

Section 26
Paper Manufacture

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Paper Manufacture
Section 26

Females		Males		Totals	
-19	20-	No	Trade	(1)	(2)
242	325	567	1333	(1) Paper manufacture includes Reporters	1333
714	994	1708	1916	(2) Envelope makers	1916
259	313	572	1134	(3) Card, Pattern card maker	1134
36	142	178	1013	(4) ^(Xmas Cards) Paper Stationers	1013
3071	4435	7506	8518	(5) Paper Box, Paper Bag maker	8518
62	34	96	805	(6) * Others	805
4334		6263	10647		14719
20525		2533			



* Includes Billposter, fireproof ornament, lampshade, paper collars, sandwich men.

Others Under 25 years of age
Males 24 1/2 %
Males 32 %

Paper Section Males 41 1/2 %
Males & Females 58 %

Census. England & Wales. 1891.

Agro.	Age								Agro 10 upwards	Employed	Employed on own account	Working on farms	Others
	10	15	20	25	35	45	55	65+					
Men													
Paper Manufacture	863	2476	1795	2680	1964	1274	672	290	12014	396	11081	97	440
Envelope Maker	27	57	51	69	53	25	5	2	289	9	280	6	14
Card	60	398	334	373	230	123	70	23	1631	97	1433	44	57
Paper Stationer	210	432	300	426	356	186	106	56	2134	135	1861	60	78
Paper Box & Bag Maker	313	485	293	412	287	176	114	41	2121	259	1600	118	89
Others	51	260	333	587	540	426	319	206	2722	166	1900	454	202
Women													
Paper Manufacture	549	2523	1754	1409	753	567	317	122	8029	12	7598	29	390
Envelope Maker	219	923	595	403	163	100	40	8	2458	2	2339	13	104
Card	61	310	215	143	50	19	9	5	814	10	763	12	29
Paper Stationer	30	144	74	90	43	32	25	3	403	10	370	7	16
Paper Box & Bag maker	1742	6337	3980	2391	1251	619	272	86	17178	99	16039	246	794
Others	15	78	55	35	15	15	11	13	237	15	194	16	12

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See 26. Paper Manufacture.

	Census Enumeration				Total	Enumeration by Families			
	Females	Males				Trade of Families	Male	Female	Total
	All Agro.	-19	20-54	55-					
Paper Manufacture	567	134	505	77	1333	Trade of Families	2143	865	3008
Paper Stationer	148	269	516	80	1013	Born in London	2357	651	
Card Envelopes	2280	222	510	38	3050	" out of "	651		
Paper Box & Bag	7652	389	1097	185	9323	Employer	288	2489	
Total	10647	1064	2628	380	14719	Employed	2489	231	
						Neither	231		

Details of Occupation				Classification				
Employer	Employed	Neither	Total	Trade	Others occupied	Unoccupied	Servants	Total
361	13,923	435	14,719	3,008	3,058	6,241	251	12,558
				or per family				
				1	1.02	2.08	.08	4.18

Proportion of Employers to Employed. 1-39									
Lower class			Middle class	Upper class		Servants	Total		
(1)	(2)	(3)	class	(1)	(2)				
2.777	3.372	3.023	2.758	2.21	1.56	2.51	12.558		
70	2	2	2	2	2	2	2		
22.1	26.9	24.1	21.9	1.8	1.2	2.0	100		

49% Distribution						
E.	N.	W.	Central	S.E.	S.W.	Total
4.997	1950	638	1802	1082	2089	12,558

London Paper Stainers' Benevolent
Society }

GE Akell
3/11/93

Established
Membership

Only Hand workers admitted

Non-unionist 10%

Union & Non-union men
work together }

Relations with Employers

No Boards of Arbitration etc

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London Paper Stainers' Benevolent Society.
(Trade Union)

Met the Secretary and half a dozen men at the
Club House, Fann Street, Aldersgate Street.

The Society was established in 1861 and has
about 120 members.

Only the hand workers are admitted e.g. those
who make the hand made papers. These men do
not regard the men who tend the printing
machines as paperstainers. The machine
men have no organization, although they
must outnumber the paperstainers proper.

There are about 10% non-unionists -
perhaps 14 men outside the society. It is
impossible to get outsiders to do the work.

Unionists & Non-unionists work together.

The Relations with the employers are very good.

There are no Boards of Arbitration or Conciliation. Each
establishment arranges with the master.

Age to which men work

Busy Season.

Overtime

Some firms keep their
men in slack time }

Men do not shift

There are some men who work to 70 years of age but after 50 a man would not get employment. although he might retain his situation.

The busy season of any particular house depends upon itself although as a whole the winter is the busiest time for all branches of the trade. Patterns and stock orders are done in the spring & summer.

Overtime is unusual. Sometimes if a man has a colour to finish, he will remain to finish it. By law the men are practically not allowed to work overtime as the man cannot work without his boy.

In the slack time some firms keep their men on short time so that they have short weeks in the summer. Others discharge the men.

In slack time the men do not seek other work. They are kept on the books of the Society.

