the labourer.

It is not a general custom to give ordinary labourers free cottages, but it is more frequently done in Ulster and Leinster than in Munster and Connaught.

In some districts in County Limerick those who have free cottages agree to work all the year round at a fixed sum. In parts of County Clare there is a custom for labourers to get cottages rent free, in return for which they guarantee to give a certain number of days when required, which generally amount to about thirty during the year. They also get about half an acre of land, and sometimes the grazing of a cow. In such cases the wages are often as low as 6s. a week without any food.

Herds are usually provided with cottages free, and married men in charge of cattle and horses often get them, though not so frequently as herds. In addition to getting free cottages, herds often get other payments in kind, such as tillage and grazing land, turf, hay, milk, the right to graze a certain number of animals, including cattle, horses, sheep, and to run out pigs and geese. In some districts in the Province of Connaught, and also in parts of County Clare, (Munster), they are often paid entirely or almost entirely in kind. Married men in charge of horses and cattle are not infrequently given turf, milk, and potato land.

Allowances in kind given to men in charge of animals.

Cottage rents in most of the rural districts in Ireland range from 6d. to 1s. 6d. a week, 1s. being the most usual, but nearer towns they sometimes run up to 2s.

Rents of cottages in Ireland.

According to Returns furnished to the Department at the end of 1899 by Local Government Board Inspectors giving the weekly rental generally paid by agricultural labourers for cottages in 143 Poor Law Unions in Ireland, the rents in 22 of these Unions varied from 6d. to 1s. a week; in 65 Unions the rent was generally 1s., and in 56 Unions the rents were 1s. and above, the maximum rent being over 1s. 6d. in 11 Unions.

Local Government Board Inspectors and others in reply to questions addressed to them in 1904 show that 1s. a week is the most usual rent paid.

According to a House of Commons Return* there were in March, 1904, 17,411 cottages built under the Labourers' Acts, and 2,063 under construction, distributed as follows :—

Province.	Number of Labourers' Cottages.	
	Built.	In course of Construction.
Ulster	905	255
Munster	9,254	1,149
Leinster	7,005	583
Connaught	247	76
Total	17,411	2,063

The Annual Report of the Local Government Board for Ireland for the year ended 31st March, 1902, shows the average rents of cottages built under the Labourers' Acts in each Rural District. On this basis it is computed that the average rent for these cottages, taking the whole of Ireland, was 10½d. per week.

The land attached to these houses is generally half an acre or an acre. About 65 per cent. of the garden allotments let with houses under the Labourers' Acts are half an acre in extent.

* Labourers' Cottages (Ireland) [H. C. 188 of 1904].

IRELAND.

II.—WAGES AND EARNINGS.

Wages and Earnings of Ordinary Labourers.

Method of
obtaining
informa-
tion in
Ireland.

It has already been explained that in a number of the poorer districts in Ireland agricultural labourers as a class scarcely exist, and that, in many parts owing to the small size of the farms, which are mainly worked by the farmer and his family, the number of agricultural labourers regularly attached to the staff of a farm is comparatively small. Consequently, the difficulty of obtaining information, which could be described as representative, as to the annual earnings of farm labourers in these districts is great. But in many other parts of Ireland where the farms are larger, although a considerable number of agricultural labourers are employed, the task of securing accurate information as to their earnings is one by no means an easy one, on account of the absence of labour books. Figures can, indeed, be obtained from many owners of estates who farm on their own account; but the wages paid by employers of this type are frequently somewhat higher than those paid by neighbouring farmers, and, in addition, more allowances in kind are often given.

The method by which information has been obtained has already been fully explained and, for the reasons stated, it has not been found possible in many cases to give the annual earnings for a county based entirely on figures actually taken from books, and consequently some estimates have had to be made, particularly as to the amount of allowances in kind given. But since representative employers in different parts of each county have given full particulars of the weekly rates of cash wages of their labourers, and the total yearly cash earnings, with details as to how they are made up, and also the allowances in kind, and since information given by the Local Government Board Inspectors as to the precise allowances usually made in most of the Poor Law Unions in Ireland is available, it is believed that the figures given in the Tables below are practically correct.

There is not,
as a rule,
much differ-
ence between
wages and
earnings of
ordinary
labourers in
Ireland.

Owing to the general absence of piecework and of opportunities of earning much in the way of extra payments in harvest time, the annual earnings of farm labourers who are not fed in the farmhouses do not, generally speaking, much exceed the total amount received in weekly cash wages. In estimating the annual earnings, the value of cottages, where given free of rent, has for all counties been computed at 2*l.* 12*s.* In all cases in the Table below, the wages and earnings are those of men in receipt of men's full wages.

Rates of
weekly cash
wages and
total weekly
earnings of
ordinary
labourers in
each county
in Ireland.

In the following Table the maximum and minimum summer and winter rates of weekly cash wages in 1902 of the ordinary labourers regularly attached to the staff of a farm who have no food provided in the farmhouses on working days, are given for each county, also the predominant rates of weekly cash wages and the estimated total weekly earnings, including all extra cash payments and the value of allowances in kind. In counties where the predominant rate of wages in winter is lower than in the summer it has been reckoned, for the purpose of arriving at the average rate for the whole year, that the ratio of summer to winter weeks is as 3 to 2. The earnings of this class have been selected for the purposes of the Map facing page 1.

County.	Range of Weekly Cash Wages.				Predominant Rates of Weekly Cash Wages.			Estimated Total Weekly Earnings (including Value of Allowances in Kind).										
	Summer.		Winter.		Summer.	Winter.	Average of Summer and Winter.											
ULSTER :	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.						
Antrim	11	6	to	15	0	11	6	to	15	0	12	6	12	6	12	6	12	11
Armagh	10	0	"	14	0	9	0	"	12	0	11	0	10	0	10	7	11	6
Cavan	9	0	"	12	0	7	6	"	11	0	10	0	9	0	9	7	10	4
Donegal	7	6	"	10	0	7	6	"	10	0	9	0	9	0	9	0	10	1
Down	11	0	"	15	0	11	0	"	15	0	12	6	12	6	12	6	13	0
Fermanagh ...	9	0	"	11	0	7	6	"	11	0	9	0	9	0	9	0	9	11
Londonderry ...	10	0	"	11	0	10	0	"	11	0	10	0	10	0	10	0	11	3
Monaghan ...	8	0	"	12	0	8	0	"	12	0	10	0	10	0	10	0	10	9
Tyrone	9	0	"	12	0	9	0	"	12	0	10	0	10	0	10	0	10	10
MUNSTER :																		
Clare	9	0	"	12	0	9	0	"	10	0	9	0	9	0	9	0	9	7
Cork	9	0	"	12	0	9	0	"	12	0	10	0	10	0	10	0	10	10
Kerry	9	0	"	11	0	9	0	"	11	0	10	0	10	0	10	0	10	3
Limerick	9	0	"	12	0	8	0	"	11	0	10	0	9	0	9	7	10	4
Tipperary ...	10	0	"	12	0	9	0	"	12	0	10	0	10	0	10	0	10	5
Waterford ...	9	0	"	13	0	9	0	"	13	0	11	0	10	0	10	7	11	1
LEINSTER :																		
Carlow	10	0	"	12	6	9	0	"	12	0	11	0	10	0	10	7	11	3
Dublin	12	0	"	15	0	10	0	"	15	0	12	0	12	0	12	0	12	9
Kildare	9	0	"	12	0	9	0	"	12	0	10	0	10	0	10	0	10	7
Kilkenny	9	0	"	12	0	9	0	"	12	0	10	0	10	0	10	0	10	6
King's County ...	8	0	"	11	0	8	0	"	10	0	10	0	9	0	9	7	10	5
Longford	8	0	"	12	0	8	0	"	11	0	10	0	9	0	9	7	10	9
Louth	8	0	"	12	0	8	0	"	12	0	10	0	9	0	9	7	10	8
Meath	8	0	"	12	0	8	0	"	12	0	10	0	9	0	9	7	10	7
Queen's County ...	9	0	"	12	0	9	0	"	12	0	10	0	10	0	10	0	10	8
Westmeath...	9	0	"	10	0	8	0	"	10	0	10	0	9	0	9	7	10	3
Wexford	9	0	"	10	0	9	0	"	10	0	10	0	9	0	9	7	10	4
Wicklow	9	0	"	12	0	9	0	"	12	0	11	0	10	0	10	7	11	4
CONNUGHT :																		
Galway	9	0	"	12	0	7	6	"	12	0	10	0	9	0	9	7	9	9
Leitrim	8	0	"	12	0	7	6	"	9	0	9	0	8	0	8	7	9	3
Mayo	8	0	"	12	0	7	0	"	11	0	9	0	8	0	8	7	8	9
Roscommon ...	7	0	"	12	0	7	0	"	12	0	9	0	8	0	8	7	9	1
Sligo	7	0	"	10	0	7	0	"	10	0	9	0	8	0	8	7	8	11

The lowest winter rates are in the Province of Connaught where the minimum rate is given as 7s. in three counties, namely, Mayo, Roscommon, and Sligo, and the predominant winter rate of wages in these counties was 8s. In Leitrim and Galway the minimum rate of winter wages was 7s. 6d.; and the predominant winter rate in Leitrim was 8s., and in Galway 9s. In Counties where the lowest rates are paid in the winter.

Instances of the yearly earnings of all the ordinary labourers employed on certain farms.

The following are some of the instances of actual cash earnings of ordinary labourers in 1902, taken by certain employers from their books. The figures refer to the whole of the ordinary labourers regularly employed on the farms, and therefore include men who may have been absent from illness or any other cause, but they do not include odd men or casual men.

A.—Labourers provided with Food by Employers.

County and Poor Law Union.	No. of Ordinary Labourers attached to the Staff of the Farm in 1902.	Rates of Weekly Cash Wages in 1902.		Total Amount of Cash paid in 1902.		Average Weekly Cash Earnings throughout the Year.	Allowances in Kind.
		Summer.	Winter.	To all Labourers shown in Col. 2.	Average Amount per Head.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Cavan.		s. d.	s. d.	£ s. d.	£ s. d.	s. d.	
BAWNBOY	2	6 0	5 0	32 0 0	16 0 0	8 2	Food, free house potato ground, milk, and turf (peat).
Fermanagh.							
IRVINESTOWN ..	2	6 0	6 0	31 4 0	15 13 0	6 0	Food, free house, potato ground, and turf.
Tipperary.							
CLOGHEEN ..	4	9 0	6 0	76 0 0	19 0 0	7 4	Food to all; milk to one man, and horses to till his ground.
Waterford.							
DUNGARVAN ..	6	6 0	6 0	34 6 0	14 0 0	5 5	Food, free house and garden, $\frac{1}{2}$ -acre of potato ground and manure for $\frac{1}{2}$ -acre, grass of two goats, and, in one case, grass of donkey.
Kildare.							
ATHY	2	6 0	6 0	35 10 0	17 15 0	6 10	Food to both; potato ground to one man, and turf to the other.
Kilkenny.							
THOMASTOWN ..	2	5 6	5 6	28 12 0	14 6 0	5 6	Food, free house and garden, grass of goats and donkey.
Wexford.							
ENNISCORTHY ..	1	5 0	5 0	13 0 0	13 0 0	5 0	Food, free house, $\frac{1}{2}$ -acre of potato ground, firing, milk, and butter-milk.
Wicklow.							
RATHDRUM ..	2	6 0	6 0	31 4 0	15 12 0	6 0	Food.

B.—Labourers finding their own Food.

County and Poor Law Union.	No. of Ordinary Labourers attached to the Staff of the Farm in 1902.	Rates of Weekly Cash Wages in 1902.		Total amount of Cash paid in 1902.		Average Weekly Cash Earnings throughout the Year.	Allowances in Kind.
		Summer.	Winter.	To all Labourers shown in Col. 2.	Average Amount per Head.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Antrim.		s. d.	s. d.	£ s. d.	£ s. d.	s. d.	
LISBURN	1	12 6	12 6	67 18 0	33 19 0	13 1	Free house.
	1	13 0	13 0				
Armagh.							
ARMAGH	3	10 0	10 0	30 0 0	26 13 4	10 3	Free house and potato ground.
Cavan.							
BAWNBOY ..	3	9 0	7 6	63 14 2	21 4 9	8 2	One quart of milk a day to one man.
Donegal.							
LETTERKENNY ..	5	10 0	10 0	130 0 0	26 0 0	10 0	Free house, one rood of potato ground, and other land.
Down.							
NEWTOWNARDS	5	12 0	12 0	153 8 0	30 13 7	11 10	Free house to two men.
	3	15 0	15 0	117 0 0	39 0 0	15 0	Free house and potato ground.
Londonderry.							
COLERAINE ..	3	10 0	10 0	78 0 0	26 0 0	10 0	Free house and garden, $\frac{1}{2}$ acre of potato ground, and free cartage of turf (peat).
Cork.							
SKIBBEREEN ..	4	9 0	9 0	83 12 0	23 8 0	9 0	Free house, $\frac{1}{2}$ -acre of potato ground ploughed and manured, and grass of two sheep and lambs, or one heifer.

B.—Labourers finding their own Food—cont.

County and Poor Law Union.	No. of Ordinary Labourers attached to the Staff of the Farm in 1902.	Rates of Weekly Cash Wages in 1902.		Total amount of Cash paid in 1902.		Average Weekly Cash Earnings throughout the Year.	Allowances in Kind.
		Summer.	Winter.	To all Labourers shown in Col. 2.	Average Amount per Head.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Limerick.		s. d.	s. d.	£ s. d.	£ s. d.	s. d.	
CROOM AND NEWCASTLE ..	8	8s. to 9s.	8s. to 9s.	170 0 0	21 5 0	8 2	Free house and garden to all; grass of cow and fuel to some.
Dublin.							
BALROTHERY ..	2	12 0	12 0	67 1 0	33 10 6	12 11	Free house, ½-rood of potato ground manured and tilled, one ton of coal, and firewood.
Kilkenny.							
THOMASTOWN ..	2	9 0	9 0	47 16 0	23 18 0	9 2	Free house and garden to one man; grass of goats and a donkey to both.
King's County.							
ROSCREA ..	9	8 0	8 0	179 12 0	19 19 1	7 8	To four men only:—Free house, potato ground, turf (peat), and grass of cows and donkeys.
Westmeath.							
MULLINGAR ..	4	9 0	9 0	97 0 0	24 5 0	9 4	To two men only:—Free house, one rood of potato ground, and turf.
Wexford.							
GOREY ..	3	9 0	9 0	73 4 0	24 8 0	9 5	Free house, potato ground, and fuel.
Wicklow.							
BATHDRUM ..	4	12 0	12 0	126 16 0	31 14 0	12 2	Free house, quart of new milk a day, and firewood, to two men; to one man, 15 cwt. of potatoes.
Mayo.							
KILLALA ..	12	8 0	7 0	240 16 0	20 1 4	7 9	None.
	2	10 0	10 0	52 0 0	26 0 0	10 0	Free house.
Roscommon.							
ROSCOMMON ..	3	9 0	9 0	70 0 0	23 6 8	9 0	None.

Wages and Earnings of Hired Men.

The rates of wages paid in 1902 to the men who are hired and lodged and boarded in the farmhouses are given below for each county in Ireland. It has already been stated that the custom of boarding and lodging men in the farmhouses exists to the greatest extent in Ulster, though in almost every county this class of men is to be found. Rates of wages paid to hired men.

It has not been found possible (as was also the case in Wales) to ascertain what is the predominant rate paid to the hired men in each county, as the range of wages is frequently so wide. Too strict a comparison should not be made between the minimum and maximum in one county and another, because in one case the figures may refer to extreme rates paid, which may possibly be quite exceptional, and in another case such extreme rates may have been omitted. It should, however, be added that the figures have been obtained from gentlemen whose knowledge of the districts for which the figures are given is great, and that in their opinion the rates quoted are representative.

The yearly earnings of the hired men have been obtained by adding the sum of 5s. a week to represent the value of board and lodging, there being no other cash payments or allowances in kind in the case of this class of men. The selection of any particular sum as the value of the board and lodging of the hired men throughout Ireland is open to objection, because any figure so selected must of necessity be sometimes too high or too low according to the varying circumstances, but after consultation with a number of Authorities, the figure named has been selected as fairly representative. Total earnings of hired men.

Yearly
rates of
wages and
total earn-
ings of
hired men
in each
county in
Ireland.

In the Table below is shown the minimum and maximum wages and earnings of the hired men lodged and boarded in the farmhouses in receipt of men's full wages in each county :—

County.	Yearly Rates of Cash Wages.	Estimated Total Earnings (Including Value of Board and Lodging).			
		Per Annum.		Per Week.	
	£ £	£ £		s. d.	s. d.
ULSTER :					
Antrim	14 to 28	27 to 41		10 5 to 15 9	
Armagh	14 to 22	27 to 35		10 5 to 13 6	
Cavan	12 to 20	25 to 33		9 7 to 12 8	
Donegal	14 to 20	27 to 33		10 5 to 12 8	
Down	16 to 24	29 to 37		11 2 to 14 3	
Fermanagh	16 to 20	29 to 33		11 2 to 12 8	
Londonderry	14 to 20	27 to 33		10 5 to 12 8	
Monaghan	16 to 22	29 to 35		11 2 to 13 6	
Tyrone	14 to 20	27 to 33		10 5 to 12 8	
MUNSTER :					
Clare	10 to 14	23 to 27		8 10 to 10 5	
Cork	12 to 18	25 to 31		9 7 to 11 11	
Kerry	12 to 18	25 to 31		9 7 to 11 11	
Limerick	12 to 18	25 to 31		9 7 to 11 11	
Tipperary	12 to 16	25 to 29		9 7 to 11 2	
Waterford	12 to 20	25 to 33		9 7 to 12 8	
LEINSTER :					
Carlow	12 to 15	25 to 28		9 7 to 10 9	
Dublin	—	—		—	
Kildare	12 to 16	25 to 29		9 7 to 11 2	
Kilkenny	12 to 18	25 to 31		9 7 to 11 11	
King's County	11 to 15	24 to 28		9 3 to 10 9	
Longford	11 to 15	24 to 28		9 3 to 10 9	
Louth	12 to 18	25 to 31		9 7 to 11 11	
Meath	12 to 16	25 to 29		9 7 to 11 2	
Queen's County	12 to 16	25 to 29		9 7 to 11 2	
Westmeath	10 to 14	23 to 27		8 10 to 10 5	
Wexford	12 to 15	25 to 28		9 7 to 10 9	
Wicklow	13 to 15	26 to 28		10 0 to 10 9	

County.	Yearly Rates of Cash Wages.	Estimated Total Earnings (Including Value of Board and Lodging).			
		Per Annum.		Per Week.	
	£ £	£ £		s. d.	s. d.
CONNAUGHT:					
Galway	—	—		—	
Leitrim	12 to 16	25 to 29		9 7 to 11 2	
Mayo	10 to 14	23 to 27		8 10 to 10 5	
Roscommon	10 to 14	23 to 27		8 10 to 10 5	
Sligo	10 to 14	23 to 27		8 10 to 10 5	

It will be seen that the highest wages paid are in Ulster, where the men are engaged at hiring fairs, a maximum of £28 a year being paid in Antrim, £24 in Down, and £22 in Armagh and Monaghan. In other counties in Ulster the maximum rate is £20 and the minimum generally £14 to £16. Except in Waterford, where the range is from £12 to £20, no other county in Ireland has a maximum of £20, the next highest being Cork, Kerry, Limerick, Kilkenny, and Louth with a maximum of £18.

Wages and Earnings of Shepherds, Herds, and Men in Charge of Horses and Cattle.

It has already been stated that, as shepherds, herds, and men specially in charge of horses and cattle are employed only on the large farms or estates, it has not been possible to make such extensive inquiries as to their earnings as in the case of ordinary labourers. Their wages are generally higher than those of the ordinary labourers, and they usually get, especially the married men, more payments in kind, such as cottages, turf (peat), coal, potato land, and milk. Herds frequently get numerous allowances in kind, and, in addition to those mentioned, they frequently get grazing land for a certain number of animals, including cattle, horses, donkeys, sheep, and a run for pigs and geese; also hay and tillage land.

Wages of men in charge of animals are generally higher than those of ordinary labourers.

In Connaught, herds, who are often put in charge of a farm, are frequently paid almost entirely in kind. Their payments vary considerably according to their responsibilities.

An employer in the Swinford Poor Law Union of County Mayo, who has a herd to look after cattle and sheep, pays him no wages in cash, but this man has a free house, with five acres of land, and free turbary (the right to cut turf), also free grazing with the employer's cattle for three cows and their calves up to one and a half years of age. The employer estimates the annual value of these allowances at £40 a year. Six herds in the Castlebar Poor Law Union under the same employer get no regular cash wages, but they get paid for extra work. Their allowances in kind are as follows:—Four acres of land for tillage, and grass and hay for four "soms."* In the Westport Poor Law Union of Mayo, four herds under the same employer get £13 a year each, three acres of land, grass and hay for two "soms," a mare, and a foal until a year old. In the Boyle Poor Law Union of Roscommon, a herd on a certain farm gets no cash wages, but two acres of land and the grass of two cows.

Instances of wages and allowances in kind of men in charge of animals on certain farms.

* A "som" in that part of the country comprises a cow, a half-year old calf, and a weanling calf.

In the Report published in 1900,* a number of examples of the total yearly earnings, including allowances in kind, were given of shepherds or herds, and men in charge of cattle (including cattlemen, stockmen, cowmen, and yardmen) and men in charge of horses (including horsemen, carters, and ploughmen). In the present Report some particulars as to the earnings of these classes on farms in certain counties in 1903 are now given in the following Table :—

INSTANCES OF WAGES AND ALLOWANCES IN KIND OF MEN IN CHARGE OF ANIMALS
EMPLOYED ON CERTAIN FARMS IN IRELAND.

County and Poor Law Union.	Occupation.	No. of Men.	Rate of Weekly Cash Wages.	Allowances in Kind.
Down.				
DOWNPATRICK	Shepherd.. ..	1	s. d. 12 0	} Free house.
	Herd	1	15 0	
	Assistant Herd.. ..	1	12 0	
Fermanagh.				
ENNISKILLEN ..	Herds	4	No cash wages, but 2s. a day for extra work.	About 2 acres of manured land for potatoes and corn, and keep of 2 cows with calves (until one year old).
Tyrone.				
DUNGANNON ..	Shepherd	1	14 0	Free house and garden.
Cork.				
MALLOW	Cattlemen	2	11 0 and 10 0	} Free house, potato ground, firewood, and ½ ton of coal.
Limerick.				
CROOM	Herds	3	10 0	Free house, potato ground, and keep of a cow.
Tipperary.				
NENAGH ..	Herd	1	8 6	} Free house, and grass and hay of cow to both; also ½ acre of manured potato ground to herd.
	Horseman	1	12 6	
Kildare.				
ATHY	Herd	1	13 0	Free house, milk, and coal.
King's County.				
ROSCREA ..	Herd	1	6 0	} Free house and garden (2 acres), grass of 3 cows and horse, run for calf, pigs, &c., and turf (peat).
	Horseman	1	10 0	
Longford.				
GRANABD.. ..	Herds	2	10 0 and 9 0	} Free house and garden to both: one gets grazing for cow, and other for 4 sheep.
Meath.				
NAVAN	Herds	3	9 0	Free house and garden (½ stat. acre), 2 tons of coal, grass of cow and calf (until one year old).
Queen's County.				
MOUNTMELLICK	Herd	1	15 0	} None.
	Cowmen	2	11 0	
Mayo.				
CASTLEBAR ..	Herds	6	No cash wages, but paid for extra work.	Four acres of land for tillage, grass and hay for 4 "soms" (i.e., 4 cows, 4 half-year old calves, and 4 weanling calves).
Roscommon.				
BOYLE	Herd	1	No cash wages	Grass of 3 cows, and 2 acres of land.
CASTLEREA	Cattleman and Shepherd ..	1	12 6	} Free house.
	Horseman	1	12 0	

* Cd. 346 of 1900.

IRELAND.

III.—PARTICULARS OF THE CONDITIONS OF LABOUR ON FARMS IN CERTAIN COUNTIES IN 1902, AND 1902-3.

The following particulars are from a farm in Donegal, in the Poor Law Union of Strabane :—

A farm in
County
Donegal.

The size of the farm is about 400 acres, of which about 50 acres are permanent pasture, the rest being arable. About 40 acres are cut for hay.

There are 6 milking cows, 12 pedigree cows rearing their calves, 80 to 100 other cattle, and 150 to 200 sheep. There are 8 farm horses.

The men regularly employed on the farm are two cattlemen, one man who looks after sheep, pigs, and other animals as required, and seven other labourers, of whom from three to five act as horsemen, working the horses and feeding and attending to them in the stables. There are also five lads. The engagements of the men are for 12 months, the term of service commencing either on 1st May or 1st November. A month's notice has to be given on either side before term time. All the men and lads are given regular employment throughout the year, and are paid if absent on account of illness. They get an occasional holiday, their wages being paid them.

Five to ten women are employed periodically, and five to ten men in Spring and at harvest.

The hours of work in summer are from 7 a.m. to 6 p.m., with an hour off for dinner, and in winter from light to dark. The horsemen are engaged about half an hour extra in the morning and half an hour after leaving off work in the evening, feeding and grooming their horses. An hour is allowed off for dinner, but the employer says that this is often extended to an hour and a-half. On Sundays the men are occupied about three hours with the animals, summer and winter.

No piecework is given, no extra money payments are made at hay and corn harvest to the regular men. The three men in charge of animals usually have a bonus of 20s. half yearly.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
	s. d.	s. d.	
Seven ordinary labourers and horsemen.	9 0	9 0	Free house, half rood of potatoes, and two tons of coal.
Three men in charge of cattle, &c.	10 0	10 9	Free house, half rood of potatoes, and two tons of coal.

The lads are paid 1s. to 1s. 6d. a day, and get no allowances. Extra men employed in spring and at harvest are paid 2s. to 2s. 6d. a day and 15s. to 20s. an acre (Cunningham)* for mowing or pulling flax.

Rents of farm labourers' cottages in this neighbourhood are 1s. to 1s. 6d. a week, but men who are engaged by the year get them free.

* The Cunningham acre is equal to 1.291 Statute acres.

A farm in
County
Tyrone.

The following particulars are from a farm in the Omagh Poor Law Union of Tyrone :—

The acreage of the farm is 128 acres, of which 80 acres are in grass ; 26 acres are cut for hay. There are 12 milking cows and 21 other cattle. There are 4 farm horses.

The number of men regularly employed are two hired half-yearly, who are lodged and boarded in the farm house and look after horses ; and two men paid weekly on a six months' notice. There is also a lad hired half-yearly, and lodged and boarded in the farm house.

These men are given regular employment, but are not paid if absent on account of illness or on Roman Catholic holidays.

Some extra men are employed at hay and corn harvest, and for pulling and handling flax.

The hours of work are from 6 a.m. to 7 p.m.

The men begin to feed their horses before 6 a.m. and in the evening they feed them before 7 p.m.

The time allowed off for meals is an hour for breakfast, from 7 a.m. to 8 a.m. ; an hour for dinner, from noon to 1 p.m. ; and half an hour for tea at 3.30 p.m.

On Sundays the two hired men are occupied one and a-half hours in summer and about two hours in winter.

The wages, earnings, and allowances in kind are as follows :—

Class of Farm Labourer.	Half Yearly Rate of Wages per Man.	Allowances in Kind.
Two hired men	£ s. d. 10 10 0	} Board and lodging.
One lad	5 10 0	

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Two ordinary labourers...	s. d. 7 0	s. d. 7 0	Breakfast, dinner, tea, and supper. Free house, potato ground, and horse work ; also turf (peat).

Extra men are paid 1s. 6d. a day in summer and 1s. a day in winter.

Rents of cottages of farm labourers in this district vary from 1s. to 1s. 6d. a week. The men usually get potato ground, free bog, carting fuel, and manure.

A farm
in County
Ros-
common.

The following particulars are from a farm in the Castlerea Poor Law Union of Roscommon :—

The size of the farm is 330 acres, of which 313 are permanent pasture. About 40 acres are cut for hay. There are 7 milking cows, 120 other cattle, 225 sheep, and 3 horses for farm purposes.

The men regularly employed on the farm are seven ordinary labourers, four lads, and two herds. Two of these seven men are horsemen, who do general work if required. The seven men and four lads are on a monthly notice, and they

are paid weekly. They are given regular employment, and paid if absent on account of illness unless absent for a long period. The two herds are engaged by the year, with a month's notice.

Four or five extra men are employed between May and November at fencing, cutting weeds, haymaking, and cutting and saving turf (peat).

The hours of work in summer are from 7 a.m. to 6 p.m., and in winter from light to dark. Horsemen begin half-an-hour earlier, and are occupied half-an-hour to an hour later in the evening.

The men have from 9 a.m. to 9.30 a.m. off for breakfast, and from 12.30 p.m. to 1.15 p.m. for dinner.

Two men are engaged on Sundays, about two hours in summer and about three hours in winter. The herds on Sundays have to look after the animals under their charge, but the time thus occupied cannot be stated.

No extra money is paid to the regular men for hay or corn harvest. A little piecework is given during the winter months for making and scouring drains, cutting fences, and stone-breaking.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Five ordinary labourers	s. d. 12 0	s. d. 11 7	Cottage and garden, half an acre of land, and turf bank.
Two horsemen ...	12 0	11 7	
Four lads	10 0	10 0	

Class of Farm Labourer.	Rate of Cash Wages (Monthly).	Allowances in Kind.
Two herds	£ s. d. 2 5 0	House and garden, two acres of land, and grass of three cows.

Extra men are paid 12s. a week, and 9s. an acre for mowing.

The usual rent paid for cottages by farm labourers in the neighbourhood is 13s. a quarter.

The following particulars are from two farms in County Kildare, in the Poor Law Union of Athy, in the occupation of the same farmer :—

One is a grass farm of 110 acres. The other farm is 210 acres, all tillage except 10 acres.

The grass farm has 50 cattle, 40 sheep, and 4 young horses. The tillage farm has 25 cattle, 120 sheep, and 9 farm horses.

There are ten men regularly employed, who are paid by the week, and also a herd. A month's notice has to be given on either side.

These men have regular work all the year round, and are paid if absent on account of illness.

Five extra men are employed threshing corn. Extra labour is employed, both men and women, for harvest work, and women are also employed for two or three weeks turnip hoeing at 1s. 6d. a day. Extra men and women are paid 4s. a day. The employer always works with the men himself.

The hours of work in summer are from 7 a.m. till 6 p.m. with an hour off for dinner from 12 to 1, and from 7 a.m. till dark in winter with an hour off for meals.

The only piecework given is at turnip pulling. £1 extra is paid to the men for harvest.

Farms in
County
Kildare.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Five men ...	10s.	10s. 4½d.	Except 2 men, all have free houses, potato ground, and some get free milk, and are allowed turnips for 2 pigs, and keep what fowl they like. One man pays 16s. a year for house and 3½ roods of land, and the other 1s. for house and garden.
Five men ...	9s.	9s. 4½d.	
One herd ...	10s.	10s.	Free house, a cow kept free, and allowed to keep fowls.

The extra labour on the farm costs about £37 a year.

A farm in Queen's County.

The following particulars are from a farm in Queen's County, in the Poor Law Union of Abbeyleix :—

The total acreage is 745 acres, of which 140 are arable and 310 permanent grass, and the rest bog and plantations. There are 80 acres cut for hay. There are 12 milking cows, 130 to 150 other cattle, 333 sheep, 8 farm horses, in addition to 13 brood mares, colts, and foals.

The number of farm labourers regularly employed is seventeen. Of these, four look after horses and one is a yardman. In addition, there is a shepherd, and also a boy. These men are engaged by the week and given regular work. If absent on account of illness they are generally paid half wages, but not for Roman Catholic holidays, or when they absent themselves for other purposes.

Three boys are also employed in the spring and summer at 10d. to 1s. a day weeding, thinning turnips and mangels, spreading manure in drills for root crops, and binding at harvest.

The hours of work in summer are from 7 a.m. to 6.30 p.m. and in winter from 7.30 a.m. to dark. The meal time in summer is from noon to 1.30 p.m., and in winter from noon to 1 p.m.

The yardman feeds the horses before the men come at 7 a.m., and it takes each of the four men who look after horses 10 to 15 minutes to get his horses ready to start work. In the evening the horses' beds are laid down, and the food put in the mangers and racks before they come in from work, and on their return it takes the horseman about 20 minutes to clean the horses down.

On Sundays in the summer the shepherd, yardman, and two other men are employed two hours, morning and evening, looking after animals, and in winter the shepherd, the yardman, and four other men are employed about the same time.

There is no piecework and nothing extra is paid for hay or corn harvest or for overtime.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Seventeen ordinary labourers.	9s. to 10s.	9s. 6d.	Free houses, ½ acre of land, free turf bank, and those with families have grass of a cow valued at £4 a year.
One shepherd ...	11s. 6d.	11s. 6d.	House, two acres of land, and grass of a cow.

The following particulars are from a farm in County Limerick in the Poor Law Union of Croom :—

A farm in
County
Limerick.

The size of the farm is 150 acres, of which 145 acres are grass ; 60 acres are cut for hay.

There are 50 milking cows, 10 cattle, and 3 farm horses.

The men regularly employed on the farm are two men hired for 10 months from March 1st to December 31st, and four men engaged weekly, who are on a weekly notice.

The weekly men are employed regularly every day unless the weather is extraordinarily bad. If absent on account of illness they are usually paid either in cash or kind.

Three women are employed milking dairy cows and feeding young calves and pigs.

Three extra men assist at hay and corn harvest at 2s. a day and two meals.

The hours of work in summer are from 7.30 a.m. to 7 p.m., with an hour off for dinner, and in winter from light to dark, about 8.30 a.m. to 4.30 p.m., with an hour off for dinner. These hours are inclusive of any time spent feeding and grooming horses or getting them from the fields in summer.

On Sunday one man attends for about three hours.

No piecework is given or any extra payments for hay or corn harvest, but allowances are given when travelling.

The wages, earnings, and allowances in kind are as follows :—

Class of Farm Labourer.	Rate of Weekly Cash Wages per Man.	Average Weekly Cash Earnings per Man.	Allowances in Kind.
Four labourers...	8s. 6d.	8s. 6d.	Two men have free house and a rood of ground and grazing for goats. One man has a meal a day free.

Hired Men and Women.

Class of Farm Labourer.	Yearly Rate of Cash Wages.	Allowances in Kind.
Two men	£15 each for 10 months	Board and lodging.
Two women	£15 each for 10 months	Board and lodging.

One woman gets 3s. 6d. a week to milk cows. She is wife of one of the men employed on the farm.

Farm labourers in this neighbourhood generally get cottage free and about a rood of ground and grazing for goats.

The following particulars are from a farm in the Skibbereen Poor Law Union of County Cork :—

A farm in
County
Cork.

The size of the farm is 132 acres, of which 107 acres are grass, and 17 acres are cut for hay. The number of milking cows is 30, of other cattle, 39, and of sheep, 18. There are 4 farm horses.

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There are four men regularly employed. Two of them look after the horses, and are lodged and boarded in the farmhouse. These two men are engaged by the year. Notice has to be given a month before term time. The other two men are engaged by the week and live in cottages. They have 2 meals a day given to them in the farmhouse. All four men are given regular employment throughout the year, but are not paid if absent on account of illness.

An extra man is employed thinning roots and saving hay at 2s. a day. A woman is employed at harvest and threshing time at 1s. 6d. a day.

No extra money is paid to the regular men for harvest, and no piecework is given.

The hours of work in summer are from 6.30 a.m. to 7.30 p.m., and in the winter 7 a.m. to 6.30 p.m. This is inclusive of the time spent feeding and grooming horses, or fetching them from or turning them out into the fields. An hour is allowed for breakfast and an hour for dinner.

Two men are occupied on Sundays for 2 hours with animals, summer and winter.

The wages, earnings, and allowances are as follows :—

Class of Farm Labourer.	Yearly Rate of Cash Wages per Man.	Allowances in Kind.
Two hired men (yearly) ...	£ 18	Board and lodging.

Class of Farm Labourer.	Rate of Weekly Wages and Average Weekly Cash Earnings.	Allowances in Kind.
One ordinary labourer (paid weekly).	6s.	Free house, half acre of potato-ground manured, 2 tons of coal, and 1 pint of milk or butter milk every day.
One ordinary labourer (paid weekly).	7s.	

The usual rent paid for cottages by farm labourers in this neighbourhood is 1s. a week.

IRELAND.

IV.—RATES OF WAGES FOR A SERIES OF YEARS.

In the Appendix (pages 220–5) are given the rates of weekly cash wages paid for a series of years on 22 farms situated in various counties, and also information as to the allowances in kind. Ten of these records are for periods of 54 years (1850–1903) and upwards, and these are included in the Table on page 137 and the Chart facing it. A curve is also shown on the Chart for a period of 30 years based on rates paid on the 22 farms.

Rates of cash wages paid to ordinary labourers for a series of years on certain farms in Ireland.

The average rate of weekly cash wages on ten farms in 1850 was 5s. 10½d., and in 1903, 10s. 4½d., an increase of 4s. 6d., or 76·6 per cent. The average rate for the 22 farms in 1903 was 9s. 11d. Returns received for 1904 (too late for inclusion in the Chart) show that wages remained at the same level as in 1903. The Chart shows that for the five years 1850–1854 wages on the 10 farms were stationary, and that from 1855 they continued to rise, the only decline shown being a slight one in 1862.

The farm for which the longest record is shown is in the Letterkenny Poor Law Union of County Donegal, the figures covering the period 1826–1903. From 1826 to 1834 the rate of wages in the summer was 4s. a week and in the winter 3s. In 1839–1849 it had risen to 5s. in the summer and 4s. 6d. in the winter. In the 'fifties and 'sixties wages were between 5s. and 7s. per week, and in 1877–1882 they were 8s. in the summer and 6s. in the winter. In 1883–1886 the rates were 9s. in summer and 7s. 6d. in winter. In 1887 they rose to 11s. and 9s. respectively. They continued to rise until they reached 13s. in the summer in 1895 and 10s. in the winter, and in 1898–1904 they were 15s. in summer and 12s. in winter. The allowances in kind throughout the whole period were a free house, a rood of potatoes, two tons of coal a year, and permission to keep fowls.

Rates of wages on two other farms in Ulster are available for a period of 55 years in the counties of Armagh and Down. The rates of wages on the farm in Armagh in 1850–1859 were 7s. in the summer, and 6s. in the winter; and 11s. summer and winter in 1903 and 1904. On the farm in County Down in 1850–1857 the rates of wages were 7s. summer and winter; and 12s. summer and winter in 1899–1904. No allowances in kind were given on either of these farms from 1850 to 1904.

In Munster the rates of wages paid on a farm in County Kerry were in 1850, 6s. a week in the summer and 5s. 6d. in the winter. They did not exceed 6s. either in the summer or winter until 1875, when they rose to 7s. and remained at that figure until 1877. From 1878–1881 they were 8s., and from 1883–1904 10s., summer and winter. The allowances in kind were a house and half an acre of ground at a reduced rate. The men were given half pay when absent on account of sickness, and a week's extra pay at harvest.

The rates of wages on a farm in County Limerick were 4s. a week summer and winter in 1850–1855. They did not reach 7s. until 1876–1885. In 1896–1904 they were 9s. summer and winter. The allowances in kind were a house and garden free, wood for fuel, and grass of a cow for some who do special work.

In Tipperary the rates of wages on a farm in 1853 were 5s. a week summer and winter. From 1854–1858 they were 6s. and from 1859–1868 they were 7s. They reached 8s. in 1869, 9s. in 1872, and were 10s. a week from 1876 to 1904. No allowances in kind were given on this farm.

On a farm in County Waterford the rates of wages were 6s. a week summer and winter, in the period 1850–1867 and in 1896–1904 they were 9s. There are no allowances in kind, but, since 1895, 25s. extra has been given at harvest.

In the Province of Leinster a Return from a farm in County Kilkenny gives the rates of wages from 1850–1859 as 5s. summer and winter, and in 1872–1904, 8s. The allowances in kind were a house and small garden to some, wood for fuel occasionally (usually a sufficient quantity for the winter); extra money was given at harvest and Christmas.

On a farm in King's County, the wages were 5s. summer and winter in 1857–1865. From 1892–1902 they were 8s., and in 1903 and 1904, 9s. The allowances in kind were:—For some men an acre of ground for garden, and to others potato ground prepared for manure; the grass of a cow, and in some instances of a calf until one year old, also of a donkey. Also permission for some labourers to cut turf on the employer's bog.

In County Longford the rates of wages on a farm were 6s. summer and winter from 1864–1866. They gradually rose until they reached 10s. in 1874–1887. In 1889 they had dropped to 9s. summer and winter, but were 10s. again in 1891. In 1893 they dropped to 9s. in the summer and 8s. in the winter. In 1902–4 they were 10s. in the summer and winter. The allowances in kind were a turf bank, for which a small charge only was made. Beer is sometimes given at harvest.

In County Wicklow the rates of wages on a farm in 1837 were 6s. summer and winter. From 1838–1846 they were 7s., and from 1847 to 1854 they were 8s. From 1855 to 1866 they remained at 9s., and were 10s. in 1867 to 1870. In 1871 they were 11s., and for the next 33 years (1872–1904) they were 12s. The allowances in kind were cottages rent free (two cottages have small garden), about a ton of coal and some wood fuel (lopping of trees). At corn harvest £1 extra is given, and fifty years ago the sum was 10s.

In the Province of Connaught the wages summer and winter on a farm in Roscommon were 6s. in 1850–1855. By 1864 they had risen to 8s., and from 1870 to 1879 they were 9s. For the next 14 years (1880–1893) they were 10s., and from 1899–1904 they were 12s. The allowances in kind were free cottages, potato ground and turf bank. At harvest bread, butter, and tea have been given for the last three or four years, and in recent years the carting of fuel has been done free.

On a farm in Sligo the rates of wages in 1850–1857 in the summer were 5s. and in the winter 4s. From 1858 to 1872 they were 6s. in the summer and 5s. in the winter. They gradually rose until they reached 8s. summer and winter in 1882–1898. In 1902–4 they were 10s. A free house, garden and potato ground are now given to some men, and this was not the case 50 years ago.

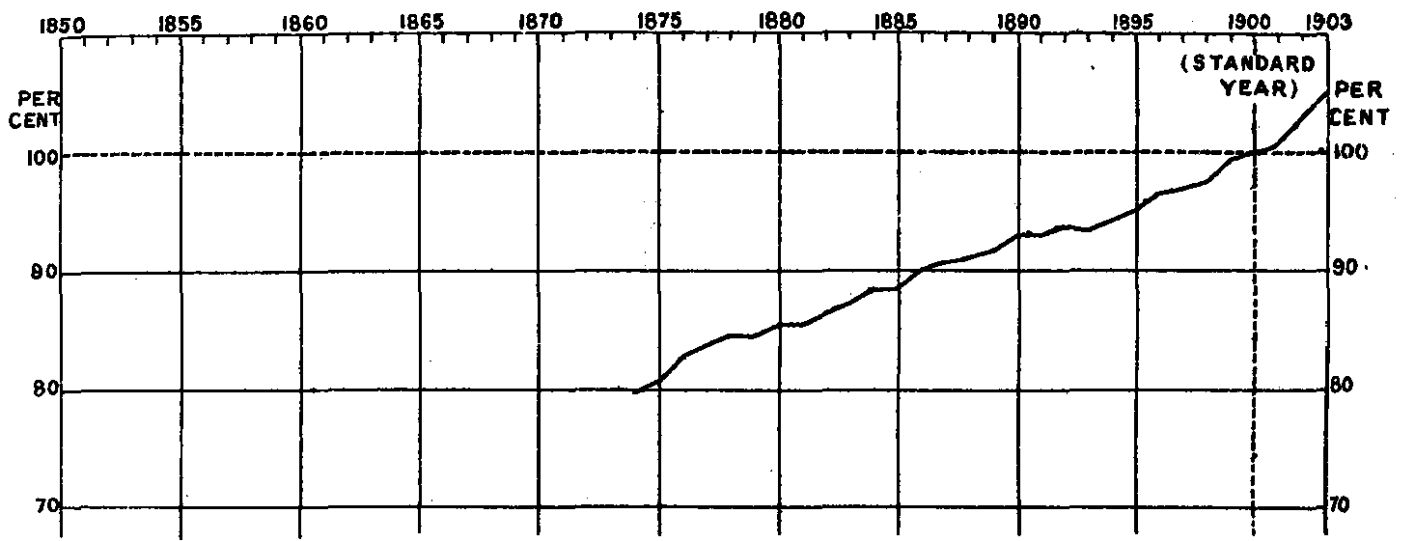
Another Return from County Sligo shows that the rate of wages was 5s. per week in 1871. In the years 1872–1901 it was 6s. except in the winter of 1888, when the rate was 7s. In 1902–4 7s. was paid in the summer, and 6s. a week in the winter. No allowances in kind are given to ordinary labourers on this farm.

PERCENTAGE FLUCTUATIONS IN WEEKLY RATES OF CASH WAG

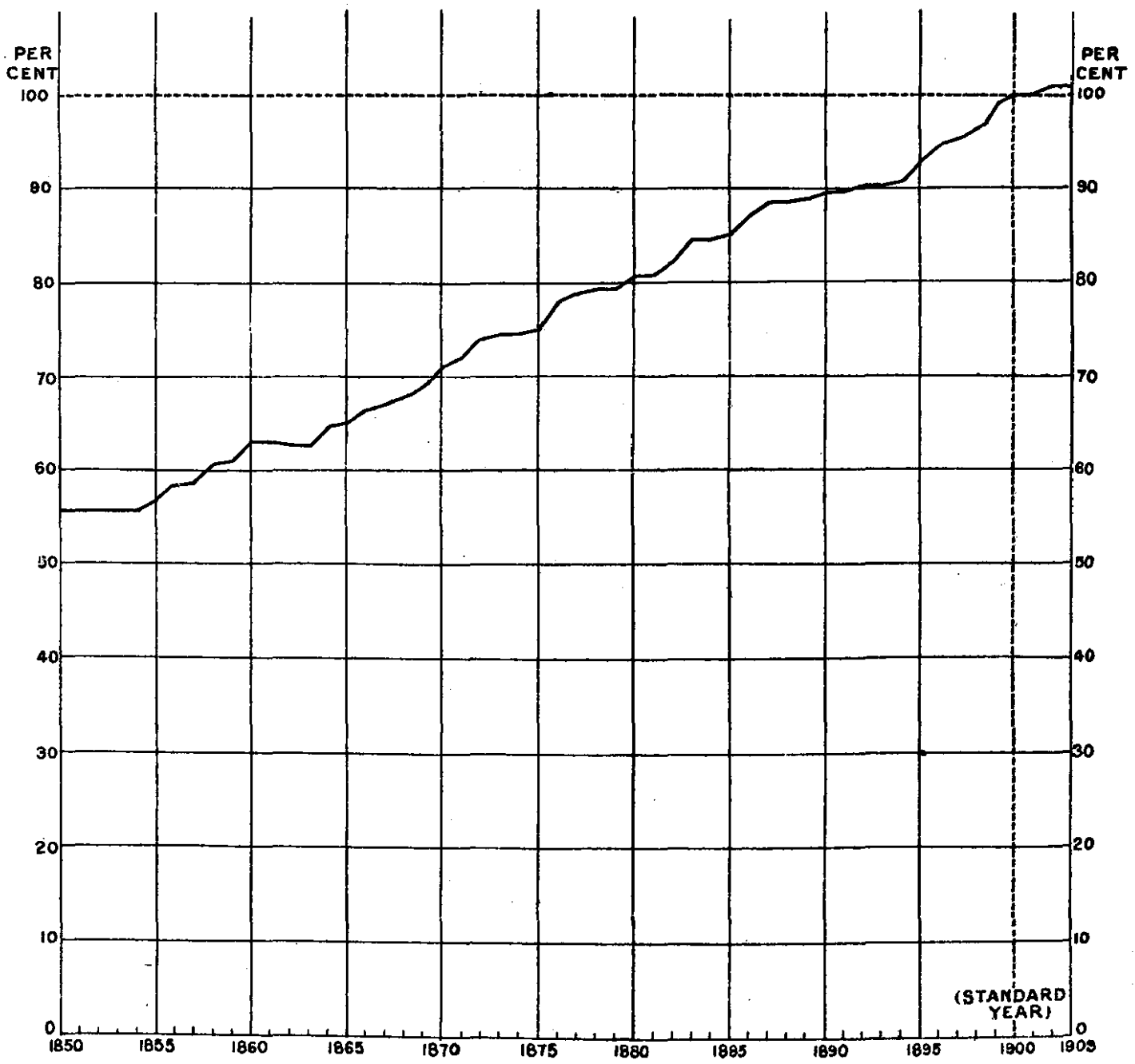
OF ORDINARY AGRICULTURAL LABOURERS EMPLOYED ON CERTAIN FARMS IN IRELAND AS COMPARED WITH RATES PAID ON THOSE FARMS IN THE YEAR 1

(The Rates of Wages on which the Percentages are based are exclusive of extra payments for Hay and Corn Harvests, Overtime etc. and also of the value of allowances in kind)

(A) 1874-1903 (BASED ON RETURNS RELATING TO 22 FARMS.)



(B) 1850-1903 (BASED ON RETURNS RELATING TO 10 FARMS)



AVERAGE WEEKLY CASH WAGES paid in each of the undermentioned years to ORDINARY AGRICULTURAL LABOURERS employed on certain farms in IRELAND, also the percentage fluctuations of such Wages year by year as compared with the year 1900. (*See accompanying Chart.*)

[*The Cash Wages are exclusive of extra payments for hay and corn harvests, overtime, &c., and also of the value of allowances in kind.*]

Year.	Average Cash Wages per week.		Percentage Fluctuations in Wages compared with Standard Year 1900.	
	1850-1903. (10 farms.)	1874-1903. (22 farms.)	1850-1903. (10 farms.)	1874-1903. (22 farms.)
	s. d.	s. d.		
1850	5 10 $\frac{1}{2}$	—	55.7	—
1851	5 10 $\frac{1}{2}$	—	55.7	—
1852	5 10 $\frac{1}{2}$	—	55.7	—
1853	5 10 $\frac{1}{2}$	—	55.7	—
1854	5 10 $\frac{1}{2}$	—	55.7	—
1855	6 0	—	56.9	—
1856	6 2	—	58.5	—
1857	6 2	—	58.5	—
1858	6 4 $\frac{1}{2}$	—	60.5	—
1859	6 5	—	60.9	—
1860	6 7 $\frac{1}{2}$	—	62.8	—
1861	6 7 $\frac{1}{2}$	—	62.8	—
1862	6 7	—	62.5	—
1863	6 7	—	62.5	—
1864	6 9 $\frac{1}{2}$	—	64.4	—
1865	6 9 $\frac{1}{2}$	—	64.4	—
1866	7 0	—	66.4	—
1867	7 1	—	67.2	—
1868	7 2	—	68.0	—
1869	7 3 $\frac{1}{2}$	—	69.2	—
1870	7 6	—	71.1	—
1871	7 7	—	71.9	—
1872	7 9 $\frac{1}{2}$	—	73.9	—
1873	7 10	—	74.3	—
1874	7 10	7 6 $\frac{1}{2}$	74.3	79.7
1875	7 11	7 7 $\frac{1}{2}$	75.1	80.6
1876	8 2 $\frac{1}{2}$	7 10	77.9	82.8
1877	8 3 $\frac{1}{2}$	7 11	78.7	83.7
1878	8 4 $\frac{1}{2}$	8 0	79.4	84.6
1879	8 4 $\frac{1}{2}$	8 0	79.4	84.6
1880	8 6	8 1	80.6	85.5
1881	8 6	8 1	80.6	85.5
1882	8 8	8 2	82.2	86.3
1883	8 11	8 3	84.6	87.2
1884	8 11	8 4 $\frac{1}{2}$	84.6	88.6
1885	8 11 $\frac{1}{2}$	8 4 $\frac{1}{2}$	85.0	88.6
1886	9 2	8 6	87.0	89.9
1887	9 4	8 7	88.5	90.8
1888	9 4	8 7 $\frac{1}{2}$	88.5	91.2
1889	9 4 $\frac{1}{2}$	8 8	88.9	91.6
1890	9 5 $\frac{1}{2}$	8 9 $\frac{1}{2}$	89.7	93.0
1891	9 5 $\frac{1}{2}$	8 9 $\frac{1}{2}$	89.7	93.0
1892	9 6	8 10 $\frac{1}{2}$	90.1	93.6
1893	9 6	8 10	90.1	93.4
1894	9 7	8 11	90.9	94.3
1895	9 9	9 0	92.5	95.2
1896	9 11 $\frac{1}{2}$	9 1 $\frac{1}{2}$	94.5	96.5
1897	10 0 $\frac{1}{2}$	9 2	95.3	96.9
1898	10 2 $\frac{1}{2}$	9 2 $\frac{1}{2}$	96.8	97.4
1899	10 5 $\frac{1}{2}$	9 5	99.2	99.6
1900	10 6 $\frac{1}{2}$	9 5 $\frac{1}{2}$	100.0	100.0
1901	10 6 $\frac{1}{2}$	9 6 $\frac{1}{2}$	100.0	100.9
1902	10 7 $\frac{1}{2}$	9 10	100.8	103.1
1903	10 8	9 11	101.2	104.9

IRELAND.

V.—MIGRATORY LABOURERS IN ENGLAND AND SCOTLAND.

Period during which Irish migratory labourers work in England and Wales

A large number of men, and also a good many women, go every year from Ireland to work on farms in certain counties in England and Scotland. The Department of Agriculture and Technical Instruction for Ireland estimate that about 20½ per cent. of the migratory labourers are small landholders, the majority of these landholders coming from the Province of Connaught. Some of the men start as early as February, and take part in the ordinary work on farms, not returning until late in the autumn; but the majority do not start until June. They find employment during the summer and autumn at hoeing, haymaking, harvesting, and taking up potatoes and roots, and on dairy farms in parts of Cheshire they are engaged at milking. In this county Irishmen begin to come in February, and some stay until November or even December.

Conditions of engagement of migratory labourers in England.

When engaged in England upon ordinary farm work, such as thinning turnips and potato lifting, they are frequently employed at piecework; and in parts of Lincolnshire, Cambridgeshire, and Warwickshire they undertake harvest by piecework. But in the Northern counties they are generally engaged by the week or month, and in some districts they are hired at hiring fairs held specially for the hay and corn harvest. In addition to cash wages they are frequently found sleeping accommodation in barns. They generally find their own food, which chiefly consists of bread, potatoes, porridge, tea and milk, and sometimes bacon, but not infrequently their employers give them fuel, milk, and porridge, sometimes potatoes, tea, and coffee, and occasionally a little beer. In some cases, chiefly in the North, they are found all their food, particularly during harvest, and occasionally employers give them fresh meat.

Number of migratory labourers and the counties from which they come.

It is customary in some districts for men to work on the same farms year after year. Some farmers in England write to the men and tell them that they want them, or sometimes they communicate with one of their old hands and ask him to secure a certain number, sending him money for their fares.

By far the greater number of migratory labourers go from the Province of Connaught, and the majority of these go from the county of Mayo. Nearly all the other migratory labourers go from the Province of Ulster, and most of these go from Donegal (chiefly from the western side of the county).

According to the Report published by the Department of Agriculture and Technical Instruction for Ireland,* based upon information obtained at the homes of the migratory labourers by the Enumerators of Agricultural Statistics, 13,703 went from the Province of Connaught in 1904, and of these 70 per cent. were natives of the County of Mayo; 2,950 went from Ulster, and of these 80 per cent. were natives of Donegal; 514 went from the Province of Munster, and 692 from the Province of Leinster. This makes a total for Ireland of only 17,859. Of this number, it is stated that 71·7 per cent. sought work in England, 20·5 per cent. in Scotland, and 7·8 per cent. in Ireland. But the Report also gives figures showing that 21,198 migratory labourers were booked on the Midland Great Western and Great Southern and Western Railway systems to Dublin. It also shows, on the authority of Returns from the various Provincial ports collected by the Emigration Enumerators, that 12,272 left certain specified ports between January 1st and August 31st, 1904.† This number, added to the Returns furnished by the railway companies, makes a total of 33,470 for the whole of Ireland.

* Cd. 2322 of 1904.

† A Steam Packet Company, which furnished the Board of Trade with a Return giving certain information as to the number of migratory labourers who left Mayo by steamer in 1903 for Liverpool and Glasgow, stated that the number given by them was approximate only, as no distinction is made in the bookings between migratory labourers and ordinary passengers.

The Report states that: "this number is very much greater than the number of migratory labourers shown in the Tables compiled from the Returns made by the Enumerators of Agricultural Statistics. In considering this difference it must be borne in mind that a large number of the agricultural labourers who migrate annually to Great Britain pay two visits, and this is an element which it is impossible accurately to eliminate from the emigration and railway returns."

The men from the west of Ireland generally go to the Northern and Midland counties of England, but some young women go from Mayo, mainly from the island of Achill, by sea to Scotland. Very few of the men who go to England go further south than North Cambridgeshire. Those from Mayo, and also from Galway, Roscommon, Sligo, Leitrim, and Cavan, chiefly go to Lancashire, Durham, Yorkshire, Cheshire, Derbyshire, Staffordshire, Warwickshire, Lincolnshire, and North Cambridgeshire. Some also go to a few districts in the counties of Cumberland, Shropshire, Nottinghamshire, Rutland, Leicestershire, Northamptonshire, Middlesex, and Hertfordshire. A very few are said to be sometimes found in parts of Worcestershire, Bedfordshire, Buckinghamshire, Surrey, and Sussex. In former years it is said that they came in considerably larger numbers to some of the counties referred to; and reports from Berkshire, Oxfordshire, Huntingdonshire, Kent, and Herefordshire, state that they used to come there, but have now ceased to do so, chiefly owing to the introduction of machinery at harvest, and also owing to the smaller acreage of grain crops grown. It is not uncommon to find men going to several counties in succession during the season. For instance, a number go to Derbyshire for temporary employment before the corn is ripe in Lincolnshire and Yorkshire. A good many men manage to get two harvests by going further North when they have completed one in a more Southern county.

Counties in England to which the Irish migratory labourers go to work.

