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Glass & Pottery

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August 2nd

Mr. Payne – working at Sharpes Factory.
Working on night duty. He & his brother take day & night duty in turns.
Night hours are – 7 or 7.15 to 11 – then 1½ recess then 12½ to 3 – another 1½ or 1½ & work again from 4-30 to 7.
There were four boys working with him.
The boys earn from 10/- to 16/- or 18/- – a a man can earn £2. man is paid by the piece – boys by the week – (so far as I could gather) until they have served their time – when it is evident they must be turned off & other boys taken on. What becomes of these boys? They are said to join the ranks of the casuals & irregulars.
These small blowers in Bethnal Green confine themselves almost entirely to small work – viz little medicine bottles – the molten glass is taken by one of the older boys at the end of a tube blown out, placed in a mould, allowed to cool for a second or two, & broken off above the lips; the broken portion is then heated again by the man seated near the furnace

& the lip, & neck ~~in fact~~ are carefully formed, tho' with extraordinary rapidity, by twisting round the iron rod upon which the bottle is fixed. & inserting into the neck a small iron tool instrument which fashions the shape into a perfect circle & forms the lip at the same time. The man works so fast that he is able to keep pace with the two boys who do the blowing. The bottles are then placed in a half heated chamber so as to cool gradually.

When on night duty they work 4 nights a week. Mr Payne is not a unionist being the stepson of his employer.

Mr Anderson. glass manufacturer. whom we also visited. gave us rather higher wages. Boys 12/- to 20/-. & men up to £2-10. Here again small medicine bottles were being made.

The London glassblowing trade had gone down a great deal. Labour & materials being cheaper in the midlands. Coal cost a good deal more here. rents were higher. Fortunately he was his own landlord. & also owned some house property along

along the street. (Old Bethnal green road).
There were not more than 2 men working
at this furnace to perhaps 8 or 9 boys.
It was not easy to count them. They were
constantly hurrying to & fro from the furnace
to the moulds, dropping the bottles into an
open box in front of the man who finishes the
necks & lips, whence they are carried off by
youngsters of about 14 or 15 to the coolers.
The whole scene is exceedingly picturesque.
The first workshop we went into, was only
approached thro a long & perfectly dark
passage, so that we had doubts as to
where we should come out. Finally we
burst in upon this active scene. The glowing
furnace at the back, no other light being
required. The holes from which the molten
glass was taken, shining like cats eyes
thro' the gloom. Five or six black figures
hurrying to & fro, now warming their backs
with lumps of glass, all a-glow at the end,
in the air, now bending down over the moulds,
while the man stood on one side, rolling

rolling the rod on which the bottle was fixed backwards & forwards on his knees with his left hand, working out the neck & lip with the small iron tool in his right — knocking off the finished bottle, & putting a fresh one onto his rod, twisting it round, knocking it off & so on with marvellous rapidity & dexterity. The figures of the boys looked black against the glowing background, except when they were lighted up for a few seconds by the lumps of glass which they waved in the air above them as they blew thro' the tube.
Mr Anderson took us all over his warehouse & shop by the light of a glowing lump of glass at the end of a tube. He had £2,000 worth of moulds stored away. One of his furnaces was knocked off — he has three altogether — because work is so slack. He looked back with fond regret to the days of the last influenza epidemic which had brought a harvest of orders for medicine bottles.

Aug: 4th.

Mr Dark. Glass Blower. 2 Crossland Square Bethnal Green.
is a member of the London Glass blowers Society.
The trade in glassblowing has increased considerably in London since he can remember. this mostly in small works. medicine bottles etc.
The rates of wages (trade union) are reckoned at 5/- per day for glass blowers.
6/- . . . . . Finishers.
But wages are paid by the piece as a rule. e.g. for smaller medicine bottles the price paid is 5d per gross for blowers
" 6d " " " Finishers.
Smart workers can make fr: 2 to 2½ gross per hour.
When therefore a blower speaks of having made 8 or 9 days ~~overtime~~ in the previous week it does not mean that he has worked a large amount of overtime but that he has earned an equivalent amount of money over and above the 5/- or 6/- per day established by the unions as minimum daily

daily wage.
The average weekly earnings of the blower range fr: 35/- to 45/- & of a finisher fr: 6/- to 9/- a week more.
The hours worked are 12 ÷ 2 for meals.
Each furnace employs 6 men for night & day work. besides probably a couple of boys.
Mr Anderson. whose factory is described page 2. – was formerly a strong unionist but since he has set up as a master has taken to employing nothing but cheap labour & boys. only in a non-union shop are there such a number of boys employed as we saw in the works we visited in Bethnal Green.
The union shops are obliged to be very particular in this respect: & the number of boys are strictly limited. I believe to 1 to each shift of each furnace. i.e. 2 per furnace.
The Union seems to be a flourishing one; there is also another. the "General"

"General". I think it is called, which embraces all England.

The work is not unhealthy. Mr D. is 55 & has never experienced any ill effects. The only danger to be avoided is that of chills, for in the proximity of the Furnace the temperature is naturally very high.

Mr D. pays 10/6 for a dark little 8 roomed house, with which he expresses himself well contented. He has put up a little green-house at the back in the yard – & erected a kind of covered way from the public passage leading down the centre of the square, thro' the little front garden to his own door.

This public passage was on the evening of my visit turned into a canal, over which planks had been laid to serve as bridges. There had been a heavy shower in the afternoon & the drain pipe was stopped up, & the "square" lying below the level of the streets on either side had naturally become a sort of lake –

Mr D. complained that the house altho' a

new

new one had practically been built entirely with old materials. That the brick & the wood were both old. & it was impossible. Keep it as clean as one would to free the place from insects. Insects there certainly were.

A smart looking new house that was being built to face the street. is constructed of precisely the same material, Mr D. said. & a fellow feeling caused him to sympathise with the future inhabitants however they might be.

1st Sept:

Mr G. Rose. Secretary. to London Glass Blowers Union - 300 members. including nearly all glass blowers in London.

The London trade is almost entirely for small vials & medicine bottles. Very little large work done.

It is all piece work but paid nominally by the day or the hour.

There are 3 men to each furnace whose combined wages are reckoned at 16/- per nominal day.

1 maker at 6/- per day.
2 Blowers. -- 5/- -- -

In case of one man being absent while the other two continue at work the latter whether Blowers or makers receive 11/- per day. & they have to make two thirds the number of glass bottles etc which constitute their nominal day.

One man has to make one third & obtains 6/- per day.

As to the nominal day that is arranged

Thus

Stewardship for example in case of containing cups & saucers thus. ~~Taking~~ ordinary vials. The amount which must be turned out for a nominal days work equalling 16/- among 3 men is 11 gross. Thus if 22 gross were turned in the 10 hrs which constitute the ordinary working term of a glass blower, the shift of men would technically be said to have done 2 days & so on. As a general rule every man ~~does~~ can earn about 2 days or 12/- in case of makers & 5/- in case of blowers in the 24 hrs.

The hours worked are fr: 7. to 7. with 2 off for meals, but this is left largely to the workman non worker. When any complaint has to be made against a workman the Secretary of the Union is generally called in to give him a wigging & warn him after continuing his bad habits. But the employers rarely discharge a good workman as there are very few to be had.

Most of the London factories use broken stuff & melt it down again.

They

Apprentices.

They do not produce glass from the raw material. About 6 hrs required to melt broken glass ready for use.

Very few apprentices in society shops - the Trades Union regulation is 1 to 5 men - but they are not so many as that in London. ~~There is~~ among the society factories. This is made up for by non-society places, where a large amount of boy labour is used. These turn out cheap & bad goods of the more unimportant sort at a rate at which no society shops can compete. But the work turned out by the latter is far better. 5 years apprenticeship is considered enough for a boy to learn all that is necessary in London work - A good deal of trouble is caused by the men turned out fr: the non-society shops who have not learnt their trade properly & can not put their hand to every kind of work that is required. trouble both to the employers & the unions.

Drink is still a considerable evil among glass-blowers, tho' better than it used to be

he. Mr R is a teetotaler & has induced a good many to follow his example.

Boys apprenticed are supposed during first six months to pick up the work anyhow they can. They start with 9/- or 10/- a week or less in non-union shops. After the first year they are supposed to be able to take the place of any journeyman who may happen to be absent for a day or two. If a boy is working with them men are allowed 1/- extra ~~[illegible]~~ per nominal day. Boy has to do about 6 days' work before being paid any extra wages. Then he may get ½ journeyman's wage or full wage according to the opinion of the master.

Average week in the year for thrower.
£2 to £2 - 10 -
for marker. £2 - 10 to £3 -
This includes stoppages
8 days' may be considered a fair average
NB! many men make up to 14 or 15 days in the week.

There is a hour in which the rate to be paid

paid for each article is carefully noted

Mr A. M. Powell. of James Powell & Son.
Whitefriars Glass Factory - E.C.
All kinds of glass products are turned out here. Fine glass for domestic uses. imitation Venetian - "Opal" glass. cut glass. stained glass windows. painted windows. vitreous mosaics. & a new form of mosaic formed by glass tiles - called "opus sectile." There are a whole staff of painters & designers as well as workmen - there are engineers & blacksmiths - in fact a great variety of workmen & artisans.
The technical term for the men working at a furnace is a chair. there are usually 3 men & a boy to each chair. (this is all strictly in accordance with the regulations of the Flint glass makers sick & friendly Society which is practically all powerful) Every man who enters the shop is bound

to

to join their Society - but as a rule only members are taken on as when a man is wanted application is made to the Secy.