Men do not shift from one branch to another. A colour

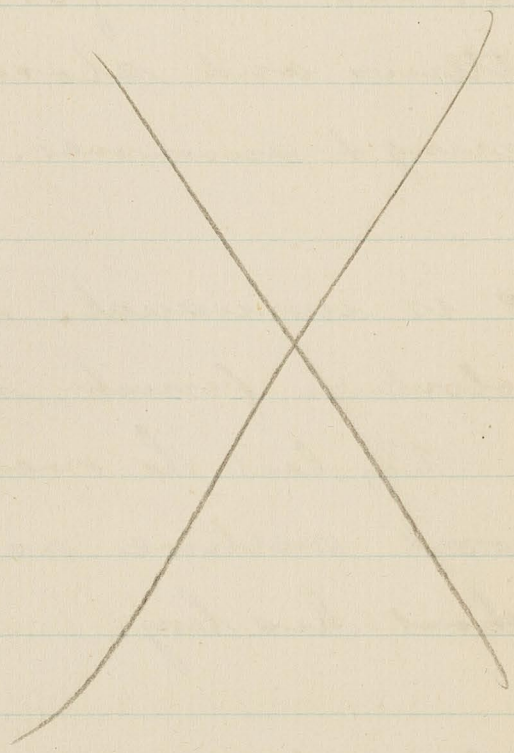
maker

Men seldom change }
their shops.

Trade runs in families

Method of Training

Conditions of Admission }
to Society



mixer will sometimes mix colours for the machine

Men very seldom move from one employer to another and then only to follow the trade. This was strikingly shown by the men in the room. One man had been 39 yrs with one firm; another 22 years; a third had been 16 years with one firm and 3 years with another; a fourth had only been in 4 shops in 21 years.

The trade also runs in families. Each of the five men present were sons of paper stainers.

Trade is learned by apprenticeship. Works for 3 or 4 years & then he is apprenticed

For admission to the Society, a man must have worked at as a paper stainer at the 'table' for 4 years and must be proposed and seconded by two members of the Society.

After discussing the questions as above, we turned
'to

Branches of Work

to a general discussion of the trade & the shops of which the following is the result:

Paper Staining is divided into two main divisions

- (1) Machine work
- (2) Block work. This is the work done by the members of this society.

The men doing the Block work are termed

- a) Colourers
- (b) Block printers { Metal
Flock
Bronzing
Water colours

Years ago a man kept to a particular branch but now men are expected to do all. This is owing to the fact that there is not so much work of one kind as formerly which is there having been a decline in the amount of work. The cause of this decline is the substitution of machine made wallpapers for the block papers for all ordinary work. The work is now more artistic and special. Papers are made to suit particular kinds of furniture or hangings or some particular fancy of customers. Have pieces of curtains etc

etc sent to them so that the paper may be made to harmonize.

Hours of work are from 48 to 50 per week.

The work is concentrated in a few houses. The best block work is done in London. There are a few houses in the country but they are mainly engaged on machine work.

The work is chiefly piecework but the boy is paid a fixed wages by the man so that whatever the man earns, his boy has to be paid from it.

The houses in the trade are:

Jefferies & Co., 64 Essex Road, N. Employ 24 men and a number of machine hands. A good shop. Daywork - earn about 4/7- a week & pay a boy 6/ or 7/ a week out of it. Best work is paid by the piece.

W. Woollams & Co 110 High St. Maryllbone. Employ 15 men. No printing machines; only one colouring machine. A good shop. Average about

This agrees fairly with the firm's statement.

about 4 3/4 for man & boy - boy 6/-.

A. Sanderson & Sons - Chiswick. A bad shop.
have about 15 men and do a lot of machine
work. Wages about the same as other houses. Don't
treat the men well - "treat them like slaves."

Chas Knowles & Co, 164 Kings Road, Chelsea. Have
12 men. Just started on machine work, printing
and colouring. Very good shop. Hand workers
about 40/-; have had to pay a boy there 8/- a week.
Allan, Lockshut & Co, Old Ford Road E.

Principally machine work with gold
leaf on by hand.

Essex & Co. Lavender Hill

H. Richmond Scott & Co. Offord Road Barnsbury

Carlisle & Clegg. Graham St. City Road N.

This firm turns out about 2000000 pieces a
month; has 10 or 12 machines and also some
machines for sanitary papers.

The colourer lays on the ground colour, one or two coats.

A man seldom does printing and colouring. The
proportion of colourers varies from one to 5 block
printers to about 1 to 10 block printers.

The Block printers prints the design on the prepared paper by means of large blocks 21 inches wide but of varying length.

The paper-stainer mixes and matches his own colours, whether he be a colourer or printer. In France, the colours are mixed by the foreman and the workman only responsible for the work. One firm (Sanderson's) has adopted this plan.

In Machine printing the speed is very much greater than that of the hand work. Two men are employed on a machine and they have to do a certain amount of work.

In Hand printing a man would have to work very hard to do 300 pieces (12 yds each) in a week. Men who are employed on day work do small orders and short lengths, on which at piece work a man could not get a living. Orders to match other papers or furniture are of this description.

Bronzing, Flocking & Metal work are supposed to be better than damask work. Can earn more money on good work than on common.

By rate of production
by machine

Competing Decorations

Effect of Trade on
Health }

Lincrusta Walton and 'Anaglypta' are competing with flocked papers and the Sanitary papers are also taking the place of some block papers.

Does not think the trade is more injurious to health than others. Flocking is no doubt injurious on account of the dust and the white lead but there are men still at it who have been at it for years. The use of arsenical colours was formerly a source of great danger but these colours are not now used.

Extracts from Rules of Society

Objects. To raise a fund to provide for members when
(1) Out of work
(2) In distress
(3) Going into the country or on travels.
(4) Wishing to emigrate.
and also to provide a sum at members' or members' wives death.