The migratory labourers from Donegal chiefly go to Northumberland or Scotland. A few start for Scotland early in the year. Some, both men and women, arrive in time for the potato planting in Ayrshire, the Lothians, and a few other districts where potatoes are largely grown, but the majority do not migrate until the summer, some starting in June for turnip thinning, haymaking, and lifting early potatoes, while many start in August for harvest. Some remain for potato lifting, chiefly in the great potato-growing districts of the Lothians, and the counties of Forfar and Perth, and a few men stay still longer for storing turnips.

Period during which Irish migratory labourers work in Scotland.

Irish labourers in Scotland are usually engaged by the day, though sometimes they do piecework. At harvest their engagement is usually a weekly one, though sometimes it is for an agreed period for the whole harvest, *i.e.*, four or five weeks.

The counties in Scotland in which both Irish men and women are employed are Ayr, Wigtown, Lanark, Midlothian, East Lothian, West Lothian, Forfar, Perth, and the Eastern Border counties of Berwick, Roxburgh, Peebles, and Selkirk. They are most largely employed in the counties of Edinburgh, Haddington, and Linlithgow, where a large extent of land is devoted to corn growing. Next to the Lothians they are most largely employed at harvest near Glasgow and in the Eastern Border counties.

Counties in Scotland to which the Irish migratory labourers go to work.

In the county of Ayr, where large quantities of early potatoes are grown, a considerable number of Irish men and women are employed in the months of June, July, and August lifting them. They are employed in large companies by the dealers, who purchase the growing potatoes in the ground. The dealers often communicate with a man in Ireland (whom the labourers call a "gaffer"), who collects and takes a gang of young women over for this work. The "gaffer" accompanies them from farm to farm, and makes all arrangements as to travelling, &c. In many districts the same men often seek work on the same farms for a number of years in succession.

Employers frequently find accommodation for the men, and also for the women, in barns or temporary bothies, though, if the farms are near towns, the Irish labourers often find their own lodgings. In the bothies they usually have the use of wooden bedsteads, blankets, and coals. The employers sometimes supply milk and potatoes, and the men or women buy tea, bread, and oatmeal

Conditions of engagement of Irish migratory labourers in Scotland

extra, but frequently the farmers provide all food, which may consist of tea, bread, butter, eggs, fish, and sometimes meat.

Effect of
use of self-
binding
machines.

In recent years the introduction of the self-binding machines has considerably decreased the employment of Irish hands at harvest, both in Scotland and England.

Earnings
of Irish
migratory
labourers
in 1901.

In 1901 the Department addressed an inquiry to certain employers in England and Scotland respecting the earnings of Irish labourers of the class referred to, employed on their farms during the season of that year. It was not found practicable to summarise the information obtained owing to the variety in the periods of employment, conditions of work, and allowances of food on the different farms. The examples given below of amounts earned on certain farms may, however, prove interesting as illustrating the conditions under which the Irish labourers work in different counties.*

ENGLAND.

Earnings
of Irish
migratory
labourers
in North-
umberland.

Northumberland.—An employer in Northumberland gave particulars respecting the employment of Irishmen from Donegal on his two farms. Five men were employed on one of the farms from August 13th to September 14th, 1901, and their cash earnings amounted to £5 12s. each (or an average of 23s. 1½d. a week). They were provided with sleeping accommodation in an outhouse, and given food consisting of bread and cheese before commencing work at 6 a.m.; porridge and milk for breakfast and supper; and beef and potatoes for dinner. They also had an allowance of beer twice a day when carting corn. On completing their engagement these men went on to Scotland to work. On the other farm six Irish labourers were employed. Five of them worked from August 26th to September 22nd, and earned £3 12s. each (17s. 3d. a week), while the other man was employed from September 2nd to September 22nd and received £2 14s. (18s. a week). The harvest on this farm was late, and the men were not able to command such high rates of wages as those employed on the earlier farm, the pressure of harvest work in the district being relieved. On the other hand, they were able to secure a harvest engagement in the neighbourhood before commencing work on the farm referred to. The allowances of food were the same as those on the first farm and free lodgings were found for the men. It was stated that some of the Irish labourers employed on these farms worked all the other part of the year in the neighbourhood of Glasgow, for masons, &c., but the bulk of them came over about June and July to help with the hay in Ayrshire.

Another employer who had 12 Irishmen employed at singling turnips, harvesting, &c., stated that their time was not continuous: "one week they might be working for me and another for someone else." They were sometimes paid time wages and sometimes they were "on contract." It was stated that wages in 1901 were about 6d. a day higher than the average for the preceding few years.

With reference to piecework a correspondent in this county writes that at turnip thinning a good man can earn for a day's work of about 10 hours, 4s., out of which he feeds himself, the farmer providing sleeping accommodation and blankets.

Earnings
of Irish
migratory
labourers
in Lanca-
shire.

Lancashire.—On a farm near Warrington four men from the county of Mayo were employed from March 1st to October 10th at 18s. each per week, with 10s. extra for harvest. Their total cash earnings amounted to £29 6s. each, and in addition they were provided with sleeping accommodation in a "Paddy house," fuel, and refreshments during harvest. On leaving this farm some went to Ireland for their own harvest, while others went to other farms in England for potato digging.

* It may be of interest to note that Irish labourers travelling from Westport, Co. Mayo, to Liverpool *via* Dublin, in 1901 paid 12s. or 13s. for the single journey. The fare by boat from Westport or Ballina to Glasgow was 5s. for the single journey.

On a farm in the Garstang Union three men from Mayo were employed digging early potatoes at 5s. a day each, with sleeping accommodation free, but finding their own food. One of these men earned £6 between July 10th and August 10th, and the other two earned £4 each between July 24th and August 10th. Each of these men worked elsewhere at hay harvesting before commencing work on this farm. Two of them, after August 10th, went to work on other farms, while one returned to Ireland.

An employer in South Lancashire had an Irish labourer working for him who arrived from Waterford on January 1st, 1901, and stayed until December 11th, and then found employment at chemical works in the neighbourhood. His total cash earnings whilst employed on the farm amounted to £47 11s., or an average of about 20s. 6d. per week. During the period of his engagement he visited Ireland and returned to work after three weeks' stay. Four others were also engaged on this farm, but for shorter periods. They were provided with sleeping accommodation, fuel, and refreshments during harvest. Their cash earnings whilst employed on this farm were as follows:—

—		Period of Employment.	Total Cash Earnings.	Average Weekly Earnings.
			£ s. d.	s. d.
J. M.	...	April 1st to July 7th... ..	11 12 0	15 6
W. L.	...	June 7th to August 3rd	7 4 0	17 3
J. R.	...	June 17th to November 16th	19 0 0	17 3
A. B.	...	August 8th to November 16th . . .	11 3 0	15 4½

The man J. R. came direct from Mayo to this farm and returned to Ireland on completing his engagement. The other three men worked on other farms in England, either before or after the above-mentioned periods.

Cheshire.—The information from Cheshire related to 32 Irish labourers, mostly from Mayo and Sligo, engaged by seven employers. In all cases sleeping accommodation was provided, and some food and drink at harvest and other busy times. In a few instances some food was allowed daily during the whole period of service. Fuel for cooking was also given in most cases. Many of the men came over very early in the year and some of these stayed through the winter. On one of the farms two men were employed from March to October, when they returned to Ireland. Each of these men was paid £25 10s. during this period, or an average of 16s. 6d. a week. Another employer engaged one of his men in January, and this man had received £46 10s. at the end of December, at which time he was still at work. His earnings averaged about 18s. a week. On the same farm a man who commenced work on June 1st received £23 12s. (or 18s. a week) in cash between that date and November 30th, when he returned to Ireland. Three Irishmen, employed on another farm, commenced work on January 1st, and stayed until the end of the year. Their total cash earnings for the year 1901 amounted to £45 12s. each (or about 17s. 6d. a week).

Earnings of Irish migratory labourers in Cheshire.

Yorkshire.—Four men from Mayo found employment on a farm in the East Riding after working for some time in Lancashire and the West Riding. One of them stayed 4½ months and received altogether £15 in cash, being at the rate of 15s. 3d. a week. The others stayed for four weeks only. They all had free lodging in a granary and the use of a fire in the saddle room. Three left for Ireland on completing their engagement, while one sought employment in the towns of the West Riding. A fifth man came to this farm in October as winter beastman at 18s. a week (keeping himself). His engagement terminated at the end of March, 1902.

Earnings of Irish migratory labourers in Yorkshire.

Warwickshire.—An employer in Warwickshire furnished details of the earnings of 12 Irishmen employed by him during the season of 1901. He writes—"We farm about 3,000 acres, and find the Irish labour useful, as the

Earnings of Irish migratory labourers in Warwickshire.

“men come at a busy time and leave again before winter. We lend them
“money as soon as they come, which they send back to Ireland. They live
“very cheaply, and send nearly all their earnings home.” The following Table
shows in detail the cash earnings of five out the twelve labourers.

Earnings of Patrick C——, his brother and three sons, from fortnight ending May 17th to fortnight ending August 23rd, 1901 :—

Description of work.								Amount Earned.		
								£	s.	d.
Hoeing Wheat	...	...	...	...	...	...	...	1	13	3
Hoeing Kale	...	...	...	...	...	...	...	11	12	3
Hoeing Oats	...	...	...	...	...	...	...	1	16	0
Weeding Wheat	...	...	...	...	...	...	...	3	5	3
Hoeing Potatoes	..	...	...	...	...	...	...	3	11	6
Singling Mangolds	...	...	...	...	...	...	...	6	18	7
Cutting and Tying Wheat	...	...	...	...	...	...	...	16	13	10
Cutting Peas	...	...	...	...	...	...	...	5	10	3
Day work, 26 days at 2s. 2d.	...	...	...	...	...	...	...	2	16	4
„ 35 „ 2s. 6d.	...	...	...	...	...	...	...	4	7	6
Work undefined	...	...	...	...	...	...	...	0	15	0
Total payments to 5 men, May 6th—August 23rd								...	...	58 19 9
Average per man								...	...	11 15 11
„ „ per week								...	...	0 14 9

Patrick C—— and his brother then returned to Ireland, leaving the three sons, who earned the following sums up to November 1st, when their engagement terminated :—

Description of work.									Amount Earned.		
									£	s.	d.
Cutting Barley	...	...	...	...	...	...	...	...	1	2	0
Hoeing Turnips	...	...	...	...	...	...	...	...	2	10	1
Digging Potatoes	...	...	...	...	...	...	...	...	14	19	0
Pulling Mangolds	...	...	...	...	...	...	...	...	2	12	9
Digging in Orchard	...	...	...	...	...	...	...	...	6	4	9
Day work, 12 days at 2s. 2d.	..	...	...	...	...	...	...	...	1	6	0
„ (rate unspecified)	...	...	...	...	...	...	...	...	0	7	3
Total payments to 3 men, Aug. 25th—Nov. 1st									29	1	10
Average per man									9	13	11
„ „ per week									0	19	4½

Lincolnshire.—An employer in the Spilsby Union furnished particulars of the earnings of 44 Irish labourers who worked on his farms in 1901. Most of the men came from Sligo, and all of them had been haymaking in Yorkshire before coming to him. The great majority of the men commenced work for this employer in July and left in September. Six of them, however, stayed on until November 2nd. The work was paid for by the acre, and the aggregate cash earnings of the 44 men amounted to £486 8s., an average of £11 1s. 1d. per man, or, taking into account the aggregate number of days worked, 25s. 10½d. per week per man. Several of the older men are said to have returned direct to Ireland. Some of the others went into Cheshire for potato digging, while a few went to Bradford and Dewsbury for temporary employment as bricklayers' labourers, &c. They slept in barns on straw, and were allowed potatoes and fuel, and occasionally beer. It is stated that the Irishmen work very hard, often 15 or even 16 hours in each day when the weather permits.

Earnings
of Irish
migratory
labourers
in Lincoln-
shire.

Another employer had 18 Irishmen working on his farms in Mid and South Lincolnshire. They were paid by the day during part of the time, and by piecework when turnip hoeing and at harvest. Their gross cash earnings mounted to £228, giving an average of 25s. 0d. per week. These men were provided with sleeping room and fire, but they found their own food. The duration of employment on these farms varied a good deal, and nearly all of the men sought other work in England on completing their engagements.

Cambridgeshire.—A return from North Cambridgeshire shows the earnings of 27 Irish labourers who were employed in 1901 on five farms. The men came from Mayo, and had had employment in Lancashire and Yorkshire earlier in the year. The aggregate cash earnings of the 27 men amounted to £282 10s., or an average of 41s. 3d. per man per week. They were employed for various periods between the middle of July and the end of September. In addition to cash wages they had allowances of potatoes (as many as required), milk, sleeping accommodation, cooking, and train fare (5s. each man).

Earnings
of Irish
migratory
labourers
in Cam-
bridge-
shire.

SCOTLAND.

Returns were received relating to 71 Irish labourers employed on 10 farms in Scotland. The majority of these men were from Donegal. The employers generally lodged them in a bothy or other building free of charge, and provided porridge and milk night and morning, as well as some bread and beer during the day, and also fuel. On a farm in Midlothian eight men were employed, and two of these came direct from Ireland on August 19th and returned to Ireland on October 14th, their cash earnings amounting to £9 15s. 9d. (24s. a week) and £8 2s. 3d. (19s. 10½d. a week) respectively. The others earned smaller amounts, but they also worked for other employers in Scotland.

Earnings
of Irish
migratory
labourers
in certain
counties in
Scotland.

An employer in East Lothian gave particulars of the earnings of 10 men engaged for harvest and potato lifting, many of whom had been coming from the county of Armagh to his farm year by year for several years. Seven of these men commenced work on August 1st, and three on October 1st, while they all terminated their engagement on December 1st. The cash earnings of the seven men who worked for four months amounted to £13 4s. each (15s. a week). The cash earnings of the other three were £7 4s. each (16s. a week).

Two men employed on a farm in Lanark from June 24th to November 23rd received £26 2s. each in cash wages, or an average of about 23s. 9d. a week. In this case, however, no sleeping accommodation or food was given by the employer. These men are said to have worked for other employers in Scotland for a few days before taking up their engagement on this farm. One of them returned to Ireland on completing his engagement, and the other man intended to remain in Scotland if he could find suitable work.

Earnings
of Irish
migratory
labourers
at potato
lifting in
Scotland.
Payments
by potato
merchants.

Information was also received from five potato merchants in Scotland as to the employment of Irish labourers for potato lifting. These merchants employed altogether about 425 persons (160 males and 265 females) in the season of 1901, and their total cash earnings are estimated at £5,240. Most of the parties of labourers arrived in Scotland about the middle of June, and remained until the beginning or middle of November. In addition to daily wages they were provided with sleeping accommodation, as many potatoes as they required for their own use, and, in most cases, firing. They also travelled from farm to farm at their employers' expense. Wages were deducted for loss of time through wet weather; and one of the merchants estimated the loss of time from this cause at about 21 days.

APPENDICES.

(STATISTICAL TABLES, &c.)

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APPENDIX I.

AVERAGE EARNINGS OF ORDINARY LABOURERS IN THE VARIOUS COUNTIES OF THE UNITED KINGDOM IN 1902.

TABLE showing the AVERAGE TOTAL WEEKLY EARNINGS (including the value of allowances in kind) of ORDINARY AGRICULTURAL LABOURERS in each of the under-mentioned COUNTIES, arranged in order according to amount.

The figures in this Table are also shown on the Map facing page 1.

NOTE.—The classes of agricultural labourers included in the Table are, in England and Ireland, "ordinary labourers," that is, men not specially engaged in the care of animals, as are shepherds, horsemen, and cattlemen; in Wales "married labourers," that is, the men who live in cottages, and not the men hired yearly or half-yearly, who live in the farmhouses; in Scotland "horsemen" or "ploughmen," who are the most important class of farm servants there. The "orramen" in Scotland are a comparatively small class, and their earnings do not differ much from those of the horsemen. The classes selected in England, Scotland, and Ireland are the largest class in each of those countries. In Wales, however, the "married men" are not in the majority, but they have been selected for the purpose of this Table, because it is considered that their earnings, which are generally higher than those of the hired men, are more comparable with the earnings of the classes selected for England, Scotland, and Ireland (many of whom are married men) than with the earnings of the hired men, who are unmarried and frequently comparatively young. In any event it has not been found possible to ascertain with sufficient accuracy the predominant rates of wages of the hired men in all districts on account of the wide range of wages given in some of the Returns.

A Table is given on page 3 which shows the estimated average weekly earnings in 1902 (including all cash payments and the value of allowances in kind) of all classes of agricultural labourers in England, Wales, Scotland, and Ireland respectively. These averages have been obtained in the following manner:—In the case of England the average earnings of ordinary labourers in each county have been weighted by the number of "Agricultural labourers, farm servants" (not distinguished as in charge of horses or cattle) as given in the Census Returns, 1901. In this way the average earnings of ordinary labourers for England as a whole have been computed. Corresponding averages for the other classes of labourers have been obtained in similar manner. Having thus obtained four averages for England, viz., one each for ordinary labourers, horsemen, cattlemen, and shepherds, a general average for the four classes combined has been computed by weighting these four averages according to the proportion employed in each class, as shown by the returns furnished by farmers to the Department. The general averages for Wales, Scotland, and Ireland have been calculated by method similar to that described above.

The estimated earnings of all classes of farm labourers in England (including ordinary labourers and men in charge of animals) were 18s. 3d. a week in 1902, an amount which exceeds the estimated earnings of ordinary labourers (17s. 5d.) by 10d. a week.

In Wales the earnings of all classes of farm labourers (including "married labourers" and hired men) were 17s. 3d. a week, an amount slightly less than those of the "married labourers" (17s. 7d.), because the earnings of the hired men, who are the largest class, and who are nearly always unmarried men, and often comparatively young, are somewhat less than those of the "married men."

In Scotland the average weekly earnings of all classes taken together (horsemen, cattlemen, orramen, and shepherds) were, in 1902, 19s. 3d., compared with 19s. 5d. in the case of horsemen. The average for all classes is slightly lower than that for horsemen, and this is partly due to the inclusion of a number of young unmarried men with comparatively low earnings.

In Ireland the average weekly earnings of all classes (including ordinary labourers, hired men, and herds), viz., 10s. 11d. exceeded the average weekly earnings of ordinary labourers by 2d. only. There are, however, comparatively few men specially engaged in the charge of animals, except on large farms or estates.

Country.	County.	Average Weekly Earnings in 1902.	Country.	County.	Average Weekly Earnings in 1902.
England ...	Durham	s. d. 22 2	Scotland ...	Perth	s. d. 19 11
Scotland ...	Renfrew and Lanark ...	22 2	England ...	York, West Riding ...	19 10
" ...	Stirling and Dumbarton ...	22 0	" ...	Nottingham	19 9
England ...	Northumberland	21 7	Scotland ...	Berwick	19 9
Wales ...	Glamorgan	21 3	England ...	Kent	19 7
Scotland ...	Ayr	20 10	Scotland ...	Kincardine	19 6
" ...	Linlithgow and Edinburgh	20 10	" ...	Haddington	19 6
" ...	Forfar... ..	20 8	" ...	Selkirk	19 6
England ...	Lancaster	20 7	" ...	Aberdeen	19 5
" ...	Derby	20 7	" ...	Roxburgh	19 5
Scotland ...	Peebles	20 7	England ...	York, East Riding ...	19 2
" ...	Fife, Kinross, and Clackman- nan.	20 6	" ...	York, North Riding ...	18 10
England ...	Middlesex	20 4	" ...	Monmouth	18 10
" ...	Cumberland and Westmor- land	20 0	Scotland ...	Dumfries	18 10
" ...	Surrey... ..	20 0	England ...	Chester	18 9
			" ...	Lincoln	18 8
			Wales ...	Carnarvon	18 8

AVERAGE TOTAL WEEKLY EARNINGS OF ORDINARY LABOURERS—*continued.*

Country.	County.	Average Weekly Earnings in 1902.	Country.	County.	Average Weekly Earnings in 1902.
		<i>s. d.</i>			<i>s. d.</i>
Scotland ...	Argyll and Bute ...	18 8	England ...	Dorset... ..	15 6
Wales ...	Brecknock ...	18 6	" ...	Gloucester ...	15 5
Scotland ...	Kirkcudbright ...	18 6	" ...	Norfolk ...	15 3
Wales ...	Flint ...	18 5	" ...	Oxford ...	14 6
England ...	Stafford ...	18 4	Scotland ...	Caithness, Shetland, and	13 7
Scotland ...	Banff ...	18 2	Ireland ...	Orkney Down ...	13 0
England ...	Salop ...	18 0	" ...	Antrim ...	12 11
Scotland ...	Elgin ...	17 10	" ...	Dublin ...	12 9
England ...	Hants ...	17 9	" ...	Armagh ...	11 6
Wales ...	Carmarthen ...	17 9	" ...	Wicklow ...	11 4
" ...	Denbigh ...	17 8	" ...	Carlow ...	11 3
" ...	Merioneth ...	17 8	" ...	Londonderry... ..	11 3
Scotland ...	Inverness ...	17 8	" ...	Waterford ...	11 1
" ...	Wigtown ...	17 8	" ...	Tyrone ...	10 10
England ...	Sussex... ..	17 7	" ...	Cork ...	10 10
" ...	Leicester and Rutland ...	17 4	" ...	Monaghan ...	10 9
" ...	Cornwall ...	17 4	" ...	Longford ...	10 9
" ...	Hertford ...	17 2	" ...	Queen's County ...	10 8
" ...	Devon ...	17 1	" ...	Louth ...	10 8
Scotland ...	Nairn ...	17 1	" ...	Kildare ...	10 7
England ...	Essex ...	16 11	" ...	Meath ...	10 7
" ...	Somerset ...	16 11	" ...	Kilkenny ...	10 6
Wales ...	Radnor ...	16 10	" ...	Tipperary ...	10 5
Scotland ...	Ross and Cromarty ...	16 10	" ...	King's County ...	10 5
Wales ...	Anglesey ...	16 7	" ...	Cavan ...	10 4
" ...	Pembroke ...	16 7	" ...	Limerick ...	10 4
England ...	Bedford ...	16 6	" ...	Wexford ...	10 4
" ...	Worcester ...	16 5	" ...	Kerry ...	10 3
" ...	Warwick ...	16 4	" ...	Westmeath ...	10 3
" ...	Buckingham... ..	16 4	" ...	Donegal ...	10 1
" ...	Hereford ...	16 3	" ...	Fermanagh ...	9 11
" ...	Northampton ...	16 2	" ...	Galway ...	9 9
" ...	Huntingdon ...	16 2	" ...	Clare ...	9 7
" ...	Cambridge ...	16 1	" ...	Leitrim ...	9 3
Wales ...	Montgomery ...	16 0	" ...	Roscommon ...	9 1
England ...	Berks ...	15 11	" ...	Sligo ...	8 11
Scotland ...	Sutherland ...	15 10	" ...	Mayo ...	8 9
England ...	Wilts ...	15 8			
Wales ...	Cardigan ...	15 8			
England ...	Suffolk ...	15 6			

APPENDIX II.

ENGLAND.

RATES OF WEEKLY CASH WAGES OF ORDINARY AGRICULTURAL LABOURERS IN EACH COUNTY IN ENGLAND IN 1903.

Variations in the mode of remuneration of agricultural labourers.

From the review in the Report of the different forms of remuneration adopted in the agricultural industry, it will be seen that the nature of the payments made to the wage earners is, perhaps, more varied than in almost any other industry. Time-wages payable either weekly, half-yearly, yearly, or at other periods, payments for piecework of different kinds, and perquisites of many descriptions, are to be met with in most districts, and the proportion, which each of these classes of payments forms of the total earnings, varies from district to district, at different seasons of the year, and according to the character of the season. Neither is the proportion constant as between the different classes of wage-earners, although it may be said that the allowances are generally more numerous and valuable in the case of the men specially engaged in the charge of animals than in the case of the ordinary labourers. Piecework is more common in arable than in pastoral districts, is mostly confined to certain operations carried on between Spring and Autumn, *e.g.*, weeding, hoeing, and thinning roots, potato lifting, and harvest, and is, of necessity, more suited to the work of ordinary labourers than to that of men in charge of animals.

The time-wages, however, are the principal payment in nearly all districts, and for almost every class of men. In the case of labourers engaged by the week, they are the wages generally recognised throughout a district and which would be offered and accepted, although it must not be supposed that they form a reliable criterion of total earnings, for, as already stated, it is frequently the case that where the rates of wages are comparatively low, the extra amount given for piecework, harvest, or in perquisites forms some considerable compensation.

Rates of weekly cash wages of farm labourers in each county in England.

Tables are given on pages 151 to 171 showing the rates of weekly cash wages most generally paid to the different classes of agricultural labourers in Rural Districts in England in 1903, compiled from Returns which have been mainly furnished by the Chairmen of Rural District Councils. The rates there quoted are exclusive of all piecework payments, extra earnings at hay time or corn harvest, overtime money, and the value of any other allowances either in cash or kind, and represent the standing cash wage payable when the men are not engaged at piecework or at work for which extra payments are given.

In the following Table is given for each county the range of rates of wages generally paid in the Rural Districts to ordinary agricultural labourers and also the 'median' rate for each county, that is, a rate so chosen that, as nearly as possible, an equal number of labourers was paid at higher or lower rates than the one stated. This rate in almost every county corresponded to the predominant rate, that is, the rate at which the largest number of labourers in each county were paid.

SUMMARY of RATES of WEEKLY CASH WAGES most generally paid to ORDINARY AGRICULTURAL LABOURERS in each COUNTY in 1903, according to RETURNS furnished by CHAIRMEN of RURAL DISTRICT COUNCILS and others.

County.	Range of Wages.				Median Rate.	
	Summer.		Winter.		Summer.	Winter.
NORTHERN COUNTIES.						
Northumberland	<i>s. d.</i> 17 0	to <i>s. d.</i> 22 0	<i>s. d.</i> 17 0	to <i>s. d.</i> 22 0	<i>s. d.</i> 20 0	<i>s. d.</i> 20 0
Durham	17 0	„ 24 0	17 0	„ 24 0	20 0	20 0
Cumberland and Westmorland ...	16 0	„ 21 0	15 0	„ 20 0	18 0	18 0
Lancashire	18 0	„ 22 0	18 0	„ 22 0	20 0	20 0
Yorkshire, East Riding	15 0	„ 19 0	15 0	„ 19 0	16 6	16 6
„ North Riding	16 0	„ 21 0	15 6	„ 20 0	18 0	18 0
„ West Riding	15 6	„ 22 0	15 0	„ 22 0	18 0	18 0
MIDLAND COUNTIES.						
Derbyshire	18 0	„ 21 0	17 0	„ 21 0	18 0	18 0
Cheshire	15 0	„ 20 0	15 0	„ 20 0	18 0	17 0
Nottinghamshire	16 0	„ 20 0	15 0	„ 20 0	16 6	16 6
Leicestershire	15 0	„ 20 0	14 0	„ 20 0	16 0	16 0

SUMMARY of RATES of WEEKLY CASH WAGES most generally paid to ORDINARY AGRICULTURAL LABOURERS in each COUNTY in 1903, according to RETURNS furnished by CHAIRMEN of RURAL DISTRICT COUNCILS and others—*continued*.

County.	Range of Wages.				Median Rate.	
	Summer.		Winter.		Summer.	Winter.
MIDLAND COUNTIES—continued.						
Rutland	s. d. 14 0	to s. d. 15 0	s. d. 14 0	to s. d. 15 0	s. d. 15 0	s. d. 14 0
Staffordshire	14 0	„ 18 0	14 0	„ 18 0	16 0	16 0
Shropshire	14 0	„ 16 0	14 0	„ 16 0	15 0	15 0
Worcestershire	12 0	„ 19 0	12 0	„ 19 0	15 0	14 0
Warwickshire	12 0	„ 20 0	11 0	„ 18 0	15 0	15 0
Oxfordshire... ..	11 0	„ 15 0	11 0	„ 14 0	12 0	12 0
Northamptonshire	12 0	„ 16 0	12 0	„ 15 0	14 0	14 0
Buckinghamshire	12 0	„ 16 0	12 0	„ 16 0	14 0	14 0
Middlesex	16 0	„ 21 0	16 0	„ 21 0	16 0	16 0
Hertfordshire	12 0	„ 18 0	12 0	„ 18 0	15 0	15 0
Bedfordshire	13 0	„ 15 0	12 0	„ 15 0	14 0	13 0
EASTERN COUNTIES.						
Huntingdonshire	13 0	„ 15 0	13 0	„ 15 0	13 0	13 0
Cambridgeshire	12 0	„ 15 0	12 0	„ 15 0	12 0	12 0
Lincolnshire	15 0	„ 18 0	13 6	„ 18 0	16 6	15 0
Norfolk	12 0	„ 15 0	12 0	„ 14 0	13 0	12 0
Suffolk	12 0	„ 14 0	12 0	„ 14 0	13 0	13 0
Essex	11 0	„ 18 0	11 0	„ 17 0	13 0	13 0
SOUTHERN AND SOUTH-WESTERN COUNTIES.						
Kent	13 6	„ 20 0	13 6	„ 19 0	16 0	15 0
Surrey	15 0	„ 20 0	15 0	„ 20 0	16 0	16 0
Sussex	12 0	„ 18 0	12 0	„ 17 0	15 0	15 0
Hampshire	12 0	„ 15 0	12 0	„ 15 0	13 0	13 0
Berkshire	11 0	„ 15 0	11 0	„ 15 0	13 0	12 0
Wiltshire	12 0	„ 16 6	11 0	„ 16 0	13 0	12 6
Dorsetshire	10 0	„ 15 0	10 0	„ 15 0	12 0	12 0
Somersetshire	13 0	„ 18 0	11 0	„ 18 0	14 0	13 6
Herefordshire	12 0	„ 16 0	11 0	„ 15 0	13 0	13 0
Monmouthshire	15 0	„ 18 0	15 0	„ 18 0	16 0	15 0
Gloucestershire	11 0	„ 18 0	11 0	„ 17 0	14 0	13 0
Devonshire	11 0	„ 16 0	11 0	„ 16 0	13 0	13 0
Cornwall	13 0	„ 16 0	13 0	„ 16 0	15 0	15 0

In many counties no difference is made between the rates of wages paid in the summer when the working hours are longer, and in the winter, when the hours of work are necessarily reduced in consequence of the smaller amount of daylight, though in others, more particularly in the Midland and Eastern counties, a somewhat smaller cash wage is paid in the winter than in the summer, the difference being generally about 1s. per week.

From the last two columns of the Table it will be seen how wide a divergence there was in the standing cash wages most generally paid to ordinary labourers in various parts of England in 1903, the summer and winter rates having varied from 12s. in Oxfordshire, Cambridgeshire, and Dorsetshire, to 20s. in Northumberland, Durham, and Lancashire. In two other counties they were 12s. in the winter, namely, in Berkshire and Norfolk.

Rates of weekly cash wages of ordinary labourers. Differences in summer and winter rates. Rates of weekly cash wages of ordinary labourers.

150 CASH WAGES OF ORDINARY AGRICULTURAL LABOURERS IN ENGLAND IN 1903.

Differences in rates paid in various counties.

It will also be seen that the cash wages in the Northern Counties are, generally speaking, considerably in excess of those elsewhere. In that group they ranged from 16s. 6d. in the East Riding of Yorkshire to 20s. in Northumberland, Durham, and Lancashire, both in the summer and winter. Except in the East Riding of Yorkshire, the wages were over 17s. a week in every county in this group, whilst in the 15 counties in the Midland Division, the wages were over 16s. in only three counties, namely, Derbyshire, Cheshire, and Nottinghamshire. With the exception of Oxfordshire, where the wages were 12s., the median rates of wages varied from about 14s. to 16s. in 11 counties in the Division.

In the Eastern Counties the rates generally were 12s. to 13s., except in Lincolnshire, where the summer rate was 16s. 6d., and the winter rate 15s.

The summer rates of wages in the Southern and South-Western Group were generally from 13s. to 16s. But in Dorsetshire the median rate was 12s. In the winter the rates were 12s. to 15s., with the exception of Surrey, where 16s. was paid.

Rates of weekly cash wages of ordinary labourers. High rates paid in the Northern Counties.

The higher median rates of cash wages in the Northern Counties are undoubtedly due, in a great measure, to the attractions of town life, and to the influence exercised by the large number of manufacturing, mining, and other industries carried on not only in the numerous large towns situated in these counties, but also in the very centre of the agricultural districts themselves—industries in which the wages paid are almost invariably higher than those usually obtained in the agricultural industry. The smaller number of extra payments made at particular seasons to the labourers in some of the Northern Counties, is a further cause of the higher cash wages paid in those counties, such wages being thus more evenly distributed over the whole of the year.

Rates of weekly cash wages of ordinary labourers, Counties where the minimum and maximum rates are paid.

The minimum cash wage paid in 1903 in any Rural District in any county, according to the Returns sent by Chairmen of Rural District Councils, was 10s., which appears to have been paid in one Rural District in Dorsetshire, the rates of wages in this Rural District having varied from 10s. to 12s. per week summer and winter.

A minimum rate of 11s. was met with in the summer or winter, or in both, in nine counties. The maximum rate found to be paid in 1903 in any Rural District was 24s. in Durham. In Northumberland, Lancashire, and the West Riding of Yorkshire, the maximum rate was 22s.

Looking down the first two columns of the Table, a great variation will be noticed in the difference between the maximum and minimum rates in the various counties. In some counties, such as Norfolk and Suffolk, which are almost purely rural in character, and are subjected in only a small measure to the influences of large towns and important industries, the difference between the highest and lowest rates paid was generally no more than 1s. to 2s. a week. In one Rural District in Norfolk in the summer it was 3s. In others, however, such as Durham, which contains coal mines, as Essex, which abuts on the Metropolis, or Worcester and Warwick, where the agricultural industry in certain parts is considerably affected by the proximity of Birmingham and the other manufacturing districts of the Midlands, the difference amounts to as much as 7s. to 8s.

The fact that wages of farm labourers are higher in the neighbourhood of large towns than in purely agricultural districts scarcely needs demonstration, but it may be of interest to show to what extent rates of wages vary within a county according to the proximity or otherwise of large urban areas, and Warwickshire may be conveniently selected for the purpose. The northern portion of this county contains the important industrial centres of Birmingham, Nuneaton, Coventry and Rugby, while Tamworth is on the northern border. In the southern part, on the other hand, there are no such important industrial districts, and by arranging the Rural Districts for which rates of wages have been furnished as nearly as practicable from north to south we get the rates of wages in descending order thus :—

Warwickshire Rural Districts arranged from North to South.	Rates of Weekly Wages of Ordinary Agricultural Labourers in 1903.	
	Summer.	Winter.
Tamworth, Castle Bromwich, Nuneaton	17s. to 20s.	17s. to 18s.
Foleshill, Monk's Kirby, Coventry, Solihull, Rugby, Warwick...	15s. „ 17s.	15s. „ 16s.
Stratford-on-Avon, Alcester, Southam	13s. „ 14s.	13s. „ 14s.
Brailes, Farnborough	12s. „ 13s.	11s. „ 12s.

It will be seen that there is a difference of 5s. to 7s. between the rates paid in the agricultural districts of Brailes and Farnborough in the extreme south and those paid to farm labourers in the industrial districts of Tamworth, Castle Bromwich, and Nuneaton in the north of the county.

APPENDIX III.

ENGLAND.

Table showing RATES of WEEKLY CASH WAGES most generally paid to ORDINARY AGRICULTURAL LABOURERS (exclusive of Piecework Payments, extra Wages earned during Hay and Corn Harvest, Overtime Money, or any extra Allowances either in Cash or Kind) in the Areas of RURAL DISTRICTS in ENGLAND in the Year 1903.

Note.—Ordinary labourers do not include foremen, shepherds, cattlemen, stockmen, cowmen, yardmen, carters, waggoners, teamsters, team-men, or horsekeepers. The rates quoted are those most generally paid to men in receipt of men's full wages.

I.—NORTHERN COUNTIES.

(a.) Hinds in Northumberland and Durham (Hired by the Year).

[For rates of wages paid to Cattlemen, Shepherds, &c., see page 160.]

County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages, 1903.	County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages, 1903.
NORTHUMBERLAND.			DURHAM.		
Tynemouth...	196	—	Darlington...	431	19 to 21
Castle Ward ...	743	22	Stockton ...	358	19 to 21
Hexham ...	974	20 to 22	Sedgefield ...	631	20
Haltwhistle... }	609	20 to 22	Hartlepool ... }	429	17 to 21
Bellingham ... }	510	18 to 22	Auckland ... }	471	20
Morpeth ... }	1,116	18 to 20	Barnard Castle ... }	258	18 to 20
Alnwick ... }	2,172	17 to 20	Weardale ... }	268	18 to 20
Belford* ... }		17 to 20	Lanchester... }	348	22
Norham and Islandahires }		18 to 21	Houghton-le-Spring ... }	223	18 to 21
Glendale ... }		17 to 20	Chester-le-Street ... }	375	19 to 22
Rothbury ... }		17 to 20	Sunderland ... }	135	24
			South Shields ... }	167	20 to 24

NOTE.—In Northumberland and Durham in 1903 casual labourers were paid from 3s. to 5s. per day, the most general rates being from 3s. 4d. to 4s. 0d. These wages do not include rates paid during hay or corn harvest. Women workers, who are usually the daughters of the hinds, got from 1s. 6d. to 1s. 8d. a day in most cases, and 2s. 6d. to 3s. a day for 20 days harvest, or sometimes for as long as harvest lasted.

Allowances in kind given in addition to Weekly Cash Wages.

Northumberland.—The Returns show that in all Rural Districts in the county married hinds have free cottages (some with gardens) and have their coals carted free. They also usually have from 1,000 to 1,200 yards of potato drill planted for them, or, in some districts, an annual allowance of about half a ton of potatoes. Other allowances given in some cases are the keep of a cow at a comparatively low rate of payment, an allowance of corn, and straw for pigs, while in some districts, mainly those near the collieries, coals are in some cases given. Unmarried hinds living with their fathers get an allowance of potatoes in addition to their cash wages.

Durham.—In all the Rural Districts the married hinds have free cottages (with gardens in some cases) and their coals are carted free. In some cases coals are given. An allowance of from 40 to 80 stones of potatoes annually is also generally given, and, in some cases, a daily allowance of milk, also straw for pigs. Unmarried hinds living with their fathers are allowed potatoes, and, in some instances, milk in addition to cash wages.

* Including Farne Islands.

TABLE showing RATES of WEEKLY CASH WAGES most generally paid to ORDINARY AGRICULTURAL Overtime Money, or any extra Allowances either in Cash or Kind) in the Areas

I.—ENGLAND.—NORTHERN COUNTIES—*continued.*

(b.) Married Labourers in Cumberland, Westmorland, and Lancashire.

[For rates of wages paid to Cattlemen, Shepherds, &c., see pages 160 and 161.]

County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in		County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in	
		January, 1903.	June, 1903.			January, 1903.	June, 1903.
CUMBERLAND.				LANCASHIRE.			
Alston with Gar-rigil	1,177	<i>s.</i> —	<i>s.</i> —	Sefton ...	698	<i>s.</i> 18 to 20	<i>s.</i> 18 to 20
Penrith ...		17 to 18	17 to 20	Whiston ...	788	—	—
Brampton ...	1,082	—	—	West Lancashire	2,366	20	20
Longtown ...		16	16	Wigan ...	747	20	20
Carlisle ...	767	18 to 19	18 to 19	Warrington ...	406	20	20
Wigton ...	949	18	18	Leigh ...		19 to 20	19 to 20
Cookermouth ...	801	17 to 18	17 to 20	Bury ...	20 to 22	20 to 22	
Whitehaven ...	971	15 to 18/6	16/6 to 19/6	Barton - upon - Irwell	18	18	
Bootle ...		15/6 to 19/6	17 to 21	Limehurst ...	214	19 to 20	19 to 20
				Burnley ...	319	21	21
				Olitheroe ...	417	18	18
				Blackburn ...		18 to 21	18 to 21
				Chorley ...	467	19 to 21	19 to 21
				Preston ...	689	18 to 21	18 to 21
				Fylde ...	748	18	18
				Garstang ...	1,448	18 to 20	18 to 20
				Lancaster ...		18 to 22	18 to 22
				Lunesdale ...	1,164	21	21
				Ulverston ...		18 to 21	18/6 to 22
WESTMORLAND.							
East Westmorland	1,089	19	19 to 20				
West Ward ...		17	18				
South Westmorland		932	20	21			

(c.) Ordinary Agricultural Labourers in Yorkshire.

YORKSHIRE, EAST RIDING.				YORKSHIRE, NORTH RIDING.			
		s.	s.			s.	s.
Riccall ...	358	—	—	Wath ...	261	16	16
Escrick ...	...	—	—	Flaxton ...	534	—	—
Pocklington ...	2,216	16 to 18	16 to 18	Scarborough ...	1,590	16 to 18	16 to 18
Howden ...	1,323	18	18	Malton ...	...	16 to 17	16 to 17
Beverley ...	...	15 to 16	16 to 17	Easingwold ...	2,093	16 to 17	16 to 17
Soulcoates ...	1,853	17 to 19	17 to 19	Thirsk ...	...	18	18
Patrington ...	...	16/6	18	Helmsley ...	...	—	—
Skirlaugh ...	1,978	—	—	Kirkby Moorside	1,463	15/6 to 18	16 to 18
Driffield ...	...	15 to 16/6	15 to 16/6	Pickering ...	...	16/6 to 18	17 to 18/6
Bridlington ...	3,102	15 to 16	15 to 16	Whitby ...	435	—†	—†
Sherburn ...	...	16 to 17	16 to 17	Guisborough ...	...	—	—
Norton ...	1,292	15 to 16	15 to 16	Middlesborough	524	18 to 20	20 to 21

NOTE.—In *Cumberland*, in 1903, casual labourers were paid from 2s. 6d. to 3s. 6d. a day, the most general rates being between 3s. and 3s. 6d. These wages do not include rates paid during hay or corn harvest. In *Westmorland*, in 1903, the rates for casual labourers were from 3s. 4d. to 4s. a day, the most general rate being 3s. 6d. These rates do not include wages paid during hay or corn harvest. In *Lancashire* casual labourers were paid from 3s. to 4s. a day in 1903, the rates most generally paid being between 3s. and 3s. 6d. These rates do not include wages paid during hay or corn harvest.

Allowances in kind given in addition to Weekly Cash Wages.

Cumberland.—In many cases the married labourers who are attached to the staff of a farm are stated to have free cottages with gardens. In some districts potatoes and milk are given and coals carted free.

Westmorland.—In many cases in the Rural Districts of East Westmorland and West Ward free cottages (with gardens in some cases) are provided. Potatoes and milk are given in some instances.

Lancashire.—In some districts, particularly in the northern part of the county, free cottages are said to be given frequently, but in the others there appear to be very few cases of allowances in kind. Coals are carted free in some districts. In the Fylde and Garstang Rural Districts peat is sometimes given.

Yorkshire, East Riding.—Apart from beer at harvest, and in some districts food at harvest, the Returns show that allowances in kind are not commonly given, but in some cases labourers have their fuel carted free, and get straw for their pigs or other small perquisites. Sometimes potato ground is given.

Yorkshire, North Riding.—In the districts where the Northumberland system of yearly hiring exists, the men have free cottages and potatoes and free cartage of coals. In other Rural Districts, apart from beer at harvest and in some cases food at harvest, there are but few allowances in kind. Milk is sometimes given, straw for pigs, and fuel carted free. Cottages are occasionally given free.

* A purely pastoral district. Shepherds all hired half-yearly. The labourers are principally a migratory class, who come for haymaking, and there is no permanent staff.

† District is chiefly grass, and largely farmed by small farmers with the aid of their families.

LABOURERS (exclusive of Piecework Payments, extra Wages earned during Hay and Corn Harvest, of RURAL DISTRICTS in ENGLAND and WALES in the Year 1903—continued.

I.—ENGLAND.—NORTHERN COUNTIES—continued.

(c) Ordinary Agricultural Labourers in Yorkshire—continued.

County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in		County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in	
		January, 1903.	June, 1903.			January, 1903.	June, 1903.
YORKSHIRE, NORTH RIDING— cont.				YORKSHIRE, WEST RIDING— cont.			
Stokesley ...	1,187	18	18	Knarborough ...	1,805	16 to 18	16 to 18
Northallerton ...		18 to 19	18 to 19	Wetherby ...		15 to 18	15/6 to 18/6
Bedale ...		16	16	Wharfedale ...		—	—
Leyburn ...	864	18	18	Keighley ...	351	18 to 20	18 to 20
Aysgarth ...		—	—	Todmorden ...		—†	—†
Reeth ...		18	18	Halifax ...		18 to 20	18 to 20
Richmond ...	943	17 to 19	17/6 to 19/6	Hunslet ...	195	16 to 20	16 to 20
Croft ...		17 to 20	17 to 20	Leeds ...		18 to 20	18 to 20
Startforth ...		—	—	Wakefield ...		20	20
				Pontefract ...	809	17 to 18	17 to 18
				Hemsworth ...		18	18
				Barnsley ...		—	—
				Penistone ...	228	18 to 20	18 to 20
				Wortley ...		18 to 20	18 to 20
				Rotherham ...		18	18
Kiveton Park ...	263	18	18	Doncaster ...	1,803	18	18
Bowland ...		20	20	Thorne ...		16/6	18
Sedburgh ...		20	20	Goole ...		18	18
Settle ...	531	18	18	Selby ...	2,051	18	18
Skipton ...		—	—	Tadcaster ...		16 to 18	16 to 18
Pateley Bridge ...		18 to 22	18 to 22	Bishopthorpe ...		—	—
Ripon ...	1,366	17 to 20	17 to 20				
Great Ouseburn ...		16	18				

II.—ENGLAND.—MIDLAND COUNTIES.

DERBYSHIRE.				CHEESHIRE.			
		s.	s.			s.	s.
Sudbury ...	260	—	—	Malpas ...	406	15	15
Repton ...	1,080	18	18	Disley ...	36	18	18 to 20
Hartshorne and Seals ...	196	—	—	Stockport ...	1,066	16 to 19	17 to 19
Clown ...	201	18	18	Macclesfield ...		16	18
Blackwell ...	264	—	—	Bucklow ...	1,595	—	—
Shardlow ...	747	19	21	Runcorn ...	1,511	16 to 18	16 to 18
Belper ...	674	18 to 21	18 to 21	Northwich ...	1,210	16 to 17	16 to 17
Ashbourne ...	746	—	—	Congleton ...	900	—	—
Chesterfield ...	752	18 to 20	18 to 20	Nantwich ...	1,929	17	17
Bakewell ...	484	17	18	Chester ...	1,321	16 to 18	16 to 18
Chapel-en-le-Frith ...	283	19 to 21	19 to 21	Tarvin ...		15 to 16	15 to 18
Glossop Dale ...	38	18 to 21	18 to 21	Wirrall ...	791	18	18
Hayfield ...	31	18	18 to 20	Tintwistle ...	43	19 to 20	19 to 20
Norton ...	147	—	—				

Allowances in kind given in addition to Weekly Cash Wages.

Yorkshire, West Riding.—Apart from beer and food at harvest allowances in kind are not customary in most Rural Districts, but in some Rural Districts, particularly in the eastern portion of the Riding, free cottages (some with gardens) are said to be given in some cases. Other allowances, such as potatoes or potato ground, milk, beer, or free cartage of fuel, are given on some farms.

Derbyshire.—In some districts potato ground or potatoes are allowed, also milk or beer, and free cartage of fuel. In a few districts free houses and allotments are given.

Cheeshire.—In some cases fuel is carted free, potatoes or potato ground and straw for pigs given, also some milk. Occasionally cottages are given free.

* There is no arable land in this district. Ordinary labourers are engaged by the half-year or year.

† This is a dairying district. The farms range from 5 to 50 acres, and are worked exclusively by man, wife, and family.

Table showing RATES of WEEKLY CASH WAGES most generally paid to ORDINARY AGRICULTURAL Overtime Money, or any extra Allowances either in Cash or Kind) in the Areas

II.—ENGLAND.—MIDLAND COUNTIES—*continued.*

County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in		County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in	
		January, 1903.	June, 1903.			January, 1903.	June, 1903.
NOTTINGHAMSHIRE.				STAFFORDSHIRE— <i>cont.</i>			
Leake	314	s. 16	s. 16	Cheadle	554	s. 16 to 17	s. 16 to 17
East Retford	1,650	16/6	16/6	Uttoxeter	617	14 to 16	15 to 17
Blyth and Cuckney	889	16/6	16/6	Tutbury	492	18	18
Skegby	1,123	17 to 20	17 to 20	Lichfield	1,190	16 to 18	16 to 18
Basford				Gnosall	14	14	
Misterton	288	18	18	Cannock	1,508	15 to 16	15 to 16
Southwell	2,158	16/6 to 18	16/6 to 18	Walsall		278	17 to 18	17 to 18
Newark				15	16/6	Seisdon and Dudley	968	15/6	15/6
Bingham	1,389*	15 to 16/6	16/6 to 18	Kingwinford	102	18	18
Stapleford	94	—	—	Mayfield	239	—	—
LEICESTERSHIRE.				SHROPSHIRE.			
Lutterworth	1,177	15	15	Ludlow	1,555	14	14 to 15
Market Harborough		14 to 15	15	Olun		14	14
Billesdon	1,184	15	16	Church Stretton	781	15	15
Blaby		16	17	Cleobury Mortimer		14 to 16	14 to 16
Hinckley	741	17 to 20	17 to 20	Bridgnorth	1,805	15	15
Loughborough		16	16 to 17	Shifnal		15	15
Market Bosworth	999	17	17	Atcham	1,836	15	15
Ashby-de-la-Zouch	436	16 to 18	16 to 18	Oswestry	1,844	—	—
Barrow-upon-Soar	715	17 to 18	16 to 18	Ellesmere		15	15
Melton Mowbray	1,252†	15	15	Wem	14 to 15	14 to 15	14 to 15
Hallaton	170	15	16	Whitchurch		14	15
Belvoir	295	15	15	Drayton	15/6	15/6	
Castle Donnington	268	17	19	Wellington	1,193	14	14
				Newport		15	15
RUTLAND.				Burford	117	—	—
Oakham	1,301	14	15	Teme	163	—	—
Uppingham		14	14	Chirbury	286	12 to 15	12 to 15
Ketton	320	15	15	WORCESTERSHIRE.			
STAFFORDSHIRE.				Rook	183	—	—
Blore Heath	274	—	—	Halesowen	193	16 to 18	16 to 18
Stafford	2,015	15 to 16	15 to 16	Kidderminster	1,250	14	15
Stone		14 to 15	14 to 15	Tenbury		15	15
Newcastle-under-Lyme	155	15	15	Martley	2,180	15	15
Wolstanton		15	15	Evesham		13	15
Stoke-on-Trent	618	18	18	Upton-on-Severn	1,053	14 to 16	14 to 16
Leek		15 to 18	15 to 18	Pershore	1,249	13	14
				Droitwich	1,268	13 to 15	13 to 15
				Bromsgrove†	620	15 to 19	15 to 19
				Shipston-on-Stour	425	12	12
				Yardley	212	17	17
				Feckenham	312	13	13 to 14

Allowances in kind given in addition to Weekly Cash Wages.

Nottinghamshire.—In some districts free cottages and potatoes or potato ground are said to be given. Other allowances frequently given are cartage of fuel and sometimes an allowance of milk.

Leicestershire.—In a few districts cottages are said to be given free. In some districts potato ground or potatoes are allowed and fuel carted free.

Rutland.—It is stated that potato ground is provided in some cases and fuel carted; in some cases cottages rent free.

Staffordshire.—Labourers are frequently provided with potato ground and have their fuel carted, and in some cases they have cottages rent free. Other allowances occasionally given are straw for pigs and daily allowances of milk or beer.

Shropshire.—The provision of potato ground and the free cartage of fuel is very general. Many of the men have either free cottages or straw for pigs, or both. Occasionally cider, beer, or milk is given.

Worcestershire.—In some districts beer or cider is allowed, allotment or potato ground, straw for pigs, and in some cases fuel is carted free.

* A small number of agricultural labourers in the Bingham Rural District are also included in the number of men given for the Melton Mowbray Rural District (Leicestershire).

† This figure includes the number of agricultural labourers in a small part of the Bingham Rural District (Notts.).

‡ Wages in this Rural District have been affected by waterworks construction in the neighbourhood.

LABOURERS (exclusive of Piecework Payments, extra Wages earned during Hay and Corn Harvest, of RURAL DISTRICTS in ENGLAND and WALES in the year 1903—continued.

II.—ENGLAND.—MIDLAND COUNTIES—continued.

County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in		County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in	
		January, 1903.	June, 1903.			January, 1903.	June, 1903.
WARWICKSHIRE.				BUCKINGHAMSHIRE.			
Farnborough ...	165	s. 11	s. 13	Wing ...	718	—	—
Tamworth ...	773	18	18	Amersham ...	1,049	14 to 15	14 to 15
Castle Bromwich ...	1,109	17 to 18	17 to 18	Eton ...	908	16	16
Meriden ...	—	—	—	Wycombe ...	1,514	14 to 15	15
Atherstone ...	262	—	—	Aylesbury ...	2,730	13	13
Nuneaton ...	181	17	20*	Winslow ...	—	13	13
Foleshill ...	292	16	16	Newport Pagnell ...	—	14	15
Coventry ...	—	15	15	Buckingham ...	2,487	12 to 14	12 to 14
Rugby ...	1,067	15	15	Stratford and Wolverton ...	—	13 to 15	14 to 16
Solihull ...	635	15 to 16	16 to 17	Hamberdon ...	872	13 to 15	14 to 15
Warwick ...	—	15	15	Long Crendon ...	—	12	13
Stratford-on-Avon ...	2,283	13	13	MIDDLESEX.			
Alcester ...	794	13	13	Staines ...	912	—	—
Brailes ...	964	12	12	Uxbridge ...	474	16	16
Southam ...	813	14	14	Hendon ...	—	18 to 21	18 to 21
Monks Kirby ...	189	16	16	South Mimms ...	248	16 to 17	16 to 17
OXFORDSHIRE.				HERTFORDSHIRE.			
Henley ...	1,701	11 to 13	12 to 13	Barnet ...	196	17 to 18	17 to 18
Thame ...	—	12 to 13	12 to 13	Ware ...	—	14 to 16	14 to 16
Headington ...	2,075	12	12	Hadham ...	2,193	12 to 13	12 to 13
Bicester ...	—	12 to 13	12 to 15	Ashwell ...	—	—	—
Woodstock ...	—	11 to 12	12	Buntingford ...	2,392	13	13
Witney ...	—	12 to 13	12 to 14	Hitchin ...	—	13	13
Culham ...	4,124	12	12	Hertford ...	—	14 to 15	14 to 15
Crowmarsh ...	—	14	14 to 15	Hatfield ...	1,354	15 to 16	15 to 16
Goring ...	—	12	12	Welwyn ...	—	—	—
Chipping Norton ...	1,407	11 to 12	11 to 12	St. Albans ...	1,027	15	16
Banbury ...	1,301	—	—	Watford ...	—	15	16
NORTHAMPTONSHIRE.				Hemel Hempstead ...	1,614	14	15
Middleton Cheney ...	328	12	12	Berkhampstead ...	—	15	15
Brackley ...	—	12	12	BEDFORDSHIRE.			
Towcester ...	2,366	13 to 15	13 to 15	Bedford ...	2,329	12 to 14	13 to 15
Potterspury ...	—	13	14	Eaton Socon ...	433	—	—
Hardingstone ...	1,101	13	14	Biggleswade ...	2,252	13	13 to 14
Northampton ...	—	13	14	Amphill ...	2,202	13	14
Daventry ...	1,031	13	15	Eaton Bray ...	460	13/6	15
Brixworth ...	1,182	14	14	Luton ...	891	13 to 15	13 to 15
Wellingborough ...	823	14 to 15	14 to 15				
Kettering ...	880	15	15				
Thrapston ...	1,331	14	14				
Oundle ...	—	13	14				
Peterborough ...	901	15	15				
Crick ...	221	14 to 15	15 to 16				
Barnack ...	260	15	15				
Easton-on-the-Hill ...	135	15	15				
Gretton ...	165	—	—				
Oxendon ...	510	13 to 14	13 to 14				

Allowances in kind given in addition to Weekly Cash Wages.

Warwickshire.—Allowances or perquisites in kind are not generally given. In some cases potato ground is given, and occasionally a free cottage.

Oxfordshire.—Sometimes potato ground is given, fuel carted free, or straw given for pigs. Occasionally free cottages are given.

Northamptonshire.—Allowances in kind are not usual in the county, but some have potato ground and fuel carted free.

Buckinghamshire.—In a few cases the men have their fuel carted free.

Middlesex.—No allowances are mentioned in the Returns.

Hertfordshire.—In a few districts potato ground or allotment is allowed in some cases. Occasionally fuel is carted free.

Bedfordshire.—Allowances in kind are not usual, but in some cases potato ground is given, or fuel carted free, or an allowance of milk made.

* Wages high in summer owing to proximity of brickyards, stone quarries, &c.

Table showing RATES of WEEKLY CASH WAGES most generally paid to ORDINARY AGRICULTURAL Overtime Money, or any extra Allowances either in Cash or Kind) in the Areas

III.—ENGLAND.—EASTERN COUNTIES.

