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Interviews

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Washing and Bathing Service.

April 20th.

Interview with Mr E. D. Kenny:-

Mr Kenny is Manager of Bartholomew's Turkish Bath in Leicester Sq.

With the Exception of money taken the only employees in a Turkish Bath are the Shampooers.

Wages. The wage paid to a Shampooer by his master varies from 20/ to 30/ according to their age and experience. Mr Kenny has five of whom one gets 30/, two 25/ and two 20/. The earnings of a Shampooer however come mainly from tips. Every patron gives from 6d to 1/6 and each Shampooer makes from this source from £2 to £3 a week throughout the year. At Bartholomew's all money given as tips is pooled and shared equally among the men. Mr Kenny thinks that the same plan is followed at all baths. At other west End baths they keep a larger staff of Shampooers and the men do not earn so much from tips

but may get rather higher wages.
In second and third class baths the wage is probably about 30/ but the tips certainly do not amount to more than 10/ or 12/ per man.

Hours. are Nominally from 7 a.m. to 10 p.m. but for the larger part of the time the men are doing nothing, and they dress and go out for each meal. The bath is open on Sunday morning from 7 to 1.

Holidays. Each man is allowed a fortnight in the year.

Men of all sorts become shampooers, but as a rule they are of a low class, and unintelligent. It is very easily learnt, and any man ought to be able to do it after six lessons. At Bartholomew's a new man is taught either by the Keeper or by one of the

old hands. The chief requisite for a good shampooer is muscular strength.

Men as a rule are very improvident, and with a very long experience Mr Kenny can only remember one man who has really saved and kept anything. It is very common for a man to save about £10 and start in some small business, but they nearly always fail and want to come back again. A great deal of the money is spent on drink.

The work is generally considered healthy and men keep at it for years. Mr Kenny knows one man who has been at it for 50 years. Men nearly always lose weight on their holiday and put it on again when they get back to the Bath.

April 22nd

Interview with Mr James Waugh:-

Mr Waugh is Manager of the Hammam Turkish Bath in Jermyn St. the most aristocratic in London.

Wages. ~~Lights~~ Shampooers are employed at the Hammam: the Foreman is paid 30/ a week the others with ~~for~~ extras 22/6: the Compost man gets 20/. Here again the tips are pooled, and Mr Waugh showed me figures for many years showing the amount returned to him by the foreman as received from their source: the amount received by each shampooer averages as nearly as possible £60 a year. But Mr Waugh doubts if the full amount of the tips is returned to him. In addition nearly all the men do outside work as masseurs, for which they probably receive about 5/ a time. The foreman and four senior men are allowed the privilege of working on Sunday, and keep

each trips as they receive on that day, probably about 1s/ ~~6pence~~ each. Altogether it appears probable that the men make from £140 to £200 a year.

It would of course be easy to get men to work without salary if each man was allowed to keep his own tips, but for the sake of discipline it is necessary to give a salary. Also it is the man who does not trip comes off badly if he pays another visit, but if there were no salaries and the men depended on trips it would be even more difficult to get them to attend properly to the non-trippers. In the Bath proprietor the tipping system is a thoroughly bad one.

Hours Each man is on duty about 54 hours a week: they spend ~~about~~ on alternate days 8 and 10 hours in the bath, but on the 10 hour days they often get away before their proper hour if there are no bathers in the bath, so that 54 hours

is really an outside estimate. The Watch has elaborate statistics for years showing the number of hours which the men are actually at work which is the basis. These statistics are based on a calculation of the number of letters, and allow 20 minutes (much more than the average time) for each stamping: on this basis the actual work of each man varies each year from 2 hours and 40 minutes to 3 hours and 40 minutes per day: the rest of the time they spend mostly in sleep. Altogether Mr Waugh thinks it is about the easiest life in the world.

Holidays. Each man gets about 16 days holiday in the year with full pay.

Mr Waugh will not take on a man who has been at any other Bath: many of the men type or boys in the cooling room. Mr Waugh showed me a list of the men with the length of their time

The Foreman has been there 31 years. Some ~~of~~ or five of the men are 20 years, and most of them for a considerable ~~time~~ time

The men are not provident: Mr Waugh has tried hard to induce them to pay 1/ or 2d a week to add to a sum given by the Directors many years ago as the nucleus of a sick fund, but none of them would consent to do so, and as soon as they get into any trouble they usually want help.

The Hammam has not been so prosperous of late years as when first started partly owing to the increase of Baths in London, but still more from the fact that people go out of town so much more than they used to, especially on Saturday and Sunday.

J. T. Nevill Turkish Baths

Has 5 Establishments

Smallest employs 3 & largest 11 shampooers

Grocery assistants the best shampooers.

But has trained a few from boyhood

April 23rd 96. G. H. D.

J. T. Nevill. Turkish Bath Proprietor. Northumberland Avenue W.C.

Possesses 5 Establishments or 7 complete establishments : 2 are devoted to Ladies.

Charing X. Male & female — London Bridge.
Paddington — Broad St. City.
Whitechapel male

His smallest place at Padd. he has 3 bath men & Charing X he has 11. which is the largest staff of any bath in London.

Prefers to teach his own men.
advertises & tries to get a man who has been in the retail counter trade. Grocery men are usually the best. Quick active with a notion of how to talk to more educated persons.
Has trained a few from boys, 3 in bath & 2 in office brought up in this way. But it is not very

fearful

Ugly interregnum in a boys training

Shampooers shd be over 25

Hours of work.

68 or 69 hours per wk.

Busiest hours.

Curse is having nothing to do
for some many hours

Men must wait for particular customers

feasible train boy :: there is an ugly interregnum
between boyhood & manhood. Don't like to have
young men of 18 & 20 in bathroom. Men must
be over 25 to understand the 'solidity of their
business'.

Start 7.30 AM. in all his places.
Some are a duty till 9.30 PM.
Every man has 2 mornings a week off when
he does not come on till 12.30. & practically
one evening off too ie from 7 or 7.30 PM.
One hour dinner. between 12 & 2.
Breakfast ½ hour at 9. am.
Hrs are a duty 68 or 69 hours per wk.
The busiest hours in the day are 4 to 8 PM.
This is true both in East & West.
In morning there may be a few retired merchants
tradesmen etc but the bulk of the work
comes on after the business hours.
The curse of the shampooers life is being on duty &
having nothing to do. Young men fall to pieces
with this idleness.
Customers will have their own particular men :: all
must remain in on the chance of his men coming.

Standard wage. 20/-

Where tips are lower, wage is higher

All tips are pooled.

Boys in cooling room.