Entrance Fee: 4/6- - Contribution 1/4^d per month

Benefits. Out of work - 10/- a week for 12 weeks during 18 months. Will not be paid for less than 3 days out of -

out of work. In distress, a sum not exceeding 10/- but not oftener than once in six months.

Emigration. £3.10 to £5 - At death of member - £6 to widow & if further assistance is needed a sum equal to a levy of 6^d per member, upon all in work may be granted. At death of member's wife £3.

The Bye-Laws say the Machine printers are not admitted. Shop secretaries are ordered to send the Trade Secretary the date of any lad going to the printing or colouring table so that the Committee may know when he will be eligible to join the Society.

Members out of employment must report themselves once a week at the shop nearest to their residence.

[Amongst the men present was W. J. I. Sampson, who was the artisan - delegate to the Paris Exhibition in 1889. He gave me a copy of his report which contains a full and well-written description of the trade - which see especially pages 1-9]

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Paper Staining. Extracts from Encyclop. Brit.

All papers did not come into common use in Europe until the 18th century. It appears to have been used earlier by the Genoese.

There were a few rare examples in England as early as the 16th century. Imitations generally in flock of Florentine & Genoese velvets.

Machinery was invented at the end of the 18th century to enable these papers to be made in long strips.

In 1744, Jackson of Battersea gave designs in 'flocking' patterns on pictures. They were printed in oil with a rolling press.

Block printing is done by means of wooden blocks - English 21 inches wide and French 18 inches e.g. the width of the pattern on the roll of paper.

In flock, gold or silver work, the design is first printed in strong size and then the flock (finely cut wool) or metallic powder is sprinkled over by hand and adheres only to the wet size.

For the cheaper papers printed by machinery, the design

design is cut on wooden rollers, under which the paper is passed. The chief drawback of these papers is that the colours are applied rapidly one after the other without allowing each to dry separately as in hand printing - A somewhat blurred appearance is the result.

Evening News - October 25. 93.

is what the unemployed want.] Oct 25 93.

John Stuart Mill once said that labour-saving appliances have not lightened the toil of any human being, but have merely enabled a greater number to lead lives of drudgery. He might have gone further and said that sometimes their introduction and use destroys the possibility of even a life of drudgery. Machinery may take a trade out of a man's hands and leave him stranded after he has spent the best years of his life in acquiring his skill and exercising his craft. Such cases are all too common. It is easy for the philosophers of *laissez faire* to say that the labour displaced by the invention and perfection of machinery can and must get itself employed in other avenues of usefulness. The fact remains that it does not always get itself so employed, and that men who are superseded by servants of iron and steel too often drift into extreme poverty because they cannot get enough of the commonest drudgery to do. I have come across several cases where men have attributed their worklessness and their distress to labour-saving appliances—to the use of machinery, which, while it has benefited the community at large, has practically ruined them. It will be useful to look at the question from the standpoint of one who has been deprived of his real means of earning his living and now finds that the years he spent in mastering his craft stand him in little stead in the struggle for work. The man whose experiences will serve this purpose is now a jobbing paper-hanger. He was out of work; he had earned only 5s. during the past three weeks; his assets were the very old clothes in which he stood and a little furniture; and his liabilities were two weeks rent at 3s. 6d. a week for one room in — street, Islington, and the daily feeding of himself and two children. When he can get paper-hanging to do either for builders or private householders he can earn 8d. per hour, but his story was the old one, that try how he might there were no jobs to be had just now; nor was there any prospect of permanent employment during the winter.

How long have you worked at paper-hanging? I asked.

"Though I do paper-hanging," he said, "and have a reputation for being a good workman at that, paper-hanging is not my real trade—or rather it is only a part of it. I am a paper-stainer and marbler."

Were you apprenticed to that?—Yes, to my father, who was in business as a paper-stainer. I served my seven years with him.

Is it an easy trade to learn?—By no means. Unless a boy goes into it when he is 13 or 14 he won't master it. It is little use a grown man trying to learn paper-staining and marbling.

Then you would claim that it is a highly skilled calling?—Without question it is.

I asked him to describe to me the *modus operandi* of paper-staining by hand labour, and calling into being an imaginary bench, with rolls of paper, colours, sizings, and the like, he

went through the process. The description would be unintelligible to the general reader, but it was sufficient to convince me that great technical skill was required in the preparation of the materials, and the manipulation of the colours and the tools with which the graining of "marbled" paper was done. It was obviously a trade calling for high manual dexterity, and good sense of form and of colouration.

And what wages would you earn at that work? I asked.—Why, three pounds a week. It was paid by the piece, and a man who worked hard and was really skilful could make a good living at it.

And why did the trade fall off?—Simply because of the use of machinery. When I was at work as an apprentice and young man this competition was not felt very much. I could get a job any minute I liked, and could leave one shop to go to another where I could make another eight or ten shillings. But whereas I could do 30 "pieces" a day working with three colours a machine will now do 1,500 pieces.

How long did this period of full work and good wages last after you had served your apprenticeship?—Seven or eight years I should say.

And when did the great decline in hand-staining of paper set in?—Eight or ten years ago. The hand worker has been superseded by the printing-machine since then.

Is the machine-stained paper equal to that stained by hand?—I think not. You can't "bind" the colours so well by the machines. And the use of machinery in the trade has led to the production of a lot of slop work which used to be unknown. Cheapness is all the rage in the trade, and the hand paper-stainer and marbler is crowded out.