County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in		County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in	
		January, 1903.	June, 1903.			January, 1903.	June, 1903.
HUNTINGDONSHIRE.				NORFOLK—cont.			
Norman Cross ...	643	s. 14 to 15	s. 14 to 15	Depwade ...	2,307	s. 12	s. 12
Huntingdon ...		13	13 to 14	Guilthorpe* ...	2,480	12	13
St. Ives ...	3,468	13	13	Wayland ...	2,919	12	13
St. Neots ...		—	—	Mitford and Launditch	2,052	12	12
CAMBRIDGESHIRE.				Walsingham ...	2,221	12	12
Melbourn ...	1,325	s. 12	s. 12	Docking ...	1,739	12	12
Swavesey ...		—	—	Freebridge Lynn	2,362	14	15
Carton and Arrington	1,679	12 to 13	13 to 14	King's Lynn ...	2,245	12	12
Chesterton ...	2,545	12	12	Downham ...		12	12
Linton ...	1,443	12	12	Swaffham ...		12	12
Newmarket ...	2,501	13	13	Thetford ...		12	12
Ely ...	2,602	12	12				
North Witchford		13	13	SUFFOLK.			
Whittlesey ...	1,995	15	15	Moulton ...	353	13	13
Wisbech ...		13 to 14	14 to 15	Clare ...	3,161	12	12
Thorney ...	314	14	14	Melford ...		13	13
LINCOLNSHIRE.				Cosford ...	4,269	13	13
Crowland ...	528	s. 15	s. 15 to 16/6	Thingoe ...		12	12
Uffington ...		15	15	Mildenhall ...	2,271	12	12 to 13
Bourne ...	1,898	15	15	Thedwastre ...		12	12
Spalding ...		13/6	15	East Stow ...	2,565	12	12 to 13
East Elloe ...	3,311	16/6 to 18	18	Hartismere ...		12 to 13	12 to 13
Boston ...	2,364	15	16/6	Hoxne ...	3,813	12 to 13	12 to 13
Sibsey ...		—	—	Bosmere and Claydon		12 to 13	13
Welton ...	2,089	15	15 to 16/6	Samford ...	1,587	13	13
Sleaford ...	2,591	13/6 to 15	15	Woodbridge ...	2,119	13 to 14	13 to 14
Grantham ...	1,578	15 to 16/6	15 to 16/6	Plomesgate ...	1,987	12 to 13	12 to 13
Brantson ...	1,433	15	15	Blything ...	2,293	13	13
Horncastle ...	2,038	15	15	Wangford ...	1,743	12	13
Spilsby ...	2,399	15	15	Mutford and Lotheringland		13	13
Louth ...	2,870	15	15	Brandon ...	648	—	—
Grimsby ...		15	16/6	ESSEX.			
Caistor ...	2,724	16/6	16/6	Stansted ...	743	11 to 12	11 to 12
Glanford Brigg ...	2,464	16/6	18	Epping ...	1,171	11 to 13†	11 to 13†
Gainsborough ...	1,881	16/6	16/6	Ongar ...	1,416	13 to 14	13 to 14
Claypole ...	1,002	15	15	Romford ...	1,507	14 to 18‡	16 to 18‡
Isle of Axholme ...	854	16/6	18	Orsett ...	1,106	15 to 17	16 to 18
NORFOLK.				Billericay ...	983	15	15
Marshland ...	1,727	s. 14	s. 14	Chelmsford ...	2,579	13 to 15	13 to 15
East and West Flegg	2,810	12	12	Rochford ...	1,218	13 to 16	15 to 18
Smallburgh ...		13	13	Maldon ...	1,840	14	14
Erpingham ...	1,694	12	13	Tendring ...	2,281	14	14
Aylsham ...	2,181	12	13	Lexden and Winstree	3,695	—	—
St. Faiths ...		13	13	Halstead ...		12 to 13	12 to 13
Forehoe ...	2,500	13	13	Braintree ...	2,353	12 to 13	13
Henstead ...		12 to 13	13	Dunmow ...	4,148	13	13
Brofield ...	2,432	12	13	Saffron Walden ...		12	12
Loddon and Clavering	1,709	12	13	Bumpstead ...	443	12	12
				Belchamp ...	928	12	13

Allowances in kind given in addition to Weekly Cash Wages.

Huntingdonshire and Cambridgeshire.—Allowances in kind are not usual, but occasionally men have potato ground, and some firing.

Lincolnshire.—Straw for pigs and free cartage of fuel are sometimes given, and in some cases potato ground.

Norfolk.—Allowances in kind are not usual. Some have fuel carted or potato ground free.

Suffolk.—Allowances in kind are not usual. Some have fuel carted or potato ground free.

Essex.—Allowances in kind are not usually given. Some have potato ground and fuel carted free.

* This Rural District was dissolved in 1903.

† These rates apply to Northern portion of Rural District. In the middle portion the rates were 13s. to 15s., and in the Southern portion 16s. to 18s.

‡ This is almost entirely a market garden district, and very few ordinary labourers are employed. Wages of labourers employed in market gardens were higher than those shown above.

LABOURERS (exclusive of Piecework Payments, extra Wages earned during Hay and Corn Harvest, of RURAL DISTRICTS in ENGLAND and WALES in the Year 1903—*continued*.)

IV.—ENGLAND.—SOUTHERN AND SOUTH-WESTERN COUNTIES.

County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in		County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in	
		January, 1903.	June, 1903.			January, 1903.	June, 1903.
KENT.				SUSSEX—cont.			
Bromley	1,076	s. 19	s. 20	Horsham	1,607	s. —	s. —
Dartford	1,876	—	—	Petworth... ..	1,659	{ 13 to 14	14
Strood	1,546	18	18	Thakeham			15	15
Hoo		18	18	East Preston	{ 13 to 14	14	14
Malling	1,691	15 to 18 *	15 to 20 *	West Hampnett		14	14
Sevenoaks	1,669	15	18	Midhurst	1,862	{ 12	12
Tonbridge	1,824	16	16	Westbourne			14	14
Maidstone	2,123	15 to 16	16 to 17	HAMPSHIRE.			
Hollingbourne	2,833	15	18	Havant	943	{ 13	13
Cranbrook		13/6	13/6	Fareham			14	14
Tenterden	1,580	—	—	Isle of Wight	1,627	{ 14	14
West Ashford		16	16	Lymington			—
East Ashford	1,214	15	16 to 18	Christchurch	909	{ 12	12
Bridge	1,923	15	15 to 17	Ringwood			12	12
Blean		15	15	Fordingbridge	773	{ 12	12
Faversham	1,827	16	16	New Forest			15	15
Milton	1,648	14	16	South Stoneham... ..	616	{ —	—
Sheppey		16 to 18	18	Romsey			12	13
Isle of Thanet	2,412	15 to 16	15 to 16	Stockbridge	1,947	{ 12	12
Eastry		15 to 16/6	15 to 17	Hursley			13	13
Dover	1,714	15	15	New Winchester... ..	1,173	{ 12	13
Elham		16/6 to 18	16/6 to 18	Drexford			14	15
Romney Marsh	15	18	Catherington	1,655	{ 12	12	
SURREY.						Petersfield	12	12
Epsom	670	17 to 18	18	Alresford	1,344	{ 12 to 13	12 to 13
Chertsey	493	15	15	Alton			13 to 15	13 to 15
Guildford	1,255	16	18	Hartley Wintney	1,014	{ 15	16
Farnham	770	15	15	Basingstoke			12	12
Hambledon	1,207	15	15	Whitchurch	1,865	{ 13	13
Dorking	753	16	16	Andover			13	13
Reigate	933	18	18	Kingsclere	1,770	{ 12	12
Godstone	894	16	16	BERKSHIRE.			
Croydon	540	18 to 20	18 to 20	Newbury	1,726	{ 11 to 12	12 to 13
Egham	147	16	16	Hungerford			12	12
SUSSEX.				Faringdon	2,396	{ 12	14
Rye	1,950	15	15	Abingdon			11 to 12	11 to 13
Hastings		15	15	Wantage	2,397	{ 11 to 12	11 to 12
Battle	15	15	Wallingford	12			12
Eastbourne	1,827	—	—	Bradfield	1,123	{ 12 to 13	13 to 15
Hailsham		15	15	Wokingham			—
Ticehurst	1,197	15 to 16	15 to 16	Cookham	1,598	{ 15	15
Uckfield	1,657	15	17	Easthampstead			394	15
East Grinstead	802	16 to 17	17 to 18	Windsor	190	— †	— †
Cuckfield	1,751	15	15				
West Steyning		—	—				
Chailey	1,903	13 to 15	13 to 15				
Newhaven		14 to 16	15 to 16				
East Steyning	13 to 15	13 to 15					

Allowances in kind given in addition to Weekly Cash Wages.

Kent.—No allowances in kind, as a rule, but in some cases men have straw for pigs, or fuel carted free.

Surrey.—Allowances in kind are not, as a rule, made in the county. Some have coals carted free and straw for pigs.

Sussex.—Allowances in kind are not common, but sometimes men have free cartage of fuel, or faggots given, or some milk, or straw for pigs.

Hampshire.—In many cases potato ground is given, and in some cases cottages free. Other allowances occasionally given are milk, or free cartage of fuel.

Berkshire.—In some Rural Districts, particularly in the northern part of the county, potato ground or allotment is given, and sometimes fuel carted free.

* The higher rates were paid in the neighbourhood of cement, lime, and brick works.

† This district is mainly a residential one.

Table showing RATES of WEEKLY CASH WAGES most generally paid to ORDINARY AGRICULTURAL Overtime Money, or any extra Allowances either in Cash or Kind) in the Areas

IV.—ENGLAND.—SOUTHERN AND SOUTH-WESTERN COUNTIES—*continued.*

County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in		County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in	
		January, 1903.	June, 1903.			January, 1903.	June, 1903.
WILTSHIRE.				SOMERSETSHIRE— <i>cont.</i>			
Ramsbury ...	1,118	s. 12	s. 12	Bridgwater ...	1,638	11 to 12	13 to 15
Highworth ...		13	14	Chard ...	1,329	13/6	14
Cricklade and Wootton Bassett ...	1,900	14	15	Yeovil ...	1,314	13	13
Malmesbury ...	2,013	13	14	Wincanton ...	1,114	15	15
Chippenham ...		15	15	Frome ...	1,444	15	15
Calne ...		13	14	Shepton Mallet ...		14 to 15	14 to 15
Marlborough ...	2,782	12	12	Wells ...	1,200	12 to 14	12 to 14
Devizes ...		12	12 to 14	Keynsham ...		17 to 18	17 to 18
Melksham ...		14 to 16	14/6 to 16/6	Axbridge ...	1,452	15	15
Bradford-on-Avon ...		15 to 16	15 to 16	Clutton ...	610	15	15
Westbury and Whorwellsdown ...	1,109			Bath ...	390	15	15
Warminster ...		14 to 15	14 to 15	Long Ashton ...	686	15 to 18	16 to 18
Pewsey ...	2,300	12 to 13	12 to 13	HEREFORDSHIRE.			
Amesbury ...		12	12	Ledbury ...		11 to 12	12 to 14
Salisbury ...	2,274	11 to 12	12 to 13	Ross ...	2,168	15	16
Wilton ...		13 to 15	13 to 15	Hereford ...		13	13
Tisbury ...		12	12	Dore ...	1,915	12	12
Mere ...	2,553	12 to 13	12 to 13	Weobly ...		11	13
DORSETSHIRE.				Bromyard ...	1,956	13	13
Shaftesbury ...	850	—	—	Wigmore ...		14	14
Sturminster ...		14	14	Kington ...	900	12	12
Blandford ...	1,926	11 to 12	11 to 12	Leominster ...	896	15	15
Wimborne and Cranborne ...	1,670	12	12	Whitchurch ...	111	13 to 15	13 to 15
Poole ...		14 to 15	14 to 15	Bredwardine ...	177	—	—
Wareham and Purbeck ...	1,586	11 to 12	11 to 12	MONMOUTHSHIRE.			
Weymouth ...		11 to 12	11 to 12	Chepstow ...		15	16
Dorchester ...		10 to 12	10 to 12	Monmouth ...	1,523	—	—
Cerne ...	1,967	11 to 12	11 to 12	Abergavenny ...		16	18
Sherborne ...		14	14	Pontypool ...		16 to 18	18
Beaminster ...	2,219	11	11	Magor ...	1,025	15	17
Bridport ...		—	—	St. Mellons ...		15	15
SOMERSETSHIRE.				GLOUCESTERSHIRE.			
Williton ...		13 to 14	13 to 14	Warinley ...	217	14 to 17	14 to 17
Dulverton ...	1,868	13 to 14	13 to 14	Barton Regis ...	379	16	16
Wellington ...		13	13	Chipping Sodbury ...	1,000	14 to 16	14 to 18
Langport ...	1,928	13	13	Thornbury ...	1,008	13 to 15	14 to 17
Taunton ...	1,486	13	13	Dursley ...		—	—
				Newent ...	1,282	12 to 14	12 to 14

Allowances in kind given in addition to Weekly Cash Wages.

Wiltshire.—Free potato ground is frequently given, and many have fuel carted free. Cottages free of rent are frequently allowed in a number of districts.

Dorsetshire.—A cottage with garden, and potato ground, is frequently allowed free of rent. Not infrequently those paid the lower rates of wages have cottages free, while those at the higher rates do not, but this distinction is by no means always made. Many men have also fuel carted free, sometimes fuel is given and some have straw for pigs.

Somersetshire.—In many Rural Districts cottages are provided free, while potato ground is also frequently given, a daily allowance of cider, and sometimes fuel carted free. In the Shepton Mallet Rural District it is stated that ordinary labourers generally get cottages free, with gardens, and in many cases a daily allowance of cider, and sometimes potato ground and fuel carted free.

Herefordshire.—Many men have free cottages, with gardens, and potato ground, also cider, and in numerous cases the free cartage of fuel. In some cases milk or fuel is given, or straw for pigs.

Monmouthshire.—A daily allowance of cider or beer is made in some cases, and in few instances free cottages are said to be provided. Potato ground or potatoes are sometimes allowed, and fuel carted free.

Gloucestershire.—In some districts cottages with gardens and allotments are provided free of rent, but in many cases where this is so a lower rate of wages is paid. Allotments or potato ground are frequently given in some Rural Districts, and allowances of cider or beer (and in some cases milk) are fairly general, and less generally, fuel is carted free.

* The Return states "Labour scarce in consequence of new railway in course of construction."

LABOURERS (exclusive of Piecework Payments, extra Wages earned during Hay and Corn Harvest, of RURAL DISTRICTS in ENGLAND and WALES in the Year 1903—*continued*.)

IV.—ENGLAND.—SOUTHERN AND SOUTH-WESTERN COUNTIES—*continued*.

County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in		County and Rural District.	Number of Male Agricultural Labourers, Farm Servants (including men in charge of horses and cattle), and Shepherds in the Rural Districts in 1901.	Rates of Weekly Cash Wages in	
		January, 1903.	June, 1903.			January, 1903.	June, 1903.
GLOUCESTERSHIRE <i>—cont.</i>		<i>s.</i>	<i>s.</i>	DEVONSHIRE <i>—cont.</i>		<i>s.</i>	<i>s.</i>
East Dean and United Parishes	321	14	15	Okehampton ...	1,179	12 to 13	12 to 14
Gloucester ...	1,022	12 to 15	12 to 15	Crediton ...	1,378	12	12
Wheatenhurst ...	543	14 to 15	15 to 16	Tiverton ...	1,324	12 to 13	12 to 13
Stroud ...	1,994	12	13	South Molton ...	1,120	—	—
Tetbury ...	1,932	12 to 13	13 to 15	Barnstaple ...	1,474	15	15
Cirencester ...	2,060	12 to 13	12 to 13	Torrington ...	1,677	12	13
Northleach ...	396	11 to 13	11 to 13	Bideford ...	685	13	13
Stow-on-the-Wold	241	13 to 15	14 to 16	Holsworthy ...	278	14 to 15	14 to 15
Winchcombe ...	105	—	—	Broadwoodwidge	299	11 to 12	11 to 12
Cheltenham ...	259	—	—	Culmstock ...			
Tewkesbury ...		—	—				
Peabworth ...		12	12				
Marston Sicoa ...		12 to 13	12 to 13				
Campden ...		—	—				
West Dean ...		—	—				
Lydney ...		—	—				
DEVONSHIRE				CORNWALL			
Axminster ...	1,708	12	12	Calstock ...	94	—*	—
Honiton ...	1,906	12 to 15	12 to 15	Stratton ...	1,631	14	14
St. Thomas ...	1,283	12 to 15	12 to 15	Camelford ...	699	14/6	14/6
Newton Abbott ...	2,131	13 to 16	13 to 16	Launceston ...	1,233	15	15
Totnes ...	773	13 to 15	14 to 16	St. Germans ...	1,502	15	15
Kingsbridge ...	906	16	16	Bodmin ...	599	13 to 15	13 to 15
Plympton St. Mary		14 to 15	14 to 15	St. Columb Major	1,014	14 to 15	14 to 15
Tavistock ...		—	—	St. Austell ...	951	15	15
		—	—	Truro ...	764	15	15
		—	—	East Kerrier ...	376	14 to 15	15
		—	—	West Penwith ...	127	15 to 16	15 to 16
		—	—	Helston ...		13	13
		—	—	Redruth ...			
		—	—	Scilly Islands ...			

Allowances in kind given in addition to Weekly Cash Wages.

Devonshire.—Labourers frequently have a cottage and garden free, a daily allowance of cider, and also potato ground, in many instances. Allowances of fuel or fuel carted free, milk, and straw for pigs are also given in some districts.

Cornwall.—In many cases the labourers have a free cottage and potato ground, while in some districts they have allowances of milk, beer, or cider, fuel or fuel carted free, and straw for pigs.

* This is a mining district.

APPENDIX IV.

ENGLAND.

RATES OF WEEKLY CASH WAGES OF HORSEMEN, CATTLEMEN, AND SHEPHERDS IN 1903.

The following Tables give the rates of weekly cash wages most generally paid in 1903 to men in charge of horses and cattle, and to shepherds, within the areas of the Rural Districts named. This information has been collected mainly from the Chairmen of Rural District Councils, though in some cases from gentlemen who are prominent agriculturists, but who do not hold this office.

In the Forms sent out asking for the information, the Chairmen of Rural District Councils were invited to give the rates of cash wages most generally paid within the areas of the Rural Districts to men of these classes in receipt of men's full wages. They were also asked to name any payments in kind usually given in addition to the cash wages.

The rates of weekly cash wages exclude payment for harvest or piecework, Michaelmas money or journey money, and, in the case of shepherds, lamb money. They also exclude the value of any allowances in kind.

NORTHERN COUNTIES.

NORTHUMBERLAND.

MEN IN CHARGE OF HORSES ...	See under "Hinds," page 151.
MEN IN CHARGE OF CATTLE ...	Rates of cash wages ranged from about 18s. to 22s. per week with same allowances in kind as in the case of hinds (see page 151).
SHEPHERDS... ..	Rates of cash wages ranged from 17s. to 22s. with allowances in kind in addition. In the north of the county, however, shepherds are frequently paid entirely, or almost entirely, in kind, the remuneration generally consisting of a free house and garden, the keep of a cow (in some cases 2 cows), 12 to 40 sheep, according to the breed of the sheep and also to the amount of cash or payments in kind, certain allowances of grain, and sometimes of meal, 1,000 to 1,200 yards of potato drill planted for them, free cartage of fuel, and straw for pigs.
HIRED MEN, lodged and boarded in the farmhouses.	Rates of cash wages ranged from £25 to £34 per year in addition to lodging and board.

DURHAM.

MEN IN CHARGE OF HORSES ...	See under "Hinds," page 151.
MEN IN CHARGE OF CATTLE ...	Rates of cash wages ranged from 18s. to 23s. per week with same allowances as in the case of hinds (see page 151).
SHEPHERDS... ..	Rates of cash wages ranged from 19s. to 22s. per week with usually a free house and garden, 40 to 80 stones of potatoes per annum, free cartage of fuel, and in some cases the keep of a cow (or perhaps a few sheep) or a daily allowance of milk.
HIRED MEN, lodged and boarded in the farmhouses.	Rates of cash wages ranged from about £22 to £34 per annum in addition to lodging and board.

CUMBERLAND AND WESTMORLAND.

MEN IN CHARGE OF HORSES AND CATTLE.	There are not many of these men as a distinct class, and they are usually employed only on large farms and estates. Their rates of cash wages ranged from about 17s. to 20s. per week with free house and frequently cartage of fuel. In some cases allowances of milk and potatoes are given. They sometimes get overtime money at hay and corn harvest; and men in charge of horses occasionally get a little journey money.
SHEPHERDS... ..	There are, generally speaking, but few regular shepherds except on estates or large farms. Where employed their wages ranged from about 16s. to 20s. per week with a free house and cartage of fuel. Some men, particularly those paid at the lower rates of cash wages, get allowances of milk or potatoes.
HIRED MEN, lodged and boarded in the farmhouses.	Rates of cash wages ranged from about £30 to £40 per annum in the case of best men, and from £20 to £30 in the case of second-class men, in addition to lodging and board.

Table showing RATES of WEEKLY CASH WAGES (exclusive of Payments for Harvest, Piecework, and other Allowances in Money, and also of the Value of Allowances in kind) of MEN in charge of HORSES, CATTLEMEN, and SHEPHERDS respectively, in the AREAS of certain RURAL DISTRICTS of ENGLAND, in the Year 1903; together with PARTICULARS as to EXTRA MONEY PAYMENTS and ALLOWANCES in KIND, &c.

I.—ENGLAND.—NORTHERN COUNTIES—*continued.*

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
LANCASHIRE.				YORKSHIRE, EAST RIDING—<i>cont.</i>			
Sefton	20 to 24	—	—	Patrington ...	18	18	18
Whiston	—	—	—	Skirlaugh ...	—	—	—
West Lancashire	20 to 24	20	—	Driffield ...	—†	17/6	18 to 20
Wigan	—	—	—	Bridlington ...	16 to 16/3	16 to 16/6	16 to 19
Warrington ...	20	—	20	Sherburn ...	17	17	17
Leigh	20	19	—	Norton	—†	—†	—†
Bury	21	21	21				
Barton-upon-Irwell	22	—	—				
Limehurst ...	22 to 24	—	—	YORKSHIRE NORTH RIDING.			
Burnley	21	21 to 24	—	Wath	16/6	16	—
Clitheroe ...	20	20	19	Flaxton	—	—	—
Blackburn ...	23	20	—	Scarborough ...	18 to 20	20	18 to 21
Chorley	21 to 22	20 to 21	20 to 21	Malton	—	—	—
Preston	—	—	—	Easingwold ...	16 to 18	17	18
Fylde	—†	—†	—	Thirsk	18	18	18
Garstang	—†	—†	—	Helmsley ...	—	—	—
Lancaster ...	—†	—†	—	Kirkby Moorside	—	16 to 18	16 to 18/6
Lunesdale ...	—†	—†	—	Pickering ...	17 to 18	17 to 18	18 to 19
Ulverston ...	—†	—†	—	Whitby	18 to 21	18 to 21	18 to 21
				Guisborough ...	20 to 22	20	20 to 22
				Middlesborough...	20 to 21	20 to 21	21 to 22
				Stokesley ...	20	18	21
YORKSHIRE, EAST RIDING.				Northallerton ...	—†	18	18
Riccall	—	—	—	Bedale	16	16	16
Eerick	—	—	—	Leyburn	—	—	—
Pocklington ...	—†	17	18/6	Aysgarth ...	18	18	20
Bowden	16 to 20	16 to 20	—	Reeth	18	—	18
Beverley ...	—†	17 to 18	20 to 22	Richmond ...	20	18 to 20	20
Sculcoates ...	—†	—†	20	Croft	—	—	—
				Startforth ...	—	—	—

Lancashire.

Extra Money Payments.—These are comparatively few and unimportant. About 20s. is paid in some districts at the hay-harvest, and some extra payment at harvest. In some districts journey money is stated to be allowed to carters.

Allowances in Kind.—In a few Rural Districts free houses and gardens are said to be provided, but otherwise no allowances in kind of any importance are usually given.

Yorkshire, East Riding.

Extra Money Payments.—Shepherds frequently get £1 or £2 as lamb money, and in some cases similar amounts are paid to all these classes for harvest work, particularly to horsemen and cattlemen engaged by the month or week.

Allowances in Kind.—In some cases free houses and gardens are found, and food is given to shepherds during the lambing season. Other allowances, sometimes given, consist of vegetables, milk, straw for pigs, and cartage of fuel.

Yorkshire, North Riding.

Extra Money Payments.—Extra payments during the lambing and harvest seasons are given in many districts to men engaged by the month or week. Yearly men do not, as a rule, get extra payments. The amount of lamb money usually varies from 20s. to 40s. and of harvest money 30s. to 50s.

Allowances in Kind.—Houses and gardens are frequently given free. Other allowances occasionally given are potatoes or potato ground, milk, straw for pigs, and free cartage of fuel. In some cases fuel is given. In the Northern districts, where the Northumberland and Durham systems of hiring by the year exist, shepherds and men in charge of horses and cattle get cottages free, sometimes with gardens, potatoes, and also fuel carted free, and sometimes milk.

* In this district the farms are worked chiefly by the farmer.

† Farm servants mostly hired by the year or half-year and lodged and boarded in the farmhouses. In North Lancashire the rates of cash wages paid to this class of men generally ranged from about £28 to £36 per year in the case of Best Men and £20 to £30 in the case of Second Class Men. In the East Riding of Yorkshire the rates for First Horsemen or Waggoners were from about £23 to £26 10s. per annum, while for Second Horsemen or Waggoners the rates varied from £18 to £22 per annum. In the North Riding of Yorkshire the rates were as follows: First Horsemen or Waggoners, £22 to £30 per annum; Second Horsemen or Waggoners, £16 to £22 per annum. In addition to these rates board and lodging were provided by employers.

Table showing RATES OF WEEKLY CASH WAGES (exclusive of Payments for Harvest, Piecework, of HORSES, CATTLEMEN, and SHEPHERDS respectively, in the AREAS of certain as to EXTRA MONEY PAYMENTS and

I.—ENGLAND.—NORTHERN COUNTIES—*continued.*

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
YORKSHIRE, WEST RIDING.				YORKSHIRE, WEST RIDING— <i>cont.</i>			
Kiveton Park ...	s. 20	s. 18	s. 18	Leeds ...	s. —	s. —	s. —
Bowland ...	—*	—*	—*	Wakefield..	20	20	20
Sedburgh ...	21	—	—	Pontefract ...	18 to 20	—	18
Settle ...	18 to 22	17 to 21	20 to 24	Hemsworth ...	20	18	18
Skipton ...	—	—	—	Barnsley ...	—	—	—
Pateley Bridge ...	—	—	—	Penistone ...	23	21	—
Ripon ...	17 to 20	18 to 20	17 to 19	Wortley ...	23	21	21
Great Ouseburn ...	18	18	18	Rotherham ...	20	20	20
Knaresborough ...	16 to 18	16 to 18	16 to 18	Doncaster... ..	19	18	20
Wetherby... ..	17 to 18/6	17 to 18/6	18 to 19	Thorne ...	18	18	20
Wharfedale ...	—	—	—	Goole ...	18 to 20	18	18
Keighley ...	—	—	—	Selby ...	19	19	—
Todmorden ...	—	—	—	Tadcaster ...	—*	—*	—*
Halifax ...	18 to 21	18 to 21	—	Bishopthorpe ...	—	—	—
Hunslet ...	20 to 22	20 to 22	—				

II.—ENGLAND.—MIDLAND COUNTIES.

DERBYSHIRE.				CHESHIRE.			
Sudbury ...	—	s. —	s. —	Malpas ...	s. 16	s. 16	—
Repton ...	19 to 20	18 to 20	19 to 20	Disley ...	20 to 22	18	—
Hartshorne and Seals	—	—	—	Stockport ...	20 to 22	17 to 19	18 to 20
Clown ...	21	—	20	Macclesfield ...	20	20	20
Blackwell ...	—	—	—	Bucklow ...	—	—	—
Shardlow ...	21	21	—	Runcorn ...	18 to 21	16 to 18	—
Belper ...	18 to 21	20 to 22	18 to 21	Northwich ...	18 to 20	18 to 20	18 to 20
Ashbourne ...	—	—	—	Congleton ...	—	—	—
Chesterfield ...	18 to 22	18 to 20	18 to 20	Nantwich ...	17 to 19	17 to 19	17 to 19
Bakewell ...	18	18	20	Chester ...	18 to 20	18	—
Chapel-en-le-Frith	21	21	21	Tarvin ...	17 to 18	16 to 18	—
Glossop Dale ...	18 to 21	18 to 21	—	Wirral ...	18 to 20	17 to 18	17 to 18
Hayfield ...	18 to 22	18	18 to 20	Tintwistle ...	20 to 22	20 to 22	—†
Norton ...	—	—	—				

Yorkshire, West Riding.

Extra Money Payments.—Payment for harvest work is a very general rule in the West Riding, the amount varying from £1 to £3. Extra payments other than for harvest work are not common. Lamb money is, however, paid to shepherds in a few of the districts, while in a few districts journey money is paid to horsemen at the rate of 6d. to 1s. per journey.

Allowances in Kind.—In some districts free houses and gardens are found. Free cartage of fuel, potatoes, or potato ground, straw for pigs, food in busy seasons, and milk are also frequently allowed.

Derbyshire.

Extra Money Payments.—Some extra payment is usually made for harvest work, the amounts generally varying from 10s. to 30s., and lamb money and journey money are given in some cases.

Allowances in Kind.—Free houses are given in some districts to some of the men. Among other allowances the most frequent are potato ground and free cartage of fuel.

Cheshire.

Extra Money Payments.—Extra money payments for harvest work are frequently made, the amounts ranging from £1 to about 30s. Lamb money to shepherds and journey money to horsemen are paid in some districts.

Allowances in Kind.—Free houses are given in some districts. In some cases men get potato ground and have their fuel carted free, and are given straw for pigs. Sometimes some food is given during harvest.

* Farm servants mostly hired by the year or half-year and lodged and boarded in the farmhouses. The rates of cash wages generally paid to this class of men were from £24 to £30 per annum in the case of First Horsemen or Waggoners and from £17 to £24 in the case of Second Horsemen or Waggoners, in addition to lodging and board.

† Shepherding is done by farmers as a rule.

and other Allowances in Money and also of the value of Allowances in kind) of MEN in charge RURAL DISTRICTS of ENGLAND, in the Year 1903; together with PARTICULARS ALLOWANCES in KIND, &c.

II.—ENGLAND.—NORTHERN COUNTIES—*continued.*

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
NOTTINGHAMSHIRE.				RUTLAND.			
Leake	19	19	19	Oakham	—	—	—
East Retford ...	19	19	19	Uppingham ...	16	16	16
Blyth and Cuckney	18 to 20	16 to 18	16 to 18	Ketton	18	18	18
Skegby	—	—	—	STAFFORDSHIRE.			
Basford	19 to 22	18 to 21	18 to 22	Blore Heath ...	—	—	—
Misterton	22	20	22	Stafford	16 to 17	15 to 16	17
Southwell	—	—	—	Stone	15	14	14
Newark	20	18	19 to 20	Newcastle-u.-Lyme	15	17	—
Stapleford	—	—	—	Wolstanton ...	—	15	16
LEICESTERSHIRE.				Stoke-on-Trent ...	19	18	18
Lutterworth ...	16 to 18	17	16 to 17	Leek	—*	—*	—*
Market Harborough	18	—	18	Cheadle	18	18	20 to 21
Billesdon	17	16	17	Uttoxeter	16 to 17	16 to 17	16 to 17
Blaby	21	18	20	Tutbury	18	18	18
Hinckley	18 to 20	17 to 20	17 to 20	Lichfield	17 to 18	17 to 18	18 to 21
Loughborough ...	19 to 20	18 to 19	18 to 19	Gnosall	15	—	15
Market Bosworth	17 to 20	17	17	Cannock	15 to 17	15 to 17	15 to 17
Ashby-de-la-Zouch	17 to 19	17 to 19	17 to 19	Walsall	18 to 20	18 to 19	18 to 19
Barrow-upon-Soar	20 to 22	20	20	Seisdon and Dudley	17	17	17
Melton Mowbray	16	15	—	Kingswinford ...	18	18	18
Bingham	18 to 20	18 to 20	18 to 20	Mayfield	—	—	—
Hallaton	15 to 16	15 to 16	16 to 18	SHROPSHIRE.			
Belvoir	19	18	19/6	Ludlow	15 to 16	15 to 16	15 to 16
Castle Donnington	19	18	18	Clun	15	15	15
				Church Stretton...	16	16	16
				Clebury Mortimer	14 to 16	14 to 16	14 to 16

Nottinghamshire.

Extra Money Payments.—In most districts extra money payments are made for harvest. Shepherds in many cases receive lamb money, frequently amounting to about £1 or £2. Journey money is sometimes paid.

Allowances in Kind.—Free houses and gardens are frequently provided, particularly in the case of horsemen and shepherds; also in many cases fuel is carted free, and potatoes or potato ground allowed. In some cases coals or food are found for shepherds during lambing time.

Leicestershire.

Extra Money Payments.—Extra payments for extra work in busy seasons are made in most of the Rural Districts of Leicestershire. In several districts lamb money for shepherds amounts to about £1 or £2. Payments to horsemen of 6d. to 1s. as journey money are made in some districts.

Allowances in Kind.—In most of the districts some of the men have free house and garden. Many also have potato ground. Other allowances given in some cases are free cartage of fuel or firewood, straw, milk, and sometimes certain allowances of food.

Rutland.

Extra Money Payments.—Extra payment is frequently made for harvest work, and lamb money paid to shepherds.

Allowances in Kind.—Many of the men have free houses, and potato ground is sometimes given, and fuel carted free.

Staffordshire.

Extra Money Payments.—Payment for harvest work is usual in most districts, the amount paid being usually £2 to £3. Among other payments made by some employers are lamb money, journey money, and extra pay for Sunday work.

Allowances in Kind.—In most of the Rural Districts of the county free houses, gardens, and potato grounds are provided in many instances, and frequently fuel is carted free. Beer, milk, food at harvest, straw for pigs, or manure are sometimes given.

Shropshire.

Extra Money Payments.—Extra payments for work in busy seasons are very general in the county, the amounts paid for corn harvest ranging from about £2 to as much as £5 in some cases. In some districts extra sums are also paid in hay harvest. Sometimes an extra sum of 6d. or 1s. is paid on threshing days. Shepherds frequently get lamb money, and occasionally calf money is paid to cattlemen and foal money to waggoners. In many districts journey money, generally 6d. to 1s. a journey, is paid to waggoners, and occasionally to cattlemen.

Allowances in Kind.—Free houses and gardens and potato ground are frequently given. Among the other allowances frequently given are fuel carted free, straw for pigs, milk, and sometimes beer or cider.

* Farm servants mostly hired by the year or half-year and lodged and boarded in the farmhouses.

Table showing RATES of WEEKLY CASH WAGES (exclusive of Payments for Harvest, Piecework, of HORSES, CATTLEMEN, and SHEPHERDS respectively, in the AREAS of certain as to EXTRA MONEY PAYMENTS and

II.—ENGLAND.—MIDLAND COUNTIES—*continued*.

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
SHROPSHIRE—<i>cont.</i>				WARWICKSHIRE.			
	s.	s.	s.		s.	s.	s.
Bridgnorth ...	15	16	15	Farnborough ...	14	14	14
Shifnal ...	15	16	16	Tamworth ...	19	19	20
Atoham ...	16	16	16	Castle Bromwich ...	19 to 20	18 to 19	18 to 19
Oswestry ...	19	20	20	Meriden ...	18 to 19	18 to 19	18 to 19
Ellesmere ...	15 to 16	15 to 16	15 to 16	Atherstone ...	—	—	—
Wem ...	16 to 17	16 to 17	16 to 17	Nuneaton ...	18 to 20	18 to 20	18 to 20
Whitchurch ...	16	16	—	Foleshill ...	17 to 18	17 to 18	17 to 18
Drayton ...	17	17	17	Coventry ...	20	18	18
Wellington ...	15	15	15	Rugby ...	18	18	18
Newport ...	17	17	17	Solihull ...	17	17	17
Burford ...	—	—	—	Warwick ...	17	17	16 to 17
Teme ...	—	—	—	Stratford-on-Avon ...	15	15	15
Chirbury ...	—	—	—	Alcester ...	15	15	15
				Brailes ...	13 to 14	15	18
				Southam ...	15	17	16
				Monks Kirby ...	18	18	18
WORCESTERSHIRE.				OXFORDSHIRE.			
Rock ...	—	—	—	Henley ...	17	17	17
Halesowen ...	17 to 19	17 to 19	17 to 19	Thame ...	14 to 16	14 to 16	14 to 16
Kidderminster ...	17	17	17	Headington ...	13 to 16	13 to 16	13 to 16
Tenbury ...	15	15	15	Bicester ...	14	14	14
Martley ...	17	16	—	Woodstock ...	14 to 15	14 to 15	14 to 15
Evesham ...	13 to 15	13 to 15	13 to 15	Witney ...	13 to 14	13 to 14	13 to 15
Upton-on-Severn ...	15 to 17	15 to 17	15 to 17	Culham ...	13 to 17	13 to 17	13 to 17
Pershore ...	16	16	15	Crowmarsh ...	13 to 15	13 to 16	13 to 16
Droitwich ...	16 to 18	16 to 18	16 to 18	Goring ...	15 to 16	15 to 16	15 to 16
Bromsgrove ...	17 to 20	16 to 19	15 to 19	Chipping Norton ...	14	14	14
Shipston-on-Stour ...	15 to 16	15 to 16	15 to 16	Banbury ...	15	15	15
Yardley ...	20	20	—				
Feckenham ...	14 to 15	14 to 15	15				

Worcestershire.

Extra Money Payments.—Harvest or Michaelmas money frequently varies between 20s. and 50s., and lamb money in several districts is said to amount to 20s. or 30s. Journey money is often paid to carters.

Allowances in Kind.—Free houses, often with gardens or potato grounds, are frequently given, particularly in districts where the cash rates of wages are comparatively low. In some cases cider or beer is supplied and fuel carted, and occasionally provided, free of charge. Sometimes milk is allowed and the keep of a pig is found. In the Bromsgrove, Kidderminster, Halesowen, and Kingswinford districts, however, it is stated that few or no allowances are usual.

Warwickshire.

Extra Money Payments.—Extra payments are made at harvest and haytime. Lamb money is paid to shepherds in most districts, and sometimes shearing money in addition. There are also occasional payments to horsemen for extra work, such as foaling, as well as journey money in some cases.

Allowances in Kind.—Free houses and gardens, or potato grounds, are provided in many cases, particularly in the case of men at lower rates of cash wages. In some districts fuel is carted free; other allowances occasionally mentioned in the returns are milk, potatoes, fuel, straw for pigs, and manure.

Oxfordshire.

Extra Money Payments.—Extra payments for harvest and for Michaelmas money are frequently made. Lamb money at various rates is paid in several districts, and sometimes a further payment is made for shearing. Journey money is frequently paid to carters at the rate of 6d. or 1s. a load. Money is sometimes given in lieu of beer.

Allowances in Kind.—Free houses and gardens, or potato grounds, are given in most districts. Sometimes fuel is carted free, and in a few cases some fuel is provided. Other allowances mentioned in a few of the returns are milk, straw for pigs, and manure found and carted.

and other Allowances in Money and also of the value of Allowances in kind) of MEN in charge RURAL DISTRICTS OF ENGLAND, in the Year 1903; together with PARTICULARS ALLOWANCES in KIND, &c.—*continued.*

II.—ENGLAND.—MIDLAND COUNTIES—*continued.*

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
NORTHAMPTONSHIRE.				BUCKINGHAMSHIRE—<i>cont.</i>			
Middleton Cheney	13 to 14	13 to 14	13 to 14	Buckingham ...	15 to 17	15 to 17	15 to 17
Brackley ...	14	14	14	Stratford and Wolverton	17	16	16
Towcester ...	—	—	—	Hambledon ...	13 to 14	14 to 15	13 to 15
Potterspury ...	14 to 16	14 to 16	14 to 19	Long Crendon ...	15	15	15
Hardingstone ...	16	16	16				
Northampton ...	15	15	15	MIDDLESEX.			
Daventry ...	16	16	16	Staines ...	—	—	—
Brixworth ...	16	16	16	Uxbridge ...	16 to 18	16 to 18	16 to 18
Wellingborough...	17 to 19	17 to 18	18 to 20	Hendon ...	18 to 21	—	—
Kettering...	17	16	17	South Mimms ...	18 to 20	18 to 20	—
Thrapston ...	17	17	17				
Oundle ...	—	—	—	HERTFORDSHIRE.			
Peterborough ...	16	16	16	Barnet ...	20 to 21	20 to 21	—
Crick ...	15 to 16	15 to 16	15 to 16	Ware ...	16 to 20	17 to 20	17 to 18
Barnack ...	17	17	19	Hadham ...	14 to 16	14 to 17	15 to 19
Easton-on-the-Hill	—	—	—	Ashwell ...	—	—	—
Gretton ...	—	—	—	Buntingford ...	15	14	15
Oxendon ...	15 to 17	15 to 17	15 to 17	Hitchin ...	15	15	15
				Hertford ...	15 to 16	15 to 16	15 to 16
BUCKINGHAMSHIRE.				Hatfield ...	18 to 20	18 to 20	—
Wing ...	—	—	—	Welwyn ...	—	—	—
Amersham ...	16 to 18	16 to 18	16 to 18	St. Albans ...	18	17	17
Eton ...	17	17 to 18	19	Watford ...	17 to 18	16	16 to 18
Wycombe...	14 to 16	14 to 16	14 to 16	Hemel Hempstead	18	18	17
Aylesbury ...	15	15	15	Berkhamstead ...	17 to 18	17	17
Winslow ...	15	15	15				
Newport Pagnell	17/6	17	16/6				

Northamptonshire.

Extra Money Payments.—Either in the shape of extra wages at harvest or as Michaelmas money, these classes of men usually get from about £2 to £5. Many shepherds are also paid lamb money, and in some districts payment is made to shepherds for shearing, and occasionally to carters as foal money.

Allowances in Kind.—In most of the districts some of the men get a free house with garden, or potato ground. Sometimes the potato ground is manured and prepared by the employer. In some cases fuel is carted free, straw for pigs found or food and drink given at special times and seasons.

Buckinghamshire.

Extra Money Payments.—The men usually get harvest money or Michaelmas money. Lamb money is frequently paid to shepherds, and occasionally extra money is paid to cattlemen for calving, horsemen for foaling, and to carters for journeys.

Allowances in Kind.—Free houses are sometimes given. Beer (or money in lieu) and milk are sometimes provided, and fuel carted free.

Middlesex.

Extra Money Payments.—Carters frequently get journey money, and in some cases Michaelmas money. In Uxbridge Rural District they are said to get extra pay at harvest.

Allowances in Kind.—No allowances of any importance are mentioned in the returns.

Hertfordshire.

Extra Money Payments.—Extra pay at harvest, lamb money to shepherds, and journey money (6d. to 1s. per journey) to horsemen are paid in most of the Rural Districts, and occasionally further payments are made to shepherds for shearing and to horsemen for drilling. It is stated that the total extra payments to horsemen and cattlemen in Stansted Rural District, and to horsemen and shepherds in Hatfield Rural District, average roughly 3s. per week for the whole year. In the Hertford Rural District it is said that men who do not take part in harvesting get double pay for four weeks.

Allowances in Kind.—In some districts free houses and gardens, or potato grounds, are provided. Sometimes the potato grounds are cultivated by the employers. In some cases fuel is carted free and sometimes a little milk given.

Table showing RATES of WEEKLY CASH WAGES (exclusive of Payments for Harvest, Piecework, of HORSES, CATTLEMEN, and SHEPHERDS respectively, in the AREAS of certain as to EXTRA MONEY PAYMENTS and

III.—ENGLAND.—EASTERN COUNTIES.

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
BEDFORDSHIRE.				CAMBRIDGESHIRE <i>cont.</i>			
	<i>s.</i>	<i>s.</i>	<i>s.</i>		<i>s.</i>	<i>s.</i>	<i>s.</i>
Bedford ...	15 to 16	15 to 16	16 to 17	North Witchford...	14 to 15	14 to 15	13 to 14
Eaton Socon ...	16 to 18	15 to 17	15 to 17	Whittlesey ...	15	14	15
Biggleswade ...	15	15	15	Wisbech ...	14 to 16	15 to 16	15 to 16
Amphill ...	17	17	17	Thorney ...	15	14	15
Eaton Bray ...	16	16	16				
Luton ...	—	—	—				
HUNTINGDON- SHIRE.				LINCOLNSHIRE.			
				Crowland... ..	—*	—*	—*
Norman Cross ...	16	16	16	Uffington ...	18	17	17
Huntingdon ...	15 to 16	14 to 15	15 to 16	Bourne ...	10	16	16
St. Ives ...	15	15	14	Spalding ...	—*	15	15 to 17
St. Neots ...	16 to 18	15 to 17	15 to 17	East Elloe ...	16	16	16
				Boston ...	15	15	16
				Sibsey ...	—	—	—
CAMBRIDGESHIRE.				Welton ...	12 to 14	12/6 to 14	14 to 16
Melbourn ...	14	1	15	Sleaford ...	17/6	16	17
Swavesey ...	—	—	—	Grantham ...	18	16	—
Oxton and Arring- ton	14 to 16	14 to 16	15 to 18	Bransdon ...	15	14	15
Chesterton ...	14	14	14	Horncastle ...	12/6 to 13/6	12/6 to 13	13 to 14
Linton ...	14	14	14	Spilsby ...	18	15	15
Newmarket ...	15	15	15	Louth ...	12/6	12/6	13/6
Ely ...	14	14 to 15	15	Grimsby ...	12/6	14	14
				Caistor ...	—*	12 to 15	13 to 16
				Glanford Brigg ...	13/6	13/6	18/6
				Gainsborough ...	—*	13	15
				Claypole ...	16	15 to 16	16
				Isle of Axholme...	—*	18	13

Bedfordshire.

Extra Money Payments.—These classes often take part in harvest. Lamb money is generally paid to shepherds, and in certain districts horsemen are given journey money. Extra payments are also sometimes made for calving, foaling, and drilling. The return from Ampthill states that those who do not assist at harvest receive 5*l.*, or its equivalent in extras; also that 1*s.* per week is given to cattlemen who attend to early milking for the London market.

Allowances in Kind.—Free houses and gardens are provided in some cases. Fuel is given in some cases.

Huntingdonshire.

Extra Money Payments.—Harvest money is general. Lamb money is frequently paid, and sometimes shearing, calving and Michaelmas money.

Allowances in Kind.—In a few cases a house and garden are provided, while some men have potato ground free.

Cambridgeshire.

Extra Money Payments.—These men frequently take part in harvest. Lamb money is paid in many districts, and sometimes shearing money. Journey money of 6d. to 1s. per load is paid to horsemen in some districts.

Allowances in Kind.—A house, garden, and potato ground is often provided free in the northern part of the county, and less frequently in the south. In some districts a little fuel is given, or fuel carted, straw for pigs, &c. In the northern part of the county, namely, in the North Witchford, Wisbech, and Thorney Rural Districts, married waggoners often get, in addition to cottages and gardens free, certain allowances of pork, potatoes, milk, and fuel.

Lincolnshire.

Extra Money Payments.—Extra pay for harvest work is unusual. Journey money is allowed in some cases. Lamb money is frequently paid.

Allowances in Kind.—Free houses and gardens are provided in practically every part of Lincolnshire. Other important allowances frequently given are bacon or pork, of which about 30 stones are frequently given; and potatoes, of which 30 to 50 stones or pecks are often provided. Fuel is frequently carted, and in a number of cases firewood is given. In some cases milk is supplied. In the return from Branton district the value of the allowances (free house, garden, 30 stones of bacon, 60 faggots, and 30 to 40 stones of potatoes) is estimated at nearly £14 per annum.

* These men are usually hired by the year. Their rates of cash wages were generally from £20 to £25 per annum in the case of First Waggoners, and from £16 to £20 in the case of Second Waggoners, in addition to lodging and board.

and other Allowances in Money and also of the value of Allowances in kind) of MEN in charge RURAL DISTRICTS of ENGLAND, in the Year 1903; together with PARTICULARS ALLOWANCES in KIND, &c.—*continued*.

III.—ENGLAND.—EASTERN COUNTIES—*continued*.

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
NORFOLK.				SUFFOLK—<i>cont.</i>			
Marshland ...	14 to 15	14 to 15	15	East Stow ...	14	14	15
East and West Flegg ...	14	14	14	Hartismere ...	14 to 15	12 to 14	14 to 15
Smallburgh ...	15	13/6	—	Hoxne ...	13 to 14/6	13 to 14	12 to 13/6
Erpingham ...	14 to 16	14 to 15	14 to 15	Bosmere and Claydon ...	14 to 15	14	14
Aylsham ...	14 to 15	14 to 15	14 to 15	Samford ...	14 to 15	14 to 15	14
St. Faiths ...	—	—	—	Woodbridge ...	14 to 15	14 to 15	14
Forehoe ...	14/6	14/6	15	Plomesgate ...	13 to 14	13 to 14	13 to 14
Henstead ...	14 to 16	14 to 16	15 to 16	Blything ...	14/6	15	15
Blofield ...	14 to 15	13 to 14	13/6	Wangford ...	14 to 15	14 to 15	15
Loddon and Claver- ing ...	14 to 15	15	15	Mutford and Loth- ingland ...	15	15	15
Depwade ...	13	14 to 15	—	Brandon ...	—	—	—
Guiltcross* ...	—	—	—	Essex.			
Wayland ...	14 to 15	13 to 14	14 to 15	Stansted ...	13	14	—
Mitford and Lann- ditch ...	13/6 to 14/6	14	13/6 to 15	Epping ...	15 to 16†	15†	15 to 16†
Walsingham ...	14 to 15	15	16 to 17	Ongar ...	—	—	—
Docking ...	—	14	13	Romford ...	—†	—†	—†
Freebridge Lynn ...	14 to 15	14 to 15	14	Orsett ...	16 to 18	16 to 17	15 to 17
King's Lynn ...	15	15	15	Billericay ...	15	15	15
Downham ...	14	14	14	Chelmsford ...	17 to 18	16 to 18	15 to 16
Swaffham ...	15	15	14	Rochford ...	15 to 17	18	18
Thetford ...	13 to 14	12 to 13	14	Maldon ...	15	16	16
SUFFOLK.				Tendring ...	15	15	16
Monkton ...	15	15	15	Lexden and Wins- tree ...	—	—	—
Clare ...	14	14	14	Halstead ...	13 to 15	13 to 15	13 to 15
Melford ...	15	14 to 15	15	Braintree ...	14 to 15	15 to 16	15
Cosford ...	15	15	15	Dunmow ...	15	15	15
Thingoe ...	14	15 to 16	15	Saffron Walden ...	14	13 to 15	14 to 18
Mildenhall ...	13 to 14	12 to 13	14 to 16	Bumpstead ...	14	14	14
Thedwastre ...	14	13	15	Belchamp ...	14 to 15	14	14 to 15

Norfolk.

Extra Money Payments.—Teamsmen and cattlemen, and shepherds to some extent, take part in harvest in many districts. Harvest wages in Norfolk are about £7 to £7 10s. per month. Lamb money is paid to shepherds at the very general rate of 6d. per lamb; in the case of the Loddon and Clavering Rural District this is stated to work out to an average of £8; in the Forehoe Rural District some of the shepherds get double wages during the lambing season instead of 6d. per lamb. Journey money is frequently paid to teamsmen (6d. to 1s. per load). Calf money and foal money are occasionally mentioned in the returns.

Allowances in Kind.—Houses and gardens appear to be frequently, but not generally, given rent free, but many get them at low rents. Sometimes potato ground is given and straw for pigs. In some cases fuel is carted free and in a few districts milk is supplied to some of the cattlemen.

Suffolk.

Extra Money Payments.—Horsemen and cattlemen often take part in harvest and are generally paid on the same scale as ordinary labourers. Harvest wages in Suffolk are about £7 to £7 10s. per month. Lamb money is usually at the rate of 6d. per lamb. Journey money (from 6d. to 1s. per journey) is paid in most districts, but in one or two districts the practice is stated to be disappearing.

Allowances in Kind.—Houses are frequently given free or at low rents. Sometimes potato ground is given. In a few districts fuel is carted and in others milk or firewood given.

Essex.

Extra Money Payments.—Harvest money is frequently paid, not only to those who assist in the work, but also to those whose occupations prevent them from helping in the harvesting operations. Harvest is frequently done by piecework in this county. Lamb money for shepherds is common, the rate usually being from 3d. to 6d. per lamb, and journey money for waggoners at 6d. or 1s. per journey is often paid. Extra payments are occasionally made at the weaning of foals, calves, and pigs, also for shearing, drilling, and thatching, and to cattlemen for Sunday labour.

Allowances in Kind.—Houses and gardens and potato ground are sometimes, but not generally, given free, and in some other cases are let at rents lower than those current in the neighbourhood. In the Chelmsford Rural District it is stated that the men at the lower rates have free houses. In several districts fuel is given.

* Dissolved in 1908.

† These rates apply to the Northern portion only. In the North-East 12s. to 15s. to horsemen, and 14s. to 15s. to cattlemen and shepherds were paid, while 18s. to 20s. were paid to these classes in the Southern portion.

‡ This is a market-gardening district.

Table showing RATES of WEEKLY CASH WAGES (exclusive of Payments for Harvest, Piecework, of HORSES, CATTLEMEN, and SHEPHERDS respectively, in the AREAS of certain as to EXTRA MONEY PAYMENTS and

IV.—ENGLAND.—SOUTHERN AND SOUTH-WESTERN COUNTIES.

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
KENT.				SUSSEX.			
Bromley ...	22	22	22	Rye ...	18	16	18
Dartford ...	—	—	—	Hastings ...	16	16	16
Strood ...	18	18	20	Battle ...	17 to 18	16	16 to 17
Hoo ...	20	20	20	Eastbourne ...	—	—	—
Malling ...	20	19	20	Hailsham ...	17 to 18	16 to 17	16 to 17
Sevenoaks ...	17	17	17	Ticehurst ...	16 to 18	16 to 17	15 to 16
Tonbridge ...	18 to 20	18 to 20	18 to 20	Uckfield ...	18	16 to 17	16 to 17
Maidstone ...	17 to 19	17 to 19	17 to 19	East Grimstead ...	21	20	20
Hollingbourne ...	16	18	16	Cuckfield ...	18	18	18
Cranbrook ...	17	18	17	West Steyning ...	16 to 18	15 to 17	17 to 19
Tenterden ...	—	—	—	Chailey ...	14 to 16	14 to 16	16
West Ashford ...	18	18/6	19	Newhaven ...	16 to 18	16 to 20	15 to 19
East Ashford ...	17	18 to 20	18	East Steyning ...	16	16	16
Bridge ...	18/6	17 to 18/6	18 to 19/6	Horsham ...	16 to 18	14 to 17/6	—
Blean ...	17	16	18	Petworth ...	15 to 17	14 to 17	15 to 17
Faversham ...	16	16	16	Thakeham ...	17 to 18	17 to 18	17 to 20
Milton ...	16	15	15	East Preston ...	16	16	18
Sheppey ...	18	18	20	West Hampnett ...	16	16	17
Isle of Thanet ...	17	17	17	Midhurst ...	14 to 16	15 to 20	15 to 17
Eastry ...	17 to 20	16 to 19	18 to 20	Weetbourne ...	16	17	16
Dover ...	17	18	17				
Elham ...	16/6 to 18	16/6 to 18	16/6 to 18	HAMPSHIRE.			
Romney Marsh ...	20 to 22	18	20	Havant ...	15	15	15
SURREY.				Fareham ...	12 to 14	14 to 16	14 to 16
Epsom ...	18 to 20	18	18 to 20	Isle of Wight ...	14 to 16	14 to 16	14 to 16
Chertsey ...	16	16	16	Lymington ...	—*	—*	—*
Guildford ...	19 to 20	19 to 20	17 to 18	Christchurch ...	12 to 14	14 to 16	14 to 16
Farnham ...	16 to 18	16 to 18	18 to 20	Ringwood ...	13	13	13
Hambledon ...	17	17	17	Fordingbridge ...	13	13	15
Dorking ...	17	17	17	New Forest ...	15	16	16
Reigate ...	19	19	19	South Stoneham ...	18	18	18
Godstone ...	17	17 to 18	17 to 18	Romsey ...	13 to 15	13 to 15	13 to 15
Croydon ...	18	20	20	Stockbridge ...	13 to 15	13 to 15	13 to 15
Egham ...	18	20	—	Hursley ...	16	16	16

Kent.

Extra Money Payments.—In many cases extra payment is made for extra work in busy seasons, particularly to men in charge of horses, but very frequently harvest is paid for at ordinary rates of wages, and extra payment made subsequently in the form of Michaelmas money, which frequently amounts to about £4. The amount of lamb money paid to shepherds generally varies from £1 to £2 10s.; shepherds in some cases also get extra money for shearing. Journey money is sometimes paid.

Allowances in Kind.—Free houses and gardens are given in many cases, particularly to men at the lower rates of wages. Occasionally fuel and some milk are supplied.

Surrey.

Extra Money Payments.—Harvest and Michaelmas money is said to average about £2. Lamb money is generally paid in most districts; journey money is paid to carters and extra money is also given to shepherds for shearing.

Allowances in Kind.—Free houses and gardens are provided in the majority of the districts; fuel is often carted free and in some cases fuel and milk are supplied.

Sussex.

Extra Money Payments.—Carters and cattlemen who take part in harvest get extra money and shepherds get lamb money. Journey money to carters at 6d. or 1s. a journey, and shearing money to shepherds, are paid in some instances.

Allowances in Kind.—In most districts free houses and gardens are given to many of the men and particularly to shepherds. Potato ground is given in some districts. Fuel is occasionally found and carted free, and in a few districts milk or skim milk is occasionally provided.

Hampshire.

Extra Money Payments.—The amounts paid for harvest and Michaelmas money frequently range from £2 to £5. Horsemen assist in harvest work more generally than the other two classes of men. Shepherds generally get lamb money, and occasionally receive shearing money in addition; in the Stockbridge Rural District it is stated that they are paid about £5 lamb money, and £1 or £2 shearing money. Horsemen in some districts get 6d. or 1s. per journey in addition to ordinary wages.

Allowances in Kind.—Free houses with gardens, potato grounds, or allotments, are given in nearly every Rural District in the county. Straw for pigs is sometimes given, and fuel is often carted. In some districts, particularly in the north-eastern portion of the county, horsemen and shepherds have one ton of coal and occasionally 100 faggots given to them. In some cases milk is given.

* This is not an agricultural district.

and other Allowances in Money and also of the value of Allowances in kind) of MEN in charge RURAL DISTRICTS of ENGLAND, in the Year 1903; together with PARTICULARS ALLOWANCES in KIND, &c.—*continued*.

IV.—ENGLAND.—SOUTHERN AND SOUTH-WESTERN COUNTIES—*continued*.