The work here is paid by a standard of nominal "hours" instead of days.

For the fancy work the rate to be paid - i.e. the number of pieces to be produced to make up the nominal hour - is in each case discussed with the workman & settled with their consent. A book is kept in which every shape of vase or glass is registered with size & shape described & drawn & opposite it is noted the number of pieces 20 or 30 or 40 as the case may be which make up an hour. The nominal hour is paid for.

Glassblowers.	1. gatters.	7½
	2. servitor.	6.
	3. footmaker	5½.
	4 Boy	1½

But the average amount of work done is two nominal hrs for every hour worked. The hours of the week are 44 P. worked in

Apprentices.

Loss of capacity.

in 6 hr. shifts. Thus men beginning at 7 would continue to 1.– then take 6 hrs off & start again at 7.
10 p.cent bonus is given on quarters salary.
There is perfect regularity throughout the year. & no shifting to other employment.
Sometimes painters & designers shift fr. one branch into the other.
There is an increase in the business since 1891. as far as the number of men employed is concerned. The vitreous mosaic & "opus sectile" are both increasing trades.
There are no regular bound apprentices lads come at 13 or 14 & are paid fr. the beginning
It takes at least 10 years to get a thorough knowledge of how to make all the various shaped & coloured articles turned out by this factory.
Boys are taught by picking up what they can – trying their hands at blowing & meal time etc. This is encouraged.
Capacity is lost on an average of men working before the furnaces about 50, at least
There

~~Drinks~~.

Drink

Stokers & Firemen wages.

there are not many who hold out after that
60 is quite the limit of age for men
working at glass-blowing. Of course this
does not hold good as to the less trying work
done in the factory.
The men are exceedingly steady. & come
in well after Bank holidays. There is nothing
to complain of in this respect.
No allowance is allowed for Bank holidays
provided that men come in on the Tuesday
morning & this acts as a powerful incentive.
Stokers work. 8 hrs in 3 shifts - 7d pr hr.
Firemen - do 6d.
Labourers. - about

Sept. 6.

Hours.

Time or Piece.

Mr. Bailey of J. & W. U. Bailey.
Excelsior Glass Works. Wenlock Rd. City Rd.
N. – Bevellers, silverers & fitters of Mirrors.
Hours – 8–7 & 8 to 2 on Saturday =
53 altogether. reduced since last year fr.
54.
All work on time except bevellers.
Time workers get "time & quarter" overtime.
Some 15 years ago bevellers could earn
£5 in 4 days work & seldom thought
of work the other 3 days. – since that
time they seem to have been completely
demoralised. and are now a unsteady
class of men spending a large amount
of their money at the publics opposite
there are two opposite the gates of
the factory – They still earn more than
any other branches in the line. £4/-
to £5/- being not uncommon in the
week. whereas silverers & fitters
do not as a rule earn more than 30/-
the latter often 25/-.
To such an extent are the bevellers demoralized
that

that Mr B. asserted - & his assertion was supported by his Foreman - that they frequently borrowed money fr: the apprentices at the rate of 1d per shilling per week interest in order to get ready money for drinking. It appears however that they do not always pay, one man who left lately for Manchester owed one of the apprentices over £1.-
The Bewellers Union had lately behaved in a most arbitrary manner, in spite of the fact that the firm had welcomed their establishment 2 years ago & especially their rules as to apprenticeship which were greatly needed - A short time ago they were extremely busy & advertised for 3 extra men. but obtained no applications then it leaked out that the Union had issued a secret injunction against the men taking the place. because those at work declares that for some weeks previously they had only been making 35s per week, & that every extra work that was to be had was their due

After discovering this the Deputy called in the General Secretary & explained matters upon which he said that as soon as they had finished a new polishing mill which they were erecting he wd send in 2 men.

Up to that time, however, he had positively refused to allow men to go in to work tho' there was work to be done, & tho' they had many of them been out of work for weeks past - & according to the Foreman's statement, had told them to "go to the workhouse" when they asked what they were to do - The Union further prevented men fr: moving freely fr: one shop to another to better themselves & get on, & its machinery was not infrequently put into motion on account of some private spite - They were now trying to coerce the silverers & others to join them. but Mr B. did not know to what extent they had succeeded - His rule was not to make exceptions in favour of union or non-union men - But if he found the men really ill treating

ill-treating non-unionists. he should interfere. The best thing the Union had done was the reestablishment of the apprenticeship system which had been in force for the last 2 years. It is true there are still some firms which entirely refused to conform to the regulations re apprentices, & continued working a large number of boys, which flooded the market with 2nd rate labour. but the greater number of Silverers in London (there are about 14 or 16 firms) had adhered to them, & this had greatly assisted in reducing to some order the condition of the trade as regards labour. which had previously been in a state of chaos. They were not strong enough however to force the one or two outstanding firms into the ring, & their competition — employing as they did cheap labour in the form of boys — was very severe. Moreover some firms do not pay their apprentices by time but by piece. & this is manifestly unfair. for it means that the apprentice will do work beyond

the

the value of his weeks salary, & thus cut the ground fr: under the feet of the other men while supplying the employer with cheap labour. this also the union has not stopped altho' in some cases it occurred in "union shops".

The number of apprentices is regulated to 1 in every 5 men. There is at present something of a dispute as to whether this means also 1. to a fraction of five men. For instance the firm employs 18 hevellers & want to take 4 apprentices; the Union will not admit of their having more than 3.

Lads apprentices at 14 years of age get.

For the 1st year	8/- per week.
2w.	10/-
3w.	12/-
4th.	15
5th.	18
6th.	21.
7th.	24.

If apprentices at 15 years of age they ~~receive~~ after

Busy & slack seasons

Shifting

Trade since /91

after first 3 years 2/- per year more.
Generally 5 or 6 years are considered sufficiently long for apprenticeship.
Spring & autumn are usually busy seasons - this depends a good deal on the furniture trade. During busy months overtime is worked. It is rarely necessary to take on extra hands.
nearly all the employees have regular work.
There is no shifting into any other employment - but fitters & cutters might shift from one branch to the other - Fitters are the men who fit the glasses into frames. cutters the men who cut the glass to its proper shape.
Generally speaking the trade has been stationary, tho' there has been an advance in the business of this firm since /91 - The price of plate glass has dropped greatly in the last few months about 35% since last year - nearly all

Loss of capacity

Drink.

all the plate glass used in London is manufactured in Belgium or France. The price is not only cheaper, but the quality is better than the English glass manufactured in Lancashire. The reasons for this are. 1 cheaper wages.

2. probable cheaper transport.
3. Better system of manufacture.
4. Probable better raw materials.

One of the great English plate-glass manufacturing firms was on the point of death – the London & Manchester Glass Co.

A great number of women & boys are employed in the glass works in France. Not much experience as regards this. but should put down 50 as the ordinary limit of a heveller's wage-earning term. The silverers & fitters owing to more temperate habits probably work longer. This evil is still rampant among the hevellers, & especially among the cleverest & smartest workmen. Nevertheless 2 out of 18 are teetotallers. – all 3 apprentices also

Mr Chambers. Pottery works. York Road. Stepney. maker of drain pipes & chimney pots. also large brick field owner at Faversham Kent.

Hours 6 to 5.30. but a all men are on piece work they please themselves to a great extent. At the same time they are not nearly so irregular in coming to work as they used to be. Formerly they would frequently stay out all Monday & half Tuesday; this is now getting much more uncommon.

July & August are slack months, & also times of frost in the winter, when it is not possible to break the ground. But it is rarely necessary to discharge any hand. Business has been very slack the last 2 months but no hands have been discharged.

Nearly all the work in connection with pipe making is done by machinery. The clay is ground, sifted, ~~lifted~~ mixed with water & shaped all by machinery. Formerly the

the shaping was done by men with a wheel as is still the case with the finer sort of work at Doultons; but now for such articles as clay pipes & chimney pots. the clay enters the machine at one end raw material & comes out at the other ready-made except of course for the baking.

Men who come in as unskilled workmen get £1 per week. & rise gradually until they are able on a good week to make 35/- to £2.

There is not much skill required - & no system or method of training in vogue.

Busy & slack seasons.

Piece work.

Loss of capacity.

Mr Chambers. of the Fulham Pottery, Co.

The busy time is principally fr: May to Sept: the ginger-beer-bottle season - Oct: is slack. November & Dec: busy with work for the publicans. then again rather easy in Jany & Feby.

Artisans. i.e. skilled potters. "Throwers off" & lathe men ~~& fashion~~ get fr: 35/- to £2 all the year round - & at times can earn up to £3 in a week. Most of them do not work more than 50 hrs. A considerable amount of latitude is allowed to men in the matter of hours worked during the week. so they are all on piece work. A lot of men stay out for one day in each week at any rate -

The work is not unhealthy - especially as no lead is used in the glazing by any pottery in London. Some men go on at work up to a considerable age - well over 60. But it depends greatly on accurate sight. both for throwers off & finishers. & if a man loses this he is practically unable to continue at work.

Besides

Process.

Besides skilled potters, there are also the yard labourers & cellar-men who crush the clay & look after the general process of preparation. The Burner. the kiln men & the glazers.