What would you earn at your trade now if you could get work?—On good work not more than 20s. or 23s. a week; on slop work not more than 18s. Of course if a man can get work and likes to kill himself by driving as hard as he can from eight in the morning to eight or nine at night he may make a little more than at that slop work. But work is not to be had and when it is to be had the pay is so small. The hand paper-stainer, in fact, is not wanted. He is supplanted by the machinery. I had to fall back on paper-hanging. Fortunately, of workmen, the bulk of it shall be used for the management of the Parks Committee, utilised as an open space under the a small portion of which shall be upwards of ten acres of the ground cleared, bank Prison. It is proposed to acquire

whose new comedy, "The Orient Express," will be played for the first time at Daly's Theatre this evening, began to write for the stage very early indeed, but whether he was an actor equally soon is not precisely

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What would you earn at your trade now if you could get work?—On good work not more than 20s. or 23s. a week; on slop work not more than 18s. Of course if a man can get work and likes to kill himself by driving as hard as he can from eight in the morning to eight or nine at night he may make a little more than at that slop work. But work is not to be had and when it is to be had the pay is so small. The hand paper-stainer, in fact, is not wanted. He is supplanted by the machinery. I had to fall back on paper-hanging. Fortunately for me I was taught that as well as the other, for in my father's business we used to hang the paper as well as stain it. This work, however, is very irregular. I have worked for the best building firms in London off and on, and done every private job I could lay hands on, but lately this work has been very scarce.

How many months' work would you get on an average?—I should say seven months in a year.

And there is nothing except the scarcity of work that prevents you earning a living at paper-hanging?—Nothing at all. Plenty of people tell me they would give me work if they had it. I am well known as a good workman in my line; they know that I can do a job thoroughly, but here I am simply unable to get work. My trade, which it took me seven years to learn and in which for some years I got a good living, has disappeared; and in that branch of it which is left to me there is not enough work to keep me going. And there are hundreds of other paper-stainers in the same plight.

Here then is a case which illustrates how the individual worker is industrially degraded by the adaptation of machinery to his calling; and where the one thing that is left to him does not yield a livelihood at present. That the community at large has been benefited by the use of the machinery—that it would be benefited, too, if someone were to invent a machine which would hang paper on our walls as well as stain and grain it—is not open to doubt. But indicating this advantage does

not feed the labourer that has been displaced, or help him to do something which shall be as profitable as the work that has been lost. It does not satisfy the man who has to give place to the machine. He points out that it is not his fault if the skill he so laboriously acquired in youth and exercised in early manhood has become obsolete. He does not want to become a pauper; he is content—to bring these remarks to bear again on the case just described—to be a mere paper-hanger if there is the hanging to do. But failing paper-hanging he asks for work of any sort which will keep him from the poor law until trade revives and the public can afford to renew the interiors of their houses. Is that an unreasonable request?

Numbers Employed

G.H.
May 21/94

Account of a visit to

Jas. Spicer & Sons Envelope Factory
Castle Street, Southwark. S.E.

This firm made a return showing that in this establishment 11 men, 17 females & 3 boys were engaged in account book making and that 10 men, 65 females and 7 boys were employed in Envelope making.

I reached the warehouse a few minutes before 11 am. The work people have a ten minutes interval for lunch from 10.50 to 11 am. The manager, J.W. W. Hay took me over & just as we reached the top floor, the whistle blew for resuming work.

The girls' kitchen and all the sanitary accommodation is on this floor, the latter conveniences being placed on the leads & quite open to the air.

As I stood at the head of the stairs the women passed by to their respective rooms; there were about 60 of them. Most of them were quite young; a few older women amongst them probably over 30. Their hats & jackets were hanging along the wall of the passage through which we passed to the tea room. This is a portion of the floor partitioned

off with wood. It is fitted up with tables and benches, like the compartments in a coffee house, and with a kitchener & other conveniences for cooking. A woman is employed to do cooking & provide tea. The girls using the room pay 4^d a week for which they receive 11 mugs ($\frac{1}{2}$ pint) of tea or coffee. Bread & butter etc. is also sold. The receipts about pay for the expense of the food. ^{They can have anything cooked. Some club together & buy a pound of meat.}

During the winter about 65 women have to be provided for but in the summer, those who live near go home to their meals; others just make anything do and go out for a walk.

In another room divided off by wooden partitions a man was working. He is the inventor of a new envelope machine which he was then perfecting. At a side bench two girls were working at a different envelope ^{folding} machine. By means of a descending block, it forced the sloped pieces of paper into the folds required. One girl worked the machine by means of a lever, while the other rapidly folded over the four sides and formed the complete envelope. The two worked together-piece work.

In another large room on the same floor, the hand envelope folding and pasting etc is done. This includes all the odd sized envelopes, which will not go on the machines. There were about 30 girls here, working at trestle tables, one along the middle of the room & the other under the windows. It was a busy scene: one girl was gumming the edges of some paper cut to size for envelopes; another was making black-edged envelopes; others were folding small fancy envelopes.

A little further along the room were 3 or 4 'Crapper' printing machines worked by steam power. Girls were feeding these machines; the work being advertisements on envelopes. The girls simply fed the paper into the machines & took it out again. They are paid by piece.

In another place the girls were embossing envelopes. They placed the part of the envelope ^{to receive the impression} under the die and with a quarter turn of a screw above, brought the die down. Also piece work. One girl was very quick at it. A lad was working at another bench upon similar work but in colour. There were 3 or 4 colour machines

machines but only this one in use. There were two men who made ready the printing machines & superintended the work.

The girls are nearly all piece workers and earn 12/- to 14/- a week. Learners commence at 4/- a week and after a time are placed on piece.