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
HAMPSHIRE—<i>cont.</i>				WILTSHIRE—<i>cont.</i>			
New Winchester...	15	15	15	Malmesbury ...	14	14	15
Droxford ...	15	15	15	Chippenham ...	13 to 17	15 to 17	15 to 17
Catherington ...	15	15 to 16	16	Calne ...	15	14	13 to 14
Petersfield ...	—	—	—	Marlborough ...	14	14	14
Alresford ...	14	14	14	Devizes ...	14	14	14
Alton ...	15 to 17	15 to 17	15 to 17	Melksham ...	15/6 to 17/6	15/6 to 17/6	15/6 to 17/6
Hartley Wintney	16	16	16	Bradford-on-Avon	15 to 16	15 to 16	16 to 17
Basingstoke ...	14 to 15	15 to 16	14 to 16	Westbury and Whorwellsdown.	15 to 16	15	16
Whitchurch ...	14	14	14	Warminster ...	13 to 15	13 to 15	14 to 15
Andover ...	14	14	14	Pewsey ...	14	14	15
Kingsclere ...	14	14	14	Amesbury ...	—	—	—
BERKSHIRE.				Salisbury ...	13 to 15	13 to 15	14 to 15
Newbury ...	12 to 13	12 to 13	12 to 14	Wilton ...	14	14	15
Hungerford ...	13 to 14	13 to 14	13 to 14	Tisbury ...	13 to 15	13 to 15	14 to 16
Farlington ...	17	17	18	Mere ...	13 to 15	13 to 16	13 to 15
Abingdon ...	12 to 14	12 to 14	12 to 14	DORSETSHIRE.			
Wantage ...	—	—	—	Shaftesbury ...	14	14	14
Wallingford ...	13 to 15	13 to 16	13 to 16	Sturminster ...	15	15	15
Bradfield ...	13 to 18	13 to 18	13 to 18	Blandford ...	13	12 to 13	13 to 14
Wokingham ...	15	16	16	Wimborne and Cranborne	13	14	13
Cookham ...	15	15	15	Poole ...	14 to 15	14 to 15	14 to 15
Easthampstead ...	16	16	16	Wareham and Purbeck	12	—	12
Windsor ...	—*	—*	—*	Weymouth ...	12 to 13	12 to 13	12 to 13
WILTSHIRE.				Dorchester ...	11 to 13/6	12 to 15	12 to 14
Ramsbury ...	13 to 14	14 to 16	13 to 14	Cerne ...	12 to 13	13	12 to 13
Highworth ...	14 to 15	14 to 15	—	Sherborne ...	14	14	14
Cricklade and Wootton Bassett	15	14	14	Beaminster ...	12	12 to 15	12 to 14
				Bridport... ..	—	—	—

Berkshire.

Extra Money Payments.—Michaelmas money, lamb money, and journey money are frequently given. Sometimes, however, harvest money and lamb money are given in addition to, and sometimes in lieu of, Michaelmas money. In some districts the men take part in harvest.

Allowances in Kind.—Houses and gardens or potato ground are frequently given, and in many cases some fuel is given or carted free. Occasionally milk and straw are given, and sometimes shepherds are provided with the keep of a dog.

Wiltshire.

Extra Money Payments.—Extra payments are generally made, chiefly in the form of Michaelmas money, or lamb money in the case of shepherds. Horsemen and cattlemen frequently take part in harvest at the same rates as those paid to ordinary labourers. The amounts of harvest money, Michaelmas money, or lamb money vary considerably. For horsemen they generally range from 2*l.* to 5*l.*; cattlemen get somewhat less as a rule. Shepherds sometimes take part in harvest. In the case of lamb money, in the Salisbury district it is stated that in many cases it amounts to 8*l.* to 10*l.*, and in Wilton 9*l.* 10*s.*, inclusive of other extras, while the Amesbury Return states that extra payments raise the earnings of shepherds to from 17*s.* to 20*s.* per week (13*s.* being the ordinary cash wages). Occasionally shearing money is paid separately from lamb money, and a sum allowed towards finding keep of dog. Cattlemen in some cases get calf money (1*l.* in Malmesbury district), and sometimes extra money is given to those engaged in milking. Journey money is frequently paid to carters and others, 30*s.* to 50*s.* extra being sometimes earned in the year in this way.

Allowances in Kind.—A house with garden, potato ground, or allotment, is generally provided rent free, the potato ground being cultivated by the employers in some cases. Fuel is sometimes carted, and occasionally some fuel, milk, straw or manure are supplied.

Dorsetshire.

Extra Money Payments.—Harvest or Michaelmas money usually ranges from 2*l.* to 3*l.* Shepherds get rather more as a rule, chiefly for lamb money. Journey money to carters sometimes amounts to 1*l.* in the year, and occasionally shepherds get 2*s.* 6*d.* when attending market.

Allowances in Kind.—A free house, with garden, potato ground, or allotment, is generally provided, and the potato ground is sometimes manured and cultivated by the employer. Some fuel is given in many cases also free cartage of fuel.

* This is mainly a residential district.

Table showing RATES of WEEKLY CASH WAGES (exclusive of Payments for Harvest, Piecework, of HORSES, CATTLEMEN, and SHEPHERDS respectively, in the AREAS of certain as to EXTRA MONEY PAYMENTS and

IV.—ENGLAND.—SOUTHERN AND SOUTH-WESTERN COUNTIES—*continued.*

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
SOMERSETSHIRE.				MONMOUTHSHIRE.			
Williton ...	14 to 15	14 to 15	15 to 16	Chepstow ...	17	17	17
Dulverton ...	12	13	13	Monmouth ...	—	—	—
Wellington ...	—	—	—	Abergavenny ...	—	—	—
Langport ...	14	14	14	Pontypool ...	15 to 16	15 to 16	15 to 16
Taunton ...	15	14 to 17	14 to 17	Magor ...	15	15	16
Bridgwater ...	13 to 14/6	—	—	St. Mellons ...	15	15	16
Chard ...	15	15	15 to 16	GLOUCESTERSHIRE.			
Yeovil ...	14	14	14	Warmley ...	15/6 to 18	15 to 17	—
Wincanton ...	15 to 16	16 to 17	—	Barton Regis ...	16	16	16
Frome ...	16	15	16	Chipping Sodbury ...	15 to 18	15 to 18	—
Shepton Mallet ...	14 to 15	14 to 15	14 to 16	Thornbury ...	16 to 18	16 to 18	16 to 18
Wells ...	14 to 15	12 to 14	14 to 18	Dursley ...	—	—	—
Keynsham ...	18 to 19	18 to 19	18 to 19	Newent ...	12 to 15	12 to 15	12 to 15
Arbridge ...	—	—	—	East Dean and United Parishes	16 to 18	16 to 18	16 to 20
Clutton ...	15 to 16	15 to 16	15 to 16	Gloucester ...	—	—	—
Bath ...	16	16	16	Wheatenhurst ...	16	16	—
Long Ashton ...	16 to 18	16 to 18	—	Stroud ...	15	15	15
HEREFORDSHIRE.				Tetbury ...	14	14	14
Ledbury ...	14 to 15	14 to 15	13 to 14	Cirencester ...	14 to 15	14	14 to 15
Ross ...	15	15	15	Northleach ...	15	14	15
Hereford ...	14	14	14	Stow-on-the-Wold	13 to 15	13 to 15	15
Dore ...	14	14	14	Winchcombe ...	14 to 16	14 to 16	14 to 16
Weobly ...	14	13	15	Cheltenham ...	—	—	—
Bromyard ...	14	14	14	Tewkesbury ...	—	—	—
Wigmore ...	15	15	15	Pebworth ...	14 to 15	15	15
Kington ...	14	13	13	Marsdon Sicca ...	14 to 15	13 to 13	13 to 15
Leominster ...	16/6	16/6	16/6	Campden ...	—	—	—
Whitchurch ...	12 to 15	12 to 14	—	West Dean ...	—	—	—
Bredwardine ...	—	—	—	Lydney ...	—	—	—

Somersetshire.

Extra Money Payments.—In Somersetshire harvest money usually amounts to from 1*l.* to 3*l.* extra; lamb money for shepherds is generally from 1*l.* to 2*l.*, but occasionally as much as 5*l.* Extra money for shearing is often given.

Allowances in Kind.—In most districts houses are provided free, or at low rents, with gardens or potato grounds ploughed and manured. Cider or ale is frequently given as a daily allowance, and some fuel is occasionally given or carted. In some cases milk or straw for pigs is given.

Herefordshire.

Extra Money Payments.—Extra payments for extra work during the harvest and lambing seasons usually amount to about £1 in each case, but the amount occasionally reaches £2 or more. Michaelmas money is occasionally given. Foal money and journey money also are occasionally paid to horsemen, and shearing money to shepherds.

Allowances in Kind.—Free house and garden, potato ground, free cartage of fuel, and cider or beer are generally allowed in most of the Rural Districts of the county. Fuel, milk, or at special times food, are given in some cases. In some cases straw for pigs is provided, or a gift of bacon in lieu.

Monmouthshire.

Extra Money Payments.—In some cases extra payments varying from £1 to £2 are made for harvest, while in others no extra money is given, but food and extra drink are provided. Shepherds receive about 20*s.* to 50*s.* as lamb money in some instances. Journey money at 6*d.* per journey is stated to be paid in a few cases.

Allowances in Kind.—In the majority of districts free houses and gardens or potato grounds are provided. Other allowances frequently made are cider or beer, or milk, food at harvest, fuel carted free, and straw for pigs.

Gloucestershire.

Extra Money Payments.—Payment for hay-time and harvest or Michaelmas money is stated generally to vary from 20*s.* to about 50*s.*, and lamb money to shepherds from about 15*s.* to 40*s.* Journey money is frequently paid at the rate of 6*d.* to 1*s.* a load, and in some cases shepherds get extra payments for shearing. The Cirencester Return states that beer money is given, and that extra payment and extra beer money is granted for overtime.

Allowances in Kind.—Free houses, with gardens, or potato ground, are very generally provided in the county. Sometimes the employer manures and cultivates the potato ground. Cider or beer is given in some districts. Fuel is frequently carted free of charge. Sometimes shepherds get coal at lambing time. In a few districts food is occasionally supplied.

* In this district the farms are small and one man usually does the work of the three classes.

and other Allowances in Money and also of the value of Allowances in kind) of MEN in charge RURAL DISTRICTS of ENGLAND, in the Year 1903; together with PARTICULARS ALLOWANCES in KIND, &c.—*continued*.

IV.—ENGLAND.—SOUTHERN AND SOUTH-WESTERN COUNTIES—*continued*.

County and Rural District.	Weekly Rates of Cash Wages in 1903.			County and Rural District.	Weekly Rates of Cash Wages in 1903.		
	Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.		Men in Charge of Horses (including Carters, Waggoners, Teamsters, and Horse-keepers).	Cattlemen.	Shepherds.
DEVONSHIRE				CORNWALL.			
Axminster ...	s. 12 to 14	s. 12 to 14	s. 13 to 15	Calstock ...	s. —*	s. —*	s. —*
Honiton ...	15 to 16	15 to 16	15 to 16	Stratton ...	—	—	—
St. Thomas ...	13 to 16	13 to 16	13 to 16	Camelford ...	14	14	14
Newton Abbott ...	15 to 17	14 to 16	—	Launceston ...	13/6	14 to 15	14 to 16
Totnes ...	—	—	—	St. Germans ...	15	15	15
Kingsbridge ...	14 to 16	14 to 16	14 to 16	Liskeard ...	15	15	16
Plympton St. Mary ...	18	18	18	Bodmin ...	13 to 15	13 to 15	13 to 15
Tavistock ...	14 to 15	14 to 15	14	St. Columb Major ...	14 to 15	14 to 15	14 to 15
Okehampton ...	12	13 to 14	13 to 14	St. Austell ...	—	—	—
Crediton ...	13	13	13	Truro ...	16 to 17	16 to 17	16 to 17
Tiverton ...	14 to 15	14 to 15	14 to 15	East Kerrier ...	17 to 18	16	16
South Molton ...	—	—	—	West Penwith ...	15	15	15
Barnstaple ...	16	16	16	Helston ...	15 to 17	17	—
Torrington ...	13 to 15	13 to 14	13 to 14	Redruth ...	15 to 16	15 to 16	15 to 16
Bideford ...	—	—	—	Scilly Islands ...	13 to 14	—	15
Holsworthy ...	13	14	14				
Broadwoodwidge ...	14	14 to 15	14 to 15				
Calmstock ...	13	13	13				

Devonshire.

Extra Money Payments.—Harvest is usually paid for at ordinary labourers' scale, extra harvest money amounting in most cases to 20s. to 40s., 30s. being perhaps the most usual amount. Lamb money and journey money are paid in some districts.

Allowances in Kind.—In most districts houses are provided free or at nominal rents, with gardens or potato ground (which is sometimes worked by employers), and a daily allowance of cider. Sometimes milk is given in lieu of, or in addition to, cider. In many instances fuel is given or carted free, and straw given for pigs.

Cornwall.

Extra Money Payments.—These classes of men assist at harvest, and occasionally earn from £1 10s. to £3 extra. Some farmers however give food in lieu of extra money at harvest. Lamb money is sometimes paid, the highest amount mentioned in the returns being £2, which is paid on the larger farms in St. Germans district. Journey money at the rate of 6d. or 1s. (mostly 6d.) per journey is stated to be paid in some Rural Districts.

Allowances in Kind.—Houses and gardens are given free in most districts. Potato ground is very generally provided, and frequently fuel is provided in part and carted free. Other allowances often made are milk or cider, straw for pigs, and manure. In the Isles of Scilly it is stated that single men receive a lodging gratuity of 1s. per week.

* This is a mining district.

APPENDIX V.

ENGLAND AND WALES.

RATES OF WAGES OF ORDINARY LABOURERS, ON CERTAIN FARMS, FOR A SERIES OF YEARS.

The following Tables give the rates of weekly cash wages paid to ordinary agricultural labourers in the summer and winter, for a series of years, upon certain farms in England and Wales. The wages given are those paid to ordinary agricultural labourers only, and do not include the wages of such classes as shepherds, or men in charge of horses or cattle. The weekly cash rates of wages given do not include any payments for piecework, or extra payments during hay and corn harvest, or for overtime, or the value of any allowances in kind.

Those who gave the information were, however, asked to describe in detail any allowances in kind, given in addition to the weekly cash wages, such as house, garden, potato ground, allotment, food, beer, cider, fuel, or fuel carted, or straw for pigs; and if they had varied in the years for which the weekly wages are stated, the correspondents were asked to give particulars of such variations. Many of the correspondents also gave information as to variations in the rates of payment for piecework and harvest work, and these particulars are summarised in the notes appended to the Tables below.

NORTHERN COUNTIES.

A FARM AT STOCKSFIELD, Northumberland.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1831-1834	11 0	11 0	1866-1871	16 0	16 0
1835-1838	10 6	10 6	1872	18 0	18 0
1839	11 0	11 0	1873	21 0	21 0
1840-1841	12 0	12 0	1874	23 0	23 0
1842-1845	*	*	1875	24 0	24 0
1846	12 0	12 0	1876	22 0	22 0
1847	13 6	13 6	1877	23 0	23 0
1848-1849	12 6	12 6	1878	21 0	21 0
1850-1852	11 0	11 0	1879-1880	18 0	18 0
1853	12 0	12 0	1881-1883	20 0	20 0
1854-1856	14 0	14 0	1884	19 0	19 0
1857-1858	16 0	16 0	1885-1889	18 0	18 0
1859	15 6	15 6	1890-1898	20 0	20 0
1860	16 0	16 0	1899-1902	22 0	22 0
1861	16 6	16 6	1903	23 0	23 0
1862-1865	15 6	15 6			

Allowances in kind.—Cottage and garden rent free, coals led, and 60 to 80 stones of potatoes; 2 bushels of barley (the barley allowance ceased after 1902).

Harvest.—Up to 1902 20*s.* extra was allowed for harvest.

MR. GEORGE GREY'S FARM AT MILFIELD, KIRKNEWTON, Northumberland.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1872	16 <i>s.</i> to 17 <i>s.</i>	16 <i>s.</i> to 17 <i>s.</i>	1881-1882	15 0	15 0
1873	18 <i>s.</i> to 20 <i>s.</i>	18 <i>s.</i> to 20 <i>s.</i>	1883-1887	15 <i>s.</i> to 16 <i>s.</i>	15 <i>s.</i> to 16 <i>s.</i>
1874-1876	20 0	20 0	1888-1901	16 0	16 0
1877-1878	18 0	18 0	1902-1904	17 0	17 0
1879-1880	16 0	16 0			

Allowances in kind.—Potatoes, house and garden free, coals carted, accommodation for pig-keeping, and straw for litter. Before 1870 a large proportion of the wages was paid in kind, but after that date wages were paid for the most part in money.

Note.—The rates quoted after 1901 relate to another farm in the Glendale Union in the occupation of another gentleman.

* Information not available.

Northern Counties—continued.

THE MARQUIS OF LONDONDERRY'S HOME FARM, WYNARD PARK, STOCKTON-ON-TEES,
Durham.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1851	s. d. 12 6	s. d. 12 6	1876	s. d. 17 0	s. d. 17 0
1852	12 6	12 0	1877	17 0	17 3
1853	12 6	12 6	1878-1880	17 6	17 6
1854	13 0	13 2	1881	18 0	18 0
1855-1857	13 6	13 6	1882	17 9	18 0
1858	13 6	14 0	1883	17 6	17 8
1859	13 6	13 3	1884	18 0	17 6
1860	14 0	"	1885	17 6	17 6
1861-1864	*	*	1886	18 0	17 9
1865	*	13 6	1887	17 10	18 0
1866	13 6	13 9	1888	18 0	18 0
1867	14 6	14 3	1889	18 0	18 9
1868	14 8	14 6	1890	18 6	18 9
1869	14 6	14 6	1891	19 0	19 0
1870	15 0	14 10	1892-1893	19 0	19 6
1871	15 4	15 3	1894-1898	19 0	19 0
1872	15 3	15 9	1899	19 0	19 6
1873	16 6	16 6	1900	19 6	19 6
1874	17 0	16 9	1901-1904	20 0	20 0
1875	16 6	17 0			

Allowances in kind.—House and garden free, coals, 40 stones of potatoes, beer at haytime and harvest.

Piecework.—There is less piecework given now than was customary 50 years ago, owing to the introduction of machinery. The amount that would be earned now by an average labourer would be more than in earlier years, since the prices are much higher. Thus, in 1851, 4s. per acre was paid for pulling turnips; in 1901, 12s. per acre was given. For hoeing turnips, 6s. per acre was given in 1853, but 20s. per acre was given in 1901.

A FARM AT ROCKLIFFE, CARLISLE, Cumberland.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1846-1850	s. d. 10 6	s. d. 10 6	1867	s. d. 12 6	s. d. 12 6
1851-1852	10 0	10 0	1868-1872	13 0	13 0
1853-1855	11 0	11 0	1873-1891	15 0	15 0
1856-1866	12 0	12 0	1892-1904	16 0	16 0

Allowances in kind.—Free house, and, since 1899, one ton of potatoes per annum.

A FARM AT GREYSTOKE, PENRITH, Cumberland.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1868	s. d. 15 0	s. d. 14 0	1875	s. d. 16 6	s. d. 17 0
1869-1870	15 0	14 0	1876-1890	17 0	17 0
1871	15 0	15 0	1891	17 6	17 6
1872-1873	16 0	16 0	1892-1899	18 0	18 0
1874	16 6	16 6	1900-1903	18 6	18 6

Allowances in kind.—None.

Harvest.—At hay harvest 6d. per day in lieu of beer, and 4d. per hour for overtime.

Information not available.

Northern Counties—*continued.*

A FARM NEAR SEDGWICK, KENDAL, Westmorland.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1875-1896	<i>s. d.</i> 20 0	<i>s. d.</i> 20 0	1897-1904	<i>s. d.</i> 21 0	<i>s. d.</i> 21 0

Allowances in kind.—Cottage and garden free, and fuel carted. Prior to 1875 the employees were boarded in the house, but in 1874 cottages were built.

A HOME FARM ON AN ESTATE IN SOUTH Westmorland.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1855	<i>s. d.</i> 12 0	<i>s. d.</i> 12 0	1871	<i>s. d.</i> 17 0	<i>s. d.</i> 17 0
1856-1865	13 0	13 0	1872-1883	18 0	18 0
1866-1867	15 0	15 0	1884-1904	20 0	20 0
1868-1870	16 0	16 0			

Allowances in kind, &c.—Up to 1892 extra cash and beer were given at haytime; from 1892 to 1901 no beer was allowed, but in 1902 6*d.* per day was allowed in lieu of beer at haytime; skim milk was given daily up to 1892, but not since.

MR. J. T. CLIFTON'S FARM AT LYTHAM, Lancashire (NORTH).

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1852	<i>s. d.</i> 10 0	<i>s. d.</i> 10 0	1871-1872	<i>s. d.</i> 15 0	<i>s. d.</i> 15 0
1853	10 0	12 0	1873-1899	16 6	16 6
1854-1867	12 0	12 0	1900	16 <i>s. 6d.</i> to 17 <i>s.</i>	16 <i>s. 6d.</i> to 17 <i>s.</i>
1868	12 0	14 0	1901-1904	16 <i>s. 6d.</i> to 18 <i>s.</i>	16 <i>s. 6d.</i> to 18 <i>s.</i>
1869-1870	14 0	14 0			

Allowances in kind.—A load of firewood each year; beer, bread, and cheese in hay-time. It has been the practice for many years to pay all labourers one half of their full wages during temporary sickness or disablement.

Piecework.—Very little has ever been given.

A FARM NEAR BOLTON, Lancashire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1868-1874	<i>s. d.</i> 18 0	<i>s. d.</i> 18 0	1890-1904	<i>s. d.</i> 20 0	<i>s. d.</i> 20 0
1875-1889	19 0	19 0			

Allowances in kind.—None.

Northern Counties—continued.

A FARM AT RAINFORD, Lancashire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1865-1871	14 0	14 0	1900	16 0	17 0
1872-1897	15 0	15 0	1901	17 0	17 0
1898	15 0	16 0	1902-1904	18 0	18 0
1899	16 0	16 0			

Allowances in kind.—Beer at hay and corn harvest.

Piecework.—There is less piecework given now than was customary 50 years ago, but higher rates are now paid.

A FARM AT LITHERLAND, Lancashire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1855	15 0	12 0	1873-1880	20 0	18 0
1856-1858	18 0	15 0	1881-1904	18 0	18 0
1859-1872	18 0	18 0			

Allowances in kind.—Cottages when practicable; beer during hay and corn harvests. Potato ground was formerly allowed.

Piecework.—Owing to the introduction of machinery, there is now very little piecework given. The rate paid for potato digging has risen from 1*d.* per score running yards paid 50 years ago, to 1½*d.* at the present time.

A FARM AT KNOWSLEY, PRESCOT, Lancashire (SOUTH).

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1860-1871	14 0	14 0	1892	17 0	18 0
1872	15 0	16 0	1893-1895	18 0	18 0
1873-1887	16 0	16 0	1896-1899	19 0	19 0
1888-1891	17 0	17 0	1900-1904	20 0	20 0

Allowances in kind.—Beer has always been allowed at hay-time and harvest.

A FARM AT SEWERBY, NEAR BRIDLINGTON, Yorkshire, East Riding.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850	12 <i>s.</i> to 13 <i>s.</i>	12 <i>s.</i> to 13 <i>s.</i>	1874-1875	17 0	17 0
1851-1854	13 0	13 0	1876-1880	18 0	18 0
1855	13 <i>s.</i> to 14 <i>s.</i>	13 <i>s.</i> to 14 <i>s.</i>	1881-1886	*	*
1856-1862	14 0	14 0	1887	18 0	16 0
1863-1868	*	*	1888-1891	16 0	16 0
1869-1871	15 0	15 0	1892-1904	17 0	17 0
1872-1873	16 0	16 0			

Allowances in kind.—6*d.* per day is now given during hay and corn harvests in lieu of the beer given previous to 1891.

* Information not available.

Northern Counties—*continued.*

A FARM AT SHERIFF HUTTON, Yorkshire, North Riding.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1864-1891	<i>s. d.</i> 15 0	<i>s. d.</i> 15 0	1899	<i>s. d.</i> 15 0	<i>s. d.</i> 15 6
1892-1898	15 6	15 6	1900-1904	16 0	16 0

Piecework.—Less piecework is now given than formerly, but more can now be earned at it.

Harvest.—At hay harvest 35 years ago 16*s.* per week, with allowance, was given; 20*s.*, with allowance, is now given. At the former period, 18*s.* per week and board was given at corn harvest; at the present time, 22*s.* per week and board is given.

A FARM AT NEWBEGIN, FILEY, Yorkshire, North Riding.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1875-1879	<i>s. d.</i> 17 0	<i>s. d.</i> 17 0	1897-1898	<i>s. d.</i> 17 0	<i>s. d.</i> 17 0
1880-1884	16 0	16 0	1899	18 0	17 0
1885-1892	15 0	15 0	1900-1901	18 0	18 0
1893-1894	16 0	15 0	1902-1903	19 0	19 0
1895-1896	17 0	16 0	1904	18 0	18 0

Allowances in kind.—Particulars not furnished.

MR. HUGH ROWLANDSON'S FARM AT NEWTON MORRELL, BARTON, Yorkshire,
North Riding.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1852-1854	<i>s. d.</i> 12 0	<i>s. d.</i> 12 0	1882	<i>s. d.</i> <i>s. d.</i> 15 0 to 18 6	<i>s. d.</i> <i>s. d.</i> 15 0 to 18 6
1855	13 <i>s.</i> to 13 <i>s.</i> 6 <i>d.</i>	13 <i>s.</i> to 13 <i>s.</i> 6 <i>d.</i>	1883	16 0 to 18 6	16 0 to 18 6
1856-1857	13 6	13 6	1884	16 0 to 16 6	16 0 to 16 6
1858-1859	12 6	12 6	1885	15 6 to 16 6	15 6 to 16 6
1860-1863	13 0	13 0	1886-1887	14 6 to 15 6	14 6 to 15 6
1864	13 <i>s.</i> to 13 <i>s.</i> 6 <i>d.</i>	13 <i>s.</i> to 13 <i>s.</i> 6 <i>d.</i>	1888	14 6 to 17 0	14 6 to 17 0
1865	14 0	14 0	1889	15 0 to 16 6	15 0 to 16 6
1866-1871	15 0	15 0	1890	16 6 to 17 6	16 6 to 17 6
1872	16 <i>s.</i> 6 <i>d.</i> to 17 <i>s.</i>	16 <i>s.</i> 6 <i>d.</i> to 17 <i>s.</i>	1891-1894	17 0 to 18 0	17 0 to 18 0
1873	18 <i>s.</i> to 19 <i>s.</i> 6 <i>d.</i>	18 <i>s.</i> to 19 <i>s.</i> 6 <i>d.</i>	1895-1897	16 0 to 17 0	16 0 to 17 0
1874-1876	19 <i>s.</i> to 21 <i>s.</i>	19 <i>s.</i> to 21 <i>s.</i>	1898	16 6 to 17 6	16 6 to 17 6
1877	18 <i>s.</i> to 21 <i>s.</i>	18 <i>s.</i> to 21 <i>s.</i>	1899	16 6 to 18 0	16 6 to 18 0
1878	18 <i>s.</i> to 20 <i>s.</i>	18 <i>s.</i> to 20 <i>s.</i>	1900	18 6 to 19 0	18 6 to 20 0
1879	15 <i>s.</i> to 16 <i>s.</i>	15 <i>s.</i> to 16 <i>s.</i>	1901-1903	18 6 to 19 0	18 6 to 19 0
1880-1881	15 <i>s.</i> to 18 <i>s.</i>	15 <i>s.</i> to 18 <i>s.</i>	1904	16 6 to 18 6	16 6 to 18 6

Allowances in kind.—Free house and garden; four loads of coal are carted free of charge. From 1852 to 1871 a load of potatoes was given; also in 1852 and 1853 and again from 1860 to 1870, two bushels of wheat were given.

Remarks.—The high rates paid between 1873 and 1878 are stated to be due to the prosperity of the iron trade in the North of England, and agricultural labourers for this farm had to be obtained from the southern counties.

Northern Counties—continued.

MR. E. HARRISON'S FARM AT HUSTHWAITE, EASINGWOLD, Yorkshire,
North Riding

Year.	Rates of Weekly Cash Wages		Year.	Rates of Weekly Cash Wages	
	June.	December.		June.	December.
1870-1871	s. d. 15 0	s. d. 15 0	1879-1881	s. d. 17 6	s. d. 16 6
1872	16 0	16 6	1882-1885	17 0	15 0
1873	18 0	17 6	1886-1899	16 0	16 0
1874-1877	18 0	16 0	1900-1901	17 0	16 0
1878	18 0	15 6	1902-1904	17 0	17 0

Allowances in kind.—None.

Piecework.—Less piecework is given now at harvest than 50 years ago, but more at other work. An ordinary labourer would earn considerably more now than he could have done then.

A FARM AT THIRSK, Yorkshire, North Riding.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1844-1845	s. d. 10 0	s. d. 10 0	1865	s. d. 13 0	s. d. 13 0
1846-1847	12 0	12 0	1866-1867	13 0	12 0
1848	12 0	11 0	1868	13 6	13 0
1849	12 0	10 0	1869-1871	13 0	13 0
1850-1852	10 0	10 0	1872	14 0	14 0
1853	11 0	12 0	1873	15 0	16 0
1854-1855	13 0	13 0	1874-1877	16 0	16 0
1856	12 6	12 6	1878-1881	16 0	15 0
1857-1859	12 6	12 0	1882-1886	15 0	15 0
1860-1862	12 6	11 6	1887-1889	14 0	14 0
1863	12 6	12 0	1890-1904	15 0	15 0
1864	12 6	11 6			

Allowances in kind.—House and garden free, potato ground (ploughed and manured), two pints of beer daily at threshing and harvest, coals carted, straw for pigs. These allowances have not varied since 1870.

Piecework.—Owing to the introduction of machinery, less piecework is given than in former years. Much higher rates are paid, but a man would not earn as much now as 50 years ago. In 1844 6s. to 6s. 6d. per acre was paid for hoeing turnips, 9s. per acre was given in 1901. For hoeing corn the price was formerly 6d. to 1s. per acre; it is now 1s. 6d. to 2s. 6d. per acre.

A FARM NEAR NORTHALLERTON, Yorkshire, North Riding.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1870-1876	s. d. 18 0	s. d. 18 0	1898	s. d. 16 6	s. d. 16 6
1877-1880	17 6	17 6	1899	17 0	17 0
1881-1885	17 0	17 0	1900	18 0	18 6
1886-1893	16 0	16 0	1901-1902	18 6	18 6
1894	15 6	15 6	1903	18 6	18 0
1895-1897	16 0	16 0	1904	18 0	18 0

Allowances in kind.—House and garden rent and rates free, 20 stones of potatoes per year, fuel carted, beer occasionally.

Piecework.—More piecework is given now than was customary 30 years ago, and the rates paid are higher. Thus in 1870, 8s. 6d. per acre was paid for turnip hoeing; 10s. per acre was paid in 1902. For pulling turnips also, the price has increased from 6s. 6d. per acre in 1870 to 7s. 6d. per acre in 1901.

Harvest.—The wages paid at harvest are higher than those paid in earlier years, e.g., at hay harvest in 1870 3s. per day was paid, in 1902 3s. 9d. per day was paid. The monthly pay at corn harvest was £4 15s. in 1870; in 1902 it was £5 10s.

Northern Counties—*continued.*

A FARM IN THE WETHERBY UNION, Yorkshire, West Riding.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1853	s. d. 12 0	s. d. 12 0	1885-1894	s. d. 16 0	s. d. 16 0
1854-1869	13 0	13 0	1895-1899	17 0	17 0
1870-1875	14 0	14 0	1900-1901	18 0	18 0
1876-1884	15 0	15 0			

Allowances in kind.—House and small garden allowed free to some men.

Piecework.—Much less piecework is done now than 50 years ago, but a man can earn more now than he could then, the rates paid being much higher. Turnip hoeing was formerly done for 6s. 6d. to 7s. per acre, but 9s. to 10s. is now paid.

Harvest.—At harvest, also, the wages have increased. The monthly pay at haytime 50 years ago was £3 5s. per month, it is now £4 4s. to £4 15s. per month.

MIDLAND COUNTIES.

MR. W. DOWNING'S FARM NEAR ALFRETON, Derbyshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1849-1859	s. d. 15 0	s. d. 15 0	1880-1885	s. d. 18 0	s. d. 18 0
1860-1869	16 0	16 0	1886-1889	19 0	19 0
1870-1879	17 0	17 0	1890-1904	20 0	20 0

Allowances in kind and harvest payment.—House and garden free, potato ground, fuel carted, beer in hay-time and harvest. £3 extra is given for harvest. In 1850, beer only.

Piecework.—Less piecework is given now than 50 years ago. The rates paid have increased, but men are unwilling to do piecework. For hoeing and singling turnips 4s. 6d. per acre was given 50 years ago; now labourers are unwilling to do this work for 10s. per acre.

A FARM AT BASLOW, Derbyshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1854-1868	s. d. 12 0	s. d. 12 0	1878-1879	s. d. 16 0	s. d. 15 0
1869-1872	14 0	14 0	1880-1899	16 0	16 0
1873-1875	15 0	14 0	1900-1904	18 0	18 0
1876-1877	15 0	15 0			

Allowances in kind.—House and garden free, potato ground, fuel carted, food and beer during harvest. From 1854 to 1875 beer was allowed in harvest and food on stacking days, but the present allowances have not varied since 1874.

Piecework.—Owing to the introduction of machinery, less piecework is given now than in earlier years, but an average labourer would be able to earn about one-third more now at piecework than 50 years ago.

Midland Counties—continued.

A FARM AT ELVASTON, Derbyshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1864-1869	14 0	14 0	1875-1898	16 0	16 0
1870-1874	15 0	15 0	1899-1904	18 0	18 0

Allowances.—Labourers contribute to clothing club to which employer contributes 1d. in the £ per annum. Half pay is allowed when ill, and old men incapacitated for work receive a weekly allowance, varying in individual cases.

MR. SAMUEL BARKER'S FARM, RUSHTON, TARPORLEY, Cheshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1846-1854	9 0	9 0	1867-1882	14 0	14 0
1855-1857	10 0	10 0	1883-1899	15 0	16 0
1858-1861	11 0	11 0	1900-1904	16 0	16 0
1862-1866	12 0	12 0			

Allowances in kind.—Food and beer twice a day during harvest time.

MR. JOHN BATEMAN'S FARM AT CHORLEY, NANTWICH, Cheshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1854-1858	9 0	9 0	1888-1891	14 0	12 0
1859-1863	10 0	9 0	1892-1893	15 0	13 0
1864	11 0	10 0	1894-1896	15 0	14 0
1865-1870	12 0	11 0	1897-1898	17 0	15 0
1871-1873	13 0	11 0	1899	17 0	16 0
1874-1887	13 0	12 0	1900-1904	*	*

Allowances in kind.—Potato ground (8 or 10 roods), use of horses for mowing grass, or for carting coals and hay when required; tea or coffee given twice a day during hay and corn harvest.

Harvest.—£1 given for hay and corn harvest.

THE DUKE OF PORTLAND'S WELBECK FARMS, Nottinghamshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1849-1853	14 0	14 0	1881	16 6	15 0
1854-1857	15 0	15 0	1882-1885	15 0	15 0
1858-1859	13 6	13 6	1886	15 0	13 6
1860-1872	15 0	15 0	1887-1889	13 6	13 6
1873	16 6	16 6	1890-1891	15 0	15 0
1874-1878	18 0	18 0	1892-1899	16 6	16 6
1879	18 0	16 6	1900-1904	18 0	18 0
1880	16 6	16 6			

Allowances in kind.—Potato ground found according to size of garden attached to house. Coals led free. An allowance of 6d. per day beer money used to be given during June, July, and August, but was discontinued in 1892 or 1893. For certain kinds of work 6d. per day extra is given.

Piecework.—Less piecework is given now than 50 years ago owing to the increased use of machinery. The rates paid now are higher, but less could be earned by an average labourer at piecework than in earlier years.

* Information not available.

Midland Counties—continued.

MR. T. L. K. EDGE'S HOME FARM AT STRELLEY, Nottinghamshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1857-1866	13 0	13 0	1878	17 0	16 0
1867-1868	15 0	15 0	1879-1885	16 0	16 0
1869	15 0	14 0	1886-1890	15 0	15 0
1870-1871	14 0	14 0	1891	16 0	16 0
1872	15 0	17 0	1892	17 0	16 0
1873	17 0	18 0	1893-1899	16 0	16 0
1874-1876	18 0	18 0	1900-1904	17 0	17 0
1877	18 0	16 0			

Allowances.—Beer money averaging 25*s.* per annum. Beer instead of this latter allowance was formerly given.

Piecework.—Very little piecework is now done; hedging, however, is still done by the piece. Fifty years ago a labourer would have earned 50 per cent. more by piecework, but much less by day wages, in a year than now.

Harvest.—No extra wages were paid for corn harvest until about 40 years ago, 4*s.* 6*d.* per day for four weeks being paid now. At hay harvest no extra is paid, but as at corn harvest 6*d.* per day beer money is given.

A FARM AT BULWELL, Nottinghamshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1853-1854	12 0	12 0	1861-1865	14 0	14 0
1855-1856	14 0	14 0	1866-1870	15 0	15 0
1857-1858	13 6	13 6	1871-1887	16 0	16 0
1859-1860	13 0	13 0	1888-1904	18 0	18 0

Allowances in kind.—Potato ground and seed; beer given since 1890. Before 1890 the potato ground and seed were not given, and beer was only allowed at certain times.

Piecework.—Much more piecework is given now than formerly and at increased rates. Forty years ago hoeing turnips three times over cost 5*s.* 6*d.* per acre; at the present time the cost for hoeing them twice over is 11*s.* per acre.

A FARM AT EDWINSTOWE, NEWARK, Nottinghamshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1870-1871	15 0	15 0	1889-1900	15 0	15 0
1872-1873	16 0	16 0	1901	15 0	16 6
1874-1875	16 0	18 0	1902	16 6	16 6
1876-1886	15 0	15 0	1903	15 0	15 0
1887-1888	13 6	13 6	1904	16 0	16 0

Allowances in kind.—Potato ground, manure found; beer at threshing, hay time, corn harvest, and turnip sowing; and fuel carted. These allowances have varied very little between 1870 and 1890.

Piecework.—Owing to the use of machinery less piecework is now given at harvest, but about the same amount at other work as in former years. Thirty years ago a man would have earned more by piecework than now.

Harvest.—The wages given have been slightly increased in the later years.

Midland Counties—continued.

A FARM NEAR RETFORD, Nottinghamshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1864-1865	12 0	12 0	1880	15 0	15 0
1866	13 6	15 0	1881	13 6	13 6
1867	15 0	15 0	1882-1883	15 0	15 0
1868	15 0	13 6	1884	15 0	12 0
1869-1870	13 6	13 6	1885	13 6	13 6
1871	13 6	15 0	1886	13 6	12 0
1872	15 0	16 6	1887-1889	12 0	12 0
1873	18 0	18 0	1890	13 6	13 6
1874	18 0	16 6	1891	15 0	15 0
1875-1877	16 6	16 6	1892	15 0	12 0
1878	15 0	15 0	1893	13 6	15 0
1879	13 6	13 6	1894-1904	15 0	15 0

Allowances in kind.—Potato ground free; beer valued at 1s. per week.

Piecework.—Much less piecework is done now than 50 years ago, owing to the introduction of machinery.

Harvest.—Less is earned at hay and corn harvest now than in 1870, when all was done by piecework, the work being done more quickly at the present time owing to the use of machinery. Thus, in 1870 a labourer received £s 2s. per month, but in 1902, when all was done by day work, he was given £6 12s. per month.

MR. J. W. SANDERS' FARMS AT GILMORTON AND KILBY, Leicestershire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1856	12 0	12 0	1873-1875	15 0	15 0
1857	11 0	11 0	1876-1878	16 0	16 0
1858	10 0	10 0	1879-1885	15 0	15 0
1859-1863	11 0	11 0	1886-1890	15 0	14 0
1864	12 0	12 0	1891	15 0	15 0
1865	13 0	13 0	1892	16 0	15 0
1866	13 0	12 6	1893	15 0	15 0
1867	13 0	13 0	1894	15 0	14 0
1868	14 0	13 0	1895-1899	14 0	14 0
1869	13 0	12 0	1900-1902	15 0	15 0
1870	13 0	13 0	1903	15 0	14 0
1871	14 0	14 0	1904	15 0	15 0
1872	15 0	14 0			

Allowances in kind.—Up to 1875 two quarts of small ale were given daily to all labourers, but since that date there have been no allowances in kind.

Piecework.—Less piecework is done now than in earlier years, but an average labourer would earn more now in winter by piecework than before. The rates paid have been increased. Thus, in 1856 hedge-cutting was done for 1s. to 2s. per chain, but at the present time this work costs from 2s. to 3s. per chain. For draining, 3 ft. deep, 1s. 3d. to 1s. 6d. per chain was given, whereas 1s. 9d. to 2s. 3d. per chain is now paid. Again 8s. per acre was paid for mowing and tying corn, but the price is now 12s. per acre.

Harvest.—At hay and corn harvest in 1856 14s. for 10 weeks with beer was given. The price paid in 1902 was 20s. per week for 10 weeks with no other extras.

A FARM AT SCALFORD, MELTON MOWBRAY, Leicestershire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1851	12 0	12 0	1877-1878	14 0	13 0
1852-1853	12 0	11 0	1879-1884	15 0	14 0
1854-1855	13 0	12 0	1885-1886	15 6	14 6
1856-1859	12 0	11 0	1887-1890	16 0	15 0
1860-1870	13 0	12 0	1891-1897	17 0	15 0
1871-1876	13 6	12 0	1898-1908	18 0	15 0

Allowances in kind, &c.—Tea on busy days. Extra money is now paid instead of the food and beer formerly allowed. Two men have 1s. per week extra for Sunday work.

Piecework.—The piecework given at the present time is only about one-half that given fifty years ago, but the price has been doubled. Thus, at that time 2s. 6d. to 3s. per acre was given for mowing grass; the price in 1901 was 6s. to 8s. per acre.

Harvest.—At harvest £1 per week is allowed for six weeks.

Midland Counties—*continued.*

A FARM AT EDMONDTHORPE, Leicestershire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1860-1865	12 0	12 0	1886	13 0	12 0
1866	12 0	13 0	1887-1889	12 0	12 0
1867-1871	13 0	13 0	1890	12 0	13 0
1872-1873	14 0	15 0	1891	13 0	13 0
1874	16 0	16 0	1892	13 0	12 0
1875	16 0	15 0	1893	13 0	13 6
1876	15 0	15 0	1894	13 6	12 0
1877-1878	16 0	15 0	1895-1896	12 0	12 0
1879	15 0	15 0	1897-1898	13 0	13 0
1880-1884	14 0	14 0	1899-1900	14 0	14 0
1885	13 0	13 0	1901-1904	15 0	15 0

Allowances in kind.—Particulars not furnished.

A FARM AT COSSINGTON, Leicestershire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1862	12 0	12 0	1878-1895	15 0	15 0
1863-1869	14 0	14 0	1896-1898	16 0	16 0
1870-1871	15 0	15 0	1899-1902	17 0	17 0
1872-1877	16 0	16 0	1903-1904	18 0	18 0

Allowances in kind.—Two quarts of beer daily during harvest, or 6*d.* per day instead; 3*s.* per week extra also paid at this time. These allowances have not varied throughout the period shown

Piecework.—There is less piecework given now than formerly, day work being preferred by labourers. A man would, however earn more now than in earlier years, the rates having been much increased. Hoeing was done for 4*s.* per acre 50 years ago; it now costs 6*s.* per acre.

Harvest.—Instead of 15*s.* per week for ten weeks paid 50 years ago, 21*s.* per week is now paid, but the extra wage is still 3*s.* per week.

A FARM AT GREETHAM, OAKHAM, Rutland.

Year.	Rates of Weekly Cash Wages		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1845	*	11 0	1872	14 0	15 0
1846	11 0	11 0	1873-1874	16 0	15 0
1847	12 0	11 0	1875	15 0	15 0
1848	10 0	11 0	1876	16 0	16 0
1849	*	*	1877	16 0	15 0
1850	9 0	9 0	1878	15 0	14 0
1851	*	8 0	1879-1882	14 0	14 0
1852	9 0	8 0	1883	15 0	14 0
1853	10 0	12 0	1884	14 0	14 0
1854	12 0	12 0	1885	13 0	13 0
1855	12 0	13 0	1886	14 0	12 0
1856	*	*	1887	12 0	11 0
1857	12 0	12 0	1888-1889	12 0	12 0
1858	11 0	11 0	1890	13 0	14 0
1859	10 0	10 0	1891	14 0	15 0
1860	11 0	12 0	1892	15 0	13 0
1861-1862	12 0	12 0	1893	13 0	14 0
1863	11 0	11 0	1894	13 0	12 0
1864	12 0	11 0	1895	13 0	14 0
1865-1866	12 0	12 0	1896-1898	13 0	13 0
1867	13 0	13 0	1899-1900	14 0	14 0
1868	13 0	12 0	1901	14 0	15 0
1869-1870	12 0	12 0	1902-1903	15 0	15 0
1871	12 0	13 0	1904	15 0	14 0

Allowances in kind.—Potatoes.

* Information not available.

Midland Counties—continued.

FARMS AT TINWELL, STAMFORD, Rutland.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1872	14 0	16 0	1891	13 0	15 0
1873	15 0	16 0	1892	15 0	15 0
1874	16 0	17 0	1893	14 0	15 0
1875	15 0	16 0	1894-1895	14 0	14 0
1876-1877	15 0	17 0	1896-1897	13 0	13 0
1878	13 0	17 0	1898	13 0	14 0
1879-1884	15 0	16 0	1899	13 0	15 0
1885	15 0	14 0	1900-1901	13 0	13 0
1886	15 0	15 0	1902	13 0	15 0
1887	13 6	14 0	1903-1904	15 0	14 0
1888-1890	12 0	13 0			

Allowances in kind.—These have never been given.

Piecework.—More piecework is given now than 50 years ago, and, if he were willing, an average labourer could earn much more now than he could have done 50 years ago, the rates paid having been increased.

A FARM AT TINWELL, STAMFORD, Rutland.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1851-1852	9 0	9 0	1884	15 0	14 0
1853	10 0	12 0	1885	15 0	15 0
1854-1857	12 0	12 0	1886	15 0	13 6
1858-1859	11 0	11 0	1887	13 6	12 0
1860-1863	12 0	12 0	1888-1889	12 0	12 0
1864	12 0	11 0	1890-1891	13 6	13 6
1865-1866	12 0	12 0	1892	15 0	13 6
1867	13 0	13 0	1893	13 6	13 6
1868	13 0	12 0	1894-1895	13 6	13 0
1869-1870	12 0	12 0	1896	13 6	13 6
1871	13 0	13 0	1897	13 6	13 0
1872	14 0	14 0	1898-1899	13 6	13 6
1873-1877	15 0	15 0	1900-1902	15 0	15 0
1878	16 0	15 0	1903	15 0	14 0
1879-1883	15 0	15 0	1904	15 0	15 0

Allowances in kind.—None.

Piecework.—Less piecework is given now at harvest and about the same at other work as was the case 50 years ago. The rates paid now, however, are much higher than those formerly paid. The following examples show how the prices paid have increased:—

Mowing grass, 2*s.* 6*d.* per acre paid in 1851, 5*s.* per acre in 1901.

Hedge laying, 1*s.* 6*d.* to 1*s.* 8*d.* per chain in 1851, 2*s.* 6*d.* to 3*s.* per chain in 1901.

Sheep clipping, 2*s.* 6*d.* per score in 1851, 3*s.* 6*d.* per score in 1901.

Hoeing turnips, 2*s.* 6*d.* per acre in 1851, 5*s.* per acre in 1901.

Harvest.—50 years ago at corn harvest 3*s.* per day was paid for a month; 5*s.* per day is now given.

A FARM AT BURLEY ON THE HILL, OAKHAM, Rutland.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1862-1865	12 0	12 0	1879	14 0	14 0
1866	12 0	13 0	1880	13 0	13 0
1867	14 0	14 0	1881-1884	14 0	14 0
1868	14 0	13 0	1885-1886	13 0	12 0
1869	13 0	13 0	1887	13 0	13 0
1870	13 0	12 0	1888	12 0	12 0
1871	13 0	13 0	1889-1890	13 0	13 0
1872	15 0	14 0	1891	14 0	14 0
1873-1874	16 0	15 0	1892	13 0	14 0
1875	16 0	16 0	1893-1894	13 0	13 0
1876	16 0	15 0	1895	13 0	14 0
1877	16 0	16 0	1896-1897	13 0	13 0
1878	16 0	14 0	1898-1904	15 0	15 0

Allowances in kind.—None.

Midland Counties—continued.

MR. T. CARRINGTON SMITH'S FARM NEAR RUGELEY, Staffordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1856-1860	s. d. 13 0	s. d. 12 0	1867-1871	s. d. 15 0	s. d. 14 0
1861	12 0	12 0	1872	16 0	15 0
1862	13 0	12 0	1873	17 0	16 0
1863	12 0	12 0	1874-1878	17 0	17 0
1864-1865	13 0	13 0	1879-1900	15 0	15 0
1866	14 0	14 0	1901-1904	16 0	16 0

Allowances in kind and extra cash payments.—House and garden free (since 1877). One long ridge of potatoes in field, with manure and labour. All coals drawn. Until 1889 meat teas and beer were given *ad libitum* during harvest. Since 1889 £1 each has been given in lieu of this. Overtime has been paid for since 1873 at the rate of 1s. 6d. per day during corn harvest, 1s. per day during hay harvest, and also for threshing.

A FARM IN THE MARKET DRAYTON UNION, Shropshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1846-1849	s. d. 10 0	s. d. 10 0	1867-1871	s. d. 12 0	s. d. 12 0
1850	9 0	8 0	1872-1873	13 0	13 0
1851-1852	8 0	8 0	1874-1899	14 0	14 0
1853	9 0	10 0	1900-1904	15 0	15 0
1854-1866	11 0	11 0			

Allowances in kind.—Beer, and straw for pigs in some instances are allowed, but this is not the rule; house, garden, and potato ground are sometimes given. There has been a tendency since 1874 to do away, as far as practicable, with so-called perquisites.

A FARM AT LYDBURY NORTH, Shropshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1835	s. d. 8 0	s. d. 8 0	1853	s. d. 9 0	s. d. 10 0
1836-1838	9 0	9 0	1854	11 0	10 0
1839-1841	10 0	10 0	1855-1857	11 0	11 0
1842	10 0	8 0	1858-1860	10 0	10 0
1843-1846	9 0	9 0	1861	11 0	10 0
1847	10 0	9 0	1862-1871	11 0	11 0
1848-1849	9 0	9 0	1872	12 0	12 0
1850	9 0	8 0	1873	13 0	13 0
1851-1852	8 0	8 0	1874-1904	14 0	14 0

Allowances in kind and extra cash payments.—One chain potato ground; fuel carted free; 50s. a year extra instead of beer, and 30s. at hay and corn harvest.

Piecework.—Less piecework is now given than in earlier years owing to the introduction of machinery. The rates paid have, however, been increased. Thus, in 1859 8s. per acre was paid for hoeing turnips, but in 1901 13s. per acre was paid.

Midland Counties—continued.

MR. JOHN HUGHES' FARM AT UPTON SNODSBURY, Worcestershire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1851	8 0	8 0	1873-1877	12 0	12 0
1852	9 0	9 0	1878	12 0	11 0
1853-1856	10 0	10 0	1879-1885	11 0	11 0
1857	10 0	9 0	1886	11 0	10 0
1858-1860	9 0	9 0	1887-1889	10 0	10 0
1861-1862	10 0	10 0	1890	10 0	11 0
1863-1864	9 0	9 0	1891-1893	11 0	11 0
1865	9 0	10 0	1894	11 0	10 0
1866	10 0	10 0	1895-1897	10 0	10 0
1867-1868	11 0	11 0	1898	10 0	11 0
1869-1871	10 0	10 0	1899	11 0	12 0
1872	11 0	11 0	1900-1904	12 0	12 0

Allowances in kind.—Two quarts of cider daily from 1st April to end of year. For the first period of 30 years cider was given all the year round, but since about 1880 during the six months only when the days are longer.

Piecework.—Owing to the use of machinery less piecework is now given than 50 years ago, but the rates paid are higher.

A FARM AT WARWICK, Warwickshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1853	12 0	11 0	1870	12 0	12 0
1854-1856	12 0	12 0	1871	13 0	13 0
1857	11 0	11 0	1872	14 6	14 0
1858	11 0	10 0	1873-1875	16 0	16 0
1859	11 6	11 0	1876	17 0	16 0
1860	11 0	12 0	1877	16 6	16 0
1861	12 0	12 0	1878	16 0	16 0
1862	12 0	11 0	1879	15 0	14 0
1863	11 0	10 0	1880	14 0	14 0
1864	11 0	11 0	1881-1893	14 0	13 0
1865	11 6	11 0	1894-1895	14 0	14 0
1866	12 0	12 0	1896	14 0	13 6
1867	13 0	13 0	1897-1898	14 0	13 0
1868	12 0	12 0	1899-1904	14 0	14 0
1869	13 0	11 6			

Allowances in kind.—In some cases house free; beer occasionally. Two quarts of beer were given daily up to 1873. Since that date the allowances have varied very little.

FARMS AT CHARLECOTE, Warwickshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1852	10 0	9 0	1870-1872	13 0	12 0
1853-1862	11 0	10 0	1873-1877	13 0	13 0
1863-1866	11 0	11 0	1878-1891	14 0	13 0
1867	12 0	11 0	1892-1903	13 0	13 0
1868-1869	12 0	12 0	1904	14 0	13 0

Allowances in kind.—Beer at harvest and threshing, fuel carted, and in some cases cottage and garden free. From 1850 to 1875 more beer was given during the summer than is given now since the regular wages have been increased.

Piecework.—Less piecework is done now than formerly, and a labourer would earn less at the present time than formerly. For hoeing spring corn 50 years ago, 3s. 6d. to 4s. per acre was paid; at the present time 5s. to 5s. 6d. per acre is given.

Midland Counties—continued.

A FARM AT SHIPSTON ON STOUR, Warwickshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1825-1848	s. d. 9 0	s. d. 9 0	1872-1873	s. d. 12 0	s. d. 12 0
1849	*	*	1874-1875	14 0	14 0
1850-1852	10 0	9 0	1876-1878	18 0	18 0
1853-1854	10 0	10 0	1879	12 0	12 0
1855-1856	11 0	11 0	1880-1904	12 0	11 0
1857-1871	10 0	10 0			

Allowances in kind.—Beer was at one time allowed at harvest and haymaking, but a cash allowance of 10d. or 8d. per day at harvest and 6d. per day at haymaking is now made.

Piecework.—Less piecework is now given than 50 years ago. Higher rates, however, are now paid. This is shown in the following examples :—

	—	1850.	1901.
Mowing grass ...	...	2s. 6d. per acre.	5s. per acre.
Reaping wheat ...	...	9s. to 10s. per acre.	14s. to 17s. per acre.
Cutting beans ...	...	9s. to 10s. per acre.	12s. to 14s. per acre.

A FARM NEAR KINETON, Warwickshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1847	s. d. 10 0	s. d. 10 0	1866-1879	s. d. 12 0	s. d. 12 0
1848	*	*	1880-1895	13 0	13 0
1849-1859	8 0	8 0	1896-1904	14 0	14 0
1860-1865	11 6	11 6			

Allowances in kind.—Beer occasionally ; horse and cart for allotment work. These allowances have only been made in recent years.

Piecework.—Less piecework is given at harvest than formerly in consequence of the displacement of hand work by machinery, but more is given at other work.

A FARM AT WHEATLEY, Oxfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1874-1877	s. d. 13 0	s. d. 13 0	1885	s. d. 12 0	s. d. 12 0
1878-1879	14 0	14 0	1886	11 0	11 0
1880-1881	13 0	13 0	1887-1889	12 0	12 0
1882	13 0	12 0	1890-1891	13 0	12 0
1883	12 0	12 0	1892-1904	12 0	12 0
1884	12 0	11 0			

Allowances in kind.—Fuel carted.

Piecework.—More piecework is now given at harvest and other work than was customary 50 years ago

* Information not available.

Midland Counties—continued.

A HOME FARM NEAR WALLINGFORD, Oxfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1862	s. d. *	s. d. 10 0	1888-1889	s. d. 13 0	s. d. 12 0
1863	11 0	*	1890	12 0	12 0
1864-1882	*	*	1891-1893	13 0	12 0
1883	12 0	12 0	1894	12 0	11 0
1884-1885	13 0	12 0	1895-1904	13 0	12 0
1886-1887	12 0	12 0			

Allowances in kind.—None.

Piecework.—Less piecework is now given at harvest than was the case 50 years ago, owing to the introduction of machinery, but more is given at other work and at slightly advanced prices. For hoeing twice over in 1860, 10s. per acre was paid; in 1902 the rate was 12s. per acre.

Harvest.—The monthly payment at hay harvest increased from £4 9s. 2d. in 1863 to £4 17s. 10d. in 1902. At corn harvest the payment decreased from £5 17s. 8d. in 1863 to £4 17s. 2d. in 1902.

A FARM AT HORLEY, BANBURY, Oxfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1854-1887	s. d. 10 0	s. d. 10 0	1888-1904	s. d. 11 0	s. d. 11 0

Allowances in kind.—None. Beer was occasionally given in former years.

Piecework.—Less piecework is given now than 50 years ago, but higher rates are paid. The price for cutting an acre of corn by hand twenty years ago was 14s.; it is now 18s.

Harvest.—Less is paid now at harvest owing to the introduction of machinery.