Average amount of tips

Some bathers comes every day some every 3 months
98% are shampooed.
Standard wage of a shampooer is 20/- They pay
22/- simply to be able to say that 'Neville
pays more than anyone else'.
In one worse & dirty bath where few go &
tips are rare a shampooer is given 28/-
In the county tips are smaller & shampooers
get 30/- per week.
All tips are pooled & divided among the shampooers
only. There is only one exception (Jermyn Street)
where tips are divided among whole staff.
Boys have their own pools (ie cooling room staff)
Boys employed at 15yrs of age. at 1/- per week. Their
average earning with tips will be 12/- per week.
Few stay on more than 2 or 3 yrs. av. 18 months.
The firm adjusts the boys makings, but the men
do it for themselves - Besides all tips are paid
up - a new man appointed each week towards
them. Presents in kind may be kept by individual,
but if they became usual the men will have to
pay over their money value to the pool.
Tips will average 40/- to 50/- per wk. 50/- in the
or 60/ West

Shampooing learnt in a fortnight

Quick come quick go with
shampooers earnings

Slack August

No shifting

Ascetic & parsimonious Paddington

Women Shampooers.
Earnings

End. and at Paddington 40/-
In a fortnight a man can learn to take the ordinary run of cases. But 2 or 3 yrs. for proper experience.
It is a very soft place for us.
Are not a saving race. 'All men that get their money so uncertainly spend quickly & dont save'
In august there is very slack. time.
then get a fortnights holiday. Each year (in either July August & September).
All Shampooers wherever employed in their houses get 22/- Never shift a man from one bath to another.
The Paddington men are worst off of all: the Customers there are much less self indulgent & also more parsimonious. Ships are cheaper at Paddington than elsewhere 4d. Butter 1d a lb cheaper. plaster of paris ½ per bag - Wanted to know the reason why.
Women shampooers. make much less. ie 14/- per week and gratuities come to about another 10/-
Tried to open ladies bath at Paddington but 'Paddington women wont take Turkish baths'.

Women can only do half
the work of men.

Small men are best.

Trade Society & journal
were in existence but now probably dead

November & Easter busiest.

Women dont stand heat so well as men. By the time one has done 8 bathers she will have done a days work. By 12 bathers she will be completely knocked up.

Men can do from 15 to 20 bathers per day.
You must be of sound constitution & wiry but great strength is unnecessary. Big strong men are no use to them : they cant stand the heat. Small men are always the best - 5ft 6 to 5ft 8 is the proper height

There used to be a Trade Society - He thinks it has been dead for 3 or 4 years.
The organ of the Shampooers society is a small Islington local paper with offices within 100 yds of the Angel. Called the 'Islington Gazette'.
He was at Dayes dram with the Doc when it did exist.

November to Easter is the busiest season of all :
Turkish baths is a specific for colds & rheumatics.
Every bath he knows is called
1. The Largest
2. The best ventilated
3. The most luxurious (they dont put this now)

Wages of money takers

The money taker at each bath. He is the superintendent & the whole place is under his control.
He is paid from 30/- to 40/- per week
& a share in the cooling room attendants gratuities
which amount to about 10/- per week.

Whites dicta.

Says his men make better money than at any other baths in London, but all shampooers make good money.
'Turkish bathing is a rich mans luxury & not a poor mans necessity'
'No man takes a turkish bath unless he is earning £200 per year': naturally there are some exceptions, sick working men etc.

Drink

Shampooers still have a name for drink. All take a large quantity of beer. Thirsty work. But drunkenness is less common than it was. He sacks a drunk man at once.

Recent Improvement.

Reasons for the decline of drunkenness is both Pressure from above & Education of men from below. Customers are less willing now than formerly to be shampooed by a drunkard.

Good till late in life

Men are good workers until late in life.
Baths have only been started since 1856. Introduced by Urquhart. He has 6 men over 50. but can't say

Demoralising class of customers

Sunday work.

Healthy work.

Hours for boys.

Under 100 male shampooers in London.

Say they have saved a penny.
Coming in contact with rich men for the most part is not conducive to saving. Customers talk a good deal suggest new wants (though indirectly) to shampooer. Besides they have to live well themselves to keep going.
Baths are open on Sundays with ½ staff. (one week out & one off for attendants) Only men on duty share tips. Shampooers share at every day & Cooling room staff once a week.
Sunday bathing is decreasing. Bicycle & golf have accounted for a good deal of this decrease which is still going on. 50% in last 10 yrs. & still
Very seldom is there a case of illness among the men. The life is very healthy.
During influenza epidemic (3 yrs) they had only one case that cd have been called influenza. They sweat at every microbe as soon as it enters.
None of their boys works more than 74 hours including meal times.
Certainly under 100 male shampooers in London & 12 wd cover the female shampooers.
There are a good many masseuses; about 20 he

Masseuses another name for procuress.

wd say round about Piccadilly. Has never been to one but many of his customers have spoken to him about them from experience. Customers who have gone in expecting medical treat.-ment. You are put in a bath & then electricity is applied by the masseuse. Most of them be keep exc procuresses. They have sleeping rooms upstairs. It is a new form of the business & has not been in vogue for more than two or 3 years. Probably the police could give a good deal of information about them.

April 24th.

Apart from Paddington whose papers are with the printed material I have seen the Clerks or Superintendents of four of the public baths.

There is naturally little to be said as to Bath attendants and as a rule there is little more to be got besides the statement of wages and hours: these are as follows for various Baths as to which we have no printed statement:-

St George's Hanover Sq:-

Superintendent and Matron.	£150	with Lodge.
Assistant-Matron	£50	"
Each Roman Baths	24/.	
Each do	18/	
Shewering Bath Attendants	24/.	
Warm Bath do	24/	
Female do	18/	
Laundry do	15/	and 18/
Light Man	24/.	
Hard Washer	28/	
Odd men	24/.	

Sweepers 50/
Asst. do 25-/
Hours:- Nov. Dec. Jan. Feb. March, & to 6.
April. Sept. Oct. 7 " 5
May, June, July, Aug. 6 " 9.

Poplar:-
Male Bath Attendants 25-/
Female do 18/6.
Do Laundry do 20/.
Towel Washer 2/ a day.
Stoker 33/
Turnstile Boy 12/.
Hours:- April to Sept. 6 to 5 and 10
on Friday and Saturday.
Oct. to March. 5 to 5 and 10
on Saturday.

Westminster:-
Male Attendants and Washer 25-/
Female do 18/.
do Money Taker 18/.
Stoker 50/
Assistant 35/

Bermondsey :- and many others

Male attendants 1st 26/ and female 16/ a week

Head Stokers 36/

2nd do 30/.