The hours worked are: Men 48 hrs, Women 47 hrs divided as follows;

Men. Commence at 8.20, work to 10.50. then lunch
Resumed 11 - " 1 - " dinner
" 2 - " 6 - " from Monday
to Thursday & on Friday to 7. Saturday 10'clock.
Five minutes is allowed daily for tea at 12 o'clock & 10
minutes on Friday.

Women. The difference from above is that the females commence at 8.30 instead of 8.20.

The floor was well lighted from top & side and the girls looked healthy. There is a Sick club in connection with the house; it was started at the beginning of the year - none of the workers have come on it yet.

The floor below was occupied by the account book binders and machine rules. For description see Section 37.

On the floor below, envelope making by machinery was proceeding. The envelopes are cut out by machinery. The bed of the machine rises and the upper plate comes down to meet it. The paper is pushed into the machine with a cutter of the pattern required placed on top. The pressure forces it through the paper cutting about 100 sheets at a time. Men work these machines.

The shaped paper is then, ^{taken} to the flap-gumming machines. These machines consist essentially of a large broad wheel around which the paper is carried and kept in position by tapes, each sheet overlapping its predecessor so that only the width of the flap to be gummed is seen. The gum is applied by a circular brush at the side of the wheel, a girl being stationed to attend to the operation. The sheets then pass under the wheel & are carried backward & forward on the tapes around a drying plate heated by gas jets. They are then delivered at the further end of the machine where another girl takes them. These machines are enclosed in room which is kept hot to facilitate the drying.

Just outside this room were the envelope folding machines, each of which is tended by a girl

girl. The girl places the paper with the gummed flap in a pile on a plate just before her as she sits at the machine. An arm picks up and gums the edges, which are then folded over and the envelopes delivered into a tray. The girl then has to count and band the envelopes into packets of 25 each. For this purpose she has a gum brush and gum by her side.

This is all piece work. Prices are calculated per 1000 envelopes [The rate Mr H. would not give] and vary according to the speed of the machine, while the speed to a certain extent depends upon the size of the envelope being made e.g. a slow machine would be making large envelopes & a fast machine smaller sizes.

The Offices occupy part of the first floor and the warehouses the ground floor. On each floor there are fireproof doors communicating ^{with} the next building which is the card and note paper dept.

Card & Notepaper Dept. Messrs J. Spicer & Son.

After passing through the Envelope Dept, Mr Hay took me to the next house & introduced me to Mr Macgregor, the manager of the card & note paper department, who deputed one of his assistants to show me over the place and give information.

We started from the basement where there are several embossing machines for embossing paper and making it appear like linen etc. This is done by passing the paper between two rollers, one of which is of steel and engraved with the lines to be reproduced on the paper. A man has charge of the machines and arranges the rollers while lads are employed to lay on the paper.

The ^{ground} floor is devoted to offices & warehouse purposes and on the first floor is the card department. The machinery here consisted of a card cutting machines with circular cutter similar to those used by binders, and some hand-worked ploughs or guillotines. Two of the latter were worked by cutters on piece work and earning about 3/- & 2/- respectively. There was also another cutter on time work doing miscellaneous jobs. Some boys were

* These are cut in half by the cutter & form a ream (20 quires) of notepaper.

(21)
packing cards for which they were paid by piece.

The next floor was used for warehouse purposes and above that was the notepaper department.

There was a notepaper folding machine here. It folds the paper; 6 sheets together & after the sheets are folded they pass through two steel rollers, which nip the back of each section. The machine is worked by two lads, one of whom feeds the paper into the machine and the other counts the sections of notepaper into 40's e.g. 10 quires[†]; the paper then goes to the cutter. Formerly the folding was done by hand; boys were employed, who folded and counted at the same time. These lads earn about 10/- a week.

Other lads were sealing and packing notepaper. They are paid piece rates and average 11/- a week but can earn 13/- or 14/- a week. Neatness and cleanness are requisite.

In both houses the work is very regular. The staff is kept rather under than over the number required so that there is seldom any
short

short time and the piece workers can depend upon getting a full week's work.

The busy season is the winter - October to December.

The appearance of the floors in the card and notepaper depts is very different to that of the envelope factory. Here the greater number of workers, the varied dress of the women & the constant movement of the machines give an idea of life, warmth & bustle that is lacking in the other house, where three or four men and a few boys are the only workers on a large floor.

Messrs Spicer have not been long in the envelope business. Dickenson's are the largest in the trade. Mr Hay does not think the trade is leaving London. The makers are only leaving the central parts and getting out where room for expansion can be obtained. Cowan's have a factory near by; Perry's are starting a factory in London. Mills only make one kind of paper as a rule so would be restricted in the envelope trade.

G.A. May 25/94

23.
Mr Jas Keates, Supt. Bessbrook Home for
Sandwich Men, 39 Queen Square
Bloomington, Ill.

Mr Keates was formerly connected with the
Social Work of the Salvation Army and opened
the Food Depôts.

This home was started at the end of last
year for the benefit of Boardmen; its objects
being to provide a home for these men and to
raise them to a better mode of life. Commenced
with 40 men in December 193 & now (May 94)
25 of these men are still lodgers. There are 50
men in the house.

The men come from all classes but the
majority are Londoners and many are army
pensioners, who adopt this mode of life to
keep themselves going until pension day. They
generally spend their money quickly and then
return to work.

During the busy season e.g. the winter,
the men keep to this work. During the summer
many of them leave London - usually during May &
June

June — Many go to the militia for the annual training; other to the agricultural districts, fruit picking and hop picking, returning to London in September and October.