A FARM AT STANTON HARCOURT, Oxfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1824	s. d. 8 0	s. d. 8 0	1867	s. d. 11 0	s. d. 11 0
1825-1833	*	*	1868	11 0	10 0
1834	9 0	9 0	1869-1870	10 0	10 0
1835	8 0	7 0	1871	10 0	11 0
1836-1837	9 0	9 0	1872	12 0	12 0
1838	10 0	10 0	1873	13 0	12 0
1839-1840	11 0	10 0	1874	13 0	12 0
1841	10 0	9 0	1875-1877	13 0	12 0
1842	10 0	8 0	1878	13 0	11 0
1843-1845	9 0	8 0	1879	11 0	10 0
1846	9 0	9 0	1880-1884	10 0	10 0
1847	11 0	9 0	1885-1887	10 0	9 0
1848-1849	9 0	8 0	1888-1890	10 0	10 0
1850	8 0	7 0	1891	11 0	11 0
1851-1852	7 0	7 0	1892	11 0	10 0
1853	9 0	10 0	1893-1896	10 0	9 0
1854-1856	10 0	10 0	1897	10 0	10 0
1857	10 0	9 0	1898-1899	11 0	10 0
1858-1859	9 0	9 0	1900	11 0	11 0
1860-1861	10 0	10 0	1901	12 0	11 0
1862-1864	10 0	9 0	1902	11 0	12 0
1865	9 0	10 0	1903-1904	12 0	11 0
1866	10 0	10 0			

Allowances in kind.—Beer was given in haymaking and harvest until 1873; since then beer money, 12s. for haymaking and £1 for harvest, has been given.

* Information not available.

Midland Counties—continued.

MR. A. CARTWRIGHT'S HOME FARM AT EDGCOTE, Northamptonshire.

Year.	Rates of Weekly Cash Wages.				Year.	Rates of Weekly Cash Wages.			
	June.		December.			June.		December.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
1846-1847	10	0 to 12	0	0	1864	11 <i>s.</i>	to 12 <i>s.</i>	10 <i>s.</i>	to 11 <i>s.</i>
1848	10	0 to 11	0	0	1865-1866	10 <i>s.</i>	to 11 <i>s.</i>	10 <i>s.</i>	to 11 <i>s.</i>
1849	10	0 to 11	0	0	1867-1868	11 <i>s.</i>	to 12 <i>s.</i>	11 <i>s.</i>	to 12 <i>s.</i>
1850-1852	9	0 to 11	0	0	1869-1872	10 <i>s.</i>	to 11 <i>s.</i>	10 <i>s.</i>	to 11 <i>s.</i>
1853	9	0 to 11	0	0	1873-1874	14	0	14	0
1854	10	0 to 13	0	0	1875-1877	13	0	13	0
1855	11	0 to 12	0	0	1878	13	0	12	0
1856	12	0 to 13	0	0	1879-1884	12	0	12	0
1857	10	0 to 11	0	0	1885-1886	12	0	11	0
1858-1859	10	0 to 12	0	0	1887-1892	11	0	11	0
1860-1861	10	0 to 11	0	0	1893-1898	12	0	11	0
1862	10	0 to 12	0	0	1899-1904	12	0	12	0
1863	10	0 to 11	0	0					

Allowances in kind.—None.

Piecework.—More piecework is given now than in earlier years.

A FARM NEAR NORTHAMPTON, Northamptonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
1873-1874	12 0	12 0	1888-1889	13 0	12 0
1875	13 0	12 0	1890	13 0	13 0
1876-1880	13 0	13 0	1891-1894	14 0	13 0
1881-1883	14 0	14 0	1895-1896	13 0	13 0
1884-1886	14 0	13 0	1897-1904	14 0	14 0
1887	14 0	12 0			

Allowances in kind.—Coals carted free. This allowance has always been given; extra cash has now taken the place of beer, which used to be given at hay and corn harvests.

Piecework.—No piecework at hay harvest, but there is more given at corn harvest than was customary 50 years ago. The prices paid for piecework have increased 10 to 15 per cent.

Harvest.—The wages at hay and corn harvest are higher than those paid 50 years ago, but beer is no longer given. At hay harvest 1*s.* a day extra is given.

A FARM AT WELDON, KETTERING, Northamptonshire.

Year	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s.</i>	<i>d.</i>		<i>s.</i>	<i>d.</i>
1860-1865	11	0	1879	16	0
1866	11	0	1880-1883	14	0
1867-1871	12	0	1884	14	0
1872	13	0	1885	13	0
1873	14	0	1886	13	0
1874-1875	15	0	1887	12	0
1876	15	0	1888	12	0
1877	16	0	1889-1897	14	0
1878	16	0	1898-1904	15	0

Allowances in kind, etc.—None; but from 4*d.* to 6*d.* a day is paid extra when threshing corn; overtime is paid for at the rate of 4*d.* an hour.

Piecework.—Much more piecework is given now than 50 years ago. Hedge-cutting and trimming are always done by piecework, when from 18*s.* to 20*s.* a week are earned.

Midland Counties—continued.

MR. JOHN TREADWELL'S FARM AT UPPER WICHENDON, AYLESBURY,
Buckinghamshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1846	9 0	9 0	1861-1866	10 0	10 0
1847	10 0	9 0	1867-1869	11 0	11 0
1848	9 0	9 0	1870	10 0	10 0
1849-1852	8 0	8 0	1871	10 0	11 0
1853	8 0	9 0	1872	12 0	12 0
1854-1857	10 0	10 0	1873-1874	13 0	13 0
1858-1859	9 0	9 0	1875-1878	14 0	14 0
1860	9 0	10 0	1879-1904	13 0	13 0

Allowances in kind.—Some have coals carted, and from one to three pints of beer per day when on extra work. These allowances have been much the same throughout the period shown.

Piecework.—There is a little more piecework given now than 50 years ago, and higher rates are paid. The price paid for hoeing has increased from 2*s.* 6*d.* or 3*s.* per acre to 4*s.* 6*d.* and 5*s.* per acre. Cutting wheat by hand formerly cost 8*s.* to 10*s.* per acre; it now costs 12*s.* to 15*s.* per acre.

Harvest.—The wages paid at harvest now are higher than those paid 50 years ago.

A FARM NEAR AYLESBURY, Buckinghamshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1854-1859	13 0	10 0	1868-1872	15 0	12 0
1860-1865	14 0	11 0	1873-1874	16 0	13 0
1866-1867	15 0	11 0	1875-1904	17 0	14 0

Allowances in kind.—Beer or cider in summer months.

Piecework.—Much less piecework is given now than formerly, owing to the growing use of machinery, but the prices paid are greater.

A FARM NEAR SLOUGH, Buckinghamshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850	10 0	10 0	1872-1874	14 0	14 0
1851-1867	*	*	1875	14 0	15 0
1858	11 0	11 0	1876-1898	15 0	15 0
1859-1868	*	*	1899-1904	16 0	16 0
1869-1871	13 0	13 0			

Allowances in kind.—Beer at hay time and harvest, also during the time the threshing machine is working.

* Information not available.

Midland Counties—continued.

MR. ABEL H. SMITH, M.P.'S HOME FARM AT WOODHALL PARK, Hertfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1854	11 0	11 0	1870-1871	12 0	12 0
1855	11 0	11 6	1872-1879	13 0	13 0
1856	11 6	11 6	1880	13 0	12 0
1857	11 6	11 0	1881-1883	12 0	12 0
1858-1861	11 0	11 0	1884	12 0	11 0
1862	12 0	12 0	1885-1886	12 0	12 0
1863	12 0	11 0	1887	12 0	11 0
1864	11 0	12 0	1888-1890	11 0	11 0
1865-1867	12 0	12 0	1891-1898	12 0	12 0
1868	13 0	13 0	1899-1904	13 0	13 0
1869	13 0	12 0			

Allowances.—1s. per day is now allowed instead of the beer formerly supplied.

Piecework.—Less piecework is given now than formerly.

MR. EDWIN GRANGE'S FARM AT WIGGINTON, Hertfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1847	8 0	8 0	1873	13 0	13 0
1848	9 0	8 0	1874-1879	13 6	13 6
1849	8 6	8 0	1880-1881	13 0	13 0
1850-1851	8 0	8 0	1882	13 6	13 0
1852	8 0	7 0	1883	13 6	13 6
1853	7 0	9 0	1884	13 6	12 0
1854-1857	10 0	10 0	1885-1886	12 0	12 0
1858-1859	11 0	11 0	1887	12 0	11 0
1860-1866	10 0	10 0	1888-1890	12 0	12 0
1867	11 0	11 0	1891-1892	13 0	12 0
1868-1870	12 0	11 0	1893-1897	12 0	12 0
1871-1872	12 0	12 0	1898-1904	13 0	13 0

Allowances in kind and extra cash payments.—Beer at certain kinds of work, especially during the summer months. Since 1890, labourers have been paid for overtime.

Piecework.—Less piecework is given now than was customary 50 years ago.

A FARM NEAR HATFIELD, Hertfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1870-1879	12 0	11 0	1891-1896	14 0	14 0
1880-1886	13 0	12 0	1897-1904	15 0	15 0
1887-1890	14 0	13 0			

Allowances in kind.—None.

Harvest.—At hay-time 1s. 6d. per day with beer has always been the pay, the hours being from 5 a.m. to 8 p.m. At corn harvest, £5 10s. per month with beer is given, the men working from 5 a.m. to 8 p.m.

Midland Counties—continued.

A FARM AT SAWBRIDGEWORTH, Hertfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1861-1868	12 0	12 0	1889-1898	12 0	12 0
1869-1877	13 0	13 0	1899-1900	13 0	13 0
1878-1883	14 0	14 0	1901-1903	14 0	14 0
1884-1888	13 0	13 0	1904	14 0	13 6

Allowances in kind.—Beer at threshing, hay-time, sowing, manuring, and carting coal. More beer is now given than in earlier years.

Piecework.—Very little now given.

Harvest.—The amount given to each man at corn harvest has varied from £7 to £10 since 1880.

A FARM AT TRING, Hertfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1789-1798	8 0	8 0	1858-1859	11 0	11 0
1799	8s. to 9s.	8s. to 9s.	1860-1866	10 0	10 0
1800-1806	8 0	8 0	1867-1868	11 0	11 0
1807-1811	9 0	9 0	1869-1872	11s. to 12s.	11s. to 12s.
1812	9s. to 10s.	9s. to 10s.	1873	13 0	13 0
1813-1818	10 0	10 0	1874-1879	13 6	13 6
1819-1820	8s. to 9s.	8s. to 9s.	1880-1883	13s. to 13s. 6d.	13s. to 13s. 6d.
1821-1822	9 0	9 0	1884	12s. to 13s. 6d.	12s. to 13s. 6d.
1823-1846	8s. to 10s.	8s. to 10s.	1885-1890	12 0	12 0
1847-1848	8s. to 9s.	8s. to 9s.	1891-1893	12s. to 13s.	12s. to 13s.
1849	8s. to 8s. 6d.	8s. to 8s. 6d.	1894-1897	12 0	12 0
1850-1853	8 0	8 0	1898-1904	13 0	13 0
1854-1857	10 0	10 0			

Allowances in kind.—Four to 6 pints of beer daily at hay harvest and 6 pints daily at corn harvest, and one or two pints are allowed extra for any rough work.

Piecework.—Such work as hoeing and raising roots, hoeing corn, is paid for by the piece.

Harvest.—Prior to 1840, the men received during hay harvest 2s. extra per week and beer. At corn harvest the extras were provisions and beer. At the present time 3d. per hour is paid for overtime during hay-time and on certain other special jobs. At corn harvest 3s. 4d. a day is given.

A FARM NEAR WATFORD, Hertfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1853-1860	11 0	10 0	1885	16 0	15 0
1861-1866	12 0	11 0	1886-1887	16 0	14 0
1867	12 0	12 0	1888-1890	16 0	15 6
1868-1872	13 0	12 0	1891-1898	17 0	16 0
1873-1875	14 0	13 0	1899-1900	17 6	17 0
1876-1879	15 0	15 0	1901	18 0	17 0
1880-1882	15 0	14 0	1902	18 6	18 6
1883	16 0	16 0	1903-1904	18 0	18 0
1884	16 0	16 0			

Allowances in kind.—For the last 35 years no beer has been given at harvest, although it was formerly given at hay-time.

Piecework.—Much more piecework is given now than 50 years ago, and the rates paid have been increased. Hoeing was then done for 4s. 6d. to 7s. per acre, but the price is now 6s. to 9s. 6d. per acre. Also the price of mowing has increased from 3s. to 5s. per acre to 5s. to 8s. per acre.

Midland Counties—*continued.*

A FARM NEAR DUNSTABLE, Bedfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1852	8 0	8 0	1874	13 0	12 0
1853	9 0	10 0	1875-1877	13 0	13 0
1854	10 0	10 0	1878	13 0	12 0
1855	10 0	11 0	1879-1883	12 0	12 0
1856-1857	10 0	10 0	1884	12 0	11 0
1858-1859	9 0	9 0	1885-1886	11 0	11 0
1860	9 0	10 0	1887	11 0	10 0
1861-1862	10 0	10 0	1888	10 0	10 0
1863	10 0	9 0	1889-1891	11 0	11 0
1864	9 0	9 0	1892-1893	12 0	12 0
1865	10 0	10 0	1894-1895	12 0	11 0
1866-1868	11 0	11 0	1896-1897	12 0	12 0
1869-1871	10 0	10 0	1898	13 0	13 0
1872	11 0	12 0	1899-1904	14 0	14 0
1873	13 0	13 0			

Allowances.—3*d.* per hour overtime money and extra pay instead of beer at hay-time.

Piecework.—Less piecework is now given, but the rates paid are about double those paid 50 years ago. Thus, hoeing wheat which formerly cost 2*s.* 3*d.* per acre now costs 4*s.* 6*d.* per acre.

Harvest.—At corn harvest the pay fifty years ago was 20*s.* per week and beer. It is now 27*s.* per week and no beer.

A FARM AT WOBURN SANDS, Bedfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1846	9 0	9 0	1867-1869	11 0	11 0
1847	10 0	9 0	1870	10 0	10 0
1848	9 0	9 0	1871	10 0	11 0
1849-1852	8 0	8 0	1872	12 0	12 0
1853	8 0	9 0	1873-1874	13 0	13 0
1854-1857	10 0	10 0	1875-1878	14 0	14 0
1858-1859	9 0	9 0	1879-1896	13 0	13 0
1860	9 0	10 0	1897-1903	14 0	14 0
1861-1866	10 0	10 0	1904	14 0	13 0

Allowances in kind.—Beer at hay-time and other busy seasons.

Harvest.—Labourers are paid 4*s.* per day during harvest; 3*d.* per hour overtime in hay season.

A FARM AT TOTTERNHOE, DUNSTABLE, Bedfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1868-1872	*	10 0	1885-1888	12 0	11 0
1873-1881	12 0	11 0	1889-1899	12 0	12 0
1882-1884	12 0	12 0	1900-1904	13 0	13 0

Allowances in kind.—No particulars furnished.

* Information not available.

Midland Counties—continued.

A FARM NEAR BROOM, BIGGLESWADE, Bedfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1842	s. d. 8 0	s. d. 8 0	1858-1859	s. d. 10 0	s. d. 10 0
1843-1846	*	*	1860-1868	9 0	9 0
1847	9 0	9 0	1869	10 0	10 0
1848-1849	*	*	1870-1874	12 0	12 0
1850	9 0	9 0	1875-1879	13 0	13 0
1851-1853	10 0	10 0	1880-1899	14 0	13 0
1854-1857	12 0	12 0	1900-1904	15 0	14 0

Allowances in kind.—None.

Piecework.—Much more piecework is now given than was customary 50 years ago, and a labourer can earn considerably more now than formerly.

A FARM AT WILSTEAD, Bedfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1875-1877	s. d. 13 0	s. d. 13 0	1891	s. d. 12 0	s. d. 12 0
1878	13 0	12 0	1892-1893	12 0	11 0
1879	12 0	11 0	1894	12 0	10 0
1880	12 0	12 0	1895	12 0	11 0
1881	13 0	12 0	1896-1897	12 0	12 0
1882	12 0	11 0	1898	13 0	13 0
1883	13 0	12 0	1899	14 0	13 0
1884-1886	12 0	11 0	1900	14 0	14 0
1887	11 0	10 0	1901-1902	14 0	13 0
1888	10 0	10 0	1903	14 0	14 0
1889	11 0	10 0	1904	14 0	13 0
1890	12 0	11 0			

Allowances in kind.—Coals carted; beer at certain kinds of work. These allowances have not varied since 1875.

Piecework.—At the present time, men are unwilling to take piecework although the rates have greatly increased. Thus, 3s. to 3s. 6d. per acre was paid 50 years ago for hoeing; the price is now 4s. to 5s. per acre. For root setting the price has increased from 7s. 6d. or 8s. per acre to 10s. per acre, and for thatching from 10d. per square to 1s. 1d. per square.

Harvest.—The monthly pay at harvest 50 years ago was £4 or £4 4s.; it is now £5 10s.

A FARM AT HOLME, BIGGLESWADE, Bedfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1852	s. d. 8s. to 9s.	s. d. 8s. to 9s.	1872	s. d. 12 0	s. d. 12 0
1853	9 0	8 0	1873-1878	13 0	13 0
1854	9 0	9 0	1879-1885	12 0	12 0
1855	9 0	12 0	1886-1891	11 0	11 0
1856-1857	11 0	11 0	1892	12 0	12 0
1858-1865	10 0	10 0	1893-1895	12 0	11 0
1866	11 0	11 0	1896-1899	12 0	12 0
1867	12 0	12 0	1900	14 0	14 0
1868	12 0	11 0	1901	14 0	13 0
1869-1871	11 0	11 0	1902-1904	13 0	13 0

Allowances in kind.—Beer during hay and corn harvests and at threshing. This has been allowed throughout the period shown.

Piecework.—About the same amount of piecework is given at harvest as was customary 50 years ago, but more is given at other work.

* Information not available.

Midland Counties—continued.

A FARM AT OAKLEY, Bedfordshire.

Year	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1851	9 0	9 0	1874	14 0	13 0
1852	8 0	8 0	1875	14 0	14 0
1853-1854	9 0	9 0	1876	14 0	13 0
1855	10 0	11 0	1877	14 0	14 0
1856	11 0	11 0	1878	14 0	13 0
1857	11 0	10 0	1879-1882	13 0	13 0
1858	10 0	9 0	1883	13 0	12 0
1859	10 0	10 0	1884	13 0	13 0
1860	10 0	11 0	1885-1887	12 0	12 0
1861-1863	11 0	11 0	1888-1889	13 0	11 0
1864-1865	11 0	10 0	1890	13 0	12 0
1866	11 0	11 0	1891	13 0	13 0
1867	12 0	11 0	1892	13 0	12 0
1868	12 0	10 0	1893-1896	12 0	12 0
1869	12 0	13 0	1897-1901	13 0	13 0
1870-1871	11 0	11 0	1902	14 0	14 0
1872	13 0	13 0	1903	14 0	13 0
1873	14 0	14 0	1904	14 0	14 0

Allowances in kind.—Beer is given for threshing, drilling, and carting manure or any special work, and it is the custom of the neighbourhood to lend labourers a horse and cart for carting wood and manure.

A FARM AT ELSTOW, Bedfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1868-1870	10 0	10 0	1880-1881	12 0	12 0
1871-1872	11 0	10 0	1882	13 0	12 0
1873-1874	12 0	11 0	1883-1899	13 0	13 0
1875-1877	12 0	12 0	1900-1904	14 0	14 0
1878-1879	12 0	11 0			

Allowances in kind.—Beer at hay-time, harvest, and threshing. There has never been any other allowance made.

Piecework.—Less piecework is given now at harvest than was the case 50 years ago owing to the introduction of machinery; at other work the amount given is about the same. The rates paid, however, are higher. In 1868, 3s. 6d. per acre was paid for hoeing wheat; the price paid in 1902 was 4s. per acre. For thatching, 10d. per square was paid in 1868; in 1902 this had been increased to 1s. per square.

Harvest.—At hay harvest 17s. 6d. per week and beer is earned now, the wages in earlier years being about 15s. per week and beer; also at corn harvest the wages paid have increased from £1 10s. per month in 1863 to £5 10s. per month in 1902, extra beer being given in each case.

A FARM AT MAULDEN, AMPHILL, Bedfordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1863	9 0	* <i>s. d.</i>	1887-1889	10 0	10 0
1864	9 0	9 0	1890	11 0	11 0
1865	10 0	10 0	1891	11 0	12 0
1866-1868	11 0	11 0	1892	12 0	11 0
1869-1870	10 0	10 0	1893-1895	12 0	12 0
1871-1878	*	*	1896	11 0	11 0
1879-1884	12 0	12 0	1897	11 0	12 0
1885	11 0	11 0	1898	12 0	12 0
1886	11 0	10 0	1899-1904	13 0	13 0

Allowances in kind.—Beer, valued at 1s. per week.

Piecework.—Less piecework is given now at harvest, but more at other work than formerly. The rates paid are higher at the present time than in earlier years. Thus, in 1863, hoeing and setting out turnips cost 5s. to 6s. per acre; the price is now 7s. 6d. to 8s. 6d. per acre. Manure carting, which was formerly paid at the rate of 1d. per load, now costs 1½d. per load.

Harvest.—About the same money is paid now as formerly for much less work, a good deal of the work being now done by machinery.

* Information not available.

EASTERN COUNTIES.

MR. H. CRANFIELD'S FARM AT BUCKDEN, Huntingdonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1846	10 0	10 0	1872-1873	12 0	12 0
1847-1850	10 0	9 0	1874-1875	13 0	13 0
1851	8 0	7 0	1876	14 0	13 0
1852	8 0	8 0	1877	13 0	13 0
1853	10 0	11 0	1878	14 0	13 0
1854	11 0	11 0	1879-1883	12 0	12 0
1855-1856	12 0	11 0	1884	13 0	12 0
1857-1858	11 0	10 0	1885	12 0	11 0
1859	10 0	9 0	1886-1887	12 0	12 0
1860-1861	10 0	10 0	1888-1889	12 0	11 0
1862	11 0	10 0	1890	11 0	11 0
1863	10 0	9 0	1891	12 0	11 0
1864-1865	10 0	10 0	1892-1896	11 0	11 0
1866-1867	11 0	11 0	1897	12 0	12 0
1868	12 0	11 0	1898	13 0	12 0
1869-1871	11 0	10 0	1899-1904	13 0	13 0

Allowances in kind.—None.

FARMS ON AN ESTATE AT SANDY, Huntingdonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850	9 0	8 0	1877	13 0	13 0
1851	8 0	8 0	1878	13 0	12 0
1852	9 0	8 0	1879	12 0	11 0
1853-1859	10 0	10 0	1880-1881	11 0	11 0
1860-1861	11 0	11 0	1882	11 0	12 0
1862	10 0	9 0	1883-1884	12 0	12 0
1863-1867	10 0	10 0	1885	12 0	10 0
1868	10 0	11 0	1886	12 0	12 0
1869	11 0	11 0	1887	12 0	10 0
1870	10 0	10 0	1888-1894	11 0	10 0
1871	11 0	11 0	1895-1896	11 0	11 0
1872	12 0	12 0	1897-1899	12 0	12 0
1873-1875	13 0	13 0	1900-1904	13 0	13 0
1876	13 0	12 0			

Allowances in kind.—None.

MR. R. P. PARSON'S FARMS AT ELSWORTH, Cambridgeshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1857	11 0	10 0	1884	13 0	11 0
1858-1859	9 0	9 0	1885	11 0	12 0
1860	10 0	10 0	1886	12 0	10 0
1861	11 0	10 0	1887	11 0	10 0
1862-1865	10 0	10 0	1888	12 0	12 0
1866	12 0	11 0	1889	12 0	11 0
1867	12 0	12 0	1890	11 0	11 0
1868	13 0	11 0	1891	12 0	12 0
1869-1870	11 0	11 0	1892	11 0	11 0
1871	12 0	11 0	1893	11 0	10 0
1872	12 0	12 0	1894	9 0	9 0
1873	13 0	13 0	1895	10 0	11 0
1874-1875	14 0	13 0	1896-1897	12 0	11 0
1876	14 0	14 0	1898-1899	12 0	12 0
1877	14 0	13 0	1900	13 0	12 0
1878	14 0	12 0	1901-1903	13 0	13 0
1879-1882	12 0	11 0	1904	13 0	12 0
1883	12 0	12 0			

Allowances in kind.—Beer when threshing, at hay-time, &c.

Eastern Counties—continued.
A FARM NEAR CAMBRIDGE, Cambridgeshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1864	*	10 0	1885	11 0	11 0
1865	11 0	10 0	1886-1887	11 0	10 0
1866	11 0	11 0	1888-1889	10 0	10 0
1867	11 0	12 0	1890	11 0	11 0
1868	12 0	11 0	1891	12 0	12 0
1869	11 0	11 0	1892	12 0	10 0
1870	11 0	10 0	1893	11 0	11 0
1871	11 0	11 0	1894	11 0	10 0
1872	11 0	12 0	1895-1896	11 0	11 0
1873-1875	13 0	13 0	1897	11 0	12 0
1876	*	*	1898-1899	12 0	12 0
1877	10 0	11 0	1900-1904	13 0	13 0
1878-1884	12 0	12 0			

N.B.—The rates for certain years are those paid on two other farms in the same parish.

Allowances in kind in 1903.—None.

Piecework.—Owing to piecework, the earnings of an able-bodied man are not less than 15s. in summer. There is less piecework than 50 years ago at harvest, owing to machinery, but more at other work.

Harvest.—At hay harvest 17s. a week is paid for four weeks. At corn harvest £8 15s. is paid for five weeks compared with £6 and two bushels of malt and 2 lbs. of hops in 1850.

A FARM AT MARCH, Cambridgeshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1855†-1856†	13 0	13 0	1872-1873	14 0	12 0
1857†	12 0	12 0	1874	14 0	13 0
1858†	10 0	10 0	1875	14 0	15 0
1859†	11 0	10 0	1876	14 0	14 0
1860-1861	11 0	11 0	1877	15 0	14 0
1862	12 0	12 0	1878	14 0	14 0
1863-1864	11 0	11 0	1879	12 0	14 0
1865	11 0	12 0	1880-1882	12 0	12 0
1866	12 0	13 0	1883	13 0	12 0
1867	13 0	14 0	1884	13 0	13 0
1868	14 0	13 0	1885-1897	12 0	12 0
1869	12 0	12 0	1898-1899	13 0	13 0
1870	11 0	12 0	1900	14 0	13 0
1871	12 0	12 0	1901-1904	14 0	14 0

Allowances in kind.—None.

A FARM NEAR NEWMARKET, Cambridgeshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1835	*	7 0	1869	10 0	*
1836	7 0	*	1870	*	*
1837	8 0	8 0	1871	10 0	10 0
1838-1843	*	*	1872	*	*
1844-1845	9 0	9 0	1873	*	13 0
1846	10 0	10 0	1874	13 0	13 0
1847	9 0	10 0	1875	*	13 0
1848	*	*	1876-1878	13 0	13 0
1849	8 0	9 0	1879-1883	12 0	12 0
1850	9 0	8 0	1884	12 0	11 0
1851	8 0	8 0	1885-1886	11 0	11 0
1852	*	*	1887	10 0	10 0
1853	*	10 0	1888-1889	10 0	11 0
1854	10 0	10 0	1890-1891	11 0	11 0
1855	*	*	1892	12 0	11 0
1856	*	10 0	1893	11 0	11 0
1857	10 0	*	1894	10 0	*
1858	12 0	*	1895	*	10 0
1859-1864	*	*	1896-1897	10 0	10 0
1865	*	10 0	1898	12 0	11 0
1866	10 0	11 0	1899-1904	12 0	12 0
1867-1868	11 0	11 0			

Allowances in kind.—None.

Piecework.—The same amount is given as fifty years ago, but more is earned, rates for piecework being now higher.

* Information not available.

† Rates for these years taken from another farm in same parish.

Eastern Counties—continued.

MR. H. H. WATSON'S FARM AT SUDBROOKE MANOR, NEAR LINCOLN, Lincolnshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1847	15 0	12 6	1873	18 0	18 0
1848	12 0	12 0	1874-1877	18 0	16 6
1849	12 0	10 0	1878	18 0	15 0
1850-1851	10 0	10 0	1879	15 0	15 6
1852	10 0	11 0	1880-1881	15 0	13 6
1853	13 0	15 0	1885-1886	13 6	12 0
1854-1856	15 0	15 0	1887-1888	12 0	12 0
1857	15 0	12 0	1889	13 6	13 6
1858-1859	12 0	12 0	1890	*	*
1860-1861	13 6	13 6	1891	15 0	15 0
1862	13 6	12 0	1892	15 0	13 6
1863-1864	12 0	12 0	1893	13 6	13 6
1865	12 0	13 6	1894	13 6	12 0
1866	13 6	15 0	1895-1897	13 6	13 6
1867-1869	15 0	13 6	1898-1899	15 0	15 0
1870	13 6	13 6	1900-1901	16 6	15 0
1871	15 0	15 0	1902-1904	15 0	15 0
1872	16 6	16 6			

Allowances in kind.—None.

A FARM NEAR GRANTHAM, Lincolnshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1857	13 6	12 0	1884-1885	13 6	13 6
1858-1859	12 0	12 0	1886	13 6	12 0
1860	12 0	13 6	1887	13 6	13 6
1861-1870	*	*	1888	12 0	13 6
1871-1872	15 0	15 0	1889	13 6	12 0
1873	16 6	16 6	1890	13 6	13 6
1874	16 6	15 0	1891	*	*
1875-1877	16 6	16 6	1892	15 0	13 6
1878	16 6	15 0	1893	13 6	13 6
1879	15 0	13 6	1894	13 6	12 0
1880-1882	13 6	13 6	1895-1897	13 6	13 6
1883	15 0	15 0	1898-1901	15 0	15 0

Allowances in kind.—Beer (1 pint to 2 quarts a day) when threshing, manure carting, and at hay time; coal and fuel carted. There has been little variation in allowances during 50 years.

Hay and Corn Harvest.—In 1873 for five weeks during harvest time 40s. per week was paid and £1 was allowed for beer. In 1872, 45s. per week was paid and £1 for beer. For the last three years the weekly wages at harvest time have been about 40s. per week for four weeks. At hay-time, mowing by hand is the only work done by the piece, but it is more often done by machines; overtime money is paid at hay harvest.

A FARM AT PINCHBECK, SPALDING, Lincolnshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1863	12 0	12 0	1883	15 0	13 6
1864-1866	12 0	12 0	1884	15 0	12 0
1867	15 0	15 0	1885-1890	12 0	12 0
1868	15 0	13 6	1891	13 6	13 6
1869	13 6	13 6	1892	15 0	12 0
1870	12 0	13 6	1893-1896	12 0	12 0
1871	15 0	15 0	1897	13 6	13 6
1872	16 0	15 0	1898	15 0	13 6
1873	16 0	16 0	1899	15 0	15 0
1874-1877	16 0	15 0	1900	16 0	15 0
1878	15 0	13 6	1901	15 0	13 6
1879-1882	13 6	13 6	1902-1904	15 0	15 0

Allowances in kind.—None.

Piecework.—Compared with 50 years ago more piecework is given at harvest and less at other work, horse hoeing now prevailing.

* Information not available.

Eastern Counties—continued.

A FARM AT LINCOLN, Lincolnshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1864	12 0	12 0	1888	12 0	12 0
1865	12 0	13 6	1889	15 0	13 6
1866-1867	15 0	15 0	1890	13 6	13 6
1868	15 0	13 6	1891	15 0	15 0
1869-1871	13 6	13 6	1892	15 0	13 6
1872	15 0	15 0	1893	13 6	13 6
1873	16 6	16 6	1894	13 6	12 0
1874	16 6	13 6	1895-1897	13 6	13 6
1875-1877	16 6	15 0	1898	15 0	13 6
1878	15 0	13 6	1899	15 0	15 0
1879-1881	13 6	13 6	1900-1901	16 6	15 0
1882-1884	15 0	13 6	1902	15 0	15 0
1885-1886	13 6	13 6	1903	15 0	13 6
1887	13 6	12 0	1904	15 0	15 0

Allowances in kind.—Beer at harvest; straw for pigs. Allowances have not varied throughout the period shown.

Piecework.—Owing to the introduction of machinery less piecework is given at harvest than was the case 50 years ago; the amount of other piecework has not varied perceptibly. Total piecework earnings in a year were more at the earlier period, but such piecework as is now done is at a higher rate.

Harvest.—At hay harvest 3*d.* per hour is paid for overtime. At corn harvest a good man can earn 6*s.* a day for a month at least, and finds his own rations; 50 years ago board and £1 a week were given for a month.

A FARM AT MORNINGTHORPE, Norfolk.

Year	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1854	*	13 0	1873	14 0	13 0
1855-1856	12 6	12 6	1874	13 0	13 0
1857	11 0	11 0	1875-1877	14 0	14 0
1858-1859	10 0	9 0	1878	14 0	13 0
1860	*	10 0	1879-1883	13 0	13 0
1861-1862	10 0	10 0	1884	13 0	12 0
1863	10 0	*	1885	12 0	11 0
1864	*	9 0	1886-1890	11 0	11 0
1865	9 0	10 0	1891	11 0	12 0
1866	10 0	*	1892	12 0	11 0
1867	*	12 0	1893	12 0	12 0
1868	12 0	11 0	1894	12 0	11 0
1869	11 0	11 0	1895-1896	11 0	11 0
1870	10 0	10 0	1897	11 0	12 0
1871	11 0	11 0	1898-1899	12 0	12 0
1872	12 6	12 0	1900-1904	13 0	13 0

Allowances in kind.—None at any time of the period.

Piecework.—None is usually done on this farm now. Drilling barley cost 1*s.* 3*d.* an acre in 1854 and 1*s.* 6*d.* in 1902; hoeing beans 4*s.* 6*d.* an acre in 1854 and 6*s.* in 1902.

Harvest.—Machinery is now used, but in 1854 grass cutting by hand cost 2*s.* an acre and wheat cutting 6*s.* 6*d.* At corn harvest £7 15*s.* was paid for a month in 1902, against £5 10*s.* in 1855.

* Information not available.

Eastern Counties—continued.

A FARM NEAR KING'S LYNN, Norfolk.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1865		11 0	1884	13 0	12 0
1866	11 0	12 0	1885-1886	12 0	12 0
1867	12 0	12 0	1887	12 0	11 0
1868	13 0	11 0	1888-1889	11 0	11 0
1869	10 0	11 0	1890-1892	12 0	12 0
1870	11 0	10 0	1893	12 0	11 0
1871	11 0	12 0	1894	11 0	10 0
1872	13 0	13 0	1895-1896	10 0	10 0
1873	14 0	15 0	1897†	11 0	11 0
1874	15 0	14 0	1898-1899	12 0	12 0
1875-1878	14 0	14 0	1900	13 0	13 0
1879-1880	13 0	13 0	1901	13 0	12 0
1881	12 0	13 0	1902-1904	12 0	12 0
1882-1883	13 0	13 0			

Allowances in kind.—None were given in 1903, except a little straw for covering potatoes and where pigs were kept. From 1851 to 1900 a quart of separated milk was allowed daily to the men.

A FARM IN THE FOREHOE UNION, Norfolk.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1846	10 0	10 0	1873	14 0	14 0
1847	12 0	10 0	1874	15 0	14 0
1848-1850	9 0	9 0	1875-1877	14 0	14 0
1851	9 0	8 0	1878	14 0	13 0
1852	9 0	9 0	1879-1883	13 0	13 0
1853	9 0	12 0	1884	13 0	12 0
1854	12 0	12 0	1885	12 0	12 0
1855	12 0	13 0	1886	12 0	11 0
1856	12 0	12 0	1887	11 0	10 0
1857	11 0	11 0	1888	10 0	11 0
1858-1859	10 0	10 0	1889	11 0	11 0
1860-1861	11 0	11 0	1890	11 0	12 0
1862	11 0	10 0	1891-1892	12 0	12 0
1863-1865	10 0	10 0	1893	12 0	11 0
1866	11 0	11 0	1894-1895	11 0	10 0
1867	12 0	12 0	1896	10 0	11 0
1868	12 0	11 0	1897	11 0	11 0
1869-1870	11 0	11 0	1898-1899	12 0	12 0
1871	11 0	12 0	1900-1903	13 0	13 0
1872	13 0	13 0	1904	13 0	12s. to 13s.

Allowances in kind.—Particulars not furnished.

Piecework.—More piecework is given both at harvest and other work than 50 years ago, and the earnings therefrom are considerably greater.

Harvest.—In 1904 £7 5s. was paid.

A FARM AT THETFORD, Norfolk.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1859	11 0	10 0	1870	10 0	10 0
1860-1861	11 0	11 0	1871	11 0	10 0
1862	11 0	10 0	1872	*	13 0
1863-1864	10 0	9 0	1873	14 0	14 0
1865	10 0	10 0	1874	*	*
1866	10 0	12 0	1875	14 0	14 0
1867	12 0	12 0	1876	14 0	13 0
1868	11 0	11 0	1877	14 0	14 0
1869	11 0	10 0	1878	14 0	*

—continued

* Information not available.

† From 1897 upwards the figures relate to a farm near that to which the preceding figures refer.

Eastern Counties—continued.

A FARM AT THETFORD, Norfolk—continued.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1879-1880	s. d.	s. d.	1892	s. d.	s. d.
1881	*	12 0	1893	12 0	11 0
1882	12 0	*	1894	11 0	11 0
1883-1884	12 0	11 0	1895-1897	10 0	10 0
1885-1886	11 0	10 0	1898	11 0	10 0
1887-1889	10 0	10 0	1899	11 0	11 0
1890	11 0	12 0	1900-1904	12 0	12 0
1891	12 0	12 0			

Allowances in kind.—Beer during haytime.

Piecework.—Rates for piecework have varied little.

Harvest.—In 1862, 2s. 6d. was paid for mowing hay; it is now done by the day, extra being paid for overtime. At corn harvest the wages were, for a month, £6 15s. in 1862, £6 10s. in 1900, £7 in 1902.

Remarks.—3d. per hour is always paid for overtime.

MR. G. FISKE'S FARM AT THORNBUSH, BRAMFORD, Suffolk.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1863-1865	s. d.	s. d.	1879	s. d.	s. d.
1866	10 0	10 0	1880-1883	12 0	12 0
1867	10 0	11 0	1884	12 0	11 0
1868-1871	11 0	12 0	1885-1890	11 0	11 0
1872	12 0	12 0	1891	12 0	12 0
1873	12 0	13 0	1892	12 0	11 0
1874-1876	12 0	12 0	1893-1897	11 0	11 0
1877	13 0	13 0	1898-1899	12 0	12 0
1878	13 0	12 0	1900-1903	13 0	13 0

Allowances in kind.—Beer at hay-time and threshing; fuel carted and rough wood from hedgerows allowed. Less food is given now than 30 years ago.

Piecework.—Much more opportunity of extra earnings by piecework is given than formerly.

Harvest.—At the present time £8 is given for harvest. Fifty years ago £5 was given for double the amount of work now done.

MRS. MOORE'S HOME FARM, CROWS HALL, DEBENHAM, STOWMARKET, Suffolk.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1849	s. d.	s. d.	1869	s. d.	s. d.
1850	9 0	8 0	1870	10 0	9 0
1851	8 0	8 0	1871	11 0	10 0
1852	8 0	7 0	1872-1873	10 0	10 0
1853	7 6	7 0	1874	12 6	12 0
1854	8 6	8 6	1875	13 0	12 0
1855	10 6	10 0	1876-1877	12 0	12 0
1856	10 0	11 0	1878-1879	13 0	12 0
1857	10 0	10 0	1880	12 0	12 0
1858	9 6	9 0	1881-1883	11 0	11 6
1859	10 6	9 0	1884-1885	11 0	11 0
1860	10 0	9 6	1886-1890	11 0	10 0
1861	10 0	10 6	1891	10 0	10 0
1862	10 0	10 0	1892	11 0	11 0
1863-1864	10 0	9 6	1893	12 0	11 0
1865	9 0	9 0	1894	11 0	10 0
1866	10 0	9 0	1895-1897	10 0	9 0
1867	10 0	11 0	1898	10 0	10 0
1868	11 0	11 0	1899-1904	11 0	11 0
				12 0	12 0

Allowances in kind.—Beer or cyder when threshing, loading wagons, &c., 1 bushel malt at hay harvest. These allowances have not varied throughout the period shown.

Piecework.—Much less piecework is given now than formerly, the introduction of machinery having tended to increase the preference for day work.

Eastern Counties—continued.

MR. THOMAS GIRLING'S FARM AT FROSTENDEN, WANGFORD, Suffolk.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1836	10 0	9 0	1873	13 0	13 0
1837-1838	10 0	10 0	1874	13 0	14 0
1839	12 0	10 0	1875-1876	13 0	13 0
1840-1844	10 0	10 0	1877	13 0	14 0
1845	10 0	11 0	1878	13 0	13 0
1846	10 0	10 0	1879-1880	12 0	12 0
1847	12 0	12 0	1881	11 0	12 0
1848	10 0	8 0	1882-1883	12 0	12 0
1849-1852	8 0	8 0	1884	12 0	11 0
1853	9 0	12 0	1885	11 0	11 0
1854	12 0	12 0	1886	10 0	11 0
1855	12 0	13 0	1887-1889	10 0	10 0
1856	12 0	12 0	1890	10 0	11 0
1857	11 0	11 0	1891	11 0	12 0
1858	10 0	10 0	1892	12 0	12 0
1859	9 0	9 0	1893	11 0	11 0
1860-1861	11 0	11 0	1894	11 0	10 0
1862	10 0	11 0	1895	10 0	10 0
1863-1865	9 0	9 0	1896	10 0	11 0
1866	10 0	12 0	1897	11 0	11 0
1867	11 0	11 0	1898	11 0	12 0
1868	11 0	12 0	1899-1900	12 0	12 0
1869	10 0	10 0	1901	13 0	12 0
1870	10 0	11 0	1902-1903	13 0	13 0
1871	12 0	11 0	1904	13 0	12 0
1872	12 0	12 0			

Allowances in kind.—Beer occasionally; fuel carted. These allowances have not varied throughout the period shown.

Piecework.—Much less piecework is done now than formerly, although at work other than harvest much could be given, but labourers are unwilling to accept it. The rates are higher, e.g., 50 years ago 9d. to 10d. per rod was paid for hedging and ditching, but 1s. to 1s. 4d. is now paid. For hoeing the rate was 2s. 6d. to 3s. per acre, now it is 3s. 6d. to 5s., and even more, per acre.

Harvest.—In fifty years the wages paid at corn harvest have increased from £5 to £6 per month to £7 10s. to £9. At hay harvest the men are paid extra wages instead of piecework, which is not given so much as formerly.

A FARM AT BURY ST. EDMUNDS, Suffolk.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1847	11 0	10 0	1871	10 0	11 0
1848	10 0	10 0	1872	12 0	12 0
1849-1850	9 0	9 0	1873	13 0	13 0
1851	8 0	8 0	1874	14 0	13 0
1852	8 0	9 0	1875-1877	13 0	13 0
1853	9 0	11 0	1878	13 0	12 0
1854-1855	12 0	12 0	1879	12 0	12 0
1856	12 0	11 0	1880	12 0	11 0
1857	11 0	10 0	1881-1884	11 0	11 0
1858	10 0	9 0	1885	11 0	10 0
1859	9 0	10 0	1886-1889	10 0	10 0
1860	10 0	11 0	1890	11 0	11 0
1861	11 0	11 0	1891	12 0	12 0
1862	11 0	10 0	1892	12 0	11 0
1863-1865	10 0	10 0	1893	11 0	10 0
1866	10 0	11 0	1894-1897	10 0	10 0
1867	11 0	12 0	1898	11 0	11 0
1868	12 0	11 0	1899	11 0	12 0
1869-1870	10 0	10 0	1900-1904	12 0	12 0

Allowances in kind.—In some cases, house and garden free; for the last ten or twelve years beer money (men 4d., boys 2d. per day) has been given instead of the two pints of beer per man per day given formerly.

Piecework.—About the same amount of piecework is given at harvest as heretofore, but there is less done at other work. The rates paid for piecework are slightly increased.

Harvest.—At harvest 40 years ago £6 per month was paid, but £7 5s. was given in 1904.

Eastern Counties—continued.

A FARM AT COCKFIELD, BURY ST. EDMUNDS, Suffolk.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1852	8 0	8 0	1872-1874	12 0	12 0
1853	9 0	8 0	1875-1876	13 0	13 0
1854	10 0	9 0	1877-1878	13 0	12 0
1855-1856	10 0	10 0	1879	12 0	12 0
1857-1858	11 0	10 0	1880	12 0	11 0
1859	10 0	10 0	1881-1885	11 0	11 0
1860	10 0	9 0	1886-1890	10 0	10 0
1861-1862	10 0	10 0	1891-1892	11 0	11 0
1863	11 0	10 0	1893	12 0	11 0
1864	11 0	11 0	1894-1897	12 0	12 0
1865-1866	12 0	11 0	1898-1899	13 0	13 0
1867	12 0	12 0	1900	13 0	12 0
1868-1869	13 0	12 0	1901-1902	13 0	13 0
1870-1871	13 0	13 0	1903	13 0	12 0
			1904	13 0	13 0

Allowances in kind.—Beer, valued at about 1s. per week per man; fuel carted. Allowances have not varied much during the period shown.

Piecework.—More piecework is given at harvest than 50 years ago, but less at other work. Although the rates for piecework have been increased, the annual earnings tend to diminish.

Harvest.—At harvest the weekly wages are almost doubled for about five weeks. Fifty years ago, 2s. 6d. per day was paid at hay harvest, but 3s. 6d. to 5s. per day is now paid. At corn harvest, 4 guineas to 6 guineas were paid for 12 acres harvest, cutting by hand and carting; at the present time 7 to 10 guineas are paid, machinery and horse labour being given.

MR. GEORGE PAGE'S FARM AT FINGRINGHOE, COLCHESTER, Essex.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1835	9 0	9 0	1866	11 6	11 6
1836-1838	10 0	10 0	1867-1869	12 0	12 0
1839-1840	11 0	11 0	1870	11 0	11 0
1841-1842	11 0	9 0	1871-1872	12 0	12 0
1843	9 0	9 0	1873-1874	13 0	13 0
1844-1845	10 0	10 0	1875-1876	12 0	12 0
1846-1847	10 0	9 0	1877	12 6	12 6
1848-1852	9 0	9 0	1878-1879	13 6	13 6
1853	11 0	11 0	1880-1882	14 0	14 0
1854-1855	12 6	12 6	1883-1887	13 0	13 0
1856	12 0	12 0	1888-1891	12 0	12 0
1857-1858	11 0	11 0	1892-1897	11 0	11 0
1859-1860	11 0	10 0	1898-1899	12 0	12 0
1861-1863	11 0	10 6	1900-1904	14 0	14 0
1864-1865	10 6	10 6			

Allowances in kind.—Beer.

Piecework.—Very little piecework has ever been done.

Harvest.—At hay harvest, overtime, about 6d. per day, is paid. For corn harvest £6 per month and beer were paid in 1904; fifty years ago the payment was £5 10s. and beer.

Remarks.—The rates of wages paid on this farm have also been returned for the years 1800 to 1813, but the records from this date to 1835 are stated to be incomplete. In 1800 the rate paid to ordinary labourers was 10s. 6d., rising to 12s. in 1802. It remained at 12s. until 1811, and in 1812 rose to 15s.

A FARM NEAR BRAINTREE, Essex.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1851	8 0	8 0	1872-1879	11 0	11 0
1852	9 0	9 0	1880-1890	10 0	10 0
1853-1855	10 0	10 0	1891-1895	11 0	10 0
1856	11 0	11 0	1896-1898	12 0	12 0
1857-1859	12 0	12 0	1899	13 0	13 0
1860-1863	10 0	10 0	1900	13 0	12 0
1864-1869	11 0	11 0	1901-1903	13 0	13 0
1870-1871	12 0	12 0	1904	13 0	12 0

Allowances in kind.—Beer at harvest.

Piecework.—Much less is done now than formerly, although the men could earn more by piecework if they would. The introduction of machinery has reduced the amount of piecework at harvest.

Harvest.—Fifty years ago at corn harvest £4 to £5 and beer was given; now £6 to £7 with malt is given although the cutting is no longer done by hand, but by machinery.

Eastern Counties—continued.

FARMS AT GOOD EASTER AND MASHBURY, CHELMSFORD, ESSEX.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	s. d.	s. d.		s. d.	s. d.
1850-1853	8 0	8 0	1870	10 0	10 0
1854	9 0	9 0	1871	11 0	11 0
1855	10 0	10 0	1872	12 0	12 0
1856	11 0	11 0	1873-1874	13 0	13 0
1857-1858	10 0	10 0	1875-1877	12 0	12 0
1859	8 0	8 0	1878-1879	13 0	13 0
1860	9 0	9 0	1880-1884	12 0	12 0
1861	10 0	10 0	1885-1890	11 0	11 0
1862	11 0	11 0	1891-1894	12 0	12 0
1863-1865	9 0	9 0	1895-1897	11 0	11 0
1866	10 0	10 0	1898-1899	12 0	12 0
1867	11 0	11 0	1900-1903	13 0	13 0
1868	12 0	12 0	1904	14 0	14 0
1869	11 0	11 0			

Allowances in kind.—Beer or beer money at hay and corn harvests.

Piecework.—Harvest has always been done by piecework. More is earned now by piecework at hoeing, thatching, &c., than 50 years ago, the amount given and the rates paid being higher; thus for hoeing beans, wheat, and barley, the price was 3s. to 4s. per acre; now it is 4s. to 5s. per acre.

Harvest.—3d. per hour is paid for overtime at hay harvest, besides 6d. per day in lieu of beer. From £4 10s. per month and beer given 50 years ago at corn harvest, the wages have been increased to about £8, with 2s. in lieu of beer. For cutting and stacking crop the prices paid per acre have been as follows: 1850 to 1853, 9s.; 1853 to 1867, 10s. 9d.; 1867 to 1870, 11s. 9d.; 1872 to 1900, 13s. 6d.; 1904, 14s. (6s. per acre being deducted from this for all cut and tied with "self-binder").

A FARM AT ARDLEIGH, COLCHESTER, ESSEX.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	s. d.	s. d.		s. d.	s. d.
1851	9 *	9 0	1887	12 0	11 0
1852-1853	9 0	9 0	1888	10 0	10 0
1854	10 0	11 0	1889-1890	11 0	12 0
1855-1858	11 0	10 0	1891-1892	12 0	13 0
1859-1861	12 0	11 0	1893	12 0	12 6
1862	11 0	10 0	1894	12 0	12 0
1863-1872	12 0	11 0	1895	11 0	11 6
1873-1875	12 0	12 0	1896	11 0	11 0
1876	13 0	12 0	1897	12 0	13 0
1877	10 0	10 0	1898	13 0	13 6
1878-1880	12 0	12 0	1899	13 0	14 6
1881-1883	13 0	13 0	1900	14 0	15 6
1884	13 0	12 0	1901	14 0	15 0
1885	12 0	12 0	1902-1904	15 0	15 0
1886	11 0	12 0			

Allowances in kind.—Fuel, straw, and sometimes food and beer. These allowances have not varied throughout the period shown.

Piecework.—Although a labourer does not care to take piecework now, more is given both at harvest and at other work than 50 years ago, but it is doubtful whether more money can be earned now than then by piecework.

Harvest.—The amount paid for a month during hay and corn harvest is more now than was paid 50 years ago. In 1856, £2 10s. was paid per month at hay harvest and £6 4s. at corn harvest. The amounts paid in 1902 were respectively £3 10s. and £7 7s. 3d.

FARMS AT NAZEING, WALTHAM CROSS, ESSEX.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	s. d.	s. d.		s. d.	s. d.
1873-1879	13 0	13 0	1880-1904	14 0	14 0

Allowances in kind.—About the same quantity of beer has always been allowed, although wages have been increased.

Piecework.—Owing to the introduction of machinery, there is no longer piecework at hay-time or harvest. Hoeing, hedging, thatching, &c., is still done by piecework as formerly, but less is earned by average labourers.

* Information not available.

SOUTHERN AND SOUTH-WESTERN COUNTIES.

MR. R. D. DE UPHAUGH'S FARM AT HOLLINGBOURNE, Kent.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
1856-1865	12 0	12 0	1897-1898	15 0	14 0
1866-1875	14 0	14 0	1899	14 0	14 0
1876-1881	18 0	15 0	1900	16 0	16 0
1882-1896	15 0	13 0	1901-1904	17 0	16 0

Allowances in kind.—Three or four pints of beer per day during harvest. No perquisites were given until 1866.

Piecework.—The amount of piecework given now is about the same as that given 50 years ago. The introduction of machinery at harvest has prevented any appreciable increase in piecework, but more would be earned in this way now than then.

Harvest.—Less is received at harvest than formerly, the cutting no longer being done by hand.

Remarks.—The working day was some two hours longer previous to 1870 and men worked extra time when asked; also they made full days on Saturdays, and not till 5.30 as at present time. Overtime paid at 3*d.* per hour in 1899.

MR. THOMAS HOOKER'S FARM AT CROWHURST PLACE, LINGFIELD, Surrey.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
1846-1849	12 0	12 0	1865-1901	15 0	15 0
1850-1854	10 0	10 0	1902-1903	16 0	16 0
1855-1864	12 0	12 0			

Allowances in kind.—None.

MR. J. W. LORD'S FARMS AT NORTHIAM, East Sussex.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
1846-1847	13 6	12 0	1879	13 6	13 6
1848	12 0	10 6	1880	15 0	13 6
1849	10 6	10 6	1881	13 6	13 6
1850-1851	10 0	10 0	1882	15 0	13 6
1852	10 0	11 0	1883	15 0	15 0
1853	12 0	11 3	1884	15 0	13 6
1854-1856	13 6	13 6	1885	13 6	12 0
1857-1858	12 0	12 0	1886-1887	12 0	10 6
1859	12 0	10 6	1888-1890	12 0	12 0
1860-1865	12 0	12 0	1891-1892	13 6	13 6
1866	13 6	13 6	1893-1894	13 6	12 0
1867	15 0	13 6	1895	12 0	10 6
1868	15 0	12 0	1896-1897	12 0	12 0
1869	13 6	12 0	1898	13 6	13 6
1870-1871	12 0	12 0	1899	15 0	13 6
1872	15 0	13 6	1900	15 0	15 0
1873	15 0	14 0	1901	15 0	13 6
1874	15 0	13 6	1902-1903	13 6	13 6
1875-1877	15 0	15 0	1904	15 0	15 0
1878	15 0	13 6			

Allowances in kind.—None. Up to 1855 all old wood was carted free for the men, but after this date all over-hours worked were paid for and cartage charged; club coal, however, was carted free to all.

Piecework.—Less piecework is given than formerly, machinery being used at harvest. This is a hop-growing district, and ordinary labourers are employed for weeks during the summer amongst the hops at piecework. The rates paid for piecework are greater now than they were 50 years ago. Thus 1*s.* was then given per dozen bushels of hops picked, but for the same work 1*s.* 6*d.* to 1*s.* 8*d.* is now paid. For reaping wheat the pay was 12*s.* per acre, now it is 15*s.* to 16*s.* per acre.

Southern and South-Western Counties—*continued.*

A FARM AT ROBERTSBRIDGE, SUSSEX.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1872-1874	s. d. 15 0	s. d. 13 6	1890	s. d. 15 0	s. d. 14 0
1875-1876	14 0	13 0	1891-1900	15 0	15 0
1877-1884	13 6	13 0	1901-1902	15s. and 16s.	15s. and 16s.
1885-1889	14 0	14 0	1903	14s. and 16s.	14s. and 16s.

Allowances.—Beer during hay-time and corn harvest, straw for pigs and allowed to keep fowls; 4d. per hour is paid overtime. These allowances are much more liberal than they were 50 years ago.

Piecework.—Less work is done by piecework than formerly, but more could be earned now as the rates paid are higher.

MR. F. H. T. JERVOISE'S HOME FARM AT HERRIARD PARK, BASINGSTOKE, Hampshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1852	s. d. 9 0	s. d. 9 0	1874	s. d. 12 0	s. d. 11 0
1853-1866	10 0	10 0	1875-1897	11 0	11 0
1867-1873	11 0	11 0	1898-1904	12 0	12 0

Allowances in kind.—None.

Piecework.—There is less piecework given at harvest than 50 years ago owing to the use of machinery. Hoeing turnips is paid for at a higher rate than 40 years ago.

Harvest.—At hay harvest 40 and 50 years ago 1s. 8d. per day and a gallon or more of beer were given; the pay is now 4s. per day.

A FARM AT WINCHFIELD, Hampshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1851-1860	s. d. 9 0	s. d. 9 0	1871	s. d. 12 0	s. d. 12 0
1861-1863	10 0	10 0	1872-1899	13 0	13 0
1864-1870	11 0	11 0	1900-1904	14 0	14 0

Allowances in kind.—None.

Piecework.—Less piecework is given now than was customary 50 years ago, but higher rates are paid.

A FARM AT ANDOVER, Hampshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1864-1865	s. d. 10 0	s. d. 10 0	1872-1899	s. d. 12s. to 13s.	s. d. 12s. to 13s.
1866-1867	11 0	11 0	1900-1904	13 0	13 0
1868-1871	12 0	12 0			

Allowances.—Beer money, 9d. per day for hay harvest and 1s. per day corn harvest. This allowance has been made since 1890 in lieu of beer.

Harvest.—6d. extra per day is paid for hay carting, and at harvesting 1s. extra per day.

Southern and South-Western Counties—*continued.*

A FARM AT MICHELDEVER, Hampshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1854	8 0	8 0	1865-1867	12 0	10 0
1855-1856	9 0	8 0	1868-1870	12 0	11 0
1857	10 0	9 0	1871-1880	12 0	10 0
1858-1863	11 0	10 0	1881-1902	12 0	11 0
1864	11 0	11 0	1903	12 0	12 0

Allowances in kind.—The only allowance made during the last 50 years has been potato ground ploughed gratis.

Piecework.—Owing to the introduction of machinery all corn and hay harvest work is now done by day-work. Other work, such as hoeing, is still done by piecework. Less can be earned by piecework in a year than formerly, but the rates paid are nevertheless much higher than those paid 50 years ago. Thus, in 1850 3s. per acre was paid for mowing watermead, and 4s. to 8s. 3d. per acre for hoeing turnips. In 1903 the rates were respectively 6s. to 7s. per acre and 6s. to 12s. per acre.