The hours actually worked allowing for meals and one day a week off amount to from 63 to 66.

St George's in the East :-

Male attendants 1st 24/, and females 16/.

Hours are the same as Poplar.

St Martin's in the Fields.

Superintendent and Matron	£104	with house
Engineer	45/.	
Stokers	35/.	
1st class Male Attendants	24	
2nd class do	20/.	
Male Temp Porters	18/.	

St Pancras :-

Tottenham Court Road Bath :-

Male Bath Attendants 21/, 22/, 23/

Female do 15/.

Male Pond Washers 23/, 24/.

Female Laundry Attendants 16/.

Female Money Takers 16/. Three days only.

Head Stoker 25/. Residence, coal and gas.

2nd do 20/.

King St Bath :-

Bath Attendants and Pond Washers 21/ to 23/.

Female Laundry Attendant 16/.

Do do Money Taker 18/.

Do Money Takers 16/ for three days.

Head Stoker 32/ with room coal, gas

2nd do 26/ with do.

The hours throughout the year are from 7 to 5.

They have a week's holiday and one day off fortnightly or monthly.

with regard to Bath Attendants these figures of course do not represent the whole of the earnings which are largely swelled by tips, though in many cases they are strictly forbidden, but evidently winked at. The tips no doubt vary according to the district, and of course their amount depends on the number of bathers, but Mr Newman at Westminster is convinced that they are not less than 15/ a week, and Mr & Mrs Mc Mennies at Islington has no doubt that the men double their wages by tips. At the East End baths they do not amount to so much, but even here they are probably not less than 10/ a week. A sure proof that they are considerable is that though the hours are in every case very long I am assured on every hand that the men do not complain. Indeed at Islington when the proposing to very slightly increase the hours of their employees the bath attendants told Mr Mc Mennies that they hoped that

this hours would not be interfered with. It should be noticed too that though the hours are long the duties are generally very light. the greater part of the day the men have little or nothing to do. At the same time the contractors are evidently very ~~anxious~~ nervous that ~~they will be~~ whether the men with it or not they will soon have to face a demand for shorter hours, which practically means working in two shifts and thus doubling the wages, or probably more than doubling them, for I am told that Battersea, which I have not yet visited, have just adopted the 48 hours day with two shifts, at the same time raising the wages to 28/ from 24/. As it is the Baths are all run at a heavy loss and the clerks do not at all like the idea of doubling their labours till at the same time they all expect to have the guestion raised before long.

A further proof that the wages are supplemented by tips is that all the

clerks say that they get men of a very good class as attendants, and that they seldom if ever leave of their own accord.

Regularity. All baths are much busier in the Summer than in the winter and generally have to take on two or three extra hands. At St George's in the East Lowman they keep all men on and give them painting and other odd jobs in the winter. Islington, which has three large establishments have also done this at their Hornsey Road Bath and propose to do so at the other two, while their female bath attendant is put into the laundry in the winter, which is the busiest time for laundry work. At the same time it is evident that there are a considerable number of bath attendants who only work during the summer, and no one seems able to suggest what they do for the rest of the year. Mr Monkstephen Vestry St. George's, Hanover Sq.

thinks that they certainly have no regular employment during the winter. He usually takes on the same men each summer, and they often hang about the bath in the hopes on the chance of getting a day's work or being sent on an errand.

April 27th.

Interview with Mrs Roberts:-

Mrs Roberts is a Laundress to whom Miss Tuckwell of the Women's Trade Union League introduced me. She was very prominent in the formation and organisation of the Laundresses Union, and is much more intelligent and better educated than the general run of Laundresses.

She tells me that the Union was formed in 1850 and finally collapsed in 1854. Laundresses as a body she thinks are too ignorant to support a Union properly. Their only idea of a Union is that it should promote strikes, and when women had paid a subscription for two or three weeks without being called out on strike they became dissatisfied, and many of them refused to pay any longer. Another great difficulty is the way in the late hours of work which makes it almost impossible for them to attend meetings.

The Union suffered too from the dishonesty of

a secretary who speculated some of the funds.

Mrs Roberts is now employed in the Barkingston Laundry, a steam laundry at Balham.

The chief employees in a steam laundry are Ironers, Washers, Preparers, Calenderers and Folders, and Packers.

Ironers are of three grades. (1) ~~Third class~~ Best shirt and collar Ironers, the most skilled hands in a laundry. (2) Fancy Ironers, whose work is also to some extent skilled (3) Plain ironers who may be classed with unskilled hands.

~~Third class~~ Best ironers if on day wage usually receive 3/ a day, but may get as much as 3/6. The best ironers however always prefer to work on piece work at which they ought to be able to earn 5/ a day. Mrs Roberts is a piece work ironer and nearly always earns 20/ for four days work. The objection to piece work is that the

Ironer is often kept waiting for hours before any work is ready for her.
Fancy ~~Dress~~ Ironers are paid from 2/6 to 3/ a day and seldom earn more than 14/ or 15/ a week

Plain Ironers do not generally earn more than 5/ or 10/ a week.

The Starchy wage of washers is 2/6 a day with two half pints of beer: the Coppersmen Lowers ~~wages~~ is generally paid 2/5 a day

The Preparer whose duty it is to give out the work & usually acts also as forewoman and is paid about 6/ a week

& Calenderers attend to the Calenders or pressing machine. Girls in front of the machine who put the things in earn about 5/ a week: girls at the back who are younger not as a rule more than 4/ a

5/. Does girls besides taking the trays out also fold them.

Packers earn from 10/ to 20/ a week, but the general wage is between 10/ and 14/.

Apprenticship is very rare in the trade: girls begin work as a rule at about 12 or 13 and are paid about 5/ a day which is raised as they learn the work and by 16 or 17 the girl ought to be earning full money. A girl usually begins at the calender and works up to ironing, but if she wishes to become an ironer she does not as a rule at any time do any washing. In fact ironers, washers and packers are three distinct classes among whom there is little or no shifting of work. Packers indeed are a class apart from other laundry employees: they are generally of less rough than the ordinary laundry hand: they work in a separate room, and have their meals separately.

Packing and sorting Aprons are harder than any other Laundry work

The busy season in Laundries is from the end of April to the end of July. At this time workers have the greatest difficulty in getting sufficient hands to do the work. Shirt and collar ironers on piece work can often in the season earn from 25/ to 30/ a week. During August, September, and October work is very slack and it is difficult to get more than two days' work. During the other months work is pretty brisk and there is generally work for at least four days.

At all times I know the demand for really first class ironers is much greater than the supply, and workers are prepared to put up with a good deal to keep good ones when they get them. Girls for the most part are so foolish and ignorant that they will not take the trouble to learn the work properly.