The Burner is a highly skilled individual. & the whole success of each "burning" depends upon his skill in taking the pots etc out of the kiln at the right moment. He gets a regular salary of 50/- a week besides various tips fr: employers — when he has been very successful.

The kiln men are practically strikers. & have little or no skill. They work in day & night shifts, are paid by the hr: earning fr: 20/- to 25/- a week. The "crushers" who shovel raw unprepared clay under the mills, & those who are engaged generally in preparing the clay for use by the really potters earn fr: 20/. to 25/- the head men getting 30/- while ordinary labourers get about 20/-.

The clay is for the most part brought fr: Somerset & Dorset. it comes in hard

Furnace

square blocks. It is broken up with picks & shovelled under mills where it is ground into a fine powder. Then by machinery transferred (through a sieve) into a sort of round tub where after being mixed with water. it is squeezed out into lumps of fine clay ready for modelling. These are then removed by machinery or hand to the potters room. Each potter sits before his wheel. & has a boy to attend upon him. The boy takes the clay. kneads it well and breaks off a sufficient lump for the purpose required. This the potter or thrower takes. & places on the wheel. which is set turning. After moistening the clay he quickly fashions the gingerbeer bottle or whatever it may be. turning out a large number per diem. The boys are paid by the men generally receiving fr: 8/- to 10/- per week. Not being regular apprentices they are not often taught the trade, and after they have grown old enough to do harder work. they as a rule join the ranks of the general labourers.

The

Apprentices.

Foreign competition

Continuation of processes.

(The firm takes on apprentices - the others, notably Doultons, do not - They are bound from 5 to 7 years. - 5 preferred as then they come at 15 or 16 and are more dependable. In first 3 years are paid ½ price for what they do - the 2/3 Do. - Doultons

There is no foreign competition in any coarse pottery goods except in the porous cells used for electric purposes which are now mainly made in France -)

The larger pipes used for drains etc are made by means of beating the clay out into a flat about 1½ inches thick & then laying it into plaster of Paris casts in half sections. These are then put together & allowed to stand for some hours, after which the plaster of Paris having absorbed the moisture in the clay, the casts are taken off & the clay is dry & hard enough to stand by itself. Then the various articles ready for baking are stacked in the kiln & burned for some 60 hours. The length of time for each kiln is regulated by the

Burner

Burner, upon whose skill the success of each burning often worth a considerable sum of money depends.

Before being baked - all the goods that require glazing are dipped in glaze & those that have to be more carefully finished down are worked while yet soft by a man with a lathe - Also bottles that are labelled with the names of the makers of ginger beer etc - have the labels printed on by means of a hand-press - are afterwards glazed & then burned.

Considerable number of filters exported to America & the Colonies - & of ginger beer bottles to Australia - Chemical vessels are also largely exported to America. England & Germany are the two principal markets for chemical vessel.

Of the men upon the wheel - throwers & skilled pokers about 90 p.c. have regular employment - but the majority of labourers are not in regular work. There are always a number of men hanging about public houses who

are

are ready frooded jobbo, but do not care about regular work.- These are for in to off load waggons of clay or coal etc. whenever their assistance is required.

Visited Works. 15 Sept.

60

Messrs Doulton & Co. Lambeth.
Saw Sir H. Doulton & Mr. Rix.
Sir H. said that they had always endeavoured to stick to the plan of giving regular employment to all their men. There was nothing so demoralizing to any works as to allow men to work only 3 or 4 days in the week, but he feared he should shortly be obliged to do so as ~~work~~ business was undoubtedly getting worse year by year. Every year saw new industries starting up in countries where England had formerly supplied the market alone. He had lately had many instances of this. Both India & S. America were beginning to reduce their demand for pottery goods. The U.S.A. had ceased to buy to any large extent, & it was upon them had he had formerly counted not only for maintaining but for extending his operations. Germany & France so far from trying ~~are~~ were flooding England with cheap pottery & making it daily more difficult to maintain the old establishment at the works. People in these countries had largely

picked

picked the brains of Doultons & were now using their acquired knowledge to the latters distress. He declares that he does not oppose Free Trade doctrines, at the same time, he believes that Free trade is no longer being worshipped as a fetish; as far as his own business is concerned he seems to think that Free Trade is doing a good deal to knock the bottom out of it. But he seems to consider that whatever is done England cannot in the future maintain her past industrial ~~depression~~ position - that the present depression is not temporary but lasting as far as England is concerned & some new means of employment will have to be evolved out of the wreck, if we are to maintain our population at the same level as at present -

Mr Rix. said he wd do his best to pill up wages sheet & employers form. but their employees are engaged in such various occupations that it will be most difficult to tabulate them.

He gave an account of the strike that occurred

some

some time ago - The men insisted that only 1 boy should be apprenticed to every 7 men. This wd just allow the firm to maintain their then position but would not permit of any expansion. Most of the skilled potters throwers etc. went out. The firm then devised a machine for the more ordinary work (round jars etc) by which a boy who had been at it for a week could turn out about 5 time as many pieces in the time as a man formerly could who had learnt for two years - All the best hands were taken back but the more or less worthless ones did not find another berth, & the place of the least skilled was to a great extent taken by machinery -

There are a large number of boys on the works at present - I should think the proportion in the pottery part of the workshops was 2 boys to 1 man - Of course the ginger beer bottle throwers had each their boy helper, but as well as these the machines above mentioned were worked largely by boys, & in the moulding dept the proportion was at least 2 to 1.

The

The actual factory rooms were large well-lighted & airy and as little dust as possible under the circumstances.

Crucible clay comes fr. Ceylon. The stoneware clay fr. N. Devon & Dorset.

Mr Rix confirmed the Doulton Co's assurance that no lead ~~was~~ is used in glaze by Doulton manufacturers. This is because lead is only used in preference to borax where porous earthenware is baked under light heat, since it melts & fuses more quickly – in the cases of stoneware the highest heat possible is required, so that not only the external glaze and fuse on the surface, but that the whole body of the clay should be heated to the point of fusing & becoming vitrified without collapsing & a hard glass absolutely water tight, & ~~not~~ invulnerable to acids. It is this that acid pans are made.

Mr D. said also that it was useless employing men as designers who took a long time to evolve new designs & carry them out, however good their work might be in the end. It was necessary in order to keep the works going to work upon certain cut & dried patterns & reproduce them constantly. This may account to some considerable degree for the generally inartistic productions of Doulton & Co.

15 September. 1893.

Messrs Falk. Stadelmann & Co - Lamp. merchants.
83 - 87 Farrington Road -
The lamp-globe manufacture hardly exists in England at all - a certain number are made at Stourbridge - but the English manufacturer is entirely unable to compete agst Germany. A number of globes were shown to compare the prices. The Germans cost generally 1/3. the English about 2/4. - there was generally quite 75 p.c. difference if not more. The workmanship or etching of the English is certainly better - but the German who go in for quantity rather than quality have completely pushed them out of the market. Scarcely anything in this line is manufactured in London.
French glass ware is even more expensive than English.
A great deal of cheap Table glass is imported from Belgium.
The cheapness of the German ware (fr. Saxony & Bohemia). is attributed to the better knowledge of the manufacturers on the subject of mixing the ingredients: as well as to lower wages.

The

The majority of the German makers are themselves workmen, and work with their families. They turning out goods at an extraordinarily cheap rate. All these things tell upon the English manufacturer who will not keep his concern going without a considerable profit for himself & must pay higher wages than are current in Germany. The lamp metal work is mainly made in Birmingham. What is the better a more solid article. The cheap & nasty also comes from Germany. The two parts of the lamp are put together in London.

19 Sept.

Messrs Clayton & Bell. 311. Regent St. (staining glass windows).

Mr John R. Clayton.

The men engaged upon the glass painting etc. are of the mechanic standing. They earn good wages. averaging from £2 to £3 – say £2-5 all thro' the year. & employment is very regular, for there are so few skilled hands about that it is not possible to take odd men on in busy times & then discharge them. The average hours are 48 to 50 – but at busy periods – just before principal church feasts. Easter, Christmas, Whitsun. a certain amount of overtime is worked.

A few apprentices are taken on – there did not seem to be more than 8 in the glass-painting room. where at least 30 men were at work. These are generally sons of men in the firm.

The work, whether carrying out designs in full size – or "painting" does not seem to rouse any artistic sense or enthusiasm. The men are content to carry out what is given them, ~~and~~ provided they get a fair wage

wage - There is certainly not the same artistic feeling ~~about~~ in an English workman, as in an Italian or Frenchman, and it almost seemed as if the former could not be taught to see what was artistically good.

This was especially exemplified in the silver trade, where at the time of the Prince Consort's influence, many English firms but especially Hunt & Roskill engaged some of the best French workmen, & produced some beautiful things - This they were encouraged to do by the Prince's constantly consenting to see bits of their work - thus advertising them - After his death, however, things went back to the old state, and it would appear that the good work done at that time had left no impression.

He believed ~~that~~ this want of the artistic sense to be in a large measure due to the absence of anything like artistic out-door monuments in the English towns, in Paris for instance if any group of ~~of~~ statuary were greatly applauded at the Salon, the Govt. frequently

frequently buys it & puts it up to ornament some public place. This strikes the eye of the working-lads as they pass to & fro & they are able to form unconsciously an artistic opinion, which the Englishman cannot do without going to museums or galleries - which no boy is inclined to do in his playtime. Instead of these heroic figures the man in the street in England sees nothing but people in trousers stuck up in various corners. There is no artistic education to be got out of them.