Estimates that there are 3000 men who depend on this work for a living during the season. Not many Irish amongst them — about 3 in 50. As most of these men live at Registered Lodging Houses they are probably returned in the Census as labourers. Many of the men are married but live apart from their wives and pass as single men.

Wages vary from 4/- per day. $7\frac{1}{2}^d$ is the usual price, and $7\frac{1}{4}^d$ the highest rate for ordinary work. Theatrical agents and publishers pay the lowest rates to the contractors & the men get the lowest rates for this class of work. The usual charge for a boardman is 3/- or 3/6 a day. Richardson introduced uniforms for the men. Smith of Ham Yard pays $7\frac{1}{2}^d$ and gives the preference for work to men who stay at his lodgings house.

Hours vary. Usually start from 8 to 10 am,
working

working whatever hours suit the customer.

The Home also take work and employs some of the men who live on the premises but will not take work for less than 2/- a day, which is the rate it pays the men. If a man proves steady he is then sent to fold circulars and then to deliver them for which they get 3/- a day; some of the best men do addressing for which they get 3/6 a 1000 addresses. By these means they ^(the Home) try to raise the men and get them back to their old occupations.

Drink and vice are usually the causes of the men taking to this work. They ~~are~~ do not take to it of free choice at first but once they do begin, they are content to remain at it. There are few restraints and the man is sure of his bed, for when a man is known he can generally rely on his day's work.

I saw two of the men who were lodging at the Home. Their story is given on the following pages. Neither knew what the other had said nor did they have opportunity of comparing notes. (See next page)

Information given by John Newton, Sandwich man living at the Bessbrook Home.

This man was originally a viceman in the coachmaking. His employer died and he could not get on for anything. One day he went to Ham Yard to get a basin of soup and then saw Smith's manager there, who asked him if he would like a job. He took it on & has been at it ever since (8 years). [Mr. K. says this man was a terrible slave to drink but is now keeping sober.]

The lowest rate paid is 1/4 a day, that is by one firm (Hunt's Savoy Street, Strand). He also pays 1/2^d a day for overhead boards. Smith of Ham Yard (Napier's agent) pays 1/2^d + 1/4 for overhead boards. Richardson of Dean Street used to pay 1/4^d but then reduced it to 1/2^d for theatre + 1/3 for regular work. The best work is that done for drapers or large shops + "delivering" e.g. delivering circulars from door to door.

Hours are usually from 9 to 5.30. If working outside drapers etc from 10 to 7 or other time if wanted.

wanted. Have a hour for dinner usually 1 to 2.

Work~~ing~~ is very tiring to the feet; the delivering from door to door being the hardest. It depends upon the weather; if it is wet, very few boards will be sent out. One man (Smith) sends out the men for half a day for which they are paid 8^d.

When the men have no money, they go to a shelter or the casual ward. As to food they buy it themselves; get to know shops where they can buy 2^d or 3^d worth of meat or bacon. On Sundays they will sell matches or sweep a crossing. They can buy a broom for 2½^d.

Many of the men have been clerks, valets, footmen; "more of a gentell sort of people". It is not the rough labourer who take this up. Most have come to it through being out of work.

Another man (Robert) said

that the contractors paid 1½^d for ordinary boards and 1½^d to 1⅞^d for "Highflyers". Theatre work is never paid more than 1⅓. Drapers' & other shops

$\frac{1}{8}$ ^d per day but they have to work extra hours for that; these jobs generally mean a journey to the suburbs, for which ^{paid} extra is, Overtime is paid 2^d per hour.

Has been at this work about 12 months. Few of the men take to the work from choice. There are a good many reserve men and army pensioners. They go on until pension time and then go for a spell until the money is gone. Buy a few clothes and spend the rest in a few days.

Have to be at the yard about 8.30 am. Work from 9 to 5 or 10 to 6 with one hour for dinner. Other times at discretion of the customer. Men generally know where there is work. They may be on one job for a twelvemonth. Practically they have work while the season lasts. There is nothing doing during the summer.

Mr J.W. Cook
Paper Bag Maker

May 29/94

Class of Work.

Machine made Bags.

Men cut the Paper.

Mr J.W. Cook. Paper Bag Maker
2 Smeed Road, Hackney Wick. E.

This man is a small maker employing a girl (his daughter) and using his front room as a printing office, where besides the usual type cases he has a platen machine on which he does the bag printing. Has been in trade 17 yrs; 7 yrs with Fisher.

The work consists principally of flour bags of various sizes, fruiterers bags, seed & sweet bags and they are made of a thin special paper or brown paper.

Bags are made by machine and by hand. The machine work is confined to a few large firms, Crescens, Robinson & Co and Shuttleworth & Burn. The East end trade is all hand work. Sugar bags are mostly made by machinery.

The men cut the paper for the bags, which are made up by the girls. They try to prevent the girls learning the cutting so that

The Girls' Work

Two classes of
Hand Made Bags }

Speed of working

Method of Payment }
Piecework }

during the slack season the women may not be able to make up bags and take them round to the shops as some are doing now.

The girls paste and fold the bags, working in front of a board or bench on which the paper is fanned ~~on~~ so that the edges of some 50 bags can be pasted at once. There are two ways of making the bags known as the inside and outside folds. In the former the girls stand at the work for the latter they sit.

Working from 9 to 6 with a hour's interval for dinner a girl can make 3000 bags a day comfortably. Working with his wife Mr C. has made 100 gross (14400) in a day and 9000 was an ordinary number for the two.