The time when the supply of hands is the largest is the winter as most laundresses are the wives of labourers, who are frequently out of work in the winter.

Many laundresses women have to work all the year round to keep their husbands, as numbers of men marry laundry girls solely with the object of living a life of idleness. Laundresses therefore are in great demand and usually marry very young. To find a man who has married a laundress objecting to her working after marriage is the rarest thing in the world. At the same time the women have as a rule got so used to the work that they would be miserable without it. Mrs Roberts, though she has children, says that she would be quite ill if she without her work to go to.

The drinking habits of laundresses, about which much in steam laundries has perhaps been made too much of. In back hand laundries where all the women are friends

there is probably an excessive amount of drinking.

The laundry work is certainly unhealthy but especially owing partly from the excessive heat and partly from the exhaustion produced by the constant use of the arm from shoulder to wrist. In point of sanitation large laundries are generally much better than small especially for workers who in small laundries often have to stand about in the hot.

In a small hand laundry there are usually about three washers to six, ~~laundries~~ women in a steam laundry there are seldom more than three washers employed. A machine has lately been invented for ironing as well as washing but in most Workers opinion it does ~~not work~~ shirts ~~and collars~~ work very badly, and can even supersede the hand for the best work.

Large laundries are usually in the hands of

companies and are under the control of managers who think only of making a profit and seldom study the comfort of the workpeople.

Laundries generally are much dissatisfied with the working of the factory act: the provision that they shall not work for more than 60 hours a week (even if enforced which it is not) does not prevent excessively long hours on one or two days in the week and it is still a common thing to work up to 11.30 or 12. But apart from this the number of inspectors is quite insufficient and employers can and do map their figures at the act. At the Birkenhead laundry many of the girls are now regularly working 65 hours a week. Mrs Roberts was much tempted last week to call the attention of the manager to the fact: had she done so she would no doubt at once have been dismissed.

Mrs Roberts has had a black mark against

her ever since she took part in Union work, and then are few laundries where she could get work. She has been dismissed from many shops for this cause. She got on at the Bombazine through her mother who is a forewoman there.

The average laundress though generally rough and ignorant is perhaps a little above the finisher-low or the factory girl. She does not dress quite so loudly, and spends less money on feathers

April 20th.

Interview with Mr Camille Senior:-

Mr Senior is a pleasant- old Frenchman who has been settled as a Laundryman in London or it's neighbourhood for 36 years. His Laundry (a small steam one) is situated on the River bank at Kew Bridge.

Mr Senior is Hon. Sec. of the National Laundry Association and is, - as his paper extracted from the Laundry Record shows - very keen on the question of organisation.

He has been working hard at the question for about ten years but finds matters terribly apathetic and hard to convince of the benefit of Association. Only about 100 masters in all belong, most of them in London or suburbs. Interest at the present moment more interest is taken in the matter, and various associations have been started in the suburbs of London, e.g. at Acton and Willesden. Mr Senior's wish is that such associations should be affiliated to the National Association, but their members

do not seem inclined to take this step, partly on the ground that the National Association concerns itself too much with the position of the workers, and does not uphold as strongly as it ought to the rights and interests of masters.

One of the chief matters with which the Association has dealt both in the past and present is the inclusion of laundries in the Factory Act; on the whole the opinion of the members is in favour of this inclusion: they think generally that it will improve the workers, and so the business as a whole; but two Union points out that the provisions of the Factory Act as framed are very imperfect and will tend rather to defeat their chief object, the abolition of sweating: one of the provisions is that a proprietor who works alone with not more than two members of his family shall not be subject to inspection or to the legal limit of hours. It is in these small home laundries that the chief evils

of Cascating exist and the Act will
interfere with them for the larger laundries which
come under the act will in busy times be
obliged to give out work to these people.

Mrs Senior's evidence as to wages and hours
corresponds very closely with that of Miss
Collet's report and of Mrs Roberts.
With regard to Packers and Sorters known
he says that their wages may rise to 25/ or
even 30/ a week, and that from them ~~are~~
usually come Managresses who may get as
much as £2 or £3 a week.

Mrs Senior complains of the great
difficulty of getting skilled workers and
attributes it to the decay of apprenticeship.
30 years ago Mrs Senior habitually took
on apprentices, but now ~~does~~ every girl
expects to be paid for her work at once,
with the result that no one takes any
interest in teaching them and they never
learn properly. Just at present known

there is a slight tendency to resort to the system, and two Union Ice two girls appointed for six months, who share the earnings with the best women, under whose instruction they are.

Not only is it difficult to get good women, but equally so to get satisfactory packers and sorters, these girls of quite a different class are required. The Union confirms Miss Roberts on this point, and says that while the laundry girls are always called by the Christian name the Packer is addressed & both by her employer and the other girls as Miss So and So. The management of some laundries take girls of good social position as packers to be trained with a view of taking a place as manageress. The Union thinks that this is a line which young ladies might quite well take to.

Whether or not laundries are rough and disreputable depends to a great extent

on the way in which they are treated. A master who takes a personal interest in his girls and who allows no one except at meal times can usually get most respectable workers. Poor they are certainly an ignorant class and few look for much from education. Workers are usually treated best in a medium sized laundry which the proprietor looks after himself. Managers are apt to be very hard with the work people.

I did not ask him the question but I cannot help thinking that Mrs Linton is Miss Collet's witness &c.

April 30th

Interview with Mr J. Dann:-

Mr Dann is Superintendent of the Battersea Public Baths. I was particularly anxious to see him owing to the fact that Battersea in Baths as in other matters has gone in for a very advanced policy. For about two years all the employees have been on a 48 hours system, which means that the baths work in three shifts and all other employers in two. In summer the baths are open from 6 to 10, and the employees work the shifts turn and turn about.

Not content with these short hours the Vestry about three weeks ago raised all the wages. Porters are raised from 27/ to 32/: all male attendants from 24/ to 28/: and all female attendants from 16/ to 21/.

In addition to this the attendants of course get tips which are not forbidden, but they amount to less than in other baths

as men are constantly shifted from one position in the bath to another with the object of equalising the tips as far as possible.

On the question of hours and wages there is some difference of opinion among the men, but they would generally prefer the Dawn ticks to work the hours in turn in other baths and so get more in tips.

Mr Dunn's opinion is that to give such high wages for such short hours of which at least half are spent in idleness is throwing money away. He pointed out had had nothing to do this morning at all, and yet he will get off at 2 o'clock.

The result of getting off at 2 is that the men for the most part go to the Public House.

In winter the Baths are only kept open for eight hours and half the employes are dismissed. It It has been hu

suggested that they should be kept on to do painting or other jobs. Such a course would be at once forbidden by the Trade Unions.