A FARM AT LAMBOURN, Berkshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1870	10 0	10 0	1882	11 0	10 0
1871	10 0	10 0	1888-1897	10 0	10 0
1872	11 0	11 0	1898	11 0	10 0
1873-1876	12 0	12 0	1899	10 0	10 0
1877	13 0	12 0	1900	11 0	11 0
1878	12 0	11 0	1901-1902	12 0	11 0
1879-1881	11 0	11 0	1903-1904	12 0	12 0

Allowances in kind.—None. Beer was given at harvest before 1870, but was discontinued in favour of beer money, 1s. per day. This is no longer given, however, but the price per day for harvest work is raised.

Piecework.—Less piecework is given now than formerly, and much less could be earned thus now than 50 years ago. If wheat is cut by hand the same rate is paid as formerly, viz., 10s. or 12s. per week. The prices for turnip hoeing are, if anything, a little higher now than before.

Harvest.—Labourers now get 3s. 6d. a day at hay harvest, including overtime and beer money; for harvest carting 4s. per day is paid, including overtime and beer money. 30 to 40 years ago beer was given and the wages were proportionately less.

A FARM AT BISHOPSTONE, SALISBURY, Wiltshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1851	8 0	8 0	1879	12 0	11 0
1852-1853	*	*	1880-1883	11 0	11 0
1854	14 0	14 0	1884	11 0	10 0
1855-1864	*	*	1885-1886	11 0	11 0
1865-1868	10 0	10 0	1887	11 0	10 0
1869	10 0	9 0	1888-1891	10 0	10 0
1870	9 0	9 0	1892-1899	11 0	10 0
1871-1876	*	*	1900-1904	11 0	11 0
1877-1878	12 0	12 0			

Allowances in kind.—In some cases house and garden free; cider for certain work, such as threshing, &c.; 10 cwt. of coal carted, 50 faggots of wood carted, and straw for pigs. There is not so much food and beer given as formerly, money being given instead.

Piecework.—At harvest there is about the same quantity of piecework as 50 years ago, but there is more piecework at hoeing and less at threshing. For mowing corn or grass, 1s. 6d. to 2s. 6d. per acre was given, but now 4s. per acre would be wanted. About 1s. more per acre is paid for hoeing than formerly, 5s. to 6s. being given now.

Harvest.—At hay harvest 6d. a day for beer and 6d. overtime is now given, instead of 3 quarts to 1 gallon of beer given formerly; also the working days are now shorter than they were 50 years ago. At corn harvest double pay and 1 gallon of beer or cider has always been given.

Southern and South-Western Counties—continued.

MR. W. F. PARSON'S FARM AT WOOTTON BASSETT, Wiltshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1853	8 6	7 6	1880-1884	11 6	10 6
1854	9 6	8 6	1885-1886	12 6	11 6
1855-1861	10 6	9 6	1887-1888	11 6	10 6
1862-1864	9 6	8 6	1889-1896	12 6	11 6
1865	10 6	9 6	1897-1898	13 6	12 6
1866-1873	11 6	10 6	1899-1900	14 0	13 0
1874-1879	12 6	11 6	1901-1904	15 0	14 0

Allowances in kind.—Sometimes food is given in hay harvest for overtime, also from three quarts to a gallon of beer per diem. Previous to 1898 labourers paid 1s. 7d. per week for their cottages, but they are now valued at 2s. per week and reckoned as a part of their wages.

Piecework.—Owing to the use of machinery piecework is no longer given at harvest, but at hoeing there is a little piecework. An average labourer, however, would earn more at the present time by piecework than formerly, since the rates paid are much higher. Thus, cutting or pleaching hedges was then paid for at the rate of 4d. to 6d. per perch; now 7d. to 8d. per perch is paid. For making faggots, 2s. 6d. per 100 was given; the price is now 4s. 6d. per 100.

Harvest.—The wages paid at harvest are higher now than in 1840 and succeeding years. Fifty years ago 40s. to 45s. was paid per month with beer. At present the wages paid are about £4 10s. per month.

A FARM AT MALMESBURY, Wiltshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1852	7 0	7 0	1879-1887	10 0	9 0
1853-1854	9 0	8 0	1883-1889	10 0	10 0
1855	10 0	9 0	1890	11 0	10 0
1856-1858	9 0	9 0	1891	10 0	10 0
1859-1863	9 0	8 0	1892-1897	11 0	11 0
1864-1867	9 0	9 0	1898	12 0	11 0
1868-1870	10 0	9 0	1899	12 0	12 0
1871-1878	10 0	10 0	1900-1903	13 0	13 0

Allowances in kind.—Free house and garden; potato ground (cultivated); beer in hay-making and harvest, besides extra money payment for same; coal carted. Before 1899 the only allowances were as follows:—Coal and wood drawn home; beer and cider when doing extra work, such as threshing or carting hay or corn, and then only one-fourth of the quantity they had 40 years ago. In the earlier years the extras were considerably more.

Piecework.—There is not so much piecework given in winter as was customary in earlier years.

FARMS AT CALSTONE, CALNE, Wiltshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1862	9 0	9 0	1880-1899	11 0	11 0
1863-1879	10 0	10 0	1900-1904	12 0	12 0

Allowances in kind.—Beer allowed when threshing.

Piecework.—More piecework is given and more can be earned at it now than 50 years ago, the rates being higher. Thus, 1s. to 1s. 6d. per acre more is paid for hoeing roots, &c., and from 3s. to 4s. per acre more for chopping corn than was paid formerly.

Harvest.—Both at hay harvest and corn harvest the wages have been considerably increased. In 1850 at hay harvest £1 16s. per month was paid and beer free; in 1902 £3 18s. per month was paid and no beer. At corn harvest in 1850 the wages were £2 14s. per month and beer; in 1902 they were £4 10s. per month and no beer.

Southern and South-Western Counties—*continued*.

A FARM AT GRITTLETON, CHIPPENHAM, Wiltshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1852	7 0	7 0	1872	10 0	10 0
1853	8 0	9 0	1873-1876	11 0	11 0
1854	9 0	9 0	1877-1878	12 0	11 0
1855	9 0	9 6	1879-1889	11 0	11 0
1856-1857	9 0	9 0	1890	13 0	11 0
1858-1859	9 0	8 0	1891	13 0	12 0
1860-1866	9 0	9 0	1892-1898	14 0	12 0
1867	10 0	10 0	1899	14 0	13 0
1868	10 0	9 0	1900	15 0	14 0
1869-1871	9 0	9 0	1901-1902	16 0	15 0

Allowances in kind.—Beer daily.

Harvest.—Hay and corn harvests 2*s.* per week extra and 4*d.* per hour overtime.

A FARM NEAR DORCHESTER, Dorsetshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1846-1856	7 0 to 8 0	7 0 to 8 0	1886	9 0 to 10 0	9 0 to 10 0
1857-1872	8 0 to 9 0	8 0 to 9 0	1887-1901	10 0 to 11 0	10 0 to 11 0
1873-1875	9 0 to 10 0	9 0 to 10 0	1902-1904	10 0 to 12 0	10 0 to 12 0
1876-1885	10 0 to 11 0	10 0 to 11 0			

Allowances in kind.—House, good garden; wood and coals carted, and ale usually given. Less food and drink, but more money is given now than in earlier years as allowances.

Piecework.—More piecework is done than formerly, almost all work being done by piecework. The rates paid are much higher, and an average labourer would earn more now by piecework than 50 years ago. At that time 3*s.* 6*d.* per acre was paid for cutting wheat, beans, peas, and tares, but from 7*s.* to 10*s.* per acre is now paid. Grass was cut for about 2*s.* 6*d.* per acre; 4*s.* to 5*s.* per acre is now given.

Harvest.—Money is given now instead of the food and drink formerly provided. At corn harvest 2*s.* 6*d.* per day was paid 50 years ago, but 4*s.* to 5*s.* per day is given now for less work.

A FARM AT CHILD OKEFORD, BLANDFORD, Dorsetshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1862-1864	8 0	8 0	1876	10 6	10 6
1865	*	*	1877	11 6	10 6
1866-1869	8 0	8 0	1878-1890	11 6	11 6
1870-1873	9 6	9 6	1891-1898	11 <i>s.</i> 6 <i>d.</i> to 12 <i>s.</i> 6 <i>d.</i>	11 <i>s.</i> 6 <i>d.</i> to 12 <i>s.</i> 6 <i>d.</i>
1874-1875	10 6	9 6	1899-1904	12 <i>s.</i> 6 <i>d.</i> to 13 <i>s.</i> 6 <i>d.</i>	12 <i>s.</i> 6 <i>d.</i> to 13 <i>s.</i> 6 <i>d.</i>

Allowances in kind.—From 3 pints to 1 gallon of cider per day, potato ground, and fuel carted free. These perquisites are the same as were given in earlier years, but up to 1870 food was also given on Sundays when they worked, 6*d.* extra wages now being given in lieu of this.

Piecework.—Less piecework is given now than 40 years ago, but the corn, of which there is a little, is still cut by hand. The rates now paid for piecework are almost double those paid in earlier years. The prices for the following kinds of work have increased as shown:—Cutting wheat, 7*s.* per acre to 11*s.* and 12*s.* per acre; mowing grass, 2*s.* 6*d.* per acre and cider to 5*s.* per acre; hoeing mangolds and swedes, 6*s.* per acre to 10*s.* per acre; hodging, 6*d.* per perch to 1*s.* per perch; tying up faggots, 2*s.* 6*d.* per 100 to 4*s.* per 100.

Harvest.—Fifty years ago £2 extra was earned at corn harvest or £1 extra was paid if no piecework was done. At the present time £1 extra is earned by piecework; more is given at hay harvest than formerly.

* Information not available.

Southern and South-Western Counties—continued.

A FARM AT ILMINSTER, Somersetshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1866-1868	8 0	8 0	1879-1888	10 0	10 0
1869-1872	9 0	9 0	1889-1890	12 0	12 0
1873	10 0	10 0	1891-1899	13 0	13 0
1874-1877	11 0	11 0	1900-1904	14 0	14 0
1878	11 0	10 0			

Allowances in kind.—Before 1889 three or four pints of cider daily were allowed. This they now pay for if they want it.

Piecework.—Less at harvest, more at other work. About double as much would be earned at piecework now as 50 years ago. The price given for hoeing roots twice cost 8s. 6d. to 9s. 6d. per acre 35 years ago; 10s. 6d. to 13s. 6d. per acre is now given.

Harvest.—More is earned at harvest now than formerly.

A FARM NEAR TAUNTON, Somersetshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1846-1848	7 0	7 0	1857-1862	10 0	10 0
1849	7 0	6 0	1863	11 0	10 0
1850	6 0	6 0	1864-1872	11 0	11 0
1851	7 0	6 6	1873	12 0	11 0
1852	7 0	7 0	1874-1898	12 0	12 0
1853	8 0	7 0	1899	13 0	13 0
1854	8 0	8 0	1900-1902	15 0	15 0
1855	9 0	9 0	1903	16 0	16 0
1856	10 0	9 0	1904	17 0	17 0

Allowances in kind.—Turnips, turnip greens, apples, &c., given occasionally, and some coal and wood provided; up to 1903 three to four pints of cider per day were allowed, but an increase in wages has now been given instead of this.

Piecework.—Less piecework is done now than 50 years ago, the men being unwilling to do it although the rates are double those formerly paid. For hoeing 5s. per acre was paid, but 10s. per acre is now the general price. Apples were formerly picked for 1d. per bag, but 2d. per bag is now paid.

A FARM NEAR WILLITON, Somersetshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1846-1854	7 0	7 0	1869-1867	10 0	10 0
1855-1859	8 0	8 0	1868-1885	11 0	11 0
1860-1862	9 0	9 0	1886-1900	12 0	12 0

Allowances in kind.—One-quarter acre potatoes, "put in" for them; cider allowed according to circumstances but not as part or in lieu of wages. From 1846 to 1868 labourers received cider and a small amount of grist corn. Cider ceased to be given in lieu of wages in 1886; grist corn was given up because there was no demand for it after 1868.

A FARM NEAR MILVERTON, Somersetshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1863-1866	8 0	8 0	1874-1883	13 0	13 0
1867-1871	9 0	9 0	1884	13 0	12 0
1872	10 0	10 0	1885-1899	12 0	12 0
1873	12 0	12 0	1900-1904	13 0	13 0

Allowances in kind.—Straw is given for pigs. Up to 1873, three pints of cider per day were given, but none is now given except when threshing. At harvest 20s. to 25s. per hogshead is now charged for it.

Piecework.—Less piecework is given at harvest than was customary 50 years ago, but about the same amount at other kinds of work. The amount of money earned would be about the same now as formerly, the rates rising with the day wages.

Harvest.—At harvest 2s. a day extra is given.

Southern and South-Western Counties—*continued.*MR. J. H. ARKWRIGHT'S HOME FARM AT HAMPTON COURT, LEOMINSTER,
Herefordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1819	10 0	10 0	1845-1846	9 0	9 0
1820	10 0	9 0	1847	10 0	9 0
1821	9 0	9 0	1848	9 0	9 0
1822	8 0	7 0	1849	9 0	8 0
1823	8 0	8 0	1850-1852	8 0	8 0
1824	8 6	8 6	1853*	9 0	11 0
1825	9 0	10 0	1854-1862	11 0	11 0
1826	10 0	10 0	1863	11 0	10 0
1827-1829	9 0	9 0	1864-1866	10 0	10 0
1830	9 0	8 0	1867-1873	11 0	11 0
1831	9 0	9 0	1874-1875	12 0	12 0
1832-1837	8 0	8 0	1876-1877	14 0	14 0
1838-1842	9 0	9 0	1878	14 0	13 0
1843	9 0	8 0	1879-1885	13 0	13 0
1844	8 0	9 0	1886-1904	12 0	12 0

Allowances in kind.—Cider; fuel carted. There has been no material variation throughout the period shown.

Piecework.—Less piecework is given at all work than was customary 50 years ago, but the labourer would earn more now if he worked the same number of hours.

A FARM AT KINGSLAND, Herefordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1870-1872	9 0	9 0	1892-1899	14 0	14 0
1873-1874	10 0	10 0	1900	14 6	14 6
1875-1890	12 0	12 0	1901-1904	15 0	15 0
1891	13 0	13 0			

Allowances in kind.—Potato ground, fuel carted, straw for pigs, milk for families, and, occasionally, food. These have always been given, and up till 1891 cider was also allowed.

Piecework.—Less piecework is given at harvest than formerly, but about the same amount at other work; more money, however, would be earned now, for the rates paid are much higher. In 1870 1*d.* per 100 yards was paid for turnip hoeing; now 1½*d.* with cider or 2*d.* without is paid. The price for pleaching hedges has increased from 7*d.* to 11*d.* per perch.

Harvest.—The earnings now are about the same as those in 1870, but less work is done and the hours are shorter.

TWO FARMS NEAR KINGTON, Herefordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1867-1871	10 0	10 0	1877-1885	12 0	12 0
1872-1875	11 0	11 0	1886-1904	13 0	13 0
1876	†	†			

Allowances in kind.—Horse and garden, ground for planting two bushels of potatoes, fuel carted, straw for pigs. Allowances have not varied much.

Piecework.—Less piecework is given at harvest than in 1867, but about the same amount at other work; more would be earned now, however, as the rates paid are higher. 37 years ago, 6*s.* 6*d.* to 7*s.* per acre was paid for hoeing turnips; now 12*s.* per acre is given, it being difficult to get men to do them at that price.

Harvest.—In 1867 £2 per month was paid at hay harvest, a meal and 1 gallon of cider being given daily. At the present time £3 2*s.* per month is given. At corn harvest £3 per month was paid, with meal and 1 gallon of cider daily; the pay is now £4 2*s.* per month.

* A line of railway through the district was opened in this year.

† Information not available.

Southern and South-Western Counties—continued.

A FARM AT PEMBRIDGE, Herefordshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1874-1891	s. d. 12 0	s. d. 12 0	1894-1899	s. d. 14 0	s. d. 14 0
1892-1893	13 0	13 0	1900-1904	15 0	15 0

Allowances in kind.—Cider, fuel carted, wood, straw for pigs; potato ground, partly cultivated free. Cider was formerly given as part of the wages, but it is now given, as are the other allowances, at the option of the employer.

Piecework.—Owing to the introduction of machinery less piecework is given at harvest, but hoeing, &c., is still done by piecework. The rates paid are higher than those in earlier years, and therefore the earnings at the present time would be more. In 1874 the price of swede-hoeing was 6s. per acre; the present price is 9s. per acre.

A FARM AT CHEPSTOW, Monmouthshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1853	s. d. 10 0	s. d. 10 0	1887-1895	s. d. 14 0	s. d. 14 0
1854-1859	11 0	11 0	1896-1899	15 0	15 0
1860-1871	12 0	12 0	1900-1904	16 0	16 0
1872-1886	13 0	13 0			

Allowances in kind.—Cottage and garden free, potato ground (20 perches); beer or cider at harvest, threshing or extra work.

Piecework.—Overtime is now paid for at 4d. per hour at harvest, but piecework is still given at other work. In 1850 the price for hoeing an acre of roots twice over was 8s., now it is 16s. Similarly the rates at which piecework is paid at other work have been doubled. Thus an average labourer would earn more now by piecework than in 1850, but men will not do it.

A FARM AT CIRENCESTER, Gloucestershire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850	s. d. 7 6	s. d. 6 0	1872-1880	s. d. 10 0	s. d. 9 0
1851-1852	6 0	6 0	1881-1885	11 0	11 0
1853	9 0	8 0	1886-1888	10 0	9 0
1854-1856	10 0	10 0	1889-1891	11 0	10 0
1857-1858	11 0	10 0	1892-1897	12 0	11 0
1859	10 0	10 0	1898-1899	12 0	12 0
1860-1863	10 0	9 0	1900	15 0	15 0
1864-1866	11 0	10 0	1901-1903	15 0	14 0
1867-1869	10 0	9 0	1904	14 0	14 0
1870-1871	11 0	10 0			

Allowances in kind.—House, garden or allotment, beer or bear money during hay and corn harvest. Free cottages were not allowed before about 1880, but in earlier years food was often given.

MR. W. ESSERY'S FARMS AT TAVISTOCK, Devonshire, AND SOUTH PETHERWIN, Cornwall.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1852	s. d. 8 0	s. d. 8 0	1877-1889	s. d. 13 0	s. d. 13 0
1853-1862	9 0	9 0	1890-1899	15 0	15 0
1863-1871	10 0	10 0	1900	15 6	15 6
1872-1876	12 0	12 0	1901-1904	16 0	16 0

Allowances in kind.—Beer or cider in harvest time or other hard work; fuel carted and wood given, which would be nearly all fuel required; straw for pig. At times food at harvest, and potato ground, have been given.

Piecework.—Piecework is not so general now as it was 50 years ago, men being unwilling to do it. Although the rates paid now are considerably higher than those paid 50 years ago, it is doubtful whether the average labourer would earn as much as former labourers, since the latter were more efficient and industrious.

Harvest.—Fifty years ago harvest wages were from 9s. to 10s. per week and food, but now 4s. per day with food and sometimes beer or other drink is given.

Southern and South-Western Counties—*continued.*

A FARM AT TOTNES, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1860-1872	s. d. 9 0	s. d. 9 0	1894-1897	s. d. 13 0	s. d. 13 0
1873-1881	10 0	10 0	1898-1901	14s. and 15s.	14s. and 15s.
1882-1888	11 0	11 0	1902-1904	15 0	15 0
1889-1893	12 0	12 0			

Allowances in kind.—Cider, potato ground, straw, horse and cart when required; allowed to keep poultry. Some men have houses free, but in such cases some small extra services are rendered by the men.

A FARM AT NEWTON ABBOT, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1859	s. d. 9 0	s. d. 9 0	1888-1897	s. d. 12 0	s. d. 12 0
1860-1863	9 6	9 6	1898-1902	13 0	13 0
1864-1875	10 0	10 0	1903	13s. to 14s.	13s. to 14s.
1876-1887	11 0	11 0	1904	13s. to 15s.	13s. to 15s.

Allowances in kind.—Potato ground worked, cider, and fuel carted. Allowances have varied very little throughout the period shown.

A FARM NEAR HONITON, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1860	s. d. 10 0	s. d. 10 0	1876-1900	s. d. 12 0	s. d. 12 0
1861-1875	11 0	11 0	1901-1904	13 0	13 0

Allowances in kind.—Cottage and garden to married men, 2 quarts cider daily (Sunday included), potato land, fuel carted. At harvest 1s. per day is given in lieu of food formerly given. There were fewer allowances in earlier years.

Piecework.—There is now less piecework at harvest than formerly, 1s. per day extra being paid instead. At hoeing there is more piecework, but at other work, as hedging, threshing, &c., there is less. More would now be earned at piecework than 50 years ago, the rates being much higher. Thus, 8d. per 20 ft. was then paid for cutting and dyking fences, but this has now been increased to 1s. The price for hoeing an acre of turnips has increased from 5s. to 8s.

Harvest.—The wages paid at harvest per month 50 years ago were about one-third more than those paid now, everything being done by hand in former years.

A FARM AT BROADHEMPSTON, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1842-1845	s. d. 8 0	s. d. 8 0	1873-1874	s. d. 11 0	s. d. 11 0
1846-1859	9 0	9 0	1875	11 0	12 0
1860	9 0	10 0	1876-1894	12 0	12 0
1861-1871	10 0	10 0	1895-1904	14 0	14 0
1872	10 0	11 0			

Allowances in kind.—Cider, 30 yards potato ground. Allowances have not varied throughout the period shown.

Southern and South-Western Counties—continued.

A FARM AT PLYMPTON, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1853	9 0	9 0	1870-1871	14 0	14 0
1854-1858	10 0	10 0	1872-1889	15 0	15 0
1859-1861	11 0	11 0	1890-1895	16 0	16 0
1862-1866	12 0	12 0	1896-1899	16s. to 18s.	16 0
1867-1869	13 0	13 0	1900-1904	18 0	16 0

Allowances in kind, &c.—Cottage and garden, manure for garden, cider at hay-making, corn harvest, and other busy times, food when carrying hay, 20s. to 30s. extra for corn harvest, and 1 quart milk a day. Formerly, more cottages were provided, there was a regular allowance of cider, and food was given for a month at harvest. The latter has been stopped since machinery has been introduced.

Piecework.—Owing to the introduction of machinery there is no longer piecework at harvest. Other work, such as hoeing, hedging, and stonefacing are still done by piecework. Sheepshearing is done by piecework instead of the men having food. Excepting harvest, considerably more would be earned by piecework now than 50 years ago with less work. In 1850, 6d. per perch was given for hedging; 1s. to 1s. 3d. is now given. Hoeing, done twice formerly for 10s. per acre, now costs 15s. per acre for easier work.

Harvest.—Instead of so much food, the men are now given more money, but, owing to machinery, they do not get as much as was given 50 years ago.

A FARM AT PAYHEMBURY, OTTERY ST. MARY, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1860	7 0	7 0	1879-1885	11 0	11 0
1861-1865	8 0	8 0	1886-1895	12 0	12 0
1866-1872	9 0	9 0	1896-1904	13 0	13 0
1873-1878	10 0	10 0			

Allowances in kind.—Twenty yards potato ground, 2 quarts cider per day, fuel carted. In earlier years 1s. per yard was charged for potato ground, and 6d. per day extra was paid at harvest instead of the 1s. per day now paid.

Piecework.—Less piecework is given at harvest and more at other work than was given 50 years ago. Since the rates are very much higher now, a labourer would earn more by piecework than he would have done in earlier years. Thus, about 50 years ago 5s. to 6s. per acre was paid for hoeing mangolds, 5d. per doz. for tying wood, 3d. to 6d. per land yard for casting a hedge. The present rates are respectively, 8s. to 9s. per acre, 7d. per doz., and 5d. to 8d. per land yard.

Harvest.—At hay and corn harvest about £2 per month was paid 50 years ago; at the present time about £3 per month is given.

MESSRS. A. AND E. H. HOSKINS' FARMS AT TRENEAN, ST. GERMAN'S, AND CARTUTHER BARTON, LISKEARD, Cornwall.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1854	9 0	9 0	1878-1899	13 0	13 0
1855-1870	11 0	11 0	1900-1904	14 0	14 0
1871-1877	12 0	12 0			

Allowances in kind, &c.—House and garden, potato ground (manured), fuel carted, milk, straw for pigs, turnips for use of family, and cider when asked for. These allowances did not vary much from 1850-1890, but since 1890 the men have been paid 1s. 10d. per day extra at harvest instead of being provided with food. Drink is also given at harvesting and threshing, and 1s. per day extra is paid when steam threshing.

Southern and South-Western Counties—*continued.*

A FARM AT TOTNES, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1860-1872	s. d. 9 0	s. d. 9 0	1894-1897	s. d. 13 0	s. d. 13 0
1873-1891	10 0	10 0	1898-1901	14s. and 15s.	14s. and 15s.
1892-1898	11 0	11 0	1902-1904	15 0	15 0
1889-1893	12 0	12 0			

Allowances in kind.—Cider, potato ground, straw, horse and cart when required; allowed to keep poultry. Some men have houses free, but in such cases some small extra services are rendered by the men.

A FARM AT NEWTON ABBOT, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1859	s. d. 9 0	s. d. 9 0	1888-1897	s. d. 12 0	s. d. 12 0
1860-1863	9 6	9 6	1898-1902	13 0	13 0
1864-1875	10 0	10 0	1903	13s. to 14s.	13s. to 14s.
1876-1887	11 0	11 0	1904	13s. to 15s.	13s. to 15s.

Allowances in kind.—Potato ground worked, cider, and fuel carted. Allowances have varied very little throughout the period shown.

A FARM NEAR HONITON, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1860	s. d. 10 0	s. d. 10 0	1876-1900	s. d. 12 0	s. d. 12 0
1861-1875	11 0	11 0	1901-1904	13 0	13 0

Allowances in kind.—Cottage and garden to married men, 2 quarts cider daily (Sunday included), potato land, fuel carted. At harvest 1s. per day is given in lieu of food formerly given. There were fewer allowances in earlier years.

Piecework.—There is now less piecework at harvest than formerly, 1s. per day extra being paid instead. At hosing there is more piecework, but at other work, as hedging, threshing, &c., there is less. More would now be earned at piecework than 50 years ago, the rates being much higher. Thus, 8d. per 20 ft. was then paid for cutting and dyking fences, but this has now been increased to 1s. The price for hoeing an acre of turnips has increased from 5s. to 8s.

Harvest.—The wages paid at harvest per month 50 years ago were about one-third more than those paid now, everything being done by hand in former years.

A FARM AT BROADHEMPSTON, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1842-1845	s. d. 8 0	s. d. 8 0	1873-1874	s. d. 11 0	s. d. 11 0
1846-1859	9 0	9 0	1875	11 0	12 0
1860	9 0	10 0	1876-1894	12 0	12 0
1861-1871	10 0	10 0	1895-1904	14 0	14 0
1872	10 0	11 0			

Allowances in kind.—Cider, 30 yards potato ground. Allowances have not varied throughout the period shown.

Southern and South-Western Counties—continued.

A FARM AT PLYMPTON, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1853	9 0	9 0	1870-1871	14 0	14 0
1854-1858	10 0	10 0	1872-1889	15 0	15 0
1859-1861	11 0	11 0	1890-1895	16 0	16 0
1862-1866	12 0	12 0	1896-1899	16 <i>s.</i> to 18 <i>s.</i>	16 0
1867-1869	13 0	13 0	1900-1904	18 0	16 0

Allowances in kind, &c.—Cottage and garden, manure for garden, cider at hay-making, corn harvest, and other busy times, food when carrying hay, 30*s.* to 30*s.* extra for corn harvest, and 1 quart milk a day. Formerly, more cottages were provided, there was a regular allowance of cider, and food was given for a month at harvest. The latter has been stopped since machinery has been introduced.

Piecework.—Owing to the introduction of machinery there is no longer piecework at harvest. Other work, such as hoeing, hedging, and stonefacing are still done by piecework. Sheepshearing is done by piecework instead of the men having food. Excepting harvest, considerably more would be earned by piecework now than 50 years ago with less work. In 1850, 6*d.* per perch was given for hedging; 1*s.* to 1*s.* 3*d.* is now given. Hoeing, done twice formerly for 10*s.* per acre, now costs 15*s.* per acre for easier work.

Harvest.—Instead of so much food, the men are now given more money, but, owing to machinery, they do not get as much as was given 50 years ago.

A FARM AT PAYHEMBURY, OTTERY ST. MARY, Devonshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1860	7 0	7 0	1879-1885	11 0	11 0
1861-1865	8 0	8 0	1886-1895	12 0	12 0
1866-1872	9 0	9 0	1896-1904	13 0	13 0
1873-1878	10 0	10 0			

Allowances in kind.—Twenty yards potato ground, 2 quarts cider per day, fuel carted. In earlier years 1*s.* per yard was charged for potato ground, and 6*d.* per day extra was paid at harvest instead of the 1*s.* per day now paid.

Piecework.—Less piecework is given at harvest and more at other work than was given 50 years ago. Since the rates are very much higher now, a labourer would earn more by piecework than he would have done in earlier years. Thus, about 50 years ago 5*s.* to 6*s.* per acre was paid for hoeing mangolds, 5*d.* per doz. for tying wood, 3*d.* to 6*d.* per land yard for casting a hedge. The present rates are respectively, 8*s.* to 9*s.* per acre, 7*d.* per doz., and 5*d.* to 8*d.* per land yard.

Harvest.—At hay and corn harvest about £2 per month was paid 50 years ago; at the present time about £3 per month is given.

MESSRS. A. AND E. H. HOSKINS' FARMS AT TRENEAN, ST. GERMANS, AND CARTUTHER BARTON, LISKEARD, Cornwall.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1854	9 0	9 0	1878-1899	13 0	13 0
1855-1870	11 0	11 0	1900-1904	14 0	14 0
1871-1877	12 0	12 0			

Allowances in kind, &c.—House and garden, potato ground (manured), fuel carted, milk, straw for pigs, turnips for use of family, and cider when asked for. These allowances did not vary much from 1850-1890, but since 1890 the men have been paid 1*s.* 10*d.* per day extra at harvest instead of being provided with food. Drink is also given at harvesting and threshing, and 1*s.* per day extra is paid when steam threshing.

Southern and South-Western Counties—continued.

MR. DORRIEN-SMITH'S FARM AT TRESCO ABBEY, ISLES OF SCILLY, Cornwall

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1871 1872-1876	s. d. 11s. to 12s. 13 0	s. d. 11s. to 12s. 13 0	1877-1904	13s. to 14s.	13s. to 14s.

Allowances in kind—House and garden free; beer for harvest. House and garden has been allowed since 1872, and probably previous to that date.

A FARM NEAR BODMIN, Cornwall.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1854 1855-1870	s. d. 9 0 11 0	s. d. 9 0 11 0	1871-1877 1878-1904	s. d. 12 0 13 0	s. d. 12 0 13 0

Allowances in kind.—House and garden, food and cider and non-alcoholic drinks at harvest and steam threshing, wood faggotted and carted, manure for garden, milk daily, also cider is given when asked for. Allowances have not varied throughout the period shown.

A FARM AT NEWTON FERRERS, CALLINGTON, Cornwall.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1857-1864 1865-1873	s. d. 12 0 13 0	s. d. 12 0 13 0	1874-1898 1899-1904	s. d. 15 0 18 0	s. d. 15 0 18 0

Allowances in kind.—None; but 1s. 6d. per day extra is paid for threshing, haymaking, harvesting, &c.

Piecework.—No piecework now done at harvest owing to the introduction of machinery. At other work, also, there is far less piecework given than was customary 50 and even 10 years ago. A labourer, however, would earn 25 per cent. more at piecework now than he would have done 30 years ago, the rates paid being now much higher. In 1860, 9s. 6d. to 10s. per acre was paid for three times hoeing and singling turnips; 12s. 6d. to 14s. per acre is now paid. For hacking potatoes 8s. to 10s. per acre was paid, but 11s. 6d. to 12s. 6d. per acre is now given.

A FARM AT ST. NEWLYN EAST, Cornwall.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1857 1858-1866 1867-1875	s. d. * 10 0 11 0	s. d. 10 0 10 0 11 0	1876-1884 1885-1894 1895-1904	s. d. 12 0 13 0 14 0	s. d. 12 0 13 0 14 0

Allowances in kind.—House and garden, potato ground, milk, fuel carted.

Piecework.—No piecework is now given at harvest as was given in former years, but other work is still done by piecework. In spite of the present rates being nearly double the former rates, labourers are unwilling to do piecework; more money, however, would be earned at piecework than could have been earned 50 years ago.

Harvest.—At hay harvest 50 years ago 2s. 6d. to 3s. per day or 2s. to 2s. 3d. per day and victuals was the pay per man; it is now 4s. per day.

* Information not available.

WELSH COUNTIES.

A FARM AT MOSTYN, Flintshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1855-1866	s. d. 12 0	s. d. 12 0	1872	s. d. 14 6	s. d. 14 6
1867-1870	13 0	13 0	1873-1886	15 0	15 0
1871	14 0	14 0	1887-1904	16 0	16 0

Allowances in kind.—Beer in hay and corn harvest. Allowances have not varied to any appreciable extent since 1850.

THE EARL OF POWIS' HOME FARM, POWIS CASTLE, WELSHPOOL, Montgomeryshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1854	s. d. 10 0	s. d. 10 0	1875-1891	s. d. 13 0	s. d. 13 0
1855-1866	11 0	11 0	1892-1904	14 0	14 0
1867-1874	12 0	12 0			

Allowances in kind.—Cottage and garden free to some and firewood to all. Beer was allowed in hay-time and corn harvest up to the year 1883, when it was commuted to a money payment.

Piecework.—More is now earned at harvest by piecework than 30 years ago, but there is not much done at other work. A labourer would earn more now by piecework than 50 years ago, the rates paid having been increased.

Harvest.—£5 extra per annum for hay and corn harvests.

A FARM AT CRICKHOWELL, Brecknockshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1853	s. d. * *	s. d. 12 0	1879	s. d. * *	s. d. 15 0
1854-1871	12 0	12 0	1880-1900	15 0	15 0
1872	13 0	13 0	1901-1904	17 0	17 0
1873-1878	*	*			

Allowances in kind.—Potato ground (manured).

Piecework.—No piecework is now given at hay harvest, but at corn harvest and other work the same amount is given as hitherto. An average labourer would earn more now by piecework than 50 years ago.

A FARM NEAR LLANDILO, Carmarthenshire.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1857	s. d. 8 0	s. d. 8 0	1876-1879	s. d. 16 0	s. d. 16 0
1858-1864	10 0	10 0	1880-1889	14 0	14 0
1865-1872	12 0	12 0	1890-1900	15 0	15 0
1873-1875	13 0	13 0	1901-1904	18 0	18 0

Allowances in kind.—100 yards drill of potatoes (manured), food and beer at harvest, and fuel carted. Allowances have not varied during the period shown.

Piecework.—About the same amount of piecework is given now at hay and corn harvest as formerly, but none at other work. More would be earned at piecework now than 30 years ago, as the rates paid have risen. Thus, corn was cut in 1870 for 3s. per acre, but 4s. per acre is now paid.

Harvest.—Up to the year 1901, 10s. extra was given at hay and corn harvest, but nothing has been given since.

Welsh Counties—continued.

MR. EDWARD AKER'S FARM, AT ST. FAGANS, CARDIFF, GLAMORGAN.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1848	s. d. 12 0	s. d. 11 0	1870-1875	s. d. 14 0	s. d. 14 0
1849	10 0	9 0	1876-1881	13 0	13 0
1850-1852	9 0	9 0	1882-1884	14 0	14 0
1853	10 0	9 0	1885-1887	15 0	14 0
1854-1855	12 0	12 0	1888-1893	15 0	15 0
1856-1859	12 0	11 0	1894-1899	16 0	16 0
1860-1866	12 0	12 0	1900-1902	21 0	21 0
1867-1869	15 0	15 0	1903-1904	18 0	18 0

Allowances in kind.—House and large garden, food when threshing, 9 gallons of beer at haymaking, and 18 gallons at harvest time, coal hauled free, straw for pigs, and firewood.

Harvest.—8s. per week extra for 1 month.

A FARM AT BRIDGEND, GLAMORGANSHIRE.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1855	s. d. 10 0	s. d. 10 0	1871	s. d. 14 0	s. d. 15 0
1856	12 0	13 0	1872	15 0	18 0
1857-1864	13 0	13 0	1873-1904	18 0	18 0
1865-1870	14 0	14 0			

Allowances in kind.—Beer during hay and corn harvests and threshing. In earlier years there were more allowances given.

Piecework.—There is very little piecework now, but the rates paid are higher than formerly. Thus, in 1850, 6s. to 7s. per acre was paid for hoeing turnips; the price now would be 10s. to 12s. per acre. In the same year hedging and ditching were done for 10d. per perch, but 2s. to 2s. 6d. per perch is now given.

A FARM AT REYNOLDSTONE, GLAMORGANSHIRE.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1878-1889	s. d. 14 0	s. d. 14 0	1891-1902	s. d. 15 0	s. d. 15 0
1890	14 0	15 0	1903	16 0	16 0

Allowances in kind.—Beer during harvest.

Piecework.—There is no piecework at hay and corn harvest; since 1898 hoeing turnips has been paid for by piecework at 11s. per acre. Before 1898 there was no piecework.

Harvest.—At hay and corn harvests in 1852, the rate of wages was £2 4s. per month; now it is £3 6s. per month at hay harvest and £3 7s. per month at corn harvest.

A FARM AT BOVERTON, CARDIFF, GLAMORGANSHIRE.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1868-1870	s. d. 13 0	s. d. *	1879	s. d. 16 0	s. d. *
1871-1874	15 0	*	1880-1899	15 0	*
1875	16 0	*	1900-1901	18 0	*
1876-1878	18 0	*	1902-1904	18 0	18 0

Allowances in kind.—House, garden, potato ground, beer, fuel carted in a few instances, and also straw for pigs. More beer is given now than formerly.

Piecework.—Much less piecework is now done owing to introduction of machinery, and less would be earned than about 50 years ago. The prices, however, are about 25 per cent. higher than those paid in 1868.

* Information not available.

APPENDIX VI.

SCOTLAND.

RATES OF CASH WAGES OF HORSEMEN ON CERTAIN FARMS FOR A SERIES OF YEARS.

Note.—The following Tables show, as regards certain specified farms, the highest and lowest yearly rates of cash wages paid to horsemen in each year, irrespective of the periods for which the men were engaged (whether yearly, half-yearly, &c.). The figures are exclusive of wages paid to foremen, or to old men, or halfpins. Those furnishing the Returns were asked to give particulars of any variations that might have been made during the period of years in the allowances in kind given in addition to cash wages:—

MR. JOHN SMITH'S FARM AT FETTERCAIRN, Kincardineshire.

Married Horsemen living in Cottages.

Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.	
	£	s.		£	s.		£	s.
1852-1854	12	0 to 12	1870	17	10 to 19	1887	22	0 to 24
1855	12	12 to 14	1871	18	0 to 19	1888	22	0 to 23
1856	14	0 to 15	1872	19	0 to 20	1889	22	10 to 24
1857	15	0 to 16	1873	21	0 to 22	1890	25	0 to 26
1858	15	10 to 17	1874	22	0 to 25	1891	26	0 to 28
1859	15	10 to 17	1875	24	0 to 26	1892	27	0 to 29
1860-1861	15	10 to 17	1876	24	0 to 28	1893	27	0 to 28
1862	16	0 to 18	1877	26	0 to 28	1894	£27	
1863	16	0 to 17	1878	25	0 to 30	1895	27	0 to 28
1864	16	0 to 18	1879	24	0 to 25	1896	26	10 to 30
1865	16	0 to 17	1880-1882	23	0 to 25	1897-1899	27	0 to 29
1866	16	10 to 18	1883	23	0 to 24	1900-1902	28	0 to 32
1867	16	10 to 19	1884-1885	24	0 to 25	1903	28	10 to 32
1868	17	0 to 19	1886	23	0 to 25	1904	28	0 to 31
1869	17	10 to 18						

Allowances in kind, &c.—Free house and garden, meal (6½ bolls of 10 stones), cartload of potatoes (about 18 cwt.), 1 ton of coal and free cartage of other coal and firewood, also 3 chopins* of sweet milk daily in summer half-year and 2 chopins in winter half-year.

Remarks.—The married ploughmen have now comfortable cottages of three apartments, whereas in 1852 they had poor thatched hovels with mud floors.

MR. JAMES FLEMING'S FARM AT LARBERT, Stirlingshire.

(A) *Married Horsemen living in Cottages.*

Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.	
	£	s.		£	s.		£	s.
1850-1855	16	0 to 18	1870-1872	26	0 to 28	1892-1894	44	4 to 49
1856-1860	20	0 to 22	1873-1885	28	0 to 30	1895-1899	46	16 to 52
1861-1865	22	0 to 24	1886-1890	39	0 to 46	1900	48	0 to 52
1866-1867	24	0 to 26	1891	44	8 to 49	1901-1904	50	0 to 54
1868-1869	25	0 to 27						

(B) *Unmarried Horsemen lodged and boarded in the Farmhouse or Bothy.*

Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.	
	£	s.		£	s.		£	s.
1850-1860	16	0 to 20	1890-1892	26	0 to 30	1900	32	0 to 36
1861-1870	20	0 to 24	1893-1896	28	0 to 32	1901	34	0 to 38
1871-1879	22	0 to 26	1897-1899	30	0 to 34	1902-1904	35	0 to 40
1880-1889	24	0 to 28						

Allowances in kind, &c.—The married horsemen had free house, coals carted free, £1 harvest money, and 6d. an hour for overtime during harvest.

Remarks.—Up to 1885 the wages of married horsemen were paid partly in oatmeal and potatoes. These were converted into cash payments in 1886.

* A chopin = about 1½ Imperial pints.

MR. JOHN MORRISON'S FARM AT DALMENY, Linlithgowshire.

Married Horsemen living in Cottages.

Year.	Rates of Yearly Wages.		Year.	Rates of Yearly Wages.		Year.	Rates of Yearly Wages.	
	£	s.		£	s.		£	s.
1850-1853	25	0 to 26	1870-1872	36	0 to 37	1888	42	0 to 45
1854	25	10 to 26	1873	36	0 to 38	1889	42	0 to 44
1855	27	0 to 27	1874	37	0 to 40	1890-1891	43	0 to 45
1856-1857	29	0 to 30	1875	39	0 to 44	1892-1895	44	0 to 46
1858-1861	30	0 to 33	1876	41	0 to 44	1896-1897	44	0 to 47
1862-1864	31	0 to 33	1877	42	0 to 45	1898	45	0 to 48
1865	31	10 to 33	1878-1883	43	0 to 45	1899-1900	47	0 to 49
1866	31	0 to 33	1884-1886	42	0 to 45	1901-1904	47	16 to 50
1867-1869	35	0 to 36	1887	44	0 to 45			

Allowances in kind, &c.—Free house and garden, 10 cwt. of potatoes, free cartage of coals, and £1 extra for harvest work.

Remarks.—The rates for the years 1850 to about 1885 include value of oatmeal and potatoes given as part of wages. No oatmeal is now given, but some men are allowed a few cwt. of potatoes.

MR. ANDREW SMITH'S FARM AT LONGNIDDRY, Haddingtonshire.

Married Horsemen living in Cottages.

Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.	
	£	s.		£	s.
1856-1859 ...	30	0 to 32	1878-1881 ...	40	0 to 41
1860-1862 ...	32	0 to 34	1882-1885 ...	41	0 to 42
1863-1867 ...	33	0 to 35	1886-1900 ...	42	0 to 43
1868-1871 ...	34	0 to 36	1901 ...	43	0 to 44
1872-1877 ...	38	0 to 40	1902-1904 ...	44	0 to 47

Allowances in kind, &c.—Free house and garden (valued at £5), potatoes (valued at £3 10s. to £4), free cartage of coal (valued at £1), and harvest meat (valued at £1).

Remarks.—Since 1880 there has been a tendency to substitute cash for allowances in kind.

MR. DAVID KIRKPATRICK'S FARM AT AMISFIELD, Dumfriesshire.

(A) Married Horsemen living in Cottages.

Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.	
	£	s.		£	s.		£	s.
1860-1862	28	0	1876	35	0 to 36	1891-1895	39	0 to 40
1863-1864	29	0	1877	35	0 to 37	1896-1899	£40	
1865-1867	30	0	1878-1881	36	0 to 37	1900	£41	
1868-1869	31	0	1882-1886	37	0 to 38	1901-1903	£42	
1870-1874	32	0	1887-1890	38	0 to 39	1904	42	0 to 43
1875	£33	0s. to £35						

(B) Unmarried Horsemen lodged and boarded in the Farmhouse or Bothy.

Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.	
	£	s.		£	s.		£	s.
1852	11	0	1860	19	0	1885-1889	25	0
1853	13	0	1861-1867	20	0	1890-1892	25	10
1854	12	0	1868-1869	22	0	1893-1896	26	0
1855	14	0	1870-1871	21	0	1897-1899	27	0
1856	13	0	1872-1874	22	0	1900-1901	30	0
1857	14	0	1875-1879	23	0			
1858-1859	18	0	1880-1884	24	0			

Allowances in kind, &c.—Married horsemen received free house, about one ton of potatoes, and free cartage of coal.

THE FARM OF MESSRS. THOS. BIGGAR AND SONS AT DALBEATTIE,
Kirkcudbrightshire.

(A) *Married Horsemen living in Cottages.*

Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.	
	£	s.		£	s.		£	s.
1850-1856	23	0 to 25 0*	1871-1873	35	0 to 37 0	1894-1896	37	0 to 41 0
1857-1861	25	0 to 27 0	1874-1876	37	0 to 39 0	1897	40	0 to 42 0
1862-1865	27	0 to 29 0	1877-1882	41	0 to 43 0	1898-1899*	40	0 to 43 0
1866-1867	30	0 to 32 0	1883-1890	37	0 to 41 0	1900-1904	42	0 to 44 0
1868-1870	32	0 to 34 0	1891-1893	36	0 to 40 0			

(B) *Unmarried Horsemen lodged and boarded in the Farmhouse or Bothy.*

Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.		Year.	Rates of Yearly Cash Wages.	
	£	s.		£	s.		£	s.
1850-1859	14	0 to 20 0	1871-1873	24	0 to 28 0	1893-1896	22	0 to 26 0
1860-1862	18	0 to 20 0	1874-1876	28	0 to 32 0	1897-1899	23	0 to 27 0
1863-1864	18	0 to 22 0	1877-1879	26	0 to 30 0	1900	25	0 to 28 0
1865-1867	20	0 to 24 0	1880-1883	22	0 to 26 0	1901		£28
1868-1870	22	0 to 26 0	1884-1892	20	0 to 24 0	1902-1904	28	0 to 30 0

Allowances in kind, &c.—The married horsemen get free house and garden, potatoes (valued at 30s.) free cartage of coals, and food at harvest.

Remarks.—The tendency of late years has been to give up allowances in kind.

* The figures for the years 1850-1899 have been revised since their publication in the Report on Earnings of Agricultural Labourers [Cd. 346 of 1900].

APPENDIX VII

IRELAND.

RATES OF WEEKLY CASH WAGES OF LABOURERS ON CERTAIN FARMS
FOR A SERIES OF YEARS.

The rates of wages given in the following Tables do not include any payments for piecework, or extra payments during hay and corn harvest, or for overtime, or the value of any allowances in kind. Those who gave the figures were, however, asked to describe in detail any allowances in kind given in addition to cash wages, such as house, garden, potato ground, fuel, fuel carted, &c., and if the allowances had varied in the years for which the wages are stated, the correspondents were asked to give particulars of such variations.

ULSTER.

A FARM AT MOWHAN, MARKETHILL, COUNTY Armagh.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1870-1872	6 6	6 6	1882-1886	8 6	8 6
1873-1876	7 6	7 6	1887-1895	9 0	9 0
1877-1881	8 0	8 0	1896-1904	10 0	10 0

Allowances in kind.—House, garden, and potato ground. Allowances have not varied throughout the period shown.

A FARM AT LOUGHGALL, COUNTY Armagh.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1859	7 0	6 0	1890-1897	10 0	9 0
1860-1869	8 0	7 0	1898-1899	10 6	9 0
1870-1884	9 0	8 0	1900-1902	11 0	10 0
1885-1889	9 6	8 6	1903-1904	11 0	11 0

Allowances in kind.—None.

A FARM AT HILLSBOROUGH, COUNTY Down.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1857	7 0	7 0	1886-1894	10 0	10 0
1858-1865	8 0	8 0	1895-1898	11 0	11 0
1866-1885	9 0	9 0	1899-1904	12 0	12 0

Allowances in kind.—None throughout the period shown.

Ulster—continued.

A FARM AT LETTERKENNY, COUNTY Donegal.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1826-1834	s. d. 4 0	s. d. 3 0	1883-1886	s. d. 9 0	s. d. 7 6
1835-1838	4 6	4 0	1887-1888	11 0	9 0
1839-1849	5 0	4 6	1889-1891	12 0	9 0
1850-1858	6 0	5 0	1892-1894	12 0	10 0
1859-1863	6 0	6 0	1895-1896	13 0	10 0
1864-1876	7 0	6 0	1897	13 0	12 0
1877-1882	8 0	6 0	1898-1904	15 0	12 0

Allowances in kind.—House, one rood potatoes, 2 tons coals, and allowed to keep fowls. Allowances have not varied throughout the period shown.

MUNSTER.

A FARM AT SKIBBEREEN, COUNTY Cork.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1860-1872	s. d. 4 0	s. d. 4 0	1888	s. d. 7 0	s. d. 7 0
1873-1877	5s. to 6s.	5s. to 6s.	1889-1903	8 0	8 0
1878-1883	5 0	5 0	1904	9 0	9 0
1884-1887	6 0	6 0			

Allowances in kind.—House, garden, milk, and fuel.

A FARM AT ARDFERT, COUNTY Kerry.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850	s. d. 6 0	s. d. 5 6	1875-1877	s. d. 7 0	s. d. 7 0
1851-1861	6 0	6 0	1878-1881	8 0	8 0
1862-1863	6 0	5 0	1882	8 0	10 0
1864-1874	6 0	6 0	1883-1904	10 0	10 0

Allowances in kind.—House and half acre of ground at reduced rate. Half pay when absent on account of sickness, and a week's pay extra at harvest.

Other allowances.—If temperance and industry are shown 2s. 6d. a month extra is given.

A FARM AT BALLINGARRY, COUNTY Limerick.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1855	s. d. 4 0	s. d. 4 0	1876-1885	s. d. 7 0	s. d. 7 0
1856-1865	5 0	5 0	1886-1895	8 0	8 0
1866-1875	6 0	6 0	1896-1904	9 0	9 0

Allowances in kind.—House and garden free, wood for fuel, and, to some who do special work, grass of a cow. Allowances have varied little throughout the period shown.

Munster—continued.

A FARM AT KILMALLOCK, COUNTY Limerick.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1870-1883	s. d. 7 0	s. d. 7 0	1902-1904	s. d. 9 0	s. d. 9 0
1884-1901	8 0	8 0			

Allowances in kind.—Free house and garden (tilled and manured), pasturage of two goats and run for 20 geese, milk, and some fuel. Before 1884, the garden was charged for at the rate of £1 10s. per $\frac{1}{4}$ -acre, and was tilled by the labourer himself.

A FARM AT MITCHELSTOWN, COUNTY Tipperary.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1853	s. d. 5 0	s. d. 5 0	1869-1871	s. d. 8 0	s. d. 8 0
1854-1858	6 0	6 0	1872-1875	9 0	9 0
1859-1868	7 0	7 0	1876-1904	10 0	10 0

Allowances in kind.—None.

A FARM AT PASSAGE EAST, COUNTY Waterford.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1864-1900	s. d. 10 0	s. d. 10 0	1902-1903	s. d. 12 0	s. d. 12 0
1901	11 0	11 0	1904	13 0	13 0

Allowances in kind.—House and garden free, and some fuel. The house and garden has only been given in recent years.

A FARM AT CAPPOQUIN, COUNTY Waterford.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1867	s. d. 6 0	s. d. 6 0	1876-1895	s. d. 8 0	s. d. 8 0
1868-1875	7 0	7 0	1896-1904	9 0	9 0

Allowances in kind.—Since 1895, £1 5s. extra has been given at harvest.

LEINSTER.

A FARM AT THOMASTOWN, COUNTY Kilkenny.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1850-1859	s. d. 5 0	s. d. 5 0	1869-1871	s. d. 7 0	s. d. 7 0
1860-1868	s. d. 6 0	s. d. 6 0	1872-1904	s. d. 8 0	s. d. 8 0

Allowances in kind.—House and small garden to some, wood for fuel occasionally (usually a sufficient quantity for winter), and extra money is given at harvest and at Christmas. The allowances have not varied much throughout the period shown.

A FARM AT BROSNA, King's County.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1857-1865	s. d. 5 0	s. d. 5 0	1892-1902	s. d. 8 0	s. d. 8 0
1866-1867	s. d. 6 0	s. d. 6 0	1903-1904	s. d. 9 0	s. d. 9 0
1868-1891	s. d. 7 0	s. d. 7 0			

Allowances in kind.—To some men an acre of ground for garden, and to others potato ground prepared for manure; grass of a cow, and in some instances of a calf until one year old, also of a donkey. Some labourers have permission to cut turf on employer's bog. Allowances have varied little throughout the period shown.

THE HOME FARM OF CURRYGRANE, COUNTY Longford.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1864-1866	s. d. 6 0	s. d. 6 0	1891	s. d. 10 0	s. d. 10 0
1867	s. d. 7 6	s. d. 7 6	1892	s. d. 10 0	s. d. 8 0
1868	s. d. 7 6	s. d. 8 0	1893	s. d. 9 0	s. d. 8 0
1869-1871	s. d. 8 0	s. d. 8 0	1894	s. d. 9 0	s. d. 8 6
1872-1873	s. d. 9 0	s. d. 9 0	1895-1898	s. d. 9 0	s. d. 8 0
1874-1887	s. d. 10 0	s. d. 10 0	1899-1900	s. d. 9 0	s. d. 9 0
1888	s. d. 10 0	s. d. 9 0	1901	s. d. 9 0	s. d. 10 0
1889	s. d. 9 0	s. d. 9 0	1902-1904	s. d. 10 0	s. d. 10 0
1890	s. d. 10 0	s. d. 9 0			

Allowances in kind.—A turf bank at a small charge is given in some cases; beer is sometimes given at harvest.

THE EARL OF LONGFORD'S PAKENHAM HALL ESTATE, Westmeath.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1870-1873	s. d. 7 0	s. d. 7 0	1890-1904	8s. to 10s.	8s. to 10s.
1874-1889	s. d. 7 6	s. d. 7 6			

Allowances in kind.—None.

Piecework.—Less piecework is given now at all kinds of work than was customary 50 years ago, but the rates paid are higher. Thus, 1d. to 2d. more per perch is paid now for cleaning ditches than 50 years ago.

Harvest.—No extra hands are taken on at hay-time and corn harvest, the work being done by the regular labourers at the ordinary weekly wages.

Leinster—continued.

A FARM AT CASTLEPOLLARD, COUNTY Westmeath.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1874-1876	s. d. 9 0	s. d. 8 0	1877-1904	s. d. 10 0	s. d. 9 0

Allowances in kind.—1½ acres (Irish) of ground with turf-bog for £8 per year.

MR. R. M. BARRINGTON'S FARM AT BRAY, COUNTY Wicklow.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1837	s. d. 6 0	s. d. 6 0	1867-1870	s. d. 10 0	s. d. 10 0
1838-1846	7 0	7 0	1871	11 0	11 0
1847-1854	8 0	8 0	1872-1904	12 0	12 0
1855-1866	9 0	9 0			

Allowances in kind.—Cottage rent free (two cottages have small gardens). About one ton of coal, some wood fuel (lopping of trees), and liberty to keep fowls. Allowances have not varied throughout the period shown.

Piecework.—Much less piecework is given now than was customary 50 years ago, but the rates paid are higher. Labourers, however, are reluctant to do piecework, preferring regular day work.

Harvest.—No special wages are given at hay harvest, but at corn harvest £1 extra is given. Fifty years ago 10s. extra was given at harvest.

CONNAUGHT.

A FARM AT WESTPORT, COUNTY Mayo.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1873-1885	s. d. 7 0	s. d. 6 0	1899-1900	8s. to 10s.	7s. to 8s.
1886-1891	7s. to 8s.	6s. to 7s.	1901	9s. to 10s.	7s. to 8s.
1892-1898	7s. to 9s.	7s. to 8s.	1902-1904	9s. to 10s.	8s. to 10s.

Allowances in kind.—House, potato ground, and fuel. Fuel has been allowed in recent years only.

A FARM AT CROGHAN, BOYLE, COUNTY Roscommon.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
1867-1874	s. d. 5 0	s. d. 4 0	1899-1901	s. d. 7 0	s. d. 6 0
1875-1893	6 0	5 0	1902	9 0	7 0
1894-1898	6 0	6 0	1903-1904	10 0	7 0

Allowances in kind.—House and 1 acre of ground free, manure, turf bank at a nominal charge, and straw for pigs. A charge of 6d. to 8d. per week was made formerly for the house and ground.

Connaught—continued.

A FARM AT CASTLEREA, COUNTY ROSCOMMON.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1855	6 0	6 0	1880-1893	10 0	10 0
1856-1863	7 0	7 0	1894-1898	12 0	10 0
1864-1869	8 0	8 0	1899-1904	12 0	12 0
1870-1879	9 0	9 0			

Allowances in kind.—Cottage, potato ground, and turf bank. At harvest bread, butter, and tea have been given for the last three or four years, and in recent years carting of fuel has been done free.

A FARM AT LISSADELL, COUNTY SLIGO.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1850-1857	5 0	4 0	1882-1898	8 0	8 0
1858-1872	6 0	5 0	1899-1901	9 0	9 0
1873-1875	6 0	6 0	1902-1904	10 0	10 0
1876-1881	7 0	7 0			

Allowances in kind.—Free house, garden, and potato ground are allowed to some labourers. Fifty years ago no allowances were made to ordinary labourers.