The work is nearly always piece work. The rate was 6^d per 1000 for ordinary bags of which the half quarter flour bag would be a type. Rates have been cut however and the masters try to get them made at 3 1/2^d per gross or 3 1/2^d per 1000. The rate usually paid would be 5^d per 1000 with an additional 1^d per

per 1000 if the paper were given out uncut, ^{Sometimes} ^{only 1/2}.
 Rates paid by other employers for these bags were,
 Nelson 1/- for 18 gross (2592); Fisher 10^d for 12 gross
 (1728). Gillard pays his girls 5/- a week.
 Larger sized bags are paid 1^d per gross.

For printing the names and addresses on the
 bags Mr C charges 9^d per 1000 or 8^d per 1000
 if 3000 are done. Beside the traders' ad.
 Mr C. adds the imprint of the bagmaker who
 has made the bags, the above being the trade
 terms.

The competition is very keen and is due
 to the number of persons who buy paper, make
 bags & hawk them round to the shops, most
 of whom have been employed as learners in
 one or other of the shops. The bags ^{kind or half quarter} are
 sold at 6 1/2^d per gross or 3/6 per 1000. Some
 of the hawkers offer them as low as 2/10 per 1000.

The busy season is from June to Xmas
 when the fruit is in season. Xmas to
 June is the slackest time. Very little is doing
 then

Printing Bags.

Competition

Selling Price
of Bags.

Busy & Slack Seasons

An East End Industry.

Over 3500 Box + Bag makers
in East London; nearly half the
total number in trade - 7500

Machine Made Bags.

then and Mr C. finds it difficult to keep going.

This Bagmaking (Hand) is almost confined to Bow and employs a considerable number of women and girls. The employers take on a number of girls to learn the work, the supply being ample as the girls like it as it is a light occupation. They are paid about 4/- a week at first. After their time is completed, they have to leave and seek work elsewhere.

Machine made bags do not compete much with the hand made. The former are larger, and made of stronger paper and have a wider fold. They are sold by weight and consequently being heavier than the handmade bag, the buyer does not get so many for his money.

Messrs Essex & Co.
Paper Stainers

GLA 30/5/94

Trade mainly Provincial
Disadvantages of London.

Messrs Essex & Co. Paper Stainers. Essex Mills,
Lavender Hill. S.W.

Mr Essex is an active middle-aged man and personally superintends the work. He was very willing to give information.

The firm does block (or hand) and machine paper staining. Mr E. thinks as much hand made paper is manufactured now as formerly but there has been no increase in this trade. The increased demand for wallpapers has been almost exclusively for the machine made papers. People buy wallpaper and renew it after a few years: this they would not do if they had to pay for a hand made paper.

The great bulk of the trade is done in the provinces. London is greatly handicapped by (1) higher wages, (2) the cost of coal, (3) higher rents and (4) the greater cost of buildings. The London authorities are much stricter than those in the provinces, where restrictions are few. Machine manufactured goods were made almost exclusively in the provinces and until recent years all the large factories were located outside London.

More Machine than
Block Printers

Hours of Work

Time + Piece Work

Earnings

One advantage, Mr E finds in London is that it is more in touch with culture and art thus giving them some advantage in producing artistic work.

There are more machine hands than block printers and the disparity of numbers is increasing as the number of machine hands is increasing while the number of hand workers is decreasing.

[Can this be reconciled with the statement that as much hand work is done now as formerly?]

Hours of work depend upon the business in hand. Some factories only work 4 or 5 days a week. Others work up to 70 hours a week. Usually work full time here. [Essex Mills] Open at 7 am. and close at 6 pm, allowing 1/2 hour for breakfast and tea. Some shops work through the dinner hour so as to keep the colours going and the machines working.

Time + Piece work rates are paid. It is mainly a matter of convenience. Machine work is almost exclusively time. Block printing would be piece work for a long order but time for short runs. [Woodlams pay piece whether long or short runs]

Earnings - A few labourers at 27/- a week but no full

Seasons

Course of Trade

Fluctuations greatest
in the Hand Work.

Learning Trade.

Age to which the
men work }

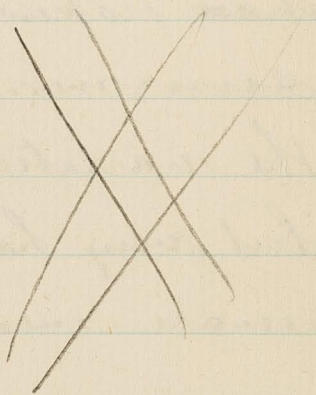
grown men under 30/- . Men working at the machines earn 35/- to 50/- . [Return shows some men under 30/- . The rate quoted for machine men is too high.] Block printers pay their own boys: in the machine dept, everybody is paid by the firm.

Season etc. During the summer months, paperstainers prepare for the winter sales. The patterns are coloured in the summer; shown to the wholesale trade in the late autumn and winter. During the winter they are printing the stocks for the factories and warehouses, & these papers are used during the following spring & summer. Block printers suffer from the variations in the quantity of work. They are hit very hard in the slack season as there are more men than are needed.

Learners. Have no apprentices. Take a fellow on & put him into the position for which he seems best suited. Employ boys.