The attendants generally are men of good class and fair education, and on the whole they dislike the conditions under which they are engaged.

April 30th.

Mr C. W. Taff the Clerk of Cambrook, writes me:-

"The attendants at the baths average about 60 hours per week. The stokers the same, and the money takers 56 hours. Male attendants are paid 25/- to 27/- per week: female attendants 15/- to 17/: stokers 25/- to 35/-: and money takers 16/- per week"

May 6th

Interview with Miss Innis and Miss Hair:-

Miss Innis is a lady (introduced to me by Duckworth) who runs a Creche for Laundress' children at Shepherd's Bush. I called this morning and was introduced by her to Miss Hair, a lady who has lived in the neighbourhood for about 15 years and devoted herself almost entirely to work among laundresses, with whom the neighbourhood teems.

Miss Innis showed me on her Creche ~~block~~ I was surprised to find most of the children wonderfully rosy and healthy looking, especially as I was told that the mothers with few exceptions drank to excess.

In spite of the many years which Miss Hair has spent among them it was not easy to get much out of her, as she had a tendency to wander greatly from the point.

The standard wage of washers in the neighbourhood is 2/6 though in small laundries women with sometimes go for ~~2/~~ 2/. Girls of from ~~17~~ 14 to 18 are often only paid 1/ a day. It is now not usual to take on lads as washers: they are paid the same wages and get through more work than women. Ordinary ironers are paid 2/6 a day, but fancy work in all sorts of ironing is increasingly prevalent: at this the skilled hands earn more than a day work, the unskilled hands less.

The hours do not generally exceed from 8 to 8, but no doubt overtime on Thursday is very frequent. There is great dissatisfaction with the Factory Act, as the women find that even if it is rigidly enforced it makes little or no difference in their hours: the fact is that the cases have very rare before the passing of the Act when the hours allowed by the

~~not~~ ~~were~~ exceeded.

Women seldom work for more than four days in the week

The amount of drinking among the women is terrible: there are very few who do not ~~get~~ give way to it.

There is an organisation among the workers of Acton and Notting Hill and Miss Hall's visitors that most of them would be glad to see some sort of Union among the women, who know are very nervous on the matter, and are convinced that ~~if~~ many of them would be dismissed if they joined a Union.

May 1st.

Interview with Mr J. T. Holly :-

Mr Holly is Chairman and Managing Director of the London and Provincial Sanitary Steam Laundry which he tells me is the largest Laundry business in the World. They do washing to the amount of £700 a week at their four branches.

Mr Holly who was once famous on the London School Board, is an exceedingly garrulous gentleman and kept me for two hours and a half, during a part of which he gave me his views on Education and other matters, which I found it exceedingly difficult to get from him as I wanted to on the subject of Laundries.

After a little talk Mr Holly consented to go into further details about me all over the Laundry (Battersea Park Road). This was the first Laundry built by the Company ~~and is~~ - about 12 years ago - and is not so perfect in design and arrangement as those built of recent years.

The laundry known was a perfect model of cleanliness and sanitation, and I should say that it would be difficult for the people to work under better conditions.

The processes through which the various articles passed were ~~as follows~~:

(1). Checking to see that they corresponded with the list sent by the customer.

(2). Marking if not already sufficiently marked.

(3). Sorting into various classes, i.e. shirts, cuffs, fronts, body linen, male underclothing, flannels etc.

(4). Washing: most of the goods are of course washed in machines which are attended to by men or lads: flannel and woollen goods are known still washed by hand by women.

(5). Boiling: all goods when they come from the washing are placed in ~~&~~ boiling water.

(6). Rinsing done as a rule in a machine called a ~~hydro-extractor~~ which ~~works~~ at great speed

and throws the water off.

(3). Starching and damping, i.e. Preparing.

(4). Ironing: all the hot work is still done by hand, and this Mr Kelly thinks must always be the case. I should think quite fifty women were employed on hand work in the ironing room. Collars are however ironed in a machine and all common articles such as pinafores etc.

(5). Packing

Wages. Mr Kelly is obviously Miss Collet's witness 62 and the chief facts with regard to his wages are contained in her report. I hope however to get from him a much fuller statement which he has promised to let me have showing the actual earnings of each individual worker. He showed me the wage book and I noticed that all who worked regularly earned good wages. But though there is always work for them the women are most irregular in their attendance. The ironing which is nearly

all piece work, and I here put into the manual a schedule of prices paid. It should be noticed particularly with regard to wages that a woman's earnings do not necessarily represent the full amount that she is capable of earning; even though they are badly wanted they frequently take a day off: they are habitually late, and many of them ride fearfully on their work.

Hours. The information as to hours will be found with the printed matter

Regularity. At this laundry work is kept up without intermission on each day of the week and women can have work every day if they choose to take it. I hope to get from Mrs Holly details as to the numbers employed in a busy and slack week.

Mrs Holly tells me that the girls and

women in Battersea especially are an exceedingly difficult class to deal with. they are very independent and have the strongest objection to any kind of discipline. Mr Holly is strict in not allowing alcohol on the premises and in insisting on steady language and decorous behaviour he finds it difficult to keep workers, especially as their work is ~~now~~ carefully inspected and has to be 'passed' after it is finished. The result is that women frequently leave for much less sanitary places where the discipline is laxer.

It was Mrs Holly's intention when this laundry was built to have a number of the workers living on the premises and £300 was spent in building spare quarters for them, but those who came refused to put up with the necessary restrictions and the scheme had to be dropped. In their other branches which are a more respectable neighbourhood they have less trouble with their women, though laundresses anywhere are difficult subjects. with few exceptions

the girls marry very young, and for this reason are generally "persons" In Battersea especially they get in with a very low class of youth, and nearly all get in the family way before marriage, with the result that they frequently marry some blackguard, whom they do not really care about, and as often as not have to keep him as well as the child. A respectable man who marries a laundress usually takes her away from work, and does not allow her to return except under the stress of great poverty.

Method of Learning. I have pleaded with the Material the Rules and Regulations for the employment of Women Apprentices. The company have always employed apprentices, and have always been met by the difficulty of inducing them to stop after they have learnt a little. As an inducement they now give them a bonus of £3.0.0 if they stop for a year, but even

but this last many of them appear to stay on.

The laundry teaching in the Board Schools is thoroughly bad. It is not of course supposed to teach them skilled work, but only such washing as they will require in their own homes. It does not however serve this purpose. It is conducted generally by teachers who have only a theoretical knowledge of the work and who have never really worked in a laundry, while the appliances used are such as no working women would be able to afford.