Mr Clayton also complained that the ordinary English mechanic carried off a over eat as well as drank too much, rendering himself stupid thereby. The mental faculties are much more bright & alive when not dulled by chunks of meat, cheese & beer. He stated that his men have 6 meals in the day.

1. Breakfast 7.30 or 8. - coffee - bread & butter, eggs, fish or bacon -
2. Luncheon about 11 - snack " - cold meat or cheese & bread & pint of beer.
3. Dinner. meat, vegetables, pudding, beer.
4. afternoon - snack about 3. beer - & possibly bread & cheese.
5. Tea.
6. Supper. hot meat. bread & butter & beer.

Mr John Bell took me over the works.
The glass is bought already coloured - fr: Powells of Whitefriars, a Birmingham firm or a Manheim Firm - The ruby glass is so powerful that it has to be applied about an ⅛ of an inch thick or less onto white or light coloured glass to make it of the proper thickness.
If it were manufactured of the same thickness - viz about ⅓ of an inch - as the other glass, it would appear black.
After the design has been drawn out to the full size, it is traced out on canvass. upon which the separate pieces of glass with their colour are marked out. The glass is then sorted - every colour being numbered on the canvass-sheet, so that the cutter has only to find the colour of the corresponding number and cut to fit the sizes on the canvass - the pieces being temporarily tacked together with glue. The principal features are then outlined on it - such as in a face just eyes, nose mouth & ears. - & then the shading colour, which is a sort of glass sand is rubbed all over - & then comes the most important

This shade being formed by a sort of glass sand - is not applied to the surface of the coloured paint. but by burning becomes fused with the body of the glass & irremovable.

important part of the work upon the actual glass. The window put together upon the canvas with glue is put up against a strong light. by means of which the outlined features show thro' the shading - The lights & shadows on the design is then copied by an inverse process to that generally adopted in painting. the shade-colour being scraped off by means of a hardish brush to produce the lights - After this it is unglued. & burned. The burning requires considerable skill. & knowledge. Small pieces may be burned very quickly at a great heat. 20 minutes in the kiln & $\frac{1}{2}$ to $\frac{3}{4}$ of an hour sufficing to cool them. the larger pieces however have to be in the kiln. about 12 hrs. - 6 hrs. to make up the fire, & 6 hrs. for it to burn out.

The only colour that is actually used is that golden yellow. which is compounded of nitrate of silver & chrome. It has been in use since the 14th century -

After burning the glass is fitted into the grooved lead which holds it together. each joint is soldered on either side, & finally a cement is rubbed

rubber is between the glass & the lap of lead which tightens & fixes it practically for ever.

The majority of painters are of the standing of mechanics.

There is a Union among them but little is heard of them. If however there were to be a strike - it is probable that women would be brought in to do the work, as it could perfectly well be done by women.

Apprentices have to send in drawings etc to show that they have some talent for drawing before they are taken on.

19 Sept:

Mr. S. Thomas. Secretary. Pottery Moulders Union for London. 387 Rotherhithe New Rd. S.E.

After the big strike at Doulton which lasted about 13 weeks. the old Pottery Union practically fell to pieces. & the potters are only just in process of reorganizing themselves. this time into two Unions for London. 1. the Moulders & finishers 2 The Throwers. Each society has its own officers but these would act together in case of a dispute with any employer. Formerly the two branches formed one association but it is supposed that the divergency of interests between them lead to jealousies which prevented a considerable number joining who might otherwise have done so. This, it is hoped, will be avoided by the present system of separate organizations for the two branches.

There are not more than 200 skilled potters in all London. that is moulders, finishers & throwers. but each of these men has from 9 to 10 unskilled depending upon his work. Thus at Mr Chambers (v. page 26)

Relations with employers.

Board of arbitration

there are not more than 4 skilled men, altho' about 40 men employed altogether.

Doulton's are reckoned to employ as many skilled men as all the rest put together. This is doubtless on account of their producing a higher class of work.

Their business in the ginger-beer & sanitary depart^nt is increasing at a great rate. In fact they have lately opened a new shop for nothing but ginger beer bottles, & have just received an order for 2,400,000 bottles.

There is no complaint at present. Doulton's is the only firm against which the men had any feeling on account of their employing an undue proportion of boys, but just now there is no friction between masters & men because the trade is doing well, & increasing considerably in London. All hands are therefore employed - in spite of the big labour. There are hardly 3 skilled men out of employment at the present time.

There are no recognized boards of arbitration in the Trade. The men proposed to arbitrate

before

Rate of wages.

before the London Conciliation Board at the time of the great strike. but Doultons refused to do so.

The recognized rate of wages is 8d per hour. but this varies, according to skill & quickness of worker as it is all piecework, from 7d to 1/- Overtime rate is the same.

The average weekly wages of a skilled potter are 35/- throughout the year - this includes holidays & slack times. Firms generally shut up 3 or 4 days during bank holiday time, & sometimes a whole week, for repairs etc. The unskilled men. kilnmen, grinders etc. average 22/- and are generally paid by the day. a good many of them only come in for odd jobs. These men have no union or if they are in one would probably belong to the Genl Labourers'.

Machine workers in sanitary potteries - i.e men who look after the pipe-making machine are paid by the nominal day of as many pipes turned out according to the size. They can often earn half a day over the nominal day

Hours.

day: thus their method of payment is similar to the glass-blowers

Throwers are paid for gingerbeer bottles.

Union rate. 18d per 100.

non-union firms. 15 . . . .

Ever since steam has been introduced to turn the throwers wheels, the latter have had to pay 4/6 per week to masters for steam-power. formerly they had to pay boys to turn the wheels. Mr Thomas doubts whether the steam-power ~~cost~~ used for this purpose costs the masters as much as they receive for the men in payment for it. The throwers have also to pay 7/- a week to the boys who prepare the balls & play for them to work on. so that after they have met these expenses the sum, that will be quoted by a master as being earned by a thrower - has considerably dwindled.

The regular hours are from 6 to 6 - 1½ for meals. & till one o'clock on Saturday. At all firms, however, except Doultons. where there are strict regulations after overtime, a considerably

Age at which capacity is lost.

The diseases to which potters are most liable are rheumatism & consumption. But the potteries not such as is known in Staffordshire is unknown in London owing to a difference in the process.

Busy - Slack Seasons.

considerable number of hours overtime are constantly worked in busy seasons. Many firms do not turn off steam power till 9 at night.

Throwers & moulders fr. 50 to 55. no man would be taken on at a fresh place after 50 years of age

The kiln-men are all young - their work is often very heavy. carrying large loads of clay pipes up & down stairs, piling them up for burning in the kilns. which is usually both hot & dusty work. They do not keep on in regular work much after 40 or 45. - At 50 they are as a rule broken up and stranded. doing odd jobbs here & there as they can, or less in receipt of parish relief.

For Throwers. The summer during which ginger-beer bottle trade is at its highest, & the months fr. Oct. to Dec. when they are engaged on quart & 2 or 3 gallon bottles for public house trade, are the busy times. Jany to April are fairly slack unless they receive orders for ginger-beer bottles in anticipation of the season.

Shifting.

Methods of training

For moulders. As these men depend entirely on the building trades they are affected by the same causes that make them slack or busy. There is generally a certain amount of slackness in winter especially in time of frost.

On the whole however, work is fairly regular. In busy times the kilnmen work by night shifts.

In the slack times the work is fairly shared. Men are not usually discharged.

They are not adapted for any other kind of work, & cannot therefore shift into any other trade, neither do they shift from one branch into another. But there is always a good deal of moving from one employer to another going on.

Boys are usually apprenticed at 16. for 5 years. earning ½ price. They are taught & looked after by the foreman. & start in the first instance upon the smaller class of ink-bottles. In some cases they have to pay their boys who help them by ~~making~~ preparing clay

Admission to Union

Increase in Trade

clay-balls, their full wages & so only make about a quarter wages. In other towns the master pays the help. wgs.

Apprentices are admitted to Union in last year of their term. Other journeymen have to be well known as regards their work to members of the union ~~either~~ or else must be armed with good recommendations from provincial Unions.

The trade is increasing considerably in London, on account of 1. electric light appliances. 2. advance of sanitation abroad & consequent demand for all sanitary pottery ware. pipes, pans etc. The London sanitary ~~pott~~ stone-ware is the best, being made from the Poole clay fr. Dorsetshire, which is the best yet found in any part of world. no other bed of clay for make of stone ware has been found in any part of the world equal to that at Poole. A very large export business is now being done in their sanitary stone ware & it seems to me likely to maintain its position, unless equally good clay is found elsewhere.

3. The use of terra cotta ornamentation in

in

Decrease in number of Firms

Temperance

in architecture has also increased the pottery trade. But a good deal of this work is done in Devon where the best red clay is found. Doulton's red clay comes fr. Hampshire.

Yet in spite of the increase of the trade & of the fact that there are in London at least 9 or 10 times more men employed in London than 25 years ago, there are only about half the number of potteries. There are at this moment about ½ doz. potteries standing idle.

There are practically no foreigners employed in potteries, and few of the men in London are countrymen. Nearly all are London born.

There is no doubt a considerable improvement. 25 years ago the potters were a very intemperate lot. They rarely went to work on Mondays and Tuesdays. Also a working potter ~~so~~ used never to put on different clothes on Sundays. There is more self-respect among the skilled men than formerly. This does not refer to the unskilled.