A FARM AT BALLINFULL, COUNTY SLIGO.

Year.	Rates of Weekly Cash Wages.		Year.	Rates of Weekly Cash Wages.	
	June.	December.		June.	December.
	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1871	5 0	5 0	1889-1901	6 0	6 0
1872-1887	6 0	6 0	1902-1904	7 0	6 0
1888	6 0	7 0			

Allowances in kind.—None.

APPENDIX VIII.

ENGLAND.

FOOD CONSUMED BY FARM LABOURERS IN ENGLAND.

In 1903 the Department published some particulars with reference to the amounts and prices of the various articles of food consumed by farm labourers and their families.* These particulars are now reproduced, together with some additional information which was obtained during the course of that Inquiry.

The information is based on 114 Returns furnished by landowners, farmers, Local Government Board inspectors, members of Local Authorities, the clergy, Relieving Officers, local tradesmen, and agricultural labourers. The particulars given were compiled after careful inquiry by these Investigators among a large number of farm labourers and their wives, and they represent the ordinary expenditure on food by farm labourers in the districts to which the Returns relate.

The following Table shows the average quantity of the various kinds of food consumed in a week by an agricultural labourer and his wife and four children in 1902 in certain groups of counties in England.

AVERAGE WEEKLY QUANTITY and VALUE of FOOD consumed by
AGRICULTURAL LABOURERS' FAMILIES in ENGLAND in 1902.

(Based on 114 Returns.)

Articles.	Northern Counties.	Midland Counties.	Eastern Counties.	Southern and South- Western Counties.	General Average for England.
	lbs. ozs.	lbs. ozs.	lbs. ozs.	lbs. ozs.	lbs. ozs.
Beef or Mutton	4 10	3 12	1 12	3 5	3 5½
Pork	0 3	1 5	2 1	0 14	1 1½
Bacon	3 7	3 0	2 0	2 6	2 11½
Cheese	0 12	1 5	1 2	1 10	1 3½
Bread	†5 0	27 0	†17 0	29 0	19 8
Flour	23 0	7 0	20 8	9 0	14 14
Oatmeal and Rice	1 4	1 8	1 0	1 4	1 4
Potatoes	26 0	22 0	24 0	31 0	25 12
Tea	0 8	0 7	0 6½	0 9	0 7½
Coffee or Cocoa	0 1	0 5	0 1	0 3½	0 2½
Butter	1 6	0 15	0 14½	0 15	1 0½
Lard, Margarine, or Dripping ...	1 13	0 10	0 15	0 12	1 0½
Sugar	4 12	4 12	4 0	3 12	4 5
Syrup, Treacle, or Jam	1 12	1 8	1 0	2 4	1 10
Milk { new	6½ pints	4 pints	3½ pints	4 pints	4½ pints
or	—	or	or	or	or
skimmed	—	9 pints	7½ pints	9½ pints	8½ pints
Average total value ...	14s. 10½d.	13s. 6½d.	12s. 4½d.	13s. 4¾d.	13s. 6½d.

* Cd. 1761 of 1903 Also see Journal of the Royal Statistical Society, Vol. LXVI., Part II. (June 1903), pp. 290-295.

† In some counties the agricultural labourers bake their own bread.

Particulars of the quantities of fish and eggs were asked for, but in many cases consumption under these headings is very occasional and, in some cases, is not in addition to, but in place of the items included above. Other articles sometimes purchased are tinned meats or tinned fish, currants, raisins, pickles and suet. But dumplings are frequently made of flour and water without suet. Salt has, of course, to be bought.

The proportion of bread and flour and of meat, and the percentage of these articles on the total value of the articles consumed in the different groups of counties, are as follows :—

AVERAGE VALUE of (1) BREAD and FLOUR, and (2) MEAT CONSUMED WEEKLY by AGRICULTURAL LABOURERS' FAMILIES in 1902.

Articles.	Northern Counties.	Midland Counties.	Eastern Counties.	Southern and South-Western Counties.	General Average for England.
	s. d.	s. d.	s. d.	s. d.	s. d.
Bread and flour	2 10 $\frac{3}{4}$	3 0 $\frac{3}{4}$	3 10	3 10 $\frac{1}{4}$	3 5
Meat (including beef, mutton, pork and bacon).	5 2 $\frac{1}{2}$	4 9 $\frac{3}{4}$	3 2	3 5 $\frac{1}{2}$	4 2
Total	8 1 $\frac{1}{4}$	7 10 $\frac{1}{2}$	7 0	7 3 $\frac{3}{4}$	7 7
Per cent. of total value of food consumed.	54·5	58·2	56·6	54·6	56·0

It will be observed that more bread and less meat are eaten in the Eastern and Southern groups of counties than in the Northern and Midland groups, where wages are on the whole higher, the weekly expenditure on bread and flour in the Eastern and Southern and South-Western groups being nearly 4s., and on meat between 3s. and 3s. 6d., while in the Northern and Midland Counties the weekly expenditure on bread and breadstuffs is about 3s., and on meat between 4s. 10d. and 5s. 3d.

In counties in which wages are comparatively low beef or mutton is frequently purchased only once a week, on Saturday, for consumption on Sunday. The meat eaten during the rest of the week in these districts is usually pork or bacon. In the Eastern Counties the amount of beef and mutton consumed in a week is shown to amount to only 1 lb. 12 ozs., while pork and bacon amount together to about 4 lbs.

In the Northern Counties, and in some of the North Midland Counties, more beef or mutton is eaten than in the other districts, but frequently not every day. Pigs are often kept by the labourers there and a good deal of bacon is consumed.

The single men who are hired in the farm houses in the Northern Counties are well fed, frequently having five meals a day, namely, breakfast, lunch, dinner, tea and supper. They usually have mutton or beef, hot or cold, for dinner, and sometimes they have cold beef or mutton at breakfast or supper as well.

The figures given in the first Table bring out clearly the practice of many of the labourers in the Northern Counties of baking their own bread, their expenditure on bread being comparatively small, and that on flour large. The practice also prevails to a considerable extent in the Eastern Counties.

The computed value of the articles of food shown above compared with the average earnings of farm labourers, including all classes (ordinary labourers, and also men in charge of animals) is shown below :—

England.	Average Total Earnings of adult Agricultural Labourers (including all classes) in 1902.	Average Value of Food consumed by Families of Agricultural Labourers (including food home-produced, or received as allowances in addition to wages).
	s. d.	s. d.
Northern Counties	20 6	14 10½
Midland "	18 1	13 6½
Eastern "	17 3	12 4½
Southern and South-Western Counties ...	17 10	13 4½
England	18 1½	13 6½

In considering, however, the value of food stated to be consumed by farm labourers' families, it must be understood that in the above Tables no allowance has been made for the smaller cost of home-grown produce, such as vegetables, potatoes, bacon, pork, and eggs, the estimates of value of the articles being based on the ordinary retail prices in the various districts. On the other hand, if pigs, poultry, and eggs are sold, or the produce of gardens, allotments, or potato ground, the labourers' incomes are increased, but the earnings given in the Table above are those derived from farm labour only. Further, the wives may earn something at farm work at busy seasons, particularly in the fruit, flower, and hop-growing districts, or by doing a little charring, or by taking in a little washing. In certain districts the wives and daughters of farm labourers have opportunities of earning money by taking work from clothing, glove, or other factories. Married women, however, particularly those with very young children at home, are often prevented from earning money owing to their domestic duties. The children may also earn a little occasionally, and when they leave school and begin to earn regularly, the family is in a better position, though of course the older the children grow the more they cost to feed and clothe.

Many men have gardens, allotments, or potato ground. The gross annual value of the produce of a garden or allotment up to a quarter of an acre may, perhaps, be put at from 25s. to £5. Gardens or allotments of ¼ acre are thought to be rather larger than a man in regular employment can manage, but they are not usually so extensive. It, however, makes a good deal of difference if they are close to the cottages and the men are saved the time and fatigue of walking some distance to them. If a ¼-acre garden has some well-established fruit trees, the gross value of the fruit might be worth from £1 to £2 a year. In a number of districts the practice is to consume the home-grown vegetables and to sell the fruit. The principal vegetables grown in gardens or allotments are potatoes and cabbages, but other vegetables would be onions, peas, beans, turnips, carrots, beet, broccoli, lettuce, and celery. If a man keeps a pig, he will often grow some barley if he has an allotment of sufficient size.

On a garden or allotment of a quarter of an acre, a man might have to work between 200 and 300 hours in the year. Apart from his own labour, his other outgoings would be the cost of seed and of manure, but if a man has manure from a pig, and also gets road scrapings, &c., he probably will not buy any. The rent of a garden can hardly be separated from that of the house to which it is attached. In many cases a house with a large garden is let for the same sum as a house with a small garden. In cases where men hire allotments, the rent in purely rural districts is frequently at the rate of about £1 to £2 an acre, but nearer towns it may range from £4 to as much as £8 an acre.

Encouragement is often given to the cultivation of gardens or allotments by the holding of local shows, at which prizes are offered for fruit and vegetables grown upon them.

Though the keeping of pigs and poultry by farm labourers is a common practice in many districts, it is not so general in England as in Scotland and Ireland. Some farmers object to their men who have charge of food for animals keeping fowls and pigs, on account of the temptation to take grain and meal. In some districts there is very little poultry keeping, and this is frequently due to lack of accommodation and of a suitable run. If a labourer understands keeping fowls he might make a profit of about 5s. a year on each fowl.

The keeping of pigs also depends largely on the facilities for accommodation, and whether there are fair-sized gardens or allotments from which food can be provided for them. Correspondents in some districts state that the labourers do not keep as many pigs as formerly, owing to the requirements of the Sanitary Authorities. Where pigs are kept, it is the more usual practice to buy one for between 10s. and £1 and fatten it for home consumption, though some sell it. In some districts, such as in parts of Cheshire, where labourers have the opportunity of renting several acres of land, two pigs are fattened, one for home consumption and one for sale, and it is not uncommon in those localities for breeding sows to be kept. Some of the men there are able to keep cows and a good deal of poultry, and to grow fruit, in addition to vegetables and potatoes. The profit derived from buying a pig and fattening it is not large, and no doubt the labourers could often buy bacon cheaper than they could feed it, but generally it would not be so good as home-fed, and they would miss the manure for their gardens or allotments. A pig, costing say 15s., can be fed to a value of about £5, on about £3 10s. worth of meal, if helped out with wash and vegetables, thus leaving 15s. profit for feeding. The price of pigs, however, varies a good deal, and if store pigs are bought when the price is up, and fat hogs are sold when the price is down, the profit vanishes.*

Inquiries have been made with regard to the amount spent on clothing in a year by a man, his wife and four children, and correspondents usually put the expenditure at sums varying between £6 and £10, but higher estimates are given from some of the Northern Counties. No doubt the Clothing, Boot, and Blanket Clubs, which exist in many parishes, are an assistance in this respect. Some Correspondents state that in their parishes a good many clothes are given to the children from one source or another. Fuel and lights cost about 1s. 6d. to 2s. 6d. a week. In a good many parishes there are Coal Clubs.

The expenditure on tobacco and beer can only be roughly estimated. In low-wage districts about 1½ to 2 ounces of tobacco a week at 3d. an ounce is a common allowance, and in higher-wage districts up to 3½ ounces a week are smoked. The amount of beer purchased must largely depend on the character of the man, and also upon the amount of his earnings. The sum of 1s. a week does not purchase a large allowance of beer at 4d. a quart, and yet there would appear to be but little margin for such expenditure in low-wage districts. Some Correspondents put the amount spent on beer at between 1s. and 2s. a week, and more in cases where the man drinks at the expense of the comfort of his family.

A large number of farm labourers belong to Benefit Societies and Sick Clubs, and in a good many parishes there are also Clothing, Coal, or Blanket Clubs, to which reference has already been made.

* *Note.*—The agent to a large estate in Warwickshire writes as follows :—"The labourers generally purchase a good strong store pig for about 20s., sometimes more, sometimes less, as near Midsummer as may be, and they kill him in December. He ought, when fat, to weigh 12 score or 30 stone of 8 lbs., and the general opinion is that, including first cost and meal, and not including potatoes (boiled) and other garden produce, he costs them between 8s. and 9s. a score. At the present time (December, 1904) fat hogs are cheap, about 8s. 6d. a score, but a store pig worth 20s. last summer can now be bought for 10s., and possibly less." A cowman from the same district sends the following account of the cost of buying and fattening his pig in 1904 :—

	£	s.	d.
Cost of pig July 1, 1904	...	1	0 0
Cost of sharps and meal between July 1 and November 12	...	4	4 9
	£5	4	9

The pig was 12 score (30 stone of 8 lbs.) on November 12, 1904, so the total cost to the cowman was 8s. 8½d. per score, exclusive of garden produce consumed.

Reviewing the available information as to income and expenditure of farm labourers, their estimated average weekly earnings, including all classes (ordinary labourers, and also men in charge of animals), are 18s. 3d., exclusive of earnings of wives and children, and of any profits derived from the sale of home-grown produce. The estimated average weekly value of food consumed by farm labourers' families, comprising two adults and four children, is 13s. 6½d., this value being based on ordinary retail shop prices, and no allowance being made for the smaller cost of home-grown food. Turning to other expenditure, the rent most usually paid in purely rural districts is 1s. 6d. a week. Estimating the cost of firing and light at about 1s. 9d. a week, clothes (say) 3s. a week, and club 6d., there is a deficit of 2s. 0½d., if the value of food, the cost of rent, firing, light, clothes and club is compared with the earnings of the head of the house (without allowing for any expenditure on beer, tobacco, and household requisites). The labourer's garden produce, however, may be valued at 6d. to 2s. a week, 1s. a week might be realised from poultry keeping, and 3d. to 4d. a week from keeping a pig. In addition, the men's incomes may be supplemented by the earnings of wives and children. The importance to a labourer of having a good garden becomes apparent from these figures.

Returns from low wage districts where the earnings of an ordinary farm labourer are under 16s. a week (including earnings on account of piece-work and harvest) not infrequently give the value of food consumed by the family at 10s. a week, and sometimes 9s. 6d.

It may be of interest to give some examples of the class of food eaten in various localities by farm labourers. These examples are not put forward as typical of whole counties, but as illustrations of the customs prevailing in the districts reported on by those who undertook to make investigations:—

NORTHUMBERLAND (NORTH).

Breakfast.—Bread, butter, cheese, bacon, tea.

Dinner.—Broth, bacon or cold beef, potatoes, suet or currant dumpling, rice or bread pudding, cabbage or turnips. (On *Sundays*, roast beef, dumpling or rhubarb tart.)

Tea.—Bread, butter, cheese or jam, tea.

Supper.—Coffee, bread and cheese.

Most men kill either two or three pigs in the year, average weight 20 stones each. They all have gardens.

They do not belong to Benefit Societies or clubs.

DURHAM.

Breakfast.—Bread, bacon, tea. (*Children*, bread and butter.)

Dinner.—Beef or bacon, potatoes, pudding or tart. (*Sundays*, generally beef.)

Tea.—Tea and bread and butter or treacle.

Supper.—Same as tea.

Pigs are not generally kept. Most of the men have small gardens.

Some men belong to Benefit Societies, but this is not a general practice.

LANCASHIRE (NORTH).

Breakfast.—Bread and butter, bacon, fruit pie, porridge, tea, or coffee or milk.

Dinner.—Fried bacon with potatoes, perhaps cold meat left over from *Sundays*. (*Sundays*, hot beef or mutton, vegetables, rice or tapioca pudding.)

Tea.—Bread, butter, tea, cheese, fruit pie.

Supper.—In cases where the father has dinner in the fields, there is generally a hot supper of potato pie or potatoes and bacon, the dinner consisting of the articles mentioned for tea.

The majority of farm labourers keep a pig, and, as a rule, have a small vegetable garden. Some have a small allotment on which a cow is pastured.

Most of the men belong to some Benefit Society, and clothing clubs are not uncommon.

YORKSHIRE, N.R.

Week-days.

Breakfast.—Bread, bacon, tea.

Dinner.—Bread, potatoes, cold beef or mutton, fruit pie or pudding, and tea.

Tea or Supper.—Bread, butter, bacon or cheese, tea, sometimes potatoes.

Sundays.

Breakfast.—Bread, butter, bacon, tea.

Dinner.—Hot roast beef or mutton, bread, potatoes, green vegetables, fruit pie or pudding, tea.

Tea.—Hot toast, cakes, tea, butter or jam.

Supper.—Cold meat and potatoes.

Most of the cottages have good gardens, but many men do not keep pigs. The men generally belong to Benefit Clubs.

YORKSHIRE, E.R.

Breakfast.—Bacon, bread, tea.

Dinner.—Beef, potatoes, pudding or fruit tart. (*Sundays*, hot beef.)

Tea and Supper.—Bacon, fruit tart, bread and butter, tea.

Nearly all the men in the district keep pigs and have good gardens or allotments. Many have sufficient grass land to keep a cow. Practically every one belongs to a Benefit Society, and a good many to clothing and coal clubs.

CHESHIRE.

Breakfast.—Tea or coffee, bread, butter, oatmeal and milk gruel. Sometimes a little bacon.

Lunch at 10 a.m.—The man has a piece of bread and cheese or butter.

Dinner.—Cold meat left over from *Sundays*, bacon and potatoes. If eaten away from home the man has bread instead of potatoes. (*Sundays.*—Beef, mutton, pork or veal, potatoes or other vegetables, rice pudding or jam or fruit dumpling.)

Tea or supper.—Tea, bread and cheese or butter. Sometimes cold dumpling left from dinner on Sunday.

In this district a large number of the farm labourers have small holdings and keep pigs, a cow, poultry, and grow potatoes and vegetables. They make their own butter. The majority feed two or three pigs each year and one is sold towards the rent, the others are killed for home consumption. Where there are not small holdings, most cottages have good gardens.

Most of the men belong to Benefit Societies. Their children are insured when infants in assurance companies. The wives of many of them are members of parish or Estate clothing clubs.

DERBYSHIRE.

Week-days.

Breakfast.—Bread, butter, bacon, cheese, tea.

Dinner.—Beef, pork, or bacon, potatoes, tea or beer.

Tea and supper.—Bread, butter, syrup, jam, tea, perhaps fish (fresh or tinned).

Sundays.

Breakfast.—Bread, butter, bacon, tea.

Dinner.—Beef or pork, occasionally a fowl, potatoes, tea, beer.

Tea.—Bread, butter, jam, tinned fish, tea, perhaps some fancy bread.

Supper.—The same sort of diet as tea, perhaps some beer.

Nearly all the men in this district keep pigs to supply bacon for their own use, and some to sell. They also have gardens and potato land free, ready prepared. They generally belong to Benefit Societies or clubs.

DERBYSHIRE WEST AND STAFFORDSHIRE EAST.

Breakfast.—Oatmeal porridge, milk, bacon coffee, bread.

Dinner.—Beef or mutton, or pork, stews, potatoes, vegetables.

Tea.—Bread, butter or cheese, tea.

Supper.—Sometimes porridge or cold meat, or both.

A good many men keep pigs. Most have large gardens, sometimes big enough to grow all the potatoes and the vegetables required by the family. The allotment system is but sparsely adopted. It generally happens that the labourers can grow pretty well all the potatoes they need on the employers' land.

Nearly all the men belong to Benefit Societies.

WARWICKSHIRE.

Breakfast.—Tea or cocoa. Bread and butter or dripping.

Dinner.—Bread, bacon, vegetables.

Tea, supper.—Same as breakfast.

Nearly all the men keep pigs and have allotments of an acre or less in addition to well fruited gardens. They nearly all belong to Benefit Societies.

Breakfast.—Bread, bacon, tea.

Dinner.—On Monday, beef or mutton left over from Sunday. The rest of the week bacon, also potatoes, bread and puddings. Home brewed beer. (*Sundays*, fresh meat, vegetables, puddings.)

Tea or Supper.—Bacon, vegetables, cake, puddings, tea.

The men generally keep two pigs, one to eat and the other to sell. They have gardens and allotment ground, and grow their own wheat and potatoes. Many of them brew their own beer and bake their own bread, either made of their own wheat or else they buy a sack from a farmer.

Nearly all of the men belong to Benefit Societies, and many to clothing clubs.

OXFORDSHIRE.

Breakfast.—Tea, coffee, bread, sometimes bacon.

Dinner.—Boiled bacon, vegetables, tea. Sometimes a glass of beer. (*Sundays*, butcher's meat, currant or jam pudding.)

Tea.—Bread and butter, tea. Sometimes cocoa or coffee.

Supper.—Bread, cheese, perhaps glass of beer. (On *Sundays*, some fresh meat.)

Most of the men keep pigs. All have gardens or allotments and many have both. Nearly all the men belong to Benefit Societies, and some to coal and clothing clubs.

WORCESTERSHIRE.

Breakfast.—Tea, bread, butter or jam. The men often eat cheese and sometimes bacon.

Dinner.—The men take tea, bread, cheese, and sometimes bacon or pork, or cold meat left over from Sundays. The children take bread, butter or jam, sometimes vegetables and some bacon. (On *Sundays* the family has fresh meat, pudding and vegetables.)

Tea.—The men have no tea as a rule. The children have tea, bread and butter or jam.

Supper.—The men take tea, bread and cheese. But if they are away from home at dinner time, they have something hot for supper, such as vegetables with a little bacon or pork occasionally.

The children usually have no supper.

About three-fourths of the men keep one pig a year for fattening. They usually have good gardens, but no allotments. They generally belong to Benefit Societies and sometimes to coal and clothing clubs. Some of the farmers give cider.

NOTTINGHAMSHIRE.

Breakfast.—Cold boiled bacon, bread, tea, milk.

Dinner.—Cold beef or mutton the first part of the week. The rest of the week hot boiled bacon. Also potatoes and flour or milk puddings. (*Sundays*, hot beef or mutton, pudding.)

Tea.—Bread, butter, jam, tea. Dripping toast.

Supper.—Bread, cheese.

All the labourers in this district have gardens or allotments, and about half the men keep pigs. The majority of men belong to Benefit Societies and coal and clothing clubs.

NORTHAMPTONSHIRE.

Before going to work the men have tea and bread and butter.

Breakfast.—Bread, cheese and tea.

Dinner.—Pork and pudding. (*Sundays*, beef and Yorkshire pudding.)

Tea.—Bread, jam, tea.

Supper.—If supper is taken, bread and cheese.

Most of the men have gardens or allotments and keep pigs. They usually belong to Benefit Societies and clubs.

HUNTINGDONSHIRE.

Breakfast.—Bread and milk, bread and lard, sop with sugar, oatmeal, tea, sometimes herrings when in season. Salt pork for the men.

Dinner.—Onion and potato pudding with a little piece of salt pork in it, suet dumplings, potatoes, and vegetables. Rice pudding for children. (*Sundays*, a small piece of beef or mutton.)

Tea.—Bread and lard, sometimes butter or jam, tea.

Supper.—If supper taken, bread and cheese, occasionally herrings.

The men generally have gardens and allotments, and a good many of them keep pigs.

They belong to Benefit Societies, and a good many belong to clothing and coal clubs.

Breakfast.—Bread, bacon, butter or lard, tea.

Dinner.—Bread, bacon or pork and vegetables, pudding. (*Sundays*, beef or mutton.)

Tea.—Bread, butter, and lard or jam, tea.

Supper.—Bread, bacon or pork, vegetables.

The men keep pigs and have gardens and allotments. They belong to Benefit Societies and to clubs.

LINCOLNSHIRE.

Breakfast.—Bread, butter, bacon, tea.

Dinner.—Fresh or salt pork or bacon, pudding or tart, vegetables, cheese. (*Sundays*, beef or mutton, pudding.)

Tea.—Toast, bread, butter or jam, tea. (*Sundays*, cake.)

Supper.—Bacon, pudding, vegetables, cheese, tea or milk.

In some cases both tea and supper are not taken, but the meal is eaten about 6.30 p.m. If the man takes his dinner in the fields with him, the meal in the evening is usually a hot one.

In this district nearly all the men keep pigs and have good gardens and allotments. Most of the men belong to a Sick Club.

NORFOLK.

Breakfast.—Bread, butter, dripping, sometimes pork (salted). Children have bread, jam, treacle, and in some cases Quaker oats.

Dinner.—Norfolk dumplings or pork, or sometimes meat left over from Sundays, sometimes stewed bones to make gravy, potatoes, bread, cheese, sometimes currant dumplings. (*Sundays*, beef or pork, fruit pies or jam tarts.)

Tea and Supper.—Bread, butter, dripping, jam, tea, sometimes cake. (*Sundays*, some men have tinned beef or tinned salmon.)

Very few farm labourers in this district are said to keep pigs.

A good many men have good gardens, on the other hand some of the gardens are small. Allotments are said to be getting into the hands of small tradesmen and mechanics rather than farm labourers.

Many of the farm labourers belong to Benefit Societies.

Breakfast.—Bread, milk, butter or cheese, margarine, lard, onions, perhaps herrings or salt pork, baked apples, treacle, jam.

Dinner.—Light dumplings, vegetables, and gravy out of pork diluted with water, pea soup, small piece of bacon or fat pork, perhaps meat dumplings or pig's fry, bread. (*Sundays*, pork or butcher meat.)

Tea and Supper.—Bread, butter or jam, cheese, onions or apples, bread-cake with currants, tea, sometimes herrings.

Some men keep pigs, but it is not a general practice. The thriftless do not get sufficient money in hand to raise a pig or two. Many farmers object to their servants keeping either pigs or fowls, particularly if they have care of their employer's horses, pigs, &c. In most cases the men have good gardens. Allotments are in a parish here and there. Where there are large gardens men do not as a rule seek allotments. Nearly all the men belong to Benefit Societies. The youths enter as soon as eligible. There are very few coal or clothing clubs. Many pay for clothes by instalments.

SUFFOLK (EAST).

The following information as to the class of food eaten by farm labourers was given by a man who worked as a farm labourer and is now a road man; also by the daughter of a farm labourer.

Breakfast.—Porridge, milk, a little fat pork or bacon, cheese, bread, dripping, tea.

Dinner.—Boiled pork, occasionally a rabbit, potatoes, cabbage, swedes, turnips or other vegetables, boiled rice and treacle or dumplings (made of flour and water). (*Sundays*, beef or mutton, often foreign, at 5d. to 6d. a pound, and vegetables, baked batter pudding, milk pudding or plum pudding, or fruit pie.)

Tea and Supper.—Bread, butter, cheese, tea. Occasionally a meat pudding.

The evidence of eight reliable witnesses as to the keeping of pigs by farm labourers in this district varies considerably. Five of them state that pig keeping is not so common as formerly. This is attributed to the fact that meat can be bought cheaper than formerly, and also to sanitary regulations.

On the other hand, two witnesses say that most of the men in their parish keep pigs. One of them, a veterinary surgeon in large practice, says, "the majority of labourers keep a pig, more so since allotments became general. Many keep a breeding sow."

Fowls are stated to be kept by a number of labourers, and most men are said to have gardens or allotments.

One witness says that "comparatively few farm labourers belong to such Benefit Societies as the Oddfellows or Foresters, because if they join when young they cannot afford to keep up the payments after marriage."

Three other reports from East Suffolk from Relieving Officers who have made inquiries in their districts state that most of the farm labourers keep pigs and have

gardens or allotments, and that as a rule they belong to Benefit Societies, and their wives frequently pay into clothing clubs. One Relieving Officer states that where the families are large, consisting of seven to nine children, the men cannot always afford to belong to Benefit Societies.

SUFFOLK (WEST).

An official of a Local Authority of long experience sends the following information.

Breakfast.—If the man is working at a distance from home he takes with him bread, butter or cheese, and occasionally a piece of meat or pork.

Dinner.—The mother and children have bread, butter or cheese, tea for both meals, with the addition of potatoes at dinner. (*Sundays*, for dinner, beef or mutton, pudding, vegetables.)

Tea, Supper.—Bread, butter, cheese, potatoes, tea, and occasionally small piece of tea, pork.

In this district it is stated that probably more than one half of the labourers keep pigs, and that the cottages as a rule have fair sized gardens attached. It is said that allotments are dying out, being found to be useless unless close to the dwellings. It is further said that there is hardly a young able-bodied man in the district who is not a member of a Benefit Society. Although there are some coal and clothing clubs in the district, they are said to be not so well supported as formerly.

Another Report from West Suffolk gives the following particulars:—

Breakfast.—For the man, tea, bread, butter, bacon; for the wife, tea, bread, butter; for the children, bread and milk.

Dinner.—Pork, suet pudding, vegetables. (*Sunday*, beef.)

Tea.—Bread, butter, tea, milk.

Supper.—For the man only, bread, cheese, and tea.

In this district the men do not usually keep pigs. They have frequently, but not always, small gardens. They mostly have half an acre allotment. About one half of the men belong to Benefit Societies; they generally belong to a local clothing club which adds a bonus of 2d. in 1s. on money deposited, the bonus never exceeding 4s. In many parishes in West Suffolk there is a coal or clothing club of a similar kind.

CAMBRIDGESHIRE (ISLE OF ELY).

Breakfast.—Tea with sugar, ~~no milk~~, bread, butter or lard. The man probably has a herring or small piece of pork.

Dinner.—Potatoes fried in lard, or pudding with pork and onions in it, potatoes. (*Sundays*, fresh beef or pork.)

Tea.—Tea with sugar, no milk, bread and butter or lard.

Supper.—Bread and scraps left over from dinner.

Nearly all the men buy a small pig, fatten and sell it. They mostly have gardens and about 20 poles of potato land. Some have allotments.

CAMBRIDGESHIRE (EAST).

Breakfast.—Bread, butter, cheese, tea.

Dinner.—Meat puddings, pork or bacon, potatoes and vegetables, cheese, perhaps beer. (*Sundays*, beef or mutton. Pudding.)

Tea.—Bread, butter, cheese, tea. Perhaps herrings or a little cold pork.

Supper.—Bread, cheese. Perhaps a glass of beer.

Most of the cottages in this district have gardens, and great interest is taken in the annual village Flower Show, which has done a great deal of good, and some excellent vegetables are now grown—a great addition to the labourer's food. There are a fair number of allotments, if the labourers have gardens or allotments they are almost sure to keep a pig.

Most of the men now belong to one of the large Benefit Societies and look to their "Club" for relief in sickness.

CAMBRIDGESHIRE (WEST).

Breakfast.—Cold meat (generally pork or bacon) or eggs when fairly cheap or if hens are kept. Bread, butter, bloaters, tea, skim milk.

Dinner.—Flour and water pudding with meat in (this is very general), or pastry, or part suet pudding with jam, apples, or currants in, or batter pudding. Meat is very seldom eaten by itself but nearly always in a pudding.

Rice and sago puddings. Potatoes and other vegetables. Tea, ginger beer. Beer is not kept in the house, but men who drink go to the public house at all times, morning (even before breakfast), between meals and at night. When the children take dinner to school, the chief meal is at 6 p.m. They take cold tea to school in bottles with their food. (*Sundays*, fresh meat.)

Tea.—Women have a cup of tea and sometimes bread and butter.

Supper.—Tea, milk or cocoa. Bloaters, syrup, bread and jam or butter. Perhaps a little meat or cheese, cake.

The following is a description of the food eaten by a family in this district. There are five children, whose ages vary from 2 to 12 years. Both the man and his wife are described as extremely industrious and the wife an excellent manager. Both are teetotalers.

Breakfast.—The man has a cup of tea and bread and butter at 6 a.m. He takes away food for two meals. Bread, meat, and pudding made of apples, currants, flour and water, or suet; or cheese, instead of pudding.

The woman and children have bread sopped in hot water, with either sugar or salt and sometimes butter.

Dinner. Woman and children.—The children take theirs to school. Home made buns or bread and cheese, or bread and jam. Mother has the same at home. (*Sundays*, fresh meat.)

Tea and Supper.—Pudding of flour and water, or pastry or part suet with jam, apples or currants, vegetables, tea and skim milk.

The Correspondent who sends this particular instance has made exhaustive inquiries in this district and sends the following information as regards the district as a whole.

Most of the men in the district keep pigs, and most have gardens, but some are said to be very small. All have allotments; they are, it is said, often a mile from the villages.

Most of the men belong to sick clubs, local or otherwise. There are also clothing clubs, pig clubs, and some coal charities.

ESSEX.

Breakfast.—Bread, butter, cheese, tea, milk.

Dinner.—Bread and cheese. (*Sundays*, same as supper on week days.)

Tea.—Bread, butter or jam, tea.

Supper.—Pork or bacon. A little fresh meat occasionally. Potatoes, tea. (*Sundays*, bread, cheese.)

A good many men keep pigs and they have allotments to the extent of 20 rods. They generally belong to Benefit Societies, and the aged and widows belong to coal and clothing clubs.

Breakfast.—Bread, cheese, butter, tea, milk.

Dinner.—Bread, cheese, butter. (*Sundays*, boiled beef, pudding.)

Tea and Supper.—Suet pudding, boiled pork, potatoes, vegetables, tea.

Scarcely any labourers keep pigs, but all have large gardens, also allotments from 10 to 20 rods.

Breakfast.—Bread, butter, milk, tea.

Dinner.—Butter, bread, cheese or jam. (*Sundays.*—Roast beef or steak pudding, greens or parsnips, &c., bread, a rice pudding occasionally.)

Tea and Supper.—Suet pudding, or boiled pork or bacon, potatoes, bread, tea. (On *Sundays* there is no supper, but they have tea instead, consisting of bread, butter or jam, and tea.)

Note.—The usual custom is to have a warm supper in the evening on week days and tea and no supper on Sundays. In cases where they have tea on week days there is no supper, and they then have for dinner cold meat and bread, or bread and cheese.

Farm labourers very rarely keep pigs in the district. All have good gardens. There are not allotments in all parishes. Most of the men belong to a club.

Breakfast.—Bread, cheese, tea, small beer.

Dinner.—Bread, cheese, or butter. (*Sundays,* fresh meat or pork or bacon, potatoes, pudding.)

Tea and Supper.—Pork and potatoes, or herrings, bread, butter, tea.

In this district—a purely rural one—not many of the labourers are said to keep pigs. Most of them have either gardens or allotments. They generally belong to Benefit Societies.

KENT.

Breakfast.—Bread, butter, cheese. A few have porridge or bread and milk.

Dinner.—Pork or bacon, hot vegetables, pudding, bread and cheese. (Butcher's meat is eaten on Sundays.)

Tea.—Bread and butter, cake, tea.

Supper.—As a rule few have supper as well as tea; but, if so, bread, butter or cheese is taken.

About 10 per cent. of the men keep a pig. They all have gardens with their cottages, and about 15 per cent. have an allotment as well. They grow sufficient vegetables for their own use and sometimes have a few to sell. Most of them belong to Benefit Societies and a few to clothing clubs.

In another district of Kent the following information is given by a farm labourer:—

Before leaving for work in the morning a cup of cocoa and piece of plain cake is eaten on the way to work.

Breakfast.—Tea, bread and butter. (*Sundays,* bacon or an egg with bread and butter.)

Dinner.—Bacon, pork, or cold meat and suet pudding. (*Sundays,* hot fresh meat, vegetables, suet pudding, fruit pie.)

Tea and Supper.—Bread, butter, cheese, tea. (*Sundays.* *Tea.*—Bread, butter, plain cake, tea. *Supper.*—Bread and cheese.)

DORSETSHIRE.

Breakfast.—Bread, butter, cheese, cold bacon, tea. (*Sundays,* fried bacon.)

Dinner.—Boiled bacon, potatoes, vegetables. (*Sundays,* mutton or beef, with pudding.)

Tea.—Bread, butter, or jam, cheese, tea. (*Sundays,* cake.)

Supper.—Very rarely any.

Nearly all the men keep pigs, and all have gardens and allotments. The allotments are always manured and cultivated for them, so they have only to plant and hoe.

The majority of the men belong to Benefit Societies, and nearly every village in the district has a coal club.

Breakfast.—Bread, cheese, butter, tea.

Dinner.—Salt pork, vegetables, dumplings. (*Sundays,* a little fresh meat or pork.)

Tea.—Bread, cheese, butter, jam or treacle, tea. (*Sundays,* cake.)

Supper.—Vegetables and salt pork.

In this district the farm labourers are not as a rule allowed to keep pigs or poultry. They usually have both large gardens and allotments.

They do not generally belong to Benefit Societies or coal and clothing clubs.

WILTSHIRE.

Breakfast.—Bread, salt butter or lard, tea. Fresh butter in summer.

Dinner.—Bacon and vegetables. (*Sundays,* sometimes fresh meat and rice or suet pudding.)

Tea.—Bread or toast and salt butter or lard, tea.

Supper.—If any supper is taken, bread and cheese is usually eaten.

Kettle broth (made of boiling water poured over bread with a little butter, pepper or salt) is sometimes taken for supper and also for breakfast.

Note.—The above information is given by three agricultural labourers who agree that it is generally true of the district.

A good many men keep pigs. All have gardens or allotments.

Out of a population of 1,800, most of the men belong to some Benefit Society. There are 106 families in clothing clubs and 133 in the coal clubs.

GLOUCESTERSHIRE.

Breakfast.—Tea, bread, cheese, butter ; sometimes Quaker Oats. Bacon occasionally.

Dinner.—Bread, cheese, bacon, potatoes and green vegetables. Fresh meat once or twice a week. (*Sundays*, fresh meat, vegetables, pudding.)

Tea.—Tea, bread, butter, jam.

Supper.—Tea, bread, and cheese.

As a rule labourers keep pigs when styes are provided. Some farmers object to their men keeping pigs on the ground that the temptation of taking food for them is great.

All the men have gardens or allotments. Allotments are not popular in this neighbourhood. In one parish 16 acres of derelict allotments have been thrown back on to the farms. The principal demand for allotments is not by farm labourers, but by men who will not take regular work. Such men may take three or four allotments. As a rule the men in the neighbourhood do not belong to clubs. Some years ago there were some small local clubs, which, owing to mismanagement, broke up, and the men were too old to join the larger clubs.

SOMERSETSHIRE.

Breakfast.—Tea and toast.

Dinner.—Potatoes, rice or suet pudding, bacon. Fresh meat over from Sundays on Monday. (*Sundays*, roast beef or mutton and pudding.)

Tea.—Bread, butter, tea.

Supper.—Bacon or ham, vegetables.

Many men keep pigs in this district and also have gardens and allotments. They frequently belong to coal and clothing clubs, but not to Benefit Societies.

Breakfast.—Fried bacon, or milk broth, or bread and butter and tea. (Fish or eggs on *Sundays*.)

Dinner.—Bacon or meat, whichever can be afforded, potatoes and other vegetables. (*Sundays*, fresh meat, milk pudding.)

Tea.—Bread, butter, or dripping or jam, tea. (Cake on *Sundays*.)

Supper.—Bread and cheese, with beer or cider.

The farm labourers usually keep pigs and have either gardens or allotments. The men generally belong to Benefit Societies and the women to clothing clubs. Coal clubs provide families with coal at a discount of 2d. in the 1s.

DEVONSHIRE.

Week Days.

Breakfast.—Home cured bacon and fried potatoes. Tea. (Eggs if about 18s a shilling.)

Dinner.—Meat (fresh or salt,) hot or cold vegetables, suet pudding.

Supper.—A pasty, or fried fish, potatoes, tea.

Sundays.

Breakfast.—Bread, butter, cake, tea.

Dinner.—Roast fresh meat, potatoes, vegetables. Apple tart when in season.

Tea.—Bread, butter, cake, tea.

Supper.—Cold meat, pickles, tea.

The men generally keep pigs and have gardens and allotments. They usually belong to Benefit Societies and other clubs.

Week Days.

Breakfast.—Bread cut in small slices and soaked in hot milk, followed by fried bacon and chopped potatoes.

Dinner.—Hot pies (vegetables and bacon) if the men are near home, otherwise cold potatoes and meat pasty, cider.

Tea and Supper.—Fried potatoes and bacon, followed by cake or bread and treacle or butter, tea.

Sundays.

Breakfast.—Sometimes same as week days, but often tea, potatoes, or turnip pasty with bacon.

Dinner.—Small joint, fresh meat baked with potatoes, vegetables.

Tea and Supper.—Cake, bread, butter, jam, and now and then cream, tea.

Another Correspondent writes from North Devon as follows :—

" Breakfast is taken early before going to work. It consists usually of fried potatoes and a rasher of bacon, or bread fried in dripping. They have an early lunch, locally called 'Namett,' which is often a cake with some saffron and currants, or a piece of bread and cheese. For dinner, about 12.30 to 1 p.m., they usually have a small loaf with a piece of bacon or other meat in the centre, called 'Toad in a hole,' or a pasty. They get a jug of tea if within reach of their homes or the farmhouse. Farm cider is given in some cases, but it is being generally given up. For Sundays they usually buy a piece of fresh meat.

" For supper, they generally have fried potatoes and bacon or meat. During the season, herrings are used a good deal.

" No meal is usually taken at tea time except at harvest, when the living is more liberal. The women then generally bring out the dinners to the harvest fields, usually meat and vegetables, and also tea at four o'clock, consisting of bread, butter, or cake and tea.

" Most men keep a pig and salt it."

HEREFORDSHIRE.

Week Days.

Breakfast.—Cold bacon, bread, tea or cider.

Dinner.—Principally cold bacon, bread, cheese, cider (the farmers' allowance). If the man can get home he often has something warm.

Tea and Supper.—Warm bacon, vegetables and tea when the man returns from work. (If anything is eaten later, bread, cheese, and cider are taken.)

Sundays.

Breakfast.—Fried or boiled bacon, bread, tea or coffee.

Dinner.—Hot fresh meat, vegetables, pudding.

Tea.—Butter, jam, bread, tea.

Supper.—Bread, cheese, cider.

Nearly all the labourers in the district keep pigs. In many cases two are fed, one being sold and the other kept for home use. Large families will consume more than one 20-stone pig a year. All have good-sized gardens. In many cases also a small plot of grass land, used as a pig run or for fowls, and planted with fruit trees. Manure is readily obtained and Horticultural Societies encourage a great interest in the gardens.

The farm labourers usually belong to one of the large Friendly Societies or to a thriving local Benefit Society. Coal and clothing clubs are open to all labourers of good character, and substantial bonuses are added

yearly. The children of the day schools have their shoe club at the cost of 1d. a week. Some of the labourers belong to more than one society, and meet their payments by the extra money obtained in harvest, by their wives' earnings, by selling the produce of their holdings, e.g., apples, small garden fruit, eggs, potatoes.

Week Days.

Breakfast.—Bread, butter or dripping, tea.

Dinner.—Bread and cheese or bread and cold boiled bacon. Cider.

Supper.—In most cases the wives provide a warm supper, consisting of stewed scraps of meat with hot potatoes and other vegetables.

Sundays.

Breakfast.—Bread, butter or dripping, tea.

Dinner.—American beef or boiled bacon, vegetables.

Tea.—Tea or cocoa, bread and butter, or dripping.

Supper.—Bread and cheese.

In this district a great many labourers keep pigs and they generally have large gardens. A great deal of food for the pig is grown in the garden, namely, surplus vegetables and the small and faulty potatoes. There are no allotments in this district.

Many of the men are members of Benefit Societies, and the wives are frequently members of coal and clothing clubs.

WALES.

DENBIGH AND FLINT.

A Return from the borders of Denbighshire and Flintshire gives the following particulars.

Breakfast.—Bacon, bread, butter, and tea. The children have bread and milk or porridge.

Dinner.—Any meat left from the Sunday dinner made to last as long as possible, supplemented by potatoes, vegetables, and bacon. (On *Sundays* a small joint of beef or mutton with vegetables and pudding.)

Tea.—Tea, bread and butter, jam or syrup, cheese (on *Sundays*, cake.)

Supper.—Bread and butter, cheese. Brownis (scalded bread, with a small piece of butter or dripping and pepper and salt). Coffee or cocoa, and white bread.

Nearly all the men in the neighbourhood keep pigs, and all the cottages have gardens in which potatoes are chiefly grown. The men usually belong to Benefit Societies to provide against sickness, and many of them,

including children, are insured. The wives and children nearly always belong to clothing and coal clubs.

MERIONETH.

Breakfast.—Broth or bread and milk, bread, butter or cheese.

Dinner.—Bacon or beef, potatoes (pudding extra on *Sundays*.)

Tea.—Bread and milk or gruel, tea.

Supper.—Porridge or broth.

There are not many married men employed as farm labourers in this district as most of them are engaged in mining and quarrying. In some cases the married farm labourers keep pigs.

There are no coal or clothing clubs, but one or two chapels in the district have clubs connected with them.

BRECKNOCK.

Breakfast.—Bread, cheese, sometimes butter, tea.

Dinner.—Broth and bacon in winter with bread and vegetables. In summer, mutton or beef, bread and vegetables. (*Sundays* the same as week days and also puddings.)

Tea.—Bread, butter, tea, and sometimes cake.

Supper.—Tea, coffee, or milk, with bread and cheese.

Every labourer as a rule keeps a pig, which is fed and killed for the use of the family. They also have gardens. Sometimes shepherds have a cow as part of their wages. Very few men belong to clubs.

CARDIGAN.

Breakfast.—Tea, bread and cheese or butter. Boiled milk with oatmeal in it.

Dinner.—Broth and salted beef or bacon.

Tea.—Bread and butter, tea.

Supper.—Scalded milk with bread and cheese.

In almost every case the labourers have gardens and in many cases allotments. They frequently have a cow and a pig or two. The pigs are fed with the skim milk and "wash," fattened with meal and killed and salted, the bacon being kept for the family consumption. Very little fresh meat is consumed by the family of a Welsh farm labourer.

The men do not generally belong to Benefit Societies or clubs.

Breakfast.—Tea, bread, butter, cheese.

Dinner.—Broth made of salted beef and bacon, with potatoes, and thickened with oatmeal, bread. (*Sundays*, fresh meat and boiled rice, milk.)

Tea.—Bread, butter, tea.

Supper.—Broth rewarmed, with bread and cheese, and sometimes tea.

Most of the farm labourers keep two or three pigs, and most of them have very good gardens, and some of them have small allotments sufficient to keep a cow.

PEMBROKE.

Breakfast.—Tea or coffee, bread, butter, cheese or bacon.

Dinner.—Bacon broth, bacon, occasionally beef or mutton. Potatoes, cottage and wheaten bread. (*Sundays*, same as week days, but often rice pudding and occasionally a fowl.)

Tea.—Tea, wheaten bread, butter, cheese or syrup.

Supper.—Wheaten bread, butter, cheese, milk, tea or coffee.

All the men keep pigs and rear a large number of fowls. Allotments can easily be obtained, but few labourers want them. In most cases the farmers allow the labourers to grow sufficient potatoes on the farms where they are employed.

The men do not usually belong to Benefit Societies or clubs.

NOTE.—The regular farm labourers in Wales, whether married men or unmarried men boarded and lodged in the farmhouses, are said, generally speaking, to spend little on drink. Many men do not take any alcohol during the year, except on special occasions, and it is a frequent practice for none to be given by the farmer at harvest. In some of the agricultural districts near the mines there is said to be more drinking.

APPENDIX IX.

SCOTLAND.

FOOD CONSUMED BY FARM SERVANTS IN SCOTLAND.

Particulars with reference to the amounts and prices of the various articles of food consumed by farm servants and their families have been obtained from a number of districts in Scotland.

The information is based on 97 Returns furnished by landowners, farmers, Local Government Board Inspectors, Inspectors of the Poor, grieves, shepherds, and ploughmen. Many of the Investigators made exhaustive inquiries among a number of farm servants and their wives, and the Department is much indebted to them for the trouble they have taken. With advice in this particular branch of inquiry the Department was much assisted by Lord Balfour of Burleigh, Mr. Patten MacDougall, Vice-President of the Local Government Board, Edinburgh, and Mr. Macdonald, Secretary of the Highland and Agricultural Society of Scotland.

In the following Table, which shows the average quantity of the principal kinds of food consumed in a week by a farm servant and his wife and four children in 1904, Scotland has been divided into two Districts, (1) Twelve Northern Counties (including Shetland and Orkney), where the average weekly earnings for the whole District (including the value of all allowances in kind) are between 15s. and 18s.; (2) Twenty-one Counties, south of District I., where the average weekly earnings for the whole District are between 18s. 6d. and 21s. 6d.

AVERAGE WEEKLY QUANTITY and VALUE of FOOD consumed by FARM SERVANTS' FAMILIES in SCOTLAND in 1904.
(Based on 97 Returns.)

Articles.	District I.*		District II.†		All Districts.	
	Quantity.	Value.	Quantity.	Value.	Quantity.	Value.
	lbs. ozs.	s. d.	lbs. ozs.	s. d.	lbs. ozs.	s. d.
Beef or mutton	2 7½	1 5½	2 5½	1 7½	2 6½	1 7
Pork	0 5½	0 1½	0 12½	0 6	0 8½	0 3½
Bacon	0 11	0 6	1 10½	1 2½	1 4	0 11
Fish	—	0 6½	—	0 4	—	0 5½
Cheese	0 8	0 3½	1 4	0 9½	0 14½	0 7
Eggs	dozen. 0-88	0 7½	dozen. 0-76	0 8½	dozen. 0-85	0 8½
Butter	lbs. ozs. 1 5	1 4½	lbs. ozs. 1 7	1 6	lbs. ozs. 1 7	1 6
Margarine	—	—	0 1	0 0½	0 0½	0 0½
Lard or dripping	0 6	0 2½	0 7½	0 2½	0 6½	0 2½
Milk—	pints.		pints.		pints.	
New	11	1 6	11½	1 3½	11½	1 4½
Skimmed	12		7		9	
Buttermilk	1		2½		1½	
	lbs. ozs.		lbs. ozs.		lbs. ozs.	
Bread	9 7	1 3	15 0	1 10½	12 12½	1 7½

* Shetland, Orkney, Caithness, Sutherland, Ross and Cromarty, Inverness, Argyll, Buts, Nairn, Elgin, Banff, and Aberdeen.

† Kincardine, Forfar, Perth, Fife, Kinross, Clackmannan, Stirling, Dunbarton, Renfrew, Lanark, Linlithgow, Edinburgh, Haddington, Berwick, Roxburgh, Selkirk, Peebles, Ayr, Dumfries, Kirkcudbright, and Wigtown.

AVERAGE WEEKLY QUANTITY and VALUE of FOOD, &c.—*continued*.

Articles.	District I.*		District II.*		All Districts.	
	Quantity.	Value.	Quantity.	Value.	Quantity.	Value.
	lbs. ozs.	s. d.	lbs. ozs.	s. d.	lbs. ozs.	s. d.
Flour... ..	3 9½	0 5	9 11½	1 2	6 13	0 9½
Oatmeal	17 10½	1 10½	9 10½	1 1½	13 0½	1 5½
Other meal	0 15½	0 1	0 4½	0 0½	0 10½	0 0½
Rice or barley	1 4½	0 2½	1 14½	0 3½	1 9½	0 3
Potatoes	36 6½	1 0½	28 1	0 10½	31 4½	0 11½
Sugar	3 12½	0 8½	4 6½	0 9½	4 3	0 9½
Syrup or treacle	0 11½	0 1½	0 12	0 1½	0 10½	0 1½
Jam	1 1½	0 4½	1 7½	0 6½	1 6	0 5½
Tea	0 8½	0 11½	0 8½	0 11½	0 8½	0 11½
Cocoa or coffee	0 0½	0 1	0 0½	0 1	0 0½	0 0½
Total value of food consumed (including food home-produced or received as allowances in addition to wages) ...	—	13 9½	—	16 2½	—	15 2½
Average weekly earnings of all classes of adult farm servants in 1902 ...	s. d. 17 9		s. d. 19 10		s. d. 19 0	

The proportion of bread and flour, meal, and meat, and the percentage of these articles consumed in the two Districts are as follows :—

AVERAGE VALUE OF (1) BREAD, FLOUR, and MEAL, and (2) MEAT CONSUMED WEEKLY by FARM SERVANTS' FAMILIES in 1904.

Articles.	District I.	District II.	General Average for Scotland.
	s. d.	s. d.	s. d.
Bread, flour, and meal	3 7½	4 2½	3 11½
Meat (including beef, mutton, pork, and bacon).	2 1½	3 4½	2 9½
Per cent. of total value of food consumed.	41·8	46·7	44·2

The consumption of beef and mutton appears to be fairly uniform throughout Scotland, being between 2 and 3 lbs. a week. It is not generally purchased more than once a week. The consumption of pork and bacon varies from about 1 lb. in the Northern District to as much as 2½ lbs. in the Southern District. On the other hand, rather more fish is eaten in the Northern than in the Southern District.

The consumption of oatmeal differs greatly in the two Districts. In the Northern District it amounts to nearly 18 lbs. per week, while in the Southern it is under 10 lbs. This difference, however, is counterbalanced in the latter District by an increased consumption of bread and flour, which is as large as

* For counties included in District *see* preceding page.

24½ lbs. as compared with 13 lbs. in the Northern District. Speaking generally, the consumption of sugar, syrup, and jam, is less in the Northern District by about 1 lb., and the consumption of cheese by about ½ lb. Nearly 36½ lbs. of potatoes are used weekly in the Northern District, as compared with about 28 lbs. in the Southern.

It will be seen from the Tables that the Northern farm servants live on plainer and cheaper diet than those in the South.

The consumption of tea is very uniform in the various Counties, between 8 and 9 ounces being used. It is much the same as in the Northern Counties of England, where the amount consumed averages 8 ounces a week.

It will be observed that in both Districts the value of food consumed by the family is only a few shillings lower than the average weekly earnings of the man (including value of allowances in kind). In District I. the difference is 3s. 11¾d., in District II. 3s. 7¾d. The earnings stated above, however, are those of the men derived from farm labour, but the wives sometimes earn money by milking or by working in the fields at harvest, or potato lifting, weeding, &c. The children begin to work as soon as they leave school. Further, the men's incomes may be increased by profits derived from the sale of garden produce, or from keeping cows, pigs, sheep, and poultry. Again, no deduction has been made in the estimates of value of the articles enumerated as consumed, for the smaller cost of home-grown produce, such as pork and bacon, or of milk and butter, or of eggs; or for potatoes, meal, milk, &c., which are given as allowances in many districts. The values are based on the ordinary retail prices in the various districts. Consequently, the cost of the housekeeping, as shown in the Table above, must frequently be reduced to some extent, or the yearly income increased, leaving a larger margin for expenditure on clothes, household requisites, tobacco, and rent in the cases where it is paid, but it is usual for farm servants to get their houses rent free.

A large number of farm servants keep pigs and many fatten two. The keeping of fowls is a common practice, more particularly in the North. Eggs are often sold when dear, and consumed at home when cheap. Where cows are kept (and this is nowhere so common as formerly, though shepherds in all parts often have one and sometimes two) butter is made at home, and both milk and butter are often sold. Butter is also often made at home from the milk allowances. Sometimes a man buys a sheep and salts it for eating in the winter, and occasionally some men club together and buy a cow to kill in the winter. Jam is made at home in some districts.

Fuel is very frequently carted free, and sometimes provided free by the employers, particularly in the case of shepherds. In the counties in District I., where the earnings are lowest, peat is often given free.

Estimates of the annual expenditure on clothes and boots of a man, his wife and four children, given by Correspondents after making careful enquiries, vary from £7 to £14.

A good deal of information has been obtained with reference to the expenditure of farm servants on alcohol and tobacco, and the general consensus of opinion appears to be that as a class they are sober, and spend comparatively little on drink. Many Correspondents say that the men drink but little whisky or other alcohol except on holidays, market days, or during the visit of a friend, or on some special occasions. More money appears to be spent on whisky in some of the Southern Counties, where there are more towns than elsewhere, but in no case do the estimates given exceed 1s. 2d. per week. There is very little of the English village system in Scotland, consequently the temptation of the village public-house is largely absent.

The consumption of tobacco is generally said to be from 2 to 3 ounces a week at 3*d.* an ounce. Some Correspondents put the quantity consumed as high as 4 ounces a week.

Many of the Returns refer to a decline in the practice of eating oatmeal and other meal, and of keeping cows, and to an increase in the consumption of bakers' bread and other flour products, and also of tea, which is now stated to be largely drunk instead of milk. The changes in these respects are no doubt due to the growing tendency of the farm servants to prefer their wages being paid more in money and less in kind, and to the facilities afforded them of buying bread, groceries, tinned meat (of which, especially in bothies, a good deal is used), jams, cake, &c., from the tradesmen's carts and vans which now frequently call at their houses. Sometimes oatmeal and potatoes are bartered for fish with the fish-wives, and, in some districts, a portion of the allowances in kind are sold.

Farm servants do not often belong to Benefit Societies, and this is doubtless largely due to the system of yearly or half-yearly engagements with regular wages, payable during sickness, or absence from work from any other cause. Coal and Clothing Clubs are also very uncommon.

The figures which have been given as to the value of food consumed apply to a man, his wife, and four children; but in Scotland, particularly in the Border Counties and the Lothians, it is a frequent practice for the unmarried sons and daughters after they are grown up, to continue living with their parents, and to work on the same farms as their fathers. In these cases the united family earnings often amount to a considerable sum, enabling the household to live comfortably, as far as a good supply of plain food is concerned.

The following examples of the class of food eaten by farm labourers in various districts in Scotland are not put forward as typical of whole counties, but as illustrations of the customs prevailing in the districts reported on by those who undertook to make investigations :—

SHETLAND.

A Return from the south part of the Shetland Islands gives the following particulars :—

Week-days.

Breakfast.—Porridge and milk, tea, bread and butter.

Dinner.—Usually fish and potatoes, occasionally meat.

Tea.—Tea, bread and butter.

Supper.—Porridge and milk, or bread and milk.

Sundays.

Breakfast.—Porridge and milk, tea, bread and butter and eggs or meat.

Dinner.—Broth, meat and potatoes.

Tea.—Tea, bread and butter and jam.

Supper.—Coffee, bread and butter, an egg or meat.

Other Correspondents state that the married farm servants nearly all keep a

cow, and that any surplus milk or butter is sold. They also keep fowls and catch fish.

ORKNEY.

Week-days.

Breakfast or "Morning Piece" (6 a.m. for working members of family).—Milk and bread or tea and bread. (9 a.m. for children).—Porridge and milk, cup of tea, bread and butter or syrup. 2nd. (11 a.m. for working members of family).—Porridge and milk, eggs, coffee or tea, bread and butter or syrup. 2nd (1 p.m. for children at school).—Piece of bread and syrup in winter, and bread and milk in summer.