Mrs Holly complains as head of the terrible difficulty of getting skilled workers, or indeed at certain times of getting ~~enough~~ enough workers at all. Last year in the season they found it simply impossible to get all their work done. This of course is largely due to the excessive independence and irregularity of the women, especially at

Holiday times: after Dark Holidays
at least a third of the workers stop
away for two or three days. The
workers who attend regularly and punctually
at this time of year are given a
bonus of 10 per cent on their earnings,
but very few receive it.

May 8th.

Interview with Mr Rogers :-

Mr Rogers is a partner in Messrs Rogers and Cook of the Peabody Laundry, South Lambeth Road. Though they do private work the bulk of their work is for Clubs and Hotels

The subject on which Mr Rogers was most willing to talk was the Factory Act. He does not disapprove of the principle of inspection, and thoroughly approves the fencing of machinery and sanitary provisions, but on other points he thinks that the Act does not sufficiently recognise the difficulties of the Laundryman. He says times Mr Rogers contends that no amount of skilful arrangement will enable them to get through the work in the hours allowed by the act. It does not sufficiently recognise how great is the stress of work in the season and at least 30 days of ~~out~~ overtime ought to be allowed. Washing is like no

other trade in the world; the the work simply must be done within a certain time. Rogers and Cook have done all they can to comply with the Act: have enlarged their premises and taken in more hands, but with doubt whether they will be able to comply with the provisions.

One effect of the Act will probably be the substitution of men or lads for women in some departments of the work, especially as Packers and Sorters: one large employer has already got rid of his women and taken on men for this work. He has to pay them more, but says they do more work. Mr Rogers knows doubts whether they will do the work as well as women.

It has always been common for large laundries to send out some of their work in busy times, and Mr Rogers has not considered whether the Act is likely to increase this tendency but thinks it quite probable.

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As the bulk of their work comes from Clubs and Hotels Rogers and Cook are busy throughout the week and almost as busy on Monday as on other days. Their busiest season is from the beginning of May to the end of September, during which time they probably employ 10 per cent more labour than during the other months.

Mrs Rogers thinks that the majority of their hands are unmarried. Married women are less regular and unpractical than laundresses generally, and the Laundry is too big to put up with women who frequently take a day off or who cannot come in on Monday.

They have the usual difficulty in getting skilled women. This is partly due to the fact that many women give up work when married ~~or~~ as mentioned above are of no use in this Laundry

They take an apprentice who pay a premium of £1.1.0 for six months.

Ironing is very much a matter of aptitude and some ~~ex~~ women will never become skilled.

A new association of masters has lately been formed to watch the operation of the Factory Act.

July 11th.

Interview with Miss Rose Squire:-

Miss Squire is one of the new Factory Inspectors for Laundries: previous she was a Workshop Inspector for the Vestry of Kensington, and had much experience of the laundries of that district.

Miss Squire thinks that the Act is quite inadequate, especially in exempting from inspection the small home laundries which require it for sanitary reasons more than any others. From her experience many of them are a constant source of danger to public health. At the same time the Factories could if they liked inspect most of them please under the Workshops Acts and insist on certain sanitary requirements.

Though she knows that one mother has taken in men Miss Squire does not think that it will be general. Men

would seem to be so cheap, and women would seem like to have their clothing packed and sorted by men.

So long as the Home Laundries are not under the Act there will certainly always be a danger of work being sent out to them.

The great difficulty in enforcing the provisions as to Hours is in the case of Packers and Sorters who have to come first to fix sets and remain last to pack. Their hours nearly always exceed 60 a week, and frequently amount to 70. In the middle of the week they are usually slack, and some of them could easily be spared but the Act does not apply to individual women but to the whole period of employment in the Department, i.e. it is no good proving that no individual woman has not worked for more than 60 hours of packing her own coming on in the

laundry for more than 60 hours. This is how the Home Office interprets the act, and any other interpretation would make inspection impossible but employers will not admit that this is the right interpretation.

Women are engaged to work overtime much less than Packers, and Washers seldom or never.

Laundresses generally are quite dissatisfied with the Act, which they say has done nothing to improve their position, and when it is explained to them that they may still look for 15½ or 16 hours including meals they look at first scarcely believe it.

The best and most respectable laundresses are generally in favour of shorter hours, but the disreputable Shirkers do not care how long they work. They like to make a good days money and often spend it all the next day & don't

Nearly all women except Packers and Sorters are paid their wages daily a most harmful and vicious custom, as it leads greatly to drink.

The drinking among laundresses is certainly very great but it is largely the result of the conditions under which they work. It is impossible to do the work without getting terribly thirsty and the only remedy is to educate them to drink non-alcoholic drinks.

Rough laundresses generally look healthy, men who work in laundries nearly always suffer terribly in health. Why this should be so Miss Squire cannot suggest, but she is convinced that it is so. Again and again she has seen healthy men take to the work, and completely lose their health in a year or two.

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May 12th.

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Interview with Mrs C. E. Borgnet:-

Mrs Borgnet is Manager of a small steam Laundry in Shepherd's Bush.

Wages. Mrs Borgnet pays her sisters 1/6 a dozen, and for this sum they have to do all sorts. The other girls women earn according to their skill and quickness from 4/3 to 7/ a day, and from 14/ to 15/ a week or in no case do they work every day.

The price work prices for sisters vary much not only from district to district but from Laundry to Laundry; 1/3 a dozen is a common price, and in some cases it is as low as 1/ a dozen.

(Note. I certainly understood Mrs Borgnet to say that she paid 1/6 a dozen for sisters, but on reference to the schedule of the London and Provincial I think she must have referred only to best sisters or shirt work.)

Washers are paid almost universally 2/6 a day.

Men in a laundry in whatever capacity whether washers, dollymen, or attending to machines are usually paid 6/ a day or 21/ or 22/ a week. The dollyman pounds the dirt out of clothes with a wooden instrument; the work is hard and can only be done by a man.

~~Fol~~ Folders are paid as a rule 2/6 a day.

~~Pa~~ Preparers get usually 2/9 a day. The duty of the preparer is to starch and damp the clothes for the ironers. She is a very important person in the laundry, as if she does her work badly the ironers cannot produce good results.

Packers and Sorters earn from 12/ to 25/; those who earn over 20/ are head or forewoman.

Calendar Hands, nearly always girls earn from 5/ to 10/.

Factory Act. The difficulty in enforcing the Factory Act is due entirely to the Public who will have their things washed at short notice.