Rise in wages.

Rents.

A teetotaler used formerly to have a difficulty in sticking to their work, since the others were apt to make it hot for them, but this not the case at present.

There has not been any rise in the rates of wages except of the men engaged in sanitary work for whom ~~the~~ small rise has been made.

Rotherhithe New Road.

House fr. 6 to 7 rooms including ~~rooms~~ yard of 30 to 40 ft. sq. – 13/- a week.

2 rooms 4/6 to 5/- – 1 room. 3/-

In Lambeth rents are much higher – the same house would cost 16/- or 17/- with a smaller yard or none at all.

The work is all paid by the piece.

?

Rev: W. A. Morris: St Ann's Vicarage. S. Lambeth Rd.

Unskilled pottery men. such as kiln men & grinders etc. are a very rough lot. Their hours are very irregular & they are supposed to be paid 4½ an hour. Tho' this is merely a nominal hour & is the hour worked they often make more - say up to 6! The reason of this is that the foreman will estimate the time necessary for stacking a kiln. If the men work quickly they often do it in less time but are paid for the whole estimated time. They are an intemperate lot. probably owing to their having to wait about a great part of their time. They are often ordered to be ready to stack a kiln at 6 a.m. say. & then have to wait one or two hrs before the kiln is ready for stacking - during these times they have nothing to do & generally go to a neighbouring pub.

21. Sept.

Mr C. Heale. 6 Whitecross Place. Finsbury. E.C.

Working glass engraver.

This industry has greatly declined in London owing to the cheaper practice of Sand blasting. It is only the very high class work for which there is a small market that is still engraved at the wheel.

There are not more than 30 or 40 men doing this work in London at present. The greater part of this kind of work is done at Stourbridge.

The trade is generally passed down from father to son & few outsiders ever come into it. It is in London entirely a chamber-master's industry, there being no glass engravers working in any factory. but it is generally the custom to work for some special large firm in the west end.

No design is made beforehand. "I draw on the glass with my wheel as an artist does on paper with his pencil."

Long hours have to be worked in busy times, but the hours are irregular each man

?

man being his own master.

There are no definite busy & slack seasons now. work depends largely upon orders. It is necessary to make about 12/- a day in order to cover all expenses.

The work is perfectly healthy. only requires good eyesight. Mr H. knows an old man of 90 still working at it. (?).

He works sometimes 11 & 12 or more hours. & takes his holiday by going over the country to different exhibitions. where he works before the public in the afternoons. He is just off to Hull.

Rent in White cross place for 3 "poky little rooms" 7/6.

Wages & hours.

There is no extra overtime rate.

Regularity

Shifting

Trade in 1891.

Methods of training.

Messrs Clayton & Bell – 311. Regent St. Stained glass.

Draughtsmen. 20. – earning 2 to 8 gs: working 8 hrs. – no piece-work – full working week. 48. hrs.

Painters – 60. earning £2 to £3 – 10 working 9 hours – all time workers. – full week 54 hrs.

Glaziers. 20. earning £2 to £2 – 10. working 9 hrs. all time workers. full week 54 hrs.

All have regular work. The years employment is generally uniform. A little more pressure before Easter & Christmas. – rather less at Whitsuntide.

There is no other trade into which men shift neither do they change fr. one branch to another.

Much the same as at present.

Almost all the draughtsmen & many of the glass painters were brought up & taught in the Firm. The designs are made by the partners (Mr P. Bacon says that they have use of poor artists designs ~~to a~~ very large extent.)

Considerable skill is necessary in the assistants, but they are are all under personal control

Foreign competition.

Intemperance.

75

~~Mr. Clayton & Bell~~.

control & supervision - and work more by rule of thumb than by any artistic sense.
The time it takes to learn depends entirely on the natural aptitude of the pupil. Boys are not taken on until they have shewn that they have a certain talent for drawing, but there cannot be said to be any general ~~to~~ average term after which a man becomes a finished painter or draughtsman.
All boys are articled pupils.
There is some competition with Bavarian firms; but practically no foreign workmen employed in England in this business.
It is a vice little known among glass painters there has therefore been no noticeable difference in this respect of late years.
Mr. Clayton writes "our art is much beset with difficulty owing to the indolence and indifference of assistants to self improvement in artistic study. They have no comprehension that an art studentship should end only with death" - "I am much impressed that in the professions as well trades & crafts, there is much

Slipshoddness

75

26 Sept: 1898.

11 Newman St. W.

| sluggishness in the direction of study".

Mr. Percy Bacon. promises to send wages relative etc.

All assistants are carefully trained men.

Glass painters. pay a premium of £20 on entering.

Draughtsmen. pay £100 premium & come for a higher class.

They do not improve greatly from an artistic point of view but are content to carry out the designs submitted to them without criticism, and do not usually attempt designing on their own account.

The painters are probably raised socially above the ordinary mechanic by their work, as drunkenness is very rare among them.

The rich ruby glass is coloured with chloride of gold & is ~~usually~~ very expensive. For this reason it is usually flashed over white or blue glass and forms a film of colour over it. The ruby glass which is coloured throughout costs £2 the sq. foot

& is technically called "pot metal" being left to cool ~~in the same~~ just as it comes out of the pot without being applied to any other glass. The colour is a deep red almost black in parts for the colour is unevenly distributed & exceedingly beautiful & rich.

The rich yellows are formed not with any stain but by painting over white or green glass with nitrate of silver mixed with yellow lake - the latter ingredient only serving to spread the colour evenly over the surface. The paleness or deepness of the colour is the result of more or less intensity of heat in the burning.

Most of the firms made use of poor artist "ghosts" for their designs - the two Bacons - were for a long time in this position & made 1,500 designs for various firms before they could start for themselves.

28 Sept. 1893.

The nominal hours supposed to be necessary for clearing a new kiln are practically settled by the foreman & manager. Of course always upon the basis of the old time-work system. It is said that dark hints are afloat, ~~now that~~ of a reduction of these men's wages, now that employers have found that paying by the piece they can get twice as much out of men as formerly:

Mr J. Clarke. 43 Ethelred St. Lambeth Walk. — Foreman of Kiln-men at Doulton's where he has worked 28 years.

These men are nominally piece workers altho' nominally paid 4d per hour. The way in which this anomaly arose was the following. Upto some years ago Kiln-men worked by time like any other general labourers & received 4d an hour working 59½ hrs in week. As trade in pottery increased it was found necessary to hurry the clearing & setting of kilns, as space for kilns is limited & it is ~~ex~~ large job to build new ones. The men were then told that they would be paid the same price for (clearing & setting) a kiln as before, only they would be paid no longer per hr. but per kiln. The time taken by in the old time-work days is thus still the measure for each kiln. & when one is told that a kiln is reckoned at at 30 hours work. It means according to average rate of work ~~down~~ while time work was in vogue. The result

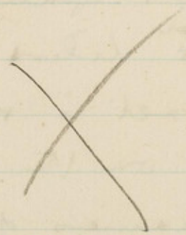
Wages.

result has been that Kilns are now cleared & set in half & less than half the time that used to be taken. So that the men instead of making 4d an hour, frequently make 9d & even 10d, & thus not infrequently are registered in the wages books as having worked 100 or 110 hours in the week, when, as a matter of fact they have in reality worked perhaps under 50.

The hours are very irregular. Men work in gangs of 5 or 6. & do not know exactly the time when they may be wanted which depends on cooling of Kilns. Generally 3 days is reckoned to each Kiln of average size for burning & cooling. Gangs take on work in turn. As each Kiln comes on ready for clearing the fact is notified on a board hanging up on the factory walls together with the names of the men of the gang to whom the clearing work will be committed.

Kiln men's wages average from 30/- to 35/- all the year round, it is therefore

Cellarmen wage & hrs



Therefore about the highest paid unskilled labour in London.

The trimmers or cellar-men - i.e. men who grind the clay - & whose business is really more disagreeable than kiln-setting - are paid at the ordinary unskilled rate i.e. fr. 20 to 23/- per week. These work the full 59½ hrs -

The kiln-men are unfortunately both — intemperate & improvident. Their work & the irregularity of their hours possibly tends thereto. There are but few of them who save anything out of their pay, & the majority of them after 45 or 50 years start for some years doing odd jobs & finally finish in the workhouse.

As soon as a man becomes slow, his gang will not allow him to continue at work as he is a loss to each of them. & he is generally put into some easy job such as sweeping the place out or loading barges at the wharf, at the old rate of wages viz 20 to 23 for the week.

These men also borrow largely from certain workmen among them who drive a prosperous trade in usury. Charging 1d a week per shilling interest. or 400 per cent! men will go on paying penny after penny for months until the original shilling has been covered over & over again. rather than payaway at once. the majority of them have not only got nothing saved to fall back upon. but are even generally in debt to the amount of their next weeks wages.

There is no union among them at present. but there was smashed at the time of Dorlton's strike - since that a good many have joined the Gen.l Labourers & Gas labourers Unions -

2 October 1893.

Mr Noah Wright - formerly terra-cotta moulder at Doultons. left after the strike & has not since had employment. (two years ago).

The strike lasted 3 months. it occurred on the question of the limitation of apprentices. The Union wished to limit them to 1 to 4. ~~This was done patrick~~ Doultons would not accept it.