Tea and Dinner (6 p.m.).—Tea and bread with fish and potatoes, or ham and eggs, or pork, cabbage and potatoes, with occasionally potato, barley, or pea soup, also jam.

Supper.—Bread and milk or tea or coffee and bread.

Sundays.

Same as on week days.

Married servants are said to have liberty to keep one or sometimes two ewes, and

in most cases hens and ducks, also hot set potatoes, which yield 2 to 2½ tons a year.

CAITHNESS.

Week-days.

First Breakfast (5 a.m.).—Oatmeal brose with milk.

Second Breakfast (11 a.m.).—Oatmeal porridge and milk, oatbread, loafbread, or flour scones, with tea, butter or jam.

Dinner or Supper (6 p.m.).—Potatoes and salt herrings with same kind of bread as at breakfast; tea, butter or jam.

Sundays.

Breakfast (9 a.m.).—Salt herrings, tea, bread, butter or jam.

Dinner (3 p.m.).—Broth, butcher's meat and potatoes.

Supper (7 p.m.).—Tea, bread, butter or jam.

Other Reports say that most married farm servants keep about 12 hens, which one Return estimates as producing £2 worth of eggs yearly, one half of which is sold.

Many also keep a pig and some a cow, from the milk of which butter is made.

SUTHERLAND.

Week-days.

Breakfast.—Oatmeal brose or porridge with probably flour bread, butter and tea.

Dinner.—Broth made of vegetables, and dripping, potatoes, oatbread, and milk. On some days salt fish (herrings or cod) or potatoes with tea afterwards.

Supper.—Oatmeal porridge with tea, bread, butter and jam. Tea is said to be used more or less at each meal.

Sundays.

Much the same, but the breakfast and dinner hours are later.

Married men have liberty to keep a pig and hens at their own expense.

ROSS AND CROMARTY.

Breakfast.—Porridge and milk, tea, bread and butter (sometimes bacon on *Sundays*).

Dinner.—Potatoes, salted white fish or herrings, bacon once a week, tea, bread and jam (on *Sundays* broth and beef, rice or cornflour).

Tea.—Tea, bread and jam (no *Tea* on *Sundays*).

Supper.—Porridge and milk, tea, bread and butter or jam (on *Sundays* no porridge or milk).

Another Correspondent writes:—"Most cottars keep a pig and some hens, food for which is in some cases given by the farmer free."

INVERNESS.

Breakfast.—Porridge and milk, tea, bread and jam.

Dinner.—Tea, bread, butter or jam—sometimes fish (dried herrings or cod) or eggs and bacon, or tinned meats, with potatoes, and milk. (On *Sundays* broth and beef or mutton, with potatoes.) Afternoon tea is not a usual meal.

Supper.—Tea, bread and butter, jam, or marmalade, often porridge and milk.

Other Returns note that farm servants generally keep their own fowls and often pigs. The farm servants are said to depend to a great extent on meal and potatoes, and fish when procurable. Tea is much more drunk than formerly, some having it three times a day.

ARGYLL (WEST.)

Breakfast.—Porridge, tea, bread and butter, scones, oatmeal cake (on *Sundays* fish).

Dinner.—Broth, fish, potatoes (butcher's meat occasionally and on *Sundays*).

Tea.—Bread, scones, oatmeal cake, tea, butter, and jam.

Supper.—Porridge and milk, bread, butter, and jam.

Several Correspondents state that farm servants often have one or even two cows, of which they sell the milk or make butter; that they sometimes keep one or two pigs which they kill and cure, and that most of them keep fowls, eggs being eaten when cheap and sold when dear. Some catch large quantities of fish. It is said that the people in this county drink too much tea, and that they might grow more vegetables. Another writes that many families get their groceries in bulk from Glasgow.

BUTE.

A Return from the Island of Arran gives the following details:—

Breakfast.—Porridge and sweet milk, tea, bread and butter, with sometimes a little bacon or an egg, or a little fish when procurable. (On *Sundays* the parents do not generally have porridge.)

Dinner.—Scotch broth with the meat that made it, and potatoes. Occasionally stewed meat and potatoes with pudding afterwards. Sometimes stock fish and potatoes, with bread and milk afterwards.

Supper.—In summer there may be fresh herrings, and in winter salted or cured herrings or other fish with, perhaps, bacon or cheese. Young children may take bread and milk.

It is stated that all keep poultry, and some a pig. They get meal in bolls at wholesale prices from the farmer, this being charged against their wages.

ELGIN.

Week-days.

Breakfast (5 a.m. for father).—Plate of oatmeal porridge with milk and afterwards a cup of tea or coffee with bread. (7 a.m.—Same for rest of family.)

Dinner (11.30 a.m.).—Varies:—

- (a) Broth, bread, and potatoes with a little meat.
- (b) Potatoes, herrings, milk, and bread.
- (c) Tinned meat, potatoes, and milk.
- (d) Brose, made from vegetables boiled with a bone, the vegetables being eaten afterwards with bread and milk.

Supper (6.30 p.m.).—Tea and bread, butter, jam, marmalade or syrup, often with a little fish, tinned meat, or cheese.

Sundays.

Breakfast (8 a.m.).—Tea, bread, butter, fish, eggs or meat (fried liver, &c.).

Dinner (2 p.m.).—Broth, bread, potatoes, and meat.

Tea (5.30 p.m.).—Tea and bread with some sweets.

Supper.—Usually not taken—some have bread and sweets.

BANFF.

Breakfast (5.30 a.m.).—Porridge and milk with tea, bread and butter. (Fish, herrings, or eggs instead of porridge on *Sundays*.)

Dinner (11.30 a.m.).—Varies:—

- (a) Potatoes and milk.
- (b) Potato soup.
- (c) Ham and potatoes.
- (d) Tinned meat and potatoes.
- (e) Rice, barley, or tapioca boiled with milk.
- (f) Brose made from pea meal or greens.
- (g) Cabbages or turnips with butter and tea.

(Broth with fresh meat and potatoes, milk pudding or dumpling on *Sundays*.)

Supper (6.30 p.m.).—Porridge and milk with tea, bread, butter and eggs (or fish on *Sundays*).

All meals are later on *Sundays*.

This Correspondent mentions the grocers' and bakers' vans which go round the country

and call at nearly every door, selling tea sugar, jam, syrup, bread, &c. Oatcakes are now out of fashion, flour products taking their place, while farm servants' wives often barter the oatmeal or potatoes (which they get free) for fish.

Another Return states that only three meals a day are generally eaten, except in harvest time, when there is also a supply of coffee or harvest beer and rolls.

ABERDEEN.

Breakfast (5.30 a.m. for father; 8 to 9 a.m. for rest of family).—Brose (oatmeal and a little salt stirred up with boiling water, and milk poured over), with some oatcakes or white bread and milk. Sometimes oatmeal porridge with tea and oatcakes, more often white bread with treacle, syrup or jam.

Dinner (12 noon).—Boiled potatoes, plain or mashed with "schives,"* sometimes potato or milk soup. Oatcakes or white bread with milk or tea; seldom cheese. In season, cabbage, turnips, kail or brose made from vegetables. (On *Sundays* from 1 to 2 p.m. Scotch broth, with beef and potatoes, bread, milk or tea.)

Supper (6.30 p.m.).—Tea, oatcakes, white bread, rolls or biscuits, sometimes fish (yellow haddock) or cheese. Syrup or jam, seldom much butter. Children may be seen at any time with bread or biscuits and jam. Home made jam is used as much as possible. The grocers' vans (mentioned under Banff) are said to be very numerous.

A Return states that most married farm servants keep a few hens and sell the eggs.

FORFAR.

Breakfast.—Oatmeal porridge with milk; or tea, bread and butter. (On *Sundays*, ham, eggs, sausages or fish, instead of porridge.)

Dinner.—Broth or soup, boiled bacon, pork or beef, with potatoes and bread.

Supper.—Tea or cocoa, bread and butter with cheese, jam, treacle or syrup. Most married men keep a pig and sometimes two, which are fed and killed. They usually have leave to keep 6 fowls.

PERTH.

Breakfast.—Porridge and milk. Ham or bacon, fried eggs, wheaten bread and butter, tea or coffee (essence). (*Sundays*, some extra fry instead of porridge; also jam.)

Dinner.—Broth and beef or pork; or fresh or salted fish, potatoes and vegetables. Cornflour and similar food and milk; often tea to finish. (On *Sundays*, extra vegetables, stewed meat and onions, &c., and milk pudding.)

* A kind of small onion known as "size" in some parts.

Supper (6.30 p.m.).—Fried fish or ha and eggs. Bread, butter, and jam; cheese. Sometimes bread and milk later.

Other Reports state that a good deal of tinned meat is eaten, many men keep a pig and usually a dozen hens. Most have gardens and grow potatoes and vegetables.

FIFE.

The following Return is from a foreman ploughman in Fifeshire :—

Week-days.

Breakfast.—Oatmeal porridge with new milk, although tea is gradually ousting that diet.

Dinner.—Scotch broth in winter; potatoes invariably find a place at this meal. Pork and beef are much used during cold season. Rice, sago, cornflour, tapioca, with rhubarb and wheaten bread are the staple food of the summer season.

Tea.—Wheaten bread (baker-baked) with butter, cheese, jam, treacle, or syrup; occasionally porridge with skimmed milk and a cup of tea afterwards.

Supper.—Is not recognised as a meal; a few have something in the winter months.

Sundays.

Breakfast.—Tea is preferred to either coffee or cocoa. Fried bacon with eggs when cheap. Flour scones or mixed bannocks (for old people).

Dinner.—Many abstain from this, as breakfast is later and tea earlier, and take only a light lunch.

Tea.—Pudding or dumpling besides usual fare.

Other Correspondents say that most families feed, kill, and cure one or two pigs. Butter is sometimes made from the milk allowance.

Grocers' vans and tea drinking are mentioned as prevalent.

A Correspondent notes the tendency to prefer wages all in cash to the older system of part cash and part "perquisites." The demand for oatmeal is said to be declining.

CLACKMANNAN.

The following is sent by a farm servant :—

Breakfast.—Children: Porridge and milk or syrup. Father and mother: tea, bread and butter, an egg or small bit of ham, or a sausage. (On *Sundays* something better for the children at breakfast and dinner.)

Dinner.—Soup (potato, lentil, or pea—usually enough made at once for two days) or broth with meat (the parents have the meat).

Supper.—Bread, scones, butter, jam, tea. The children have rice boiled in water with sugar or with some milk if available. (On *Sundays* a bit of cake or some biscuits as well.)

Other Correspondents say that most men feed two pigs yearly, while hens are kept.

STIRLING.

Breakfast (6.45 a.m.).—Oatmeal porridge and skimmed milk followed by tea, home-made scones or loaf bread, and cheese or jelly. (On *Sundays* at 7.30. with ham and eggs.)

Dinner (12 noon).—Scotch broth or potato soup, followed by beef and potatoes with skimmed milk and bread.

Tea (3.30 p.m.).—On some farms tea and bread is sent out to the fields, but this is not general except in haytime or harvest.

Supper (6.30 p.m.).—Oatmeal porridge with tea and bread, the same as breakfast. (On *Sundays* sometimes no porridge.)

Another Correspondent says that the consumption of oatmeal is continually decreasing and that tea is constantly drunk.

DUMBARTON.

Breakfast.—Porridge, tea and ham; sometimes an egg or bread and butter after porridge. Children have porridge, tea, bread and butter or syrup. (On *Sundays*, fish or ham and eggs.)

Dinner.—Broth and potatoes, with either beef or mutton. Sometimes potato soup with bread, cheese, and milk; or rice and milk with bread, cheese, and tea; or potatoes with cured fish, bread and milk and tea. (On *Sundays* sometimes stewed beef and potatoes and milk.)

Supper.—Porridge and milk with tea, bread and butter. Sometimes, cheese and jam.

LANARK.

Breakfast.—Tea, bread and butter, ham or eggs.

Dinner.—Beef and potatoes with bread and milk.

Supper.—Porridge and milk, tea, bread and butter, cheese or jam.

Very few farm servants keep fowls according to this Return, and none pigs.

EDINBURGH.

Breakfast (5 a.m.).—Tea. (8 a.m.).—Porridge. (On *Sundays* bacon and bread.)

Dinner (12 noon).—Broth, beef and potatoes, or bacon and potatoes, or fish and potatoes, or milk, cakes, and cheese.

Tea (6.30 p.m.).—Tea.

Supper.—Porridge or bread and milk.

A large number of "bottle carts" come round with whisky, beer, lemonade, soda, &c.

HADDINGTON.

Breakfast: 1st (5.30 a.m.)—Tea, bread, butter, and cheese. 2nd (8 a.m.)—Tea or coffee, bread, butter or cheese (carried into field). (On *Sundays* at 9 a.m. with ham or eggs.)

Dinner (11.30 a.m.)—Broth or soup, beef, and potatoes. (On *Sundays* at 1 p.m., rice with milk.)

Tea (3 p.m.)—Tea, bread and butter (carried into field). (On *Sundays* at 5 p.m.)

Supper (6.30 p.m.)—Oatmeal porridge and milk, tea or coffee afterwards. (On *Sundays* bread and milk.)

Fresh fish is also mentioned as an article of diet.

BERWICK.

Breakfast (5.30 a.m.)—Tea and home-made scones or white bread and butter or jam.

Second Breakfast (8.30 a.m.)—Cold tea scones, butter or jam (in field).

Dinner (11.30 a.m.)—Potato or barley broth with meat in it, either beef, mutton, pork or ham; bread and butter, cheese, and tea, potatoes. (At 3.30 p.m.)—Cold tea, bread and jam (in field).

Tea (6.30 p.m.)—Baker's white bread or home-baked, white flour scones, tea, butter or jam, and occasionally ham and eggs.

Supper.—Oatmeal porridge or bread, butter and eggs or fat ham, home cured.

Many Returns state that all farm servants in this county keep pigs and in many cases a cow. Most kill two pigs a year (weight 16 stone).

ROXBURGH.

A Return written by a Border shepherd says:—

Breakfast: 1st (5.30 a.m.)—Oatmeal porridge or milk or oatmeal brose; 2nd—tea, flour scones or barley or loaf bread with a

little cheese, butter, or jam. (On *Sundays*, fried ham, boiled eggs or fresh or kippered herrings.)

Dinner.—Kail or vegetable (lentil or pea or potato) soup, followed by potatoes and pork, sometimes beef or mutton. (*Sundays*, soup usually made with beef or bones, and semolina, cornflour, or rhubarb pudding, tarts or dumpling.)

Tea.—Bread and butter or jam, tea.

Supper.—Cup of new or skimmed milk (in winter, coffee) bread (often barley bread) and butter or jelly.

He notes that the consumption of oatmeal is decreasing, while that of tea, flour, jams, jellies, cheese, and eggs is increasing. Few now receive meal, though they get milk if they have no cow. Other Returns say that most families keep one or two pigs, and some a cow; all hens. Some salt a sheep in the autumn.

SELKIRK.

Breakfast: 1st (5.45 a.m. in summer, 7 a.m. in winter).—Bread and tea, butter and jam; 2nd (8 a.m.)—the same.

Dinner (11.30 a.m.)—Bread and tea, with bacon or butcher's meat and potatoes. (On *Sundays* pudding.) (At 3.30 p.m.)—Bread and tea.

Tea (6.30 p.m.)—Bread and tea, cheese, butter, and jam.

Supper.—Bread and milk or oatmeal porridge and milk.

All the Returns note that bacon and potatoes are home grown. In some cases jam is home-made. Many keep hens.

AYR.

Breakfast.—Porridge and milk, tea, bread, flour scones, butter, jam or ham.

Dinner.—Soup, potatoes, beef, mutton or fish, tea and bread, flour scones, jam or butter.

Tea.—Tea, bread, flour scones, eggs, butter or jam.

Supper.—Porridge and milk or potatoes and milk.

Most men are said to keep a pig.

APPENDIX X.

IRELAND.

FOOD CONSUMED BY FARM LABOURERS IN IRELAND.

Inquiries have been made in a number of districts in Ireland with reference to the class of food, and the amounts and prices of the various articles consumed by farm labourers and their families. Returns in reply to inquiries by the Department, have been received from Local Government Board Inspectors, landowners, land agents, farmers, farm stewards, the clergy, and others who made investigations in the districts in which they reside. A number of those who have sent this information frequently correspond with the Department in relation to farm wages.

The difficulties of obtaining accurate particulars of this nature have been considerable, and have involved much correspondence. In a number of districts in the counties on the Western side of Ireland farm labourers as a class scarcely exist, except on estates, the work on the larger farms being undertaken by the sons of the smaller farmers who live at home with their parents. From such districts as these the Returns were consequently few in number, and in some cases they evidently referred to the families of small farmers and not to those of farm labourers, and so could not be used for the present purpose. A sufficient number of accurate Returns has, however, been received to enable the information to be treated in a statistical form. Some general information with regard to the character of the food consumed in the four Provinces is also given. Many Returns, however, which were not capable of being used for statistical purposes, contained much valuable information as to the consumption of food, and were thus very useful in checking the information supplied in the other Returns.

The conditions under which the Irish agricultural labourer lives vary somewhat in the different Provinces, and it is evident from the Returns that in Connaught and Munster a larger proportion of the food of the family is grown, or produced by the labourers themselves, than is the case in Ulster or Leinster. In tabulating the Returns, therefore, it became necessary to separate the articles consumed into two classes, (a) those articles which are purchased, and (b) those articles the whole or the principal part of which are produced or obtained as allowances. The value of the latter has been calculated from the prices charged for them by the retail shops in the village or district to which the Returns relate. The following Table shows the average quantity and value of the various kinds of food consumed in a week by a farm labourer, his wife and four children in Ireland.

AVERAGE WEEKLY QUANTITY and VALUE of FOOD consumed by AGRICULTURAL LABOURERS' FAMILIES in IRELAND in 1904.

(Based on 37 Returns.)

Name of Article.	Average Weekly Value.		Average Quantity consumed in one week.	
(a.) <i>Articles purchased.</i>				
	s.	d.	lbs.	ozs.
Beef, Mutton, and Pork	0	3½	0	9
Bacon	1	4½	2	13
Cheese	0	0½	0	1
Bread	0	10½	7	12
Flour, Oatmeal, and Indian Meal	2	4½	24	5
Tea	1	2½	0	9
Sugar, Syrup, and Jam	0	10½	4	8
	7	0½	—	

AVERAGE WEEKLY QUANTITY and VALUE of FOOD consumed by AGRICULTURAL LABOURERS' FAMILIES in IRELAND in 1904—continued.

Name of Article.	Average Weekly Value.	Average quantity consumed in one week.
	s. d.	
(b.) <i>Articles the whole or the principal part of which are produced, or obtained as allowances.</i>		
Potatoes	1 2 $\frac{3}{4}$	46 $\frac{1}{2}$ lbs.
Milk, New, Old or Skimmed, and Buttermilk ...	0 11	9 qts. 1 pt.
Eggs	0 4 $\frac{3}{4}$	8
Butter	0 11	1 lb. 2ozs.
	3 5 $\frac{1}{2}$	—
Total Value	10 5 $\frac{1}{4}$	—

From the above Table it will be seen that the average weekly value of the various articles of food amounts to about 10s. 6d., and of this amount 7s., or two-thirds, represent roughly the money expenditure. In the Provinces of Munster and Connaught a certain amount of barter is said to take place in the villages, some of the potatoes and eggs produced by the labourers being often exchanged for tea and sugar at the village store. Of the total amount disbursed, 4s. 11d. is expended on meat, flour, and meal. The expenditure on tea is 1s. 2 $\frac{1}{2}$ d.

The estimated money value of the articles, which are wholly or principally produced, amounts to nearly 3s. 6d., the value of the potatoes consumed being 1s. 2 $\frac{3}{4}$ d., of milk and butter, 11d. each.

The value of the meat, bread, flour and meal, and potatoes consumed is 6s. 1 $\frac{3}{4}$ d., or 58·6 per cent. of the total value. Tea and sugar account for 19·6 per cent., and milk, eggs, and butter 21·3 per cent.

The quantities of the articles consumed, generally speaking, do not show any marked variation as between the Provinces with the exception of potatoes, the consumption of which in the Western Provinces is greater by more than a stone per week than in Ulster. Taking Ireland as a whole, the Returns show that 3 $\frac{1}{2}$ stones of potatoes a week are consumed, whereas in the Eastern Counties of England the amount is less than two stones. The consumption of potatoes varies greatly according to the time of year, it being often as much as five or six stones per week during the Autumn. They are seldom purchased, and in the Spring, when the stocks are exhausted, more bread, oatmeal or Indian meal are used until the new crop is available, and the consumption of these articles thus, roughly, varies inversely with that of potatoes.

The amount of bread, flour and meal consumed in Ireland is 32 lbs. per week compared with 38 $\frac{1}{2}$ lbs. in the Eastern Counties of England (*see* page 226). But in Ireland nearly 5 lbs. of oatmeal are consumed compared with 1 lb. of oatmeal and rice in the Eastern Counties of England.

It will be observed that the amount of fresh meat eaten is small ($\frac{1}{2}$ pound). It mainly consists of pork, and in very many cases ordinary agricultural labourers in Ireland seldom eat beef or mutton during the year. The average quantity of bacon eaten is a little over 2 $\frac{3}{4}$ lbs. The amount of meat eaten in the Eastern Counties of England is 1 lb. 12 ozs. of beef or mutton, and about 4 lbs. of bacon and pork.

In England the labourers who keep pigs frequently eat home-fed bacon and pork, but in Ireland the labourers usually sell their pigs, and buy cheap American bacon for their own consumption.

As compared with the other districts of Ireland, it would appear that in Connaught and Munster less meat is eaten and more potatoes. In districts near the coast, fish sometimes takes the place of meat, and in other parts it is occasionally eaten on fast days. The quantity of tea consumed is also rather larger, and a greater proportion of maize meal is consumed.

The average amount of tea consumed in a week is said to be 9 ozs., and of sugar, jam, and syrup $4\frac{1}{2}$ lbs. In the Eastern Counties of England the weekly consumption of tea is $6\frac{1}{2}$ ozs., and of sugar, jam and syrup, 5 lbs. Eggs are seldom eaten unless produced at home. Milk is rarely purchased, and the sources of supply are, allowances from the farmers (often skimmed or butter-milk), the produce of their own goats, and, particularly in the case of herds, of their own cows. Butter is used very sparingly when not obtained by the labourer from his own cow or from his employer.

The average weekly earnings of all classes of adult male farm labourers, excluding casual labourers, in Ireland in 1902 were 10s. 11d. But the labourers often add to their earnings by the sale of home-grown produce derived from tillage or grazing land, or from cows, pigs, goats, geese, ducks, and poultry. The estimates of values of the articles in the Table above are based on ordinary retail prices in the various districts. No account has been taken of the smaller cost to the labourers due to home-grown produce consumed by them. But there is no doubt that a very large proportion of the farm labourer's money earnings is spent on food, and that there is but little margin, if any, for other expenditure. This must necessarily be so in the poorer portions of the Western side of Ireland.

The Irish farm labourers, generally speaking, have, however, more opportunities of adding to their supply of food, and of earning extra money by growing produce and by keeping pigs, goats, fowls, ducks, geese, etc., than English labourers. A Local Government Board Inspector of great experience, writing from the West of Ireland, states that it is from the profit on the sale of pigs, fowls, and eggs that clothes are provided for the family and the rent paid. Other Correspondents express the same opinion, and several consider that £10 to £12 a year can be made from the sale of eggs, and about £2 from the sale of fowls. Land is generally cheaper in Ireland, and there is more waste land for goats and poultry to wander over. The herds or men in charge of animals frequently get potato land free from their employers, sometimes manured and tilled, and though some ordinary labourers get it free, many pay a comparatively low rent for it. The families in Ireland keep together and help each other as far as possible. The wives and children look after the animals and fowls, help to till the land, get turf, and, if near the sea, collect seaweed for manure and for kelp manufacture. Occasionally the wives earn a little in some districts by working for the farmers at odd times.

But without the opportunity of getting some land, a farm labourer in Ireland must have great difficulty in making both ends meet. In towns, or on the outskirts of them, there are men with no gardens or land, who work partly for farmers and partly for builders or contractors, and if they are in irregular work in the winter they get into great difficulties.

The rent of cottages is cheaper than in England, the most usual rent in Ireland being 1s. a week, and some land is frequently attached to them. Cottage accommodation is, however, often very inferior. Where labourers have cottages built under the Labourers' Acts, the weekly rental averaging $10\frac{1}{2}$ d. a week, they no doubt get good value for their money, for the cottages are of a superior type, and have land from $\frac{1}{4}$ acre to an acre in extent attached to them. They are provided with pig styes and some with cow sheds.

Fuel ('turf' or peat) is frequently given free to farm labourers in Ireland or is obtainable at a cheap rate, the men having to cut and save it.

The estimates given as to expenditure on clothes for a man, his wife and four children vary considerably, ranging from £5 to £10 a year. Boots are frequently dispensed with, or worn only on special occasions, particularly in the case of the women and children.

A good deal of information has been received with reference to the amount spent by farm labourers on tobacco, porter, and whisky.

As regards the consumption of tobacco, the Returns show that the men generally smoke from one to three ounces a week, the majority of Correspondents giving the quantity between two and three ounces. A Local Government Board Inspector in Ulster writes that "probably three-fourths at all events of the ordinary labourers smoke. Half a pound a month would not be at all an excessive allowance." Another Local Government Board Inspector in the West of Ireland expresses the opinion that "nearly all labourers smoke one ounce of tobacco weekly at 3*d.* an ounce."

With reference to expenditure on alcohol, the evidence of the Correspondents is to the effect that the farm labourers generally drink very little. When alcoholic liquor is taken, it is generally porter, and in most districts this is usually only taken on special occasions, such as a fair day, at a market, or on a journey, or when any money is obtained casually.

Writing from the West of Ireland, a Local Government Board Inspector says "generally speaking, the labourers are sober and steady, so long as they keep out of the towns and small villages. A labourer might consume 3*s.* worth of porter at one fair, but it is to be remembered that he will probably not attend another for three months. As a rule, not more than £1 a year is spent on liquor, if as much." The estimates of the Correspondents as to the amount spent on alcohol naturally vary. One employer in Donegal says that his men spend nothing on drink, while another Correspondent in the same County puts the expenditure at from 3*d.* to 6*d.* a week.

An employer in Cavan thinks that his farm labourers only spend 2*s.* 6*d.* on porter in the year. A few Correspondents put the expenditure as high as 1*s.* a week in their districts, but taking the evidence as a whole, the majority of Returns give from 3*d.* to 6*d.* a week as the amount spent. A good many Correspondents state that the expenditure on tobacco and alcohol together amounts to 1*s.* a week.

Farm labourers in Ireland do not, generally speaking, belong to Benefit Societies, and Irish villages lack the Parish Societies, Clubs, and Charities, which so frequently exist in the agricultural districts in England.

The following examples are not put forward as typical of whole counties, but as illustrations of the customs prevailing in the districts reported on by those who undertook to make investigations:—

Province of Ulster.	Labourers in this county are said as a rule to keep large stocks of hens, ducks, and turkeys.
ANTRIM.	CAVAN.
<i>Week Days.</i>	<i>Week Days.</i>
<i>Breakfast.</i> —Tea, bread, and butter or bacon.	<i>Breakfast.</i> —Bread and tea, occasionally butter or jam.
<i>Dinner.</i> —Potatoes, American bacon, and eggs.	<i>Dinner.</i> —Potatoes, and generally dripping or bacon.
<i>Tea.</i> —Tea, bread and butter.	<i>Tea.</i> —Bread and tea, occasionally butter or jam.
<i>Supper.</i> —Porridge.	<i>Supper.</i> —"Stirabout."
<i>Sundays.</i>	
Much the same as on week days.	

Sundays.

Much the same as on week days.

LONDONDERRY.

Week Days.

Breakfast.—Tea, bread and butter, or bread heated with dripping or lard, occasionally bacon or eggs in lieu of butter.

Dinner.—Potatoes, bacon, buttermilk, or potatoes and butter, or potatoes and herrings, or dried fish.

Tea.—Bread and butter, tea.

Supper.—Oatmeal porridge and buttermilk, or tea and bread and butter.

Sundays.

Breakfast.—Bread, butter and tea, or occasionally bacon, eggs, or beef in place of butter.

Dinner.—Bread, tea, bacon and eggs or, occasionally beef, soup and potatoes.

Tea and Supper.—Same as on week days.

DOWN.

Week Days.

Breakfast.—Oatmeal porridge and milk, with cup of tea and bread and butter to follow.

Dinner.—Potatoes and bacon, also eggs when under 8d. per dozen.

Tea.—Very few get tea in the afternoon.

Supper.—Bread and butter and tea.

Sundays.

Much the same as on week days.

A Correspondent in this county says, "American bacon is used principally, farmers selling their own. . . . Butter is a home production and of middling quality. The cheese used is always American."

MONAGHAN.

Week Days.

Breakfast.—"Stirabout" (Indian meal or oatmeal), an egg, tea, bread and butter, or preserves.

Dinner.—Fresh meat or bacon, vegetables and potatoes, or eggs and potatoes, or porridge ("stirabout"), tea and bread and butter.

Tea.—Bread and butter, tea.

Supper.—Dry bread and tea or milk, or "stirabout" and milk.

A note by this Correspondent states that the food of the labourers in the district from which he writes is very superior to that of the small farmers. The latter he describes as "wretched" and as consisting of little else but Indian meal "stirabout," tea, dry bread, and potatoes.

Province of Leinster.

CARLOW.

Week Days.

Breakfast.—Bread, butter and eggs.

Dinner.—American bacon, potatoes and cabbage (occasionally). Often potatoes and milk alone.

Tea.—Bread, and occasionally butter; tea.

Supper.—None.

Sundays.

Same as on week days.

Another Return says that some labourers keep a goat, as milk is otherwise impossible to get.

KING'S COUNTY.

An old labourer writes as follows :—

"I get up at 4 a.m. and the wife makes me a cup of tea.

I start off at 5 a.m. having had—

Breakfast, which consists of griddle bread (I never use bought bread) and a bit of butter, if we have it, and a cup of tea. I eat only a cut of bread, not more than $\frac{1}{4}$ -lb. We only have butter when I am working at a job.

Dinner.—I get up to my work about 6 a.m., and have a rest till 6.30 when we begin work, and we go on till 2 p.m. Generally we get dinner at 12 or 1 o'clock, but on my present job we do not break off until 2 p.m. for dinner, which I carry with me, and consists of bread and butter and tea—much the same as breakfast, only more of it.

If I am at home, and there are any potatoes, my dinner would consist of potatoes and milk (if we could get the latter), and we try now and then, when our means allow of it, to have a bit of bacon, which costs 6½d. per lb.—this meat not more than once or twice a week.

Work commences again at 3 p.m. and we go on till 7 p.m., and when I get home I have my supper about 8 p.m.

Supper consists of tea, an egg or two when I am working and can afford it, and bread and butter. This is the principal meal, and after it I go to bed about 8.45 or 9 p.m.

We buy eggs from the farmer, 7d. per dozen for duck's, and 6d. for hen's eggs. We pay 1d. a pint for milk and cannot always get it. We substitute sometimes an egg or a bit of butter in the tea for milk when we cannot buy the latter. You are lucky when you have a good neighbour who will supply milk—for the one who has a sup of it there are three go without it.

This is the fare of the general run of labourers in the Parish, except the farmer's boy. There is no one so well off as a farmer's boy. His fare consists of: *Breakfast*, 'stirabout' and milk, with bread and tea to follow; *Dinner*, meat (bacon) and potatoes, or eggs and butter and potatoes; *Tea* (4 p.m.), bread and tea; *Supper* (9 p.m.), same as breakfast."

LONGFORD.

Week Days.

Breakfast.—Tea, bacon and eggs, bread and butter.

Dinner.—Potatoes, bacon and cabbage.

Tea.—Tea, bread and butter.

Supper.—"Stirabout" (porridge) and new milk.

Sundays.

Breakfast.—Same as on week days.

Dinner.—Butcher's meat, or salt or fresh pork, potatoes, cabbage.

Tea.—Same as on week days with generally the addition of potato cake.

Supper.—Generally the remains of potato cake from tea, and tea, cocoa, or new milk.

A Return from this county says, "Potatoes and vegetables are always grown, many have patches of oats as well, and some have cows or goats."

MEATH.

Week Days.

Breakfast.—Bread and butter, sometimes an egg.

Dinner.—Boiled bacon and potatoes; cabbage or eggs and potatoes.

Tea.—Tea and bread and butter.

Supper.—Indian and oatmeal porridge.

Sundays.

Same as above with fresh meat occasionally for dinner.

QUEEN'S COUNTY.

Week Days.

Breakfast.—Tea, "griddle cakes" or bread and butter; sometimes eggs where fowls are kept.

Dinner.—Potatoes, cabbage, and American bacon.

Tea and Supper.—Bread and butter, tea; and, in some cases, porridge.

Sundays.

Same as on week days, substituting occasionally sheep's head or pig's head for bacon at dinner.

Another Return says:—

Week Days.

Breakfast.—Bread, butter, and tea.

Dinner.—Three days, potatoes, bacon and cabbage; three days, potatoes and milk, or potatoes with herrings or eggs.

Tea.—Bread, butter, tea or cocoa.

Supper.—Potatoes or porridge and milk.

Sundays.

Same as on week days except that no supper is taken.

WESTMEATH.

Week Days.

Breakfast.—Oatmeal "stirabout" with buttermilk, or sometimes skimmed milk, and afterwards tea and a slice of bread (either baker's or home-made) with a little butter or fat bacon. Where dripping can be obtained it is often used in lieu of butter or bacon.

Dinner.—Many labourers take their dinners with them to the fields. In such cases a bottle of milk or cold tea, flour cake (home-made) with slice of cold fried bacon, or on Fridays butter instead of bacon. Those who can go home have boiled bacon, cabbage, and potatoes. Tea is used for dinner by all adults. Salted herrings with potatoes are occasionally used for dinner on Fridays instead of butter.

Tea.—Tea is given by employers during harvest or very busy times, otherwise there is no meal between dinner and supper.

Supper.—Tea and bread with boiled potatoes, or, in winter, hot potato cake. Labourers who have not been able to return to their dinner generally have fried bacon with their supper. Cocoa in place of tea for supper is also coming gradually into use.

Sundays.

Same as on week days.

Another Correspondent in Westmeath writes: "Among the better paid labourers ploughmen, carters, etc., stirabout, for breakfast is ceasing to be taken, and much larger quantities of tea, bread, butter, and bacon are used. Tea is taken at every meal, but in some cases cocoa is gradually coming into favour. All farm labourers keep pigs, fowls, and goats. Pigs are only kept for sale and are never killed by the feeders, the profit derived therefrom being generally sufficient to pay for the rent. With the profit from the sale of eggs and a few chickens, tea, sugar, and clothes are provided. Milk is obtained from the goats, and new milk is rarely purchased. Buttermilk is generally given gratis by the employers and sometimes skimmed milk also.

WICKLOW.

Week Days.

Breakfast.—Bread, butter, and tea.

Dinner.—Potatoes, bacon, vegetables, and milk.

Tea.—None.

Supper.—Bread, butter, and tea.

Sundays.

Same as on week days.

Province of Munster.

CORK.

Week Days.

Breakfast.—Home-made bread and tea.

Dinner.—Potatoes, pork, and vegetables, or on fast days, eggs or dry fish instead of pork.

Tea.—Home-made bread and tea.

Supper.—Home-made bread and tea.

Sundays.

Same as on week days, with the addition of butter for breakfast, tea, and supper.

Another Return says:—

Week Days.

Breakfast.—Tea, bread, and occasionally butter or eggs.

Dinner.—Meat seldom. Pork, salt or fresh, and potatoes. Sometimes potatoes and milk only, and on Fridays and fast days, fish; generally salt.

Tea.—Same as for breakfast, with occasionally jam.

Supper.—None.

Sundays.

Same as on week days, with generally a piece of meat for dinner.

KERRY.

Week Days.

Breakfast.—Tea, bread, sometimes eggs, and other times butter.

Dinner.—Potatoes, American bacon, and if potatoes are scarce, cabbage, home-made bread, and on fast days, fresh or salt fish.

Tea.—About 4 p.m. A quart of tea with a piece of bread is brought to the field and consumed while at work. Some few years ago this meal did not exist.

Supper.—Potatoes with a little fish, or milk. At other times bread and tea.

Sundays.

Breakfast.—Tea, bread and butter.

Dinner.—Potatoes and meat.

Tea.—Tea and bread (dry).

Supper.—Bread and milk.

Another Return says :—

Week Days.

Breakfast.—Bread and tea.

Dinner.—Potatoes and milk, or bread and milk.

Tea.—Rarely taken.

Supper.—Bread and milk, or Indian meal and milk.

Sundays.

Breakfast.—Bread and tea.

Dinner.—Potatoes and pork, or potatoes and cured fish.

Supper.—Bread and tea.

LIMERICK.

Week Days.

Breakfast.—Bread, tea, and sometimes eggs and butter.

Dinner.—The same as for breakfast.

Tea.—Bread and tea.

Supper.—Bread and tea.

Sundays.

Breakfast.—Bread, tea, and butter or jam.

Dinner.—Meat, potatoes, and vegetables.

Tea.—Tea and bread.

Supper.—Tea and bread.

Note.—This Correspondent states that the food given to labourers who are boarded in farmers' houses is much better than the above.

Another Report states :—

Week Days.

Breakfast.—Tea and bread, in some cases, butter and milk and perhaps an egg.

Dinner.—Potatoes and milk or tea. American bacon is taken about two or three times a week with cabbage. This diet is only for the labourer who is able to return home for dinner. His dinner, if he has to carry it with him, consists of cold tea and bread as a rule.

Tea.—Very seldom taken except when given by the employer, when it consists of bread and tea.

Supper.—When potatoes are used for dinner, bread and butter and tea are principally used. If dinner is taken out, potatoes are used at this meal. Jam is occasionally used and sometimes some of the family take cocoa instead of tea, and they may at times have eggs.

Sundays.—Same as on week days with American bacon and cabbage for dinner.

CLARE.

Week Days.

Breakfast.—Bread, butter, tea, and in Spring and Summer eggs.

Dinner.—Tea, bread and butter.

Tea.—Tea, bread and butter.

Supper.—Potatoes and milk.

Sundays.

Breakfast.—Tea, bread and butter.

Dinner.—Bacon, cabbage, and potatoes.

Tea.—None.

Supper.—Tea, bread and butter.

Province of Connaught.

LEITRIM.

Week Days.

Breakfast.—Indian meal “stirabout,” eggs, tea, home-made bread (soda bread), and sometimes butter.

Dinner.—American bacon, vegetables, and potatoes ; or, eggs and potatoes ; or, potatoes and milk.

Tea.—Tea, home-made bread, and butter.

Supper.—Indian meal “stirabout,” sometimes oatmeal, or potatoes and milk.

Sundays.

No difference.

Note.—During winter, butter is frequently not used. Eggs are never bought, and very few are used in winter. From the end of July to December, potatoes take the place of “stirabout” for supper, and jam is now beginning to be used as a substitute for butter.

Another Return says :—

Week Days.

Breakfast.—Tea, bread, butter when under 9d. per lb., potatoes, milk, and an egg or two.

Dinner.—Potatoes, milk, and when cheap, an egg or two, herrings, cod, or lingfish.

Tea.—Bread and tea.

Supper.—Indian meal “stirabout,” or oatmeal porridge and milk.

Sundays.

Same as on week days.

Note.—This Correspondent states that baker's bread, tea, and sugar are now universally used for one or two meals a day (generally for breakfast and supper), whereas formerly breakfast consisted of oatmeal or Indian meal porridge, and supper of home-made bread, porridge and milk.

GALWAY AND MAYO.

Week Days.

Breakfast.—Tea, hot soda-bread. In the poorer districts, Indian meal porridge and milk, tea and soda-bread.

Dinner.—Potatoes, milk, sometimes eggs if plentiful, and dried salt-fish, when procurable.

Tea.—Soda-bread (generally hot) and tea, potatoes

Supper.—None.

Sundays.

Breakfast.—Tea, home-made bread, and eggs.

Dinner.—Potatoes, American bacon, and cabbage. In sea-coast districts, principally salt-fish with a small quantity of bacon.

Tea.—Tea, soda-bread, with perhaps a little butter.

Supper.—None.

Another Return says :—

Week Days.

Breakfast.—Tea, home-made bread, and occasionally an egg. For the poorer classes, potatoes and milk, when procurable.

Dinner.—Potatoes and cabbage with bacon or fish, and a little butter, milk, or tea.

Tea.—None.

Supper.—Potatoes or porridge and milk. A cup of tea, bread and butter.

Sundays.

Same as on week days.

A Correspondent in Galway states that it is from the profit on the sale of pigs, fowls, and eggs that clothes are provided for the family and the rent paid.

A Correspondent in Mayo says :—

“Flour, tea, sugar, bacon and herrings is practically all they buy—they sell eggs, chickens, and a pig or two in the year. . . . Firing for the house costs nothing, the children save the turfs.”

ROSCOMMON.

Week Days.

Breakfast.—Home-made bread, butter, tea, and in some cases, oatmeal porridge.

Dinner.—Three days a week bacon (American) and vegetables (cabbage or turnips), and plenty of potatoes.

The remaining three days eggs, butter, milk and potatoes, and on Fridays generally salt herrings.

Tea.—Bread, jam or butter, and tea.

Supper.—Porridge and milk. (Generally composed of equal quantities of Indian meal and oatmeal.)

Sundays.

Breakfast.—Home-made bread, butter, tea, and, in summer when they are cheap, couple of eggs.

Dinner.—Bacon and vegetables (rarely fresh meat), plenty of potatoes, and milk.

Tea.—Bread, butter and tea.

Supper.—Oatmeal porridge and fresh milk.

A Correspondent in this county writes as follows :—"Each labourer's wife, even those who have only a small garden, keeps a good many poultry (hens and ducks). These they feed very well in winter, and they add greatly to their income by the sale of eggs. The egg industry in this and all the western towns is a great source of capital, and thousands of pounds are paid annually. Each market day in the western towns you meet droves of women and girls with baskets of eggs, bringing them to the street corners, where they dispose of them to the men who buy, and send them to the English and Scotch markets."

APPENDIX XI.

ENGLAND AND WALES.

NUMBER OF AGRICULTURAL LABOURERS.

In the former Report upon the Wages and Earnings of Agricultural Labourers in the United Kingdom attention was drawn to the Census Returns for the year 1891. Much was done at the Census of 1901 to improve the Returns, both as to the terminology used, when filling in the Census Schedules, by persons following agricultural pursuits, and as to their subsequent classification. Special instructions were given upon the Schedules and to the Local Officers engaged in the enumeration that the description of agricultural occupations should be as definite as possible. The most important changes in the classification of agriculturists are the separation of persons in charge of cattle, and the revived tabulation of farmers' female relatives when returned as assisting in the work of the farm.

The total number of persons returned as occupied in agriculture in England and Wales is given in the Census Report for 1901 as 1,128,604, of whom 1,071,040 were males and 57,564 were females. These figures include 12,035 woodmen, and 128,229 non-domestic gardeners, nurserymen, seedsmen, and florists (123,125 being males and 5,104 being females), and as these classes have little connection with agriculture as understood in the present Report, they have been excluded from the following Table, which gives the numbers and proportions of the other groups engaged in agriculture :—

Classes.	Males.		Females.		Total.	
	Number.	Percentage of all Male Agriculturists.	Number.	Percentage of all Female Agriculturists.	Number.	Percentage of all Agriculturists.
Farmers, Graziers	202,751	21·7	21,548	41·1	224,299	22·7
Farmers', Graziers', Sons, Daughters, or other Relatives assisting in the work of the Farm (so returned)	89,165	9·5	18,618	35·5	107,783	10·9
Farm Bailiffs, Foremen	22,623	2·4	39	·1	22,662	2·3
Shepherds	25,354	2·7	12	—	25,366	2·6
Agricultural Labourers, Farm Servants :—						
Distinguished as in Charge of Cattle.	81,302	8·7	3,797	7·3	85,099	8·6
Distinguished as in Charge of Horses.	154,377	16·5	5	—	154,382	15·6
Not otherwise distinguished ...	348,072	37·2	8,149	15·6	356,221	36·0
Agricultural Machines Proprietors, Attendants.	6,480	·7	65	·1	6,545	·7
Others engaged in or connected with Agriculture.	5,757	·6	226	·4	5,983	·6
Total	985,881	100·0	52,459	100·0	988,340	100·0
Percentage	94·7	—	5·3	—	100·0	—

Male Agricultural Labourers.

The present Report relates more particularly to the classes included in the above Table under "Shepherds," and the three groups of "Agricultural Labourers, Farm Servants." The total number of males in these classes in 1901 was 609,105, or nearly

two-thirds of the total number of males in the Table. This number forms about six per cent. of the occupied male population, the corresponding proportion in 1891 being nine per cent.

The Returns show a decrease of 147,452, or 19·5 per cent., in the number of male agricultural labourers of the classes specified above since 1891, but owing to changes of classification the rate of decrease is somewhat overstated.* During the last 50 years the number has constantly declined, as may be seen from the following Table :—

Year.	"Shepherds" and "Agricultural Labourers, Farm Servants."	Decrease.	
		Number.	Per cent.
1851	1,110,811	—	—
1861	1,098,261	12,050	1·1
1871	923,382	174,929	15·9
1881	830,452	92,880	10·1
1891	756,557	73,895	8·9
1901	609,105	147,452	19·5

Up to and including the Census of 1871 persons described as "retired" from any stated occupation had been classed to such occupation.

It may be questioned, however, how far the decrease for 1901 shown by these figures represents an actual and permanent diminution in the supply of agricultural labour. It should be remembered, in the first place, that at the time of the Census of 1901, the country was at war in South Africa, and that large numbers of the military reserves had been called up for active service. At the close of the war, a year later, many of these men would return to their former occupations, and to this extent therefore, the decline would only be temporary. Then again, there was considerable industrial activity at the date of the Census of 1901, and the higher wages obtainable in other industries probably attracted some agricultural labourers from their normal occupation. On the other hand, it is probable that fewer agricultural labourers were omitted in 1901 from the agricultural class through insufficient designation. But balancing, so far as possible, one against the other, these disturbances in the Census Returns, there can still be no doubt that a large diminution has taken place in the number of labourers. It is not necessary to discuss its causes here at length. The principal of them are generally said to be the greater attractions of town life, the higher wages paid in nearly all other industries, the conversion of arable land to pasturage, and the introduction of machinery for farm work.†

It has been pointed out that a more detailed classification of agricultural labourers was attempted in 1901, and it is interesting to see how far it was successful. The effort to distinguish men in charge of horses in 1891 was admitted to have failed, but more reliable statistics seem now to have been obtained, as well as satisfactory information as to the number of men in charge of cattle. The following Table compares the proportion of the total number of male agricultural labourers of the classes named returned as employed in England at the Census of 1901, with the proportions shown by Returns obtained for the purposes of this Report from farmers in 1902‡ :—

Class.	Census, 1901.		Farmers' Returns, 1902.	
	Number.	Proportion.	Number.	Proportion.
Shepherds	24,110	Per cent. 4·2	2,028	Per cent. 7·9
Agricultural Labourers, Farm Servants :—				
Distinguished as in charge of cattle... ..	75,605	13·1	4,600	17·9
Distinguished as in charge of horses	143,421	25·0	6,723	26·3
Not otherwise distinguished	331,255	57·7	12,260	47·9
Total	574,391	100·0	25,611	100·0

* If Farmers' Relatives assisting in the work of the Farm, Farm Bailiffs, and Foremen be included in order to furnish fairly comparable figures, there is still a decline of 15·1 per cent.
† The number of agricultural machine proprietors and attendants increased from 2,152 in 1871 to 6,545 in 1901.
‡ The figures relate to England only, as the figures given in the Farmers' Returns from Wales cannot be classified as in this Table.

The percentages correspond fairly well, for it must be remembered that the Returns obtained from farmers naturally relate to the larger farms in which the extent of the work admits of greater organization and the employment of a larger number of men who have specialised in the different branches. That the proportion of skilled men in the farmers' Returns would be above those shown by the Census, which of course includes both large and small farms, was therefore to be expected.

It is worthy of note that of the total number of 609,105 male agricultural labourers in 1901, 79,388, or 13·0 per cent., were returned in "urban" areas. Any division of the country into urban and rural areas must of necessity be largely arbitrary, and that adopted for Local Government purposes is the one which is followed in the Census Returns. Many Urban Districts are more rural in character than some "rural" parishes, and of the total valuation of Agricultural Land (as defined by the Agricultural Rates Act, 1896) for rating purposes, viz., £23,947,447, "urban" areas accounted for £3,221,553, or 13·5 per cent. The figures refer to the year 1901, and the similarity between the percentage with that for the labourers will be noted.

The number of male agricultural labourers in Rural Districts in 1901, was therefore 529,717, and some statistics showing the distribution of this number through the various counties are of interest. Grouping the counties of England and Wales into five large Divisions, the following figures are obtained :—

Divisions (Rural Districts).	Total Occupied Males.	"Shepherds" and "Agricultural Labourers, Farm Servants."	Proportion of numbers in Col. 3 to those in Col. 2.
(1)	(2)	(3)	(4)
			Per cent,
Northern Counties	450,609	63,505	14·1
Midland Counties	622,794	124,349	20·0
Eastern Counties	344,710	137,537	39·9
Southern and South-Western Counties	717,516	173,036	24·1
Wales	228,947	31,290	13·7
England and Wales	2,364,576	529,717	22·4

The figures show, as might be expected, that a greater proportion of workers are engaged in agriculture in the Eastern Counties than in other portions of rural England and Wales. In that group two out of every five men employed are working upon the land, and if the farmers were added the proportion would, of course, be higher still. The Southern and South Western group comes next, though far behind the Eastern Counties, while the Welsh Counties show the lowest proportion of agricultural labourers to total occupied.

The rural portions of eight counties show a proportion exceeding 35 per cent. They are—

County.	Per cent.
Suffolk	43·1
Cambridge	43·0
Lincoln	41·1
Norfolk	40·8
Yorks, East Riding	39·0
Hunts	36·6
Oxford	36·0
Bedford	35·9

All the Eastern Counties, except Essex, are included in this list. The influence of the London suburbs tends to diminish the percentage in Essex, though it is not far behind, the industry employing 34·3 per cent. of the occupied males.

In the rural portions of six counties the proportion is less than 12 per cent. These are—

County.	Per cent.
Carmarthen... ..	11·2
Middlesex	11·1
Yorks, West Riding	11·1
Derby	7·1
Glamorgan	5·0
Durham	3·9

These counties are somewhat scattered, but in all, except Middlesex, the mining industry gives employment to a larger number of men, and the percentages are reduced on this account. In Middlesex the large residential neighbourhoods are, of course, the cause of the low proportion.

For the 1901 Census the occupation statistics have been compiled by Administrative Counties, whereas in 1891 the particulars were given by Registration Counties. No comparison of the number of labourers in each county at the two dates can therefore be given, but in the Census Report a Table is given showing, for each Registration County, the proportion per cent. of the male population above 10 years of age engaged in agriculture at the Censuses of 1881, 1891, and 1901. The figures include *all* agriculturists (omitting farmers' sons under 15), and are calculated upon the number of both occupied and unoccupied males above 10 years of age. They also include urban areas as well as rural, and are not, therefore, comparable with the figures given above, but they give some indication of the localities in which the diminution in the importance of the industry during the last 20 years has been most marked.

Female Agricultural Labourers.

The number of females of the classes dealt with under male agricultural labourers is given in the Census Report for 1901 as 11,963, as compared with 24,150 in 1891, a decrease of 50 per cent.

In 1851 and at each subsequent Census the numbers in England and Wales were :—

Year.	"Shepherds" and "Agricultural Labourers, Farm Servants."	Decrease per cent.
1851	143,475	—
1861	90,525	36·9
1871	58,656	35·2
1881	40,346	31·2
1891	24,150	40·1
1901	11,963	50·5

APPENDIX XII.

SCOTLAND.

NUMBER OF AGRICULTURAL LABOURERS.

The classification of agriculturists in the Scottish Census of 1901 was improved in the same way as the English classification, and the labourers are now distinguished under four heads of shepherds, cattlemen, horsemen, and others. Farmers' female relatives assisting in the work of the farm are also shown in the 1901 Census.

The following Table showing the numbers of each class of agriculturists* at the Census of 1901, corresponds with the Table given for England and Wales on page 257.

Classes.	Males.		Females.		Total.	
	Number.	Percentage of all Male Agriculturists.	Number.	Percentage of all Female Agriculturists.	Number.	Percentage of all Agriculturists.
Farmers, graziers	45,578	29.7	7,822	19.5	53,395	27.6
Farmers', graziers' sons, daughters or other relatives assisting in the work of the farm.	17,550	11.4	12,402	31.0	29,952	15.5
Farm grieves, foremen	4,650	3.0	5	—	4,655	2.4
Shepherds	9,647	6.3	9	—	9,656	5.0
Agricultural labourers, farm servants:						
Distinguished as in charge of cattle ...	11,617	7.6	4,956	12.4	16,573	8.6
Distinguished as in charge of horses ...	34,352	22.4	4	—	34,356	17.8
Not otherwise distinguished	27,825	18.1	14,836	37.0	42,661	22.0
Agricultural machines proprietors, attendants.	417	.3	1	—	418	.2
Others engaged in or connected with agriculture.	1,763	1.2	34	.1	1,797	.9
Total	153,394	100.0	40,069	100.0	193,463	100.0
Percentage	79.3	—	20.7	—	100.0	—

In Scotland the number of farmers and graziers forms 27.6 per cent. of the total number of agriculturists, whereas in England and Wales the proportion is only 22.7 per cent. Rather more than one-fourth of the farmers in Scotland are crofters in the counties of Shetland, Orkney, Caithness, Sutherland, Ross and Cromarty, Inverness, and Argyll.

The number of male shepherds, agricultural labourers and farm servants in Scotland at the 1901 Census was 83,441 which represents 6.0 per cent. of the occupied male population. The numbers in the same groups were 95,470 in 1891, and 102,075 in 1881. It will thus be seen that there has been a decrease of 18,634, or 18.3 per cent., since 1881.

Of the 40,000 female agriculturists about one-half are working for wages, and the other half are employers or the relatives of farmers assisting in the farm work. The female labourers in Scotland form 19.2 per cent. of the total number of labourers, whereas in England and Wales the proportion is only 1.9 per cent.

* Woodmen and gardeners (non-domestic), nurserymen, seedsmen and florists are omitted. Their numbers are given as:—Woodmen, 4,140 (4,126 males and 14 females); gardeners (non-domestic), nurserymen, &c., 12,108 (11,610 males and 498 females).

APPENDIX XIII.

IRELAND.

NUMBER OF AGRICULTURAL LABOURERS.

The Census Report for Ireland does not distinguish men in charge of horses and cattle from other agricultural labourers, though shepherds are separately stated. Persons employed on the farm and sleeping in the farmer's house are described as "farm servants," while persons employed on farms, but not living in the farmer's house are described as "agricultural labourers." Farmers' female relatives are not tabulated, nor are farmers' sons under 15 years of age.

The following Table shows the number and proportion of male and female agriculturists* in each class at the Census of 1901 :—

Classes.	Males.		Females.		Total.	
	Number.	Percentage of all Male Agriculturists.	Number.	Percentage of all Female Agriculturists.	Number.	Percentage of all Agriculturists.
Farmer, grazier	328,853	43·0	70,534	32·7	399,387	47·0
Farmer's, grazier's, son, grandson, brother, nephew.	214,261	28·0	—	—	214,261	25·2
Farm bailiff	1,892	·3	—	—	1,892	·2
Agricultural labourer, cottager ...	135,349	17·7	4,967	5·8	140,316	16·5
Shepherd	5,469	·7	160	·2	5,629	·7
Farm servant (in-door)	76,834	10·1	9,092	10·6	85,926	10·1
Land drainage service (not in towns).	4	—	—	—	4	—
Agricultural machine, proprietor, attendant.	38	—	—	—	38	—
Others engaged in, or connected with, agriculture.	1,768	·2	572	·7	2,340	·3
Total	764,468	100·0	85,325	100·0	849,793	100·0
Percentage	90·0	—	10·0	—	100·0	—

Amongst the male agriculturists 43·0 per cent. were returned as farmers or graziers, an indication of the greater extent to which the land is farmed by small holders than it is on the other side of the Channel. The number of agricultural labourers, shepherds, and farm servants formed only 28·5 per cent. of the male agriculturists, compared with 54·4 per cent. in Scotland, and 65·1 per cent. in England and Wales.

The Census Authorities, however, believe that the majority of the labourers given under the head of "General Labourers" are really agricultural labourers, and in 1901 the total number under that head was 117,863.

The male agricultural labourers specified number 217,652, or 15·4 per cent. of the occupied male population.

* Exclusive of 243 woodmen (all males), 339 nurserymen, seedsmen and florists (285 males and 54 females), and 1,445 gardeners (not domestic) of whom 1,372 are males and 73 females.

At the last three Censuses the numbers were :—

1881	...	...	...	...	...	300,091
1891	...	...	...	...	...	258,042
1901	...	...	...	...	...	217,652

The number in 1901 distributed amongst the four Provinces was as follows :—

Province.	Agricultural Labourers, Cottagers, Shepherds and Farm Servants (indoor).	Percentage of occupied males.
Leinster	62,437	16·6
Munster	65,448	19·1
Ulster	65,106	13·2
Connaught	24,661	12·3

The number of female agriculturists in Ireland far exceeds the number to be found in England and Wales, or Scotland, but much the greater proportion are returned as farmers or graziers, 70,534 being so returned in 1901. Only 14,219 female agricultural labourers, shepherds and farm servants (indoor) were enumerated, and this is a smaller total than for Scotland, though larger than that for England and Wales. The female labourers represent 6·1 per cent. of the total number of agricultural labourers. They were distributed amongst the four Provinces as follows :—

Leinster	3,781
Munster	4,533
Ulster	3,779
Connaught	2,126
	<u>14,219</u>

The number of female "general labourers" included in the Census Report for 1901 was 2,523.