Mr Doeyack differs entirely from Miss Squire in her interpretation of the Act, and has had much argument with her on the subject. He contends that the meaning of the act is that no individual woman may work for more than 48 hours a day or 60 hours a week. This question he says is sure to be fought out before long. Miss Squire has told him that he may if he likes divide his laundry into ~~com~~partments for each branch of the work, but that no one ~~com~~partment must ~~not~~ be working for more than the time allowed even if no individuals work over the 60 hours.

Mr Doeyack wishes he could work his laundry with men, but does not think it possible.

Regularity. Mr Dorgett's work is entirely family work of good class and falls off greatly during the summer. Last year he did £45- in the second week of June and £14 in the third week of August. However he never dismisses women as long as they care to come, but decides what work there is among them. As a matter of fact many fall off of their own accord when things get slack. Mr Dorgett would not like to say that it is general, but he has known many women go to Hastings laundries for the summer months.

Most of the women who work in this neighbourhood are married, and their regularity depends greatly on whether or not their husbands are at work. In fine weather when the men are at work in the brickfields it is very difficult to get the women in; but as soon as bad weather comes they come in shoals. It is quite

impossible to get women to come punctually and Mrs Bosquet has given up talking about it.

Not only is the temptation to drink very great among the workers, but it extends to the masters in small laundries. Grooms and coachmen when exercising the horses or taking a walk are very fond of paying a call and have to be taken to the nearest "Pub" for a drink so as to keep in with the family.

The masters of this neighbourhood have lately started an Association called The Western District Laundry Association.

"The useful register of "Servant's Characters" which is opened to all their members Report (with the material) is the practice adopted by many families of "spoiling" to pay more than [illegible] for their servant's washing known & much it may be.

Mr Doggett showed me over his laundry which is located in an old dwelling house, and is not at all adapted for the purpose. No doubt it is a fair sample of a small steam laundry but in my opinion it compares most unfavorably with the London and Provincial; the rooms were small, low and unbearably hot (it was a hot day) and the floor of the wash house was wet and sloppy. There were no proper facilities for drying in bad weather, and it must obviously be done in the rooms where the women are working.

May 13th.

At the special request of Mrs Holly I have visited the Pimlico branch of the London and Provincial Laundry Co. It is the last built and is considered by the Company the model of what a laundry should be. It certainly is a most admirable establishment and I cannot imagine that it is possible to improve upon it to any great extent. The rooms are very lofty and admirably ventilated; it was an exceedingly hot day and exactly in the wash house - where the temperature was by no means excessive - the laundry was distinctly cooler than out of doors. The floors were all of asphalte and the walls of tiles; and the general air of cleanliness and airiness was exceedingly pleasant. Certainly no factory that I have ever seen could be half so pleasant to work in.

The manager tells me that the rules and rates of pay are the same as at the Battersea branch, but

in Penge they have much less difficulty as to unpunctuality and irregularity, the class of girls being much better than in Battersea.

I asked the manager whether he could confirm Miss Squire's statement that the health of men always suffered in laundries: he said that it was certainly so, and accounted for it by the fact that men were nearly always employed in the washhouse, and probably inhaled a good deal of steam. Miss Squire's contention seems is that given the same atmosphere the men for some reason suffer much more than the women.

May 10th.

In sending me a statement of Earnings for a busy and slack week the Proprietors write :-

"The Dyers, Preparers, and Boilers start at 7 a.m. and leave off at the stated at top of columns, all other women at 8, men at 7.

"It may appear strange to you that the Dyers earned so much more on the last day of the week than on any other, but this is due to the fact that they then receive 3d for day for every day they have worked in the week (if any that had been stopped)."

May 19th.

Interview with Mr S. H. Savill:-

Mr Savill is the proprietor of a small hand laundry in Stonelight St. Notting Hill, a district which is almost entirely given up to laundries, the houses having been built for the purpose. It is in the centre of one of the blackest patches in London. Mr Savill, though in speech quite of the lower working class, is an intelligent and very excellent fellow, with advanced views on laundry and other questions, and quite eager to give us all the assistance in his power.

Until about a year ago Mr Savill had all his workers on day work, but for reasons he has now adopted piece work with excellent ~~not~~ results both for himself and the workers. Under day work he says that most women worked at an actual loss to him: now he makes a good profit while the workers make half as much again.

The women used to be paid 2/9 and 3/
a day, and as they usually worked till 5
they received 3d for an hour's overtime.
The Sarik showed me the books of his fem
women and at present they are earning
the following sums in a week 15/5, 17/1,
17/8½, 17/2, 15/8, 20/10, 16/5, 20/2,
15/2, 22/1 etc. In August last they
were earning 12/3, 12/2, 12/6, and in
September on an average 15/. The Sarik's
work is fairly regular throughout the year;
he reckons that he runs about to less than
75% p.c. of his full amount which is
about £15 per week.

The majority of small masters still stick
to day work. They are afraid that ~~they will~~
the women will scamp the work, but with
proper supervision, and the knowledge that
bad work must be done again they do it
much better in piece work than day work.
With day work everything is overlooked, as
the women take as long as possible in
order to keep work going till Saturday night

if possible. Masters who have piece work and who do not find work bad work, have to keep an extra woman to go over their yarn, but such masters usually pay low prices. Women when it is first suggested to them are nearly always against piece work, objecting to which that they can make so much as at day work.

Other arguments in favour of piece work are that the workers are more punctual, that they require much less watching, and that there is no necessity to dock them if they are a bit out of sorts.

Weavers are paid throughout the district 2/6 and 2/9 per warp. they work on a rule four days a week. Jim Smith's two weavers usually work till 9, and get 5/ overtime.

Packers and sorters as such Jim Smith has none; most of this is done by him and his wife, though some of the weavers often come in and help on Monday.

Jim Smith usually sells on his own Depot

but a Dyer if employed is usually paid the same as a Washer. viz 2/6 and her dinner.

Mrs Savill acts as foreman.

The only other Employée is a Lad of about 17 who is paid 10/ a week. His chief duty is to act with Mrs Savill as Dollyman, but he helps in packing and other jobs. When a man is kept as Dollyman he usually acts as Carman too, and is paid from 22/ to 25-/.

Mrs Savill's people usually work from 8 to 8 on the four middle days of the week. She finds no difficulty in keeping within the hours of the Factory Act.

Though as a matter Mrs Savill feels herself rather bound in public to take the masters' view of the situation, Mrs Savill is inclined to think that the Act will do quite as much good as harm. On the whole she will probably vote upon the status of the Laundress. But the Exclusion of the

Some Laundries is a great mistake.

Mrs Sarik is quite in favour of a strong Union among the women; it is most important that the question of Laundries and Laundry work should be kept before the public, and probably even a Strike would do the trade no harm.