The throwers then who had been the originators of the strike got the moulders to come out in sympathy. Not long after the leading spirits among the throwers were offered good places at the Doultons & left the union & returned to their work. Many of the moulders were thus left stranded. They were not taken back in a body - only those who had not connected themselves very remarkably with the union were allowed to return. Thus Wright, who was an organiser, was refused readmittance, and a goodly many others with

with him. The feeling between throwers & moulders is not of the best.

There is no solidarity among the potters. They are rather an intemperate & improvident lot, & have no idea of uniting for a common advantage. They talk a great deal but fall away when the pinch comes. Their principal idea is to secure "out of work" pay & having done that are content. At the time of the strike not 1 in 10 in the union paid up the strike levy, & the strikers were consequently soon reduced in funds. It is even difficult to get them to pay their weekly contributions. They are frequently irregular. Being paid by the piece they consider their time as their own, & go & come a good deal as they like. If at the end of the week they take a hard "Saturday night" they come to the union declaring they were unable to pay. There were constant difficulties of this sort.

The

Hours.

Wage. Time workers.

Piecework.

The usual hours in the trade are 10½ per day & 6½ on Saturdays making 59 per week. About the only regular time workers are the Plaster model makers for pipes, terra cotta work etc. These should get 9d an hour. same rate as plasterers - but many of them are only paid 6½. 6½ to 9d is their rate generally speaking. There are also Plaster mould makers & these are paid by piece earning about the same as the clay moulders.

Throwers doing small work ink. bottles etc. earn an average of £2 after deducting for labour 7/- to 8/- & steam power 5/6 -

Throwers on large jars & chemical work earn nearer £3 on the average.

Moulder, if on sanitary pipe work, should make 35/-

" on architectural terracotta work is usually highly paid - but work is more irregular & often completely slack in winter. One year his next week was £2.19.11 & his worst 7/- on the whole he averaged about 35/-

Overtime.

Loss of capacity.

Shifting.

Terracotta moulders generally paid - sixpence per foot cube.

Overtime & slack time are both equally rare. It has rather been the custom to discharge men in a period of prolonged slackness.

Between 50 & 60.

The terracotta business depends on building trades & is generally slack in winter. But often one or two big orders have to be carried out, which prevent this.

There is no other trade in which men can find employment in slack times. Very few men are able to shift from one branch to another. as it is rare for any man to have been taught two branches. But there is a good deal of shifting going on from one employer to another.

Seven years is supposed to be proper number of years for apprenticeship. But few firms have bound apprentices at present.

Dreiton

Doulton are the worst in regard to Boy labour. a name flooded the whole country with semi-taught potters. So much was this the case that the Scotch men were forced to put on a special premium of £10 entry for outsiders. as Scotland was fairly overrun with Doulton's men.

Sir H. D. at the time of the strike declined to see Mr Burton of the Arbitration Conciliation Board or Mr Shipton. He refused to admit the principle of the men's having any voice whatever in the conduct of the business. The Union demanded the limitation of apprentices in the proportion of 1 to 7 but would have been ready to meet Sir Henry if he would have made any suggestion.

Mr Joseph Pye. Secretary to Amalgamated Bevellers, silverers, sizers, fitters & cutters union - 65 Middleton Rd

Up to last year there was only a bevellers union, & that was only organized in 1891. But in Dec. 92 it was decided to bring into the same union the Bevellers silverers etc. as they were in extremely interdependent. This decision however only came into operation on the 1st July 1893. It is now called the Amalgamated Plate glass workers Union.

The primary objects are to establish funds for the promotion of the well-being of its members, to enable its members to secure by every legitimate means a fair remuneration for their labour, & reduction of the hours of labour, to maintain an equitable regulation of wages throughout the trade, to make provision for the burial of members and their wives, for accidents and for the promotion of their general welfare, trade rights & privileges; and to

Qualification of members.

Outworks

Apprentices.

Disputes.

to secure just & honourable conditions & relations between employers & workmen.

R. iv. Any person working in the Plate or Sheet Glass industry is eligible for election & if elected Men (sic) shall be entitled to all benefits at the expiration of twelve months providing they are clear on the books.

Members out of work must report the fact within two days to the Genl Secretary or be fined two & sixpence. The same with regard to obtaining work again.

Numbers are limited to 1 boy to every 5 men.

Boys when apprenticed shall only work at & learn thoroughly that branch they have been apprenticed to.

No one may come into the trade after 16. years of age.

The term of apprenticeship not to last four years.

2 of Rule XX says. Should the executive, however

however deem it wise to settle the dispute by arbitration, they shall have the power to approach the employers association and submit the dispute ~~by~~ to arbitration the arbitrators to consist of an equal number of employers & workmen.-

The funeral claim on the death of a free member. is £8. on the death of a members wife £4. This only extends to one wife! Accident benefit. amount to 6/- per week ~~for~~ six weeks.

The branch secretaries & committees must govern their own branches in keeping with these general laws of the Union.

Travelling expenses are also granted to men in search of work.- They are provided with a card a have to notify their arrival at each place where a branch exists.

The following branches are now included in the amalgamated trade society.-

1st Bevellers.- who bevel off the edges of plate-glass, before it is silvered.- This

as

is a fashion which has only been generally adopted in the last few years & the trade has consequently largely increased. There are two classes of bevellers

1. Straight workers – i.e. men who simply bevel straight edges. this is the simpler work & is paid by the piece. The prices are regulated by the Union & range from ½ & ⅝ inch bevel at 1¼ per foot on a "10 ft run."

up to 3 inch bevel at 1/10¾ do do.
Any length over 10 ft. is charged ½ extra per foot. etc.

2. Straight workers average ~~about~~ 36/- per week all thro' the year.

2nd Shape workers are men who follow curves with their bevelling. This is far more highly skilled work & requires great accuracy of eye – They work time & make fr. 10 to 1/- & sometimes more per hour – averaging throughout the year £2-2 to £2-5.

Following are conditions of daywork & minimum statement for straight work

That the maximum time per week be 54 hours, at the minimum rate of eight pence per hour for dayworkers, and Time & a quarter for overtime. That the 54 hours be made before overtime commences in any week.

That piece workers & dayworkers share & share alike in the work given out, and if it be necessary through slackness of trade to discharge any men, the dayworkers be discharged in the same proportion to the piece workers.

That no member be allowed to work on the Bonus system.

No deductions to be made for breakages if the result of pure accident, materials used, or fines imposed, & that no workman wash sand.

Formation of a Board of arbitration consisting of equal numbers of employers & workmen" This is signed by the sect of the Employers Association, as well as by the Secretary of the Trade Union. 2 Dec. 1892.

76

~~Each~~ Generally silverers have a "better-opp" or assistant. These men are regarded as ordinary unskilled labourers & are not admitted into the Union. They have not learnt any branch, & have not passed any course of apprenticeship.

2 Silverers. ~~Siders~~. the men who silver the back of the plate glass. to convert it into looking-glass. ~~etc~~ work time and are paid by the week. Their wages vary according to skill fr. 30/- to £2. 2. A man can count on earning this amount all the year round. He is rarely discharged for slackness. This applies to all the time workers.

3. Siders. men who judge glass. i.e. discover small flaws. and ~~know~~ determine which is the back & which the front side of the glass. The side that is which has to be silvered or the side that is to be bevelled.
These earn fr. 27/- to 34/- a week.
& are paid by the week.

4. Fitters are also paid by the week.
& receive fr. 25/- to 35/- . Their work is to fit glasses into cabinets. wash stands etc.

5. Cutters. the branch specially employed for cutting-down the plate-glass as it comes in. to the shapes wanted.
They receive fr. 28/- to 42/- per week.

all

Loss of capacity. Healthiness of trade.

Intemperance of Bevellers.

all being paid according to skill.
Hours fixed by the Union are 54 - a time a quarter to be charged for first 2 hrs overtime. twice a a half for any time worked after that. The same regulations are adopted in regard to the other trades as for the Bevellers.
Silvering which used to be very unhealthy when mercury was used, is now one of the healthiest branches of the work.
The normal age for loss of capacity at the work may be stated at 55. This would apply also to cutting & fitting.
Bevellers & Riders do not perhaps on the average continue work so long.
Mr Pye. puts their average term at about 50.
This is because the forge is a well, disagreeable process, and men are apt to get rheumatism & loose the power over their fingers. They are also much more intemperate than women employed in the other branches - owing probably to the nature of the work & also to the fact that being on piece-work they are more

independent

Slack & busy seasons.

Shifting.

independent of time & keep more irregular hours. ~~Dam~~ Their intemperance probably has something to do with an earlier loss of capacity.

Siders loose working capacity earlier because their work requires very fine eyesight. which a man rarely possesses after 50. (?).

The trade depends largely on the cabinet making industry, & follows it in regard to slack & busy seasons. End of April to August is slack. Then busy up to Xmas. after which a short period of slackness, and again a spurt in the spring. This practically an autumn & spring trade. But this slackness is not felt by the men; it is very rare that any are discharged. & even short time is uncommon.

The majority of firms do not discharge men in short slack seasons but make the men share alike.

Men cannot shift into any other trade. there is nothing for which they are fitted except possibly glazing. but in case this would -

From Branch to Branch.

29

Improvement in drunkenness

would only be done in isolated cases.

The allied branches [to Bevelling] are veneering & sidering and cutting & fitting. In small shops where only a few hands are employed the same man ~~only~~ will undertake ~~two~~ these branches at once. but it is not in accordance with the rules of the Union that men should go from one branch into another & ~~when~~ apprenticed then may only learn one branch.

Bevellers move a good deal more from one shop to another than the other branches. men are often idle for a ~~short~~ time in this branch. as it is a quick trade. i.e. work is ordered just before it is wanted & can be quickly prepared.

There is an improvement in this respect since the Union was organised. as when men get discharged tho' some fault of this kind, the Union let them "tramp about a bit" before allowing them to get work elsewhere.

Employers always apply employ to the Union when they want men.

The London Affiliated Potters' Trade Society.

Interview with Mr. Gascoigne 140. Princes Road. Lambeth. S.E. (J. J. Turner) Oct. 7/93

1890. 270. Members on books.

1893. 29. — " — " — " —

Not one man belonging to Doultons in the Society now.

In Nov 1890. Balance at Bankers was £433.. 11/5. Paid out the whole by Sept. 1891. Hercules Buildings Bank.

Doultons Strike Fund at L & S. W. Bank.

Balance £338. 5/7. Paid that amount out during Strike

130 of the 270. Members came out on Strike - 140 were levied 2/6 every week during the Strike.

Before a Balance Sheet of Strike Fund was made a general collapse took place, & it was not completed.

"Throwers" work piece-work:— a few day-men only.

They would sooner go as labourers, than to another branch of trade.

(continued)

4. Months. Slack time. Nov:– Feb: inclusive.

"Smiths." Pottery Old Kent Road;– The men here had a dispute in Aug: 1890. It was decided by Arbitration. The Trades Council being arbitrator. The men & masters were pleased at the decision & have worked friendly ever since.

Balance Sheet. Quarter ending Sept 93.

	Income	4 .. 8/6	
29. Members	Expenditure.	2 . 2/3	
		£ 2 .. 6/3	In Treasurers hands.

Mr Gascoigne gave a copy of the Annual Statement for 1889. (probably the last printed). At the end of that year the balance in hand was £ 326.13.1. Out of work pay cost

First quarter	£ 21. 9 –	
Second "	23. 13. 6	
Third "	19. 10. 4	£ 96 . 2 . 10
Fourth "	31. 10. –	

GA
Oct. 6/93

Glass Painters' Union

Interview with the Secretary Mr H.W. Ball.
The Mortamore Arms, 174 Tottenham Court Road.

The glass painting is in the hands of people who do church work & domestic glass work of the best class.

The Union was established in 1889 and has about 120 members or about 2/3rds of the entire trade. There may be 200 men engaged in the trade but this number would cover all.

Unionists & Non-unionists work together

Subscription – 6d per week.

Benefits – Out of work. 12/- per week for 10 weeks in the year. There is ~~all~~ also a Benevolent fund raised by fines for assisting widows of members.

Relations with Employers are satisfactory.

Boards of Arbitration – None

Relations with Employers – Satisfactory

Wages & Hours. The recognized system is day work. Attempts have been made to introduce piece work but it has been opposed. The Union sent a circular to the clergy exposing the system – especially as adopted by one firm – Messrs Cox, Son, Buckley & Co Southampton Street, Strand, W.C. Another firm also tried – Messrs Ward & Hughes, Frith St. Soho.

Circulars sent to

No particular hours are recognised by the Union but 9 hours is the working day for ornamental hands and 8 hours for figure hands. The hours usually worked per week being { Ornamental hands – 50 hours; Figure " 44 "

The minimum wages is 9d per hour for both classes, the best men commanding higher rates: 1/3d is the highest & is paid to exceptional men. May regard the average wages of the ornamental hand as 35/- & that of the figure hand as 40/- per week.

Most of the men are in regular work & would make these averages. There is a fringe of casual men who would not make more than 20/ a week average per year. They come on the Society every year.

Apprentices would earn 2/6 per week the first year; 5/ per week the second and gradually rise to 20/ in the seventh year.

Age & Capacity. Know men in the trade, 60 years of age but few would go to this age. If a man were seeking work he might get on at 55, not later.

Seasons. Busy before the Church festivals – Easter, Whitsuntide & Christmas. At other times there are new buildings. Domestic work is regular. A little slack from August to November.

Overtime is not usual. Only work at exceptional times.

In Slack Times men are discharged, e.g. those taken on for busy time.

Unemployed do not find work in other trades. They may leave the trade, but if so they do not return.

Shifting from Employer. There is a certain percentage who shift about, not more than 10%. About 90% have regular situations.

Method of Training. Apprenticeship - 5 to 7 years, supplemented by tuition in Art school. In a few shops lads are received and work their way up. This is a slower system & not a growing one.

Conditions of Admission to Society. Proposer & seconder have to certify as to candidates work and also that he is worth the minimum wage.

Mr Ball gave a copy of the Report of a

Committee of Enquiry as to the Trade Conditions. This gives particulars respecting Subdivision of work, Home & piece work, Wages & hours of labour, Apprenticeship etc – which see.

25 Oct: 1892.

Former Union.

Mr J. Palmer. 3 Pottery Cottages. Pottery Wks.
New Eltham. working red clay potter
(flower pots - chimney pots etc).
About 10 years ago a union was formed
among the red-potters. & numbered 70
members at the start. It died however,
a natural death owing to want of
cohesion amongst the men, & difficulty
in getting subscriptions paid up.
After this nothing more was attempted
in the shape of organisation among the
men until January 1889. when a considerable
number joined the London & Co: Labour
League. They had a short strike which
resulted in a rise of wages for the
men. but in June 190 attempted
another strike - on account of the
numbers of boys employed by some
masters. This strike was lost &
the London Labour League then, in
order to give employment to the
men who had fallen out owing to the
strike. started the New Eltham Coop.
Society

Number of men employed

Society advancing £1,200 for necessary buildings, working capital, etc. Unfortunately no adequate control seems to have existed over the management of the concern. The buildings put up cost over £2,000; & so the society started not only without working capital but with a heavy debt. The management was said to be bad - & for one reason or other the co-op. system had to be abandoned last year. The former manager has now become a sort of middleman between the League & the men, who are in precisely the same position as men at any other factory, but the League still exercises a sort of control, nominating certain directors to look after the business & see that fair wages & hours are paid etc. There are about 150 men & boys employed in the actual "making" of red pottery in the metropolitan district - the proportion being about half & half. - & besides these there are probably

probably fifty more labourers, kiln-men burners etc. dependent on the industry. of these 200 not more than 25 are members of the League.

There are two large factories in Tottenham Mr Coles' & Mr Smith's - which compete very hard against each other & by lowering prices all over the metropolitan district have made it very difficult for any employer to give a fair wage.

Coles employs 48 "makers" - half of them boys. & 80 hands in all - South about 40 or 50. hands in all. Both these factories are worked with steam to turn the throwers wheels, & 8/ a week is charged for use of steam power.

The work is paid by the piece - the regular system being to pay a certain sum per "cast" of pots. varying according to size of latter.

Thus. 4 inch ~~to 6 inch~~ two inch to pots are paid $4^{\underline{d}}$ & $4\frac{1}{2}^{\underline{d}}$ respectively per "cast" of 60 pots. 5 inch & 6 inch pots are paid $5^{\underline{d}}$ per

cast

cast of 48 & 32 pots respectively. Pots which go 24 to the cast & larger ones going 16 to the cast are paid @ $5\frac{1}{2}$.
At Coles & Southis, however, a rather system has been introduced of paying a fixed weekly wage but exacting the production of a minimum number of pots. ~~If more is produced, it is presumed that overtime is paid.~~ This system is however resented by the men who prefer to work on the old principle and together with the fact of a large number of boys being employed, has led to relations between employers & employees being decidedly strained.
Work is at present very slack at these two factories owing to high price of coal. & so the other factories whose steam power is not used a profit not cut down to such a very fine margin are having a look in.
The new Eltham Factory is not now supplying a certain number of his

Coles

Wages.

Coles customers.

The makers - who would be called "throwers" in an ordinary pottery. should earn upto 32/- a week in a busy time - and average 27/- a week all the year round.

Boys learning the trade ~~go~~ or making small goods - as at Messrs Coles - get about 15/-

A man working with steam power and a boy to help him. has to pay about 15/- per week as a first charge upon his wages. The wages however remain about the same as at other shops where steam power is not employed - the only difference being in the greater quantity of goods turned out.

Kiln-men make on an average 24/- or 25/- ranging from £1-1 to 32/-. They are now paid by the piece like in other potteries, but by the week. Their pay is however from time to time increased by overtime. They are the only pottery

workers

Hours.

Loss of employment

40

Busy & slack seasons.

workers who do work ~~[illegible]~~ much overtime.

56 a week is the usually recognized limit - but in slack times much less is often worked - and men are kept out occasionally for one reason or another when orders are few.

It is not the custom for men to be sacked in slack seasons. They are more often kept on doing perhaps 3 or 4 days work only in the week.

Of those that are sacked, some go out during the summer as bricklayers or building labourers etc.

There are very few men in the trade absolutely out of work at present. The ~~two~~ large firms at Tottenham are rather slack owing to coal strike (why?) These are not very clearly defined - but as a general rule. the busy season for plumbers starts begins about March & goes on till June when trade begins to fall off till October. Then

occurs

Shifting

Training

occurs a lull of 8 to 10 weeks after which business gradually opens up again till trade is quite busy in March.