Mrs Sarik was eloquent on the subject of Amateur washing which he says nearly all Laundries have to do at a loss. Many people refuse to pay more than 1/6 or 1/3 per head for this washing. At one house where there are five servants Mrs Sarik calculated that this washing cost him 2/ per head and he is paid 1/3. If it is no good scamping this work as they complain to the Mistress and then it is a risk of losing the Work.

There is a great deal of shirking

among the women ~~not~~ workers of this district, but even more among their husbands many of whom seldom do any work. Even when the husbands are in work they often take part of the wife's money for drink. Washing is necessarily rough and hard work and you are very likely to get any [illegible] but a rough class of women in the washhouse, but there is no reason why women should not be much more respectable than they are as a class.

Mr Savill took me over his laundry, which was quite clean and ~~well~~ well ventilated, but all small laundries seem to me wretched places to work in, even though, as in this case, built for the purpose. I cannot conceive how it is possible to keep the place healthy in winter without creating the most fearful draughts. Mr Savill was such a good fellow that I mentioned to suggest that from the ~~women~~ workers' point of view at all events

large laundries were in every way preferable and he agreed with me that this was probably so.

Putting aside the question of sanitation I am sure I consider that things are never so well washed as in a hand laundry where & the business is properly managed. Machine work is too rough to be altogether satisfactory, and wears things out quicker. Many hand laundries have a hand machine which they use as a substitute for the dolly. In such cases there is nothing like the dolly to take dirt out. We put a batch of flannels into the dolly tub, and he and the boy each worked a dolly for my edification. This is much superior to the cleaning after the dolly tubs are scrubbed with the brush in the washhouse.

I wrote to Mr Doggett with reference to Hooker and Jones who in his log book earned respectively 27/2¾, and 33/5 as trousers asking whether they were assisted by 'backers' (i.e. girls who do the back of the shirt) to whom they had to pay any part of their earnings. he replies:-

"My wife says she thinks that the two women you refer to were assisted by backers on one day, but I should feel disposed to think that only one was assisted, the one who earned 33/5 as we have one woman who this last week earned from 10 o'clock Tuesday till 12 o'clock (Friday) Saturday, without any help and working from 5 to 5 each day, 22/3 her time was 8 in the morning, but punctuality and fines are strangers."

June 4th.

Mr Savill was very anxious that I should visit with him two large hand laundries, which I accordingly did this afternoon. These two laundries are almost the only remaining large ones worked without machinery.

The first laundry was the Sackville House laundry, belonging to Mr J. Ruskin, who is a very remarkable old gentleman, with a magnificent head: he has the appearance much more of an Archbishop than of a laundryman.

Mr Ruskin washes only for hotels and clubs (among others the Reform) and tells me that he is under contract with his last customer to use no machinery: it is possible that the profits are larger with machinery, though as to this he has doubts; but from the customer's point of view there can be no question that hand washing is better: not only does it get things cleaner, and keep them a better colour, but they wear at least

three times or [illegible].

Mrs Rudkin's work is regular throughout the week and fairly so throughout the year. Even when a bit slack in August and September he would only dismiss young hands, and never the head workers.

None of his hands are on piece work: he doubts the advantage of piece work, owing to the necessity of such thorough examination of the work. He can soon tell whether a woman does or much work as she ought to, and if she does not gets rid of her. As to wages he has promised to send me a return for bag and sleeve makers.

The Factory Act is found to reduce the earnings of women: owing to the Act he has been obliged to increase his hands from 60 to 75. At present things are as busy as possible, but when trade is slack and the work has to be distributed among more hands than formerly the women will be sure to notice the difference.

Mrs Rudkin has a very poor opinion of

the Act: he says it is provisions combined with the instructions of the Inspectors and the Notices are so complicated as to leave that the women never know whether the hours they work are correct or not: and it would be useless for an inspector to ask them.

Mrs Rudkin confirms the statement that the Board school teaching is bad. She says too that very few girls attend the classes: they all aim at something higher than laundry work. She is a manager of a group of three schools and the laundry class for the centre is attended by about six girls.

Mrs Rudkin has less difficulty than many workers in getting workers, probably because her work is pretty constant throughout the week.

I was shown over the laundry, a large part of which has just been rebuilt. Mrs Sarik told me afterwards that before the passing of the Factory Act it was

by no means what it should have been
and that it was almost ~~impossible~~ impossible how
the work was carried out in the confined
space. About £200. has now been spent
on it, but it is still by no means perfect,
several of the rooms being still dark and
poky. The more I see the more I am
convinced that for the sake of the
workers at all ~~these~~ events washing ought
only to be carried on in specially constructed
~~for~~ buildings.

Mrs Shelton whose Afton House
Laundry in Chiswick we next visited was
a very different stamp of man, all
muscle instead of mind! such arms!
developed probably by much pounding in
the dolly tub for he himself takes in
the washing. Here again I was not
favourably impressed by the sanitary arrangements.
There was a sort of mixture of farm
yard and dyers ground which I did not
like.

Jno Shelton too goes in for day work
but would try piece work if the 'minis'
would let him.

I had very little talk with Jno
Shelton of a profitable character

June 8th

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Jno Ruskin writes me on June 6th.

"I am afraid I cannot find time at this busy time to give you many figures as to the working hours etc in our trade, but I send you a few that may be of use to you - - - -

"I find in the first place that I employ 10 people under the Act in place of 8 in 1875. Their 9 hours who earned 23/ in 1875 - are now earning 25/3 for 60 hours and 6 hours overtime. Workers in 1875 earned 17/11, are now taking 18/7. Machines in 1875 earned 15/2, are now earning 16/, and all workers in the same proportion. I have 98 people doing exactly the same amount of work as last year when 92 were employed. My profits in respect of the labour are decidedly less, probably from having a larger number of workers spread over more space than heretofore. I have had no difficulty in obtaining workers as I find the women and girls prefer a laundry in which steam power (or a constant

If the noise and dampness is not heard too far from or fair work. Of course the working of the act is yet in its infancy, but its present operation must bring a number of extra workers into the laundry trade, and it follows that in the slack season there will be very little work for each one when it is shared out.

June 8th

I have seen the Secretary of the London and Provincial Laundry Ltd with reference to their return of wages as there were several matters in it that wanted clearing up.

The hours in every case are the actual hours worked exclusive of meals. I must say I am surprised at the large amount of overtime which seems to show that in a Laundry of this class it was almost universal at busy seasons. Since the Factory Act they have had a larger staff and the women generally have earned rather less, but the rates of pay of the best workers have been raised.

The Secretary thinks that the women would much prefer to work the longer hours and earn more money.

I took down many of the names who were returned as workers I found on enquiry and reference to the wage Book were really girls.