Men rarely shift into any other branch of the Pottery trade - tho' there is a good deal in flower pot making that resembles ordinary pottery work. There is however a good deal of shifting from one employer to another - tho a considerable number of small employers having two or three hands under them are found on the outskirts of the metropolitan area.

No apprentices are taken on in London. Boys begin by learning to make one or two smalls. i.e. 2 inch or 3 inch pots. In the country it is the custom to apprentice for 5 to 7 years. and this system certainly generally turns out good all round men.

There is no qualification necessary for admittance to the London Lab. Labour Association.

Rent

Intemperance

Materials used.

Red potters used formerly to have a bad name for intemperance - But there is undoubtedly a marked improvement among the younger generation.

The clay used is the common yellow clay - There is no great skill required in mixing etc - and far less heat is needed in burning than for stone-ware. in which the substance has to be vitrified.

Pots remain about 8 days in the kiln. & the Burner here as elsewhere is one of the most responsible men in the place. A first rate - thoroughly reliable sober burner is said not to be an easy thing to obtain. & when caught, he is paid high wages, but he is suspected ~~to do~~ a considerable amount of overtime & the work is not a toying.

Copy of Letter from Mr Sydney J. Stiff.
of London Potters Wks. Lambeth. 19 Oct: 1893.

Dear Sir.

Please excuse the delay in sending figures, I wanted them to be correct & have not had much time to spare lately.

We employ about 210 hands in all divided roughly as follows.

22 Throwers averaging £2-0-0. per week.
30 Kilnsetters — 22/- to 50/-
20 Moulders. — 30/- to 40/-
12 adult pipe workers. averaging 20/- to 35/- — much of this is unskilled labor.
4 Foremen.
3 Kilnburners.
2 Engine drivers.
2 Brick layers - p^d at trade rates.
2 Fitters & repairers. 30/- & 40/- respectively per week of 60 hrs.
4 mould makers 30/- to 55/-
15 Stoker labourers averaging 23/-
45 Boys from 13 to 19 years of age earning

earning from 8/- to 22/- per week. unskilled. 45 Labourers, clay mixers, yard hands, pipe stackers, packers etc. 20/- to 33/- per week of 60 hrs. some piece & some day work.

Exclusive of clerks about £320 per week is paid among about 165 men & 45 boys. Also about 25 men have to pay boys of their own for assistance in their work which brings the totals really to 165 men & 65 boys paid directly or indirectly.

Averaging the boys at 15/- per week this makes the mens average earnings £1. 12 - 0. to £1 - 13 - 0. per week.

Trusting these details will be of assistance in your work.

Yours truly

Sydney J. Stiff.

Esq.

Oct. 27.

Eltham Pottery works. re.
interview with Secy. of London & Co. Lab. Lab. Association at 12a Lewisham Hill Rd. Hev. Cpp. J.P.

When the Red Pottery Labourers first joined the Association - Mr Beale was able to obtain a rise in wages by negotiations with the masters, during which he succeeded in inducing them to adopt some sort of code of general regulations as to rates of wages.
In 1890, however, the masters having failed to adhere to this code, & having besides adopted a regular system of boy labour for all small work, a strike was ordered - & then it was that a considerable number of the men on strike decided to try a co-op. association if capital for the start could be advanced by the Association.
This was done as described by Mr Palmer on page but owing - said the Secy. to the want of solidarity among the men

&

Oct. 28.

& a consequent feeling of dissatisfaction which had grown up ~~on~~ on them. the Coop system had ~~the~~ dropped - and a system of management of the ordinary kind more or less under the supervision of the Labour association was adopted.

Mr Kempton. of glass works. Vauxhall Walk. S.W.
good premises. makes very artistic glass work -
promises to send report as to wages etc.
Has great difficulty in getting first class skilled blowers - For some time has applied to Secy of Union for 4 good men. but it is impossible to obtain them. He says he will have to train up young men to do the work - at present his 3 sons do all the highly skilled blowing. such as big vases for grapes - & crinkled lamp shades etc. which are not made in moulds.
He has are from Monday morning to Friday

4 Nov: 1893.

Glass Bevelling. Silvering etc.
Wage in various branches.

Regularity. etc.

Regular wages.

Friday morning. Men work in two shifts of 6 hrs each - i.e. 12 hours in the 24 during 4 days in the week. The ~~rest~~ other 3 days when furnaces are being prepared they are entirely free.

Messrs Parr Brothers. Gt Eastern St. E.C. send following replies to Question Form.

Bevelling rates fixed by rules of Union. (piecework)
Silvering. weekly wages 25/- to 40/- according to skill -

Fitters - " " 20/- to 30/-
Cutters. " " 30/- to 40/-

The Busiest seasons are the months of March & October - but there is no very distinct season outside these two months.
The cause of this is the summer & winter stocks respectively being purchased by the furniture dealers.
All employees by the week have constant pay

Piece workers

How much work to get?

Do men shift to any other employment?

What was condition of trade in 1891?

Methods of training.

Loss of capacity

X

Foreign competition.

Piece workers employment varies according to state of trade.
This depends on the number of men among whom the work is divided, but as a general rule a man will not remain in a shop unless he can earn a good average wage.

No.

Somewhat better than at present but not to any remarkable degree.
Glass cutters & bevellers by apprenticeship. Other branches pick up the work without regular method, as no particular skill is required.
Glass cutters require an apprenticeship of 4 or 5 years. Bevellers can be taught in a few months.
Bevelling is the most exhausting work owing to the piece work system, and a man is not much good after 45 years of age. In other branches the age is extended 10 years.
None of importance whether between foreign & English firms, or foreign & English workmen in London. (Mr J. Parr comprised in this respect

the

Interference -

Any overtime rate?

Any trouble between Unionists & non-unionists?

the statements of Mr Bailey regarding the advantages of Belgian over English glass - & Plate Glass Factories. Told me that the English Firms had lost immense sums of money in competing with the Belgian, & having cut down prices to the lowest level, had been forced to flood the market with masses of cheap glass - which it was now impossible to dispose of.

A slight improvement in this respect, owing to the fact that there are fewer small masters in the trade & the men are working for employers who provide better workshops & altogether better conditions - & the more respectable associations have a beneficial tendency.

The Bevelling branch is the worst in this respect. It happens to be the one in which the men are freer agents, and whose pay is of a less stable nature than that of the other branches.

No.

Non-unionists are made so miserable by continued interference, that they soon join the Union for quietness sake.

Copy.

7th Nov. 1893.
1 The Crescent.
Belvedere Rd Lambeth.

Dear Sir.

The highest skilled glass makers wages in London is about from £3 - 4 - 0. to £3 - 10 - 0 per week (average).

The next grade will average £2 - 6 - 0.

The 3rd or lowest grade (many of them grown up Boys.) will average 24/- weekly.

The average hours will be about 48 weekly.

The condition of workers might be good and is for the sober & thrifty - But the doubly accursed Drink shops is our Terrible foe - the ruin of our men -

We have a well organized Trade Society to which we all pay (first 2 grades 2/2 weekly) the third grade 1/6 per week.

For this, or these payments, we receive 7/- sick per week 10/- per week unemployed 15/- per week for those whom we consider oppressed - as long as they are out - with the first chance of work that occurs.

occurs. then we give 9 pounds each to all who come on superannuated list. Then we give 6/- per week to the superannuated as long as they live 4/- a week 20 years membership 2/- a week under 10 years membership.

On the Death of a member we pay 8 pounds To his Wifes death 5 Pounds. If in arrears all this is stopped. The arrears are always owing by the Boosers seldom from any other cause.

It is 30 years since we had a strike we settle our disputes by negotiation & reason & find it answers.

What a blessing it is to the workers! taking each other for each others good.

The eight hours would not suit us at all. We want to earn all we can & make hay while the sun shines. The more we earn the better for trade. Our purchasing power being increased by high wages or greater earnings. All purchase of the useful is a purchase of labour (?), don't believe therefore in the modern craze of 8 hrs a day.

We

12 Nov:

We want fittest workmen for fittest work. We have one fourth of our men out. The great bulk unskilled or unfit. This in a very great measure is self caused by want of effort & self application. Drink the great factor of this cause.

Yrs truly
J. Leicester.

The number of Flint glass Blowers in London will be about one hundred & twenty (120). But there are many small places making inferior work. The condition of the workers wretched in the extreme.

(As regards this latter statement, I afterwards made enquiries from Mr Rose. Secy. London Glass Blowers. with whom information it appeared to clash. She told me that the men engaged upon "small works" who form the bulk of his union. The "London glass Blowers" are not considered as glass Blowers by Mr Leicester & his Union. The Flint glass Blowers, altho' they are for their own kind

of work more skilled, & can work much faster & better at small vials than the majority of men in the Flint glass Association who are to a great extent north-countrymen. When Mr Leicester therefore writes that there are only 120 glass Blowers in London. he refers to the blowers of larger articles & "tablemen" exclusively - the London blowers are called somewhat contemptuously "cribmen" by the other society. This is because they originated, so to speak, in an illicit trade. At the time of the tax on the manufacture of glass a large number of men used to make small bottles at home, melting up broken glass in a pot or crucible over the kitchen fire, & sold their bottles at a cheap rate free of duty. They ~~[illegible]~~ ~~[illegible]~~ became known as "cribmen" & the London industry in small vials is said to be the direct outcome of this illicit manufacture. There does not seem to be much love lost between the two Trade Unions.

JH.