Age to which men work. Men can work until they reach 60. Have a man over 50 now. W. E. called him and the man said he was 49 but his whiskers & mustaches, which were quite grey belied him. No doubt he was afraid to admit his

Strikes weed out
the Old Men



Description of Works

his true age to his employers. While men can work until 60 if they have a regular place the prospect of obtaining work gradually decreases with increasing years. Mr. E. said that he should always give the preference to a young man — if you take an elderly man, you are saddled with a man who has spent his best years elsewhere and it is very difficult to discharge an old servant because he is old.

One great effect of the strikes promoted by the men's Unions has been the weeding out of the old men. The men strike and then the masters will not take them all back. Naturally the old men get left out. When a master is vindictive, there is sure to be a cause available. [Mr. E. thinks an employer can always beat the men if he likes]

Went over the premises. The building is a new rectangular block with ground floor & two floors above reached by an iron staircase outside. It is well lighted, & was built for the business. The rooms are lofty.

The front portion of the ground floor is the office. Behind this is the mixing or colour shop

(where all the colours are prepared) and the machine department. To an outsider the colour shop appears to be in a state of wild confusion. Barrels of clays and colours stand ~~here & there~~, some with their heads knocked out and partially emptied; ^{there is} a mill something like those used for cement but smaller, ~~and~~ ^{and} the men and boys working in overalls that were originally white present a motley appearance being covered with patches of colour.

Passing through this room, the machine dept is reached. There is one machine here that can print 16 colours (Mr E. says it is the largest in England). It consists of a large drum with a number of troughs ~~and rollers~~ arranged round its circumference, each fitted with rollers which transfer the colours from the troughs to the sheet of paper as the large drum revolves taking the paper with it. The paper is printed from large rolls and passes from the machine in long loops which are supported on wooden rollers. These rollers ^{slowly} travel along iron rods fixed just below the ceiling around the dept so that when the printing has been in progress some time there is a series of loops extending the length of the
 room

room, with just sufficient space between them to prevent the wet surfaces touching. In this way the paper is dried & then cut into "pieces" (12 of 50) & rolled up. There were several smaller machines; one was printing grained paper.

The Block or hand printing shop is on the first floor. A number of men were working here. Most of them had a boy to place the colour on the blanket but one was working alone. The blocks were suspended from the ceiling by pulleys. A leather handle is fixed in the middle of the block through which the man passes his hand and ^{by which he} lifts the block from the blanket to the paper he is staining. While the man is pressing the block on the paper, the boy applies the colour to the blanket by means of a brush, from a little trough at his side so that when the man lifts the block from the paper, the blanket is ready to receive it. The exact repetition and the adjustment of the different colours to the pattern is secured by means of a dot & line at each corner of the block outside the ~~design~~ design. The printer adjusts ~~the~~ dot on the block to the corresponding dot printed on the paper by the previous impression.

The top floor is used as a storeroom principally a few block printers work there.

Woollams & Co
Paper Stainers.

GLA. May 24/94

Mens' Earnings

"Dead horse"

No Season.

Messrs Woollams & Co. 110 High St. Marylebone.
(F. Anonier)
Paper Stainers.

This is an old established house, doing only the hand work. It is nearly all order work. About 20 practical workmen are employed besides boys. An easygoing old fashioned firm with a good connection.

In the return of wages, Mr A had deducted the boys wages from the mens so that the return represented actual earnings. [Out of 28 men returned 6 earned over 50/-; 11 - 40/- to 43/-, 3 - 36/- 3 - 34/- or 32/- and 4 21/- others being intermediate amt. This is a fair average Mr A thinks].

~~The~~ If a man does not earn more than 23/- a week, he is paid more and the amount deducted in the following week. This is known as "dead horse". This drawing is a common practice in the trade & in the whole of his experience, Mr A has only known one man who has not availed himself of it. He would not on principle.

There is no definite season in the work.

All Piece Work.

Position of Boys in the Trade.

No Apprenticeship.

Sometimes they are very busy and don't know what to do. Men earnings vary accordingly as it is all piece work. The men have little memorandum books in which the number of pieces printed with a sample about an inch square and the price and number of colours is entered. One of these books belonging to an old man who had retired. His earnings appeared to have averaged over 40/- but this book was several years old.

Each man employs one or two boys. In the latter case, one keeps the colour alive and colours the blanket while the other pulls the paper away after it is printed. In the colouring process two boys are always employed. These lads earn 5/- to 7/6 a week.

[Mollam's Return showed 13 @ 5/- 6 @ 6/- + 5 between 9/- + 17/-]

These lads do not necessarily become paper-stainers. The ranks are recruited mainly by the sons and brothers of paper-stainers. The ordinary lads when they are too old for this work get some rough employment - boys ~~from~~ leaving here usually take to unskilled labour.

Lads are not apprenticed now. If a man wants

B 99

Hours of Work

Payment for Light

Very Little shifting

his son to become a paper stainer, he brings him in and keeps him at work until the lad is 16 when an agreement is made by the firm with him. It is thus the father's interest to teach the lad everything. The system works well as the lads learn the trade, whilst those who are not relatives have been great failures. Some lads do well when they have a master to tell them what to do but fail when working on their own account.

The nominal hours of work are 9 per day but the men only work about 8 hours. The men come in about 8 o'clock; they like to be inside before the counting house is open. Boys come in at 6.30.

When working late men pay for their own light. This is a survival. In the old days the men worked by candle light, funding their own candles. When gas came into general use the firm provided it and charged so much a week for it, the men paying this instead of buying candles.

Men do not change about much. Every man

Men belong to Provident Clubs.

Not much drinking

Proportion of Machine Made papers

Description of Works

in the place has been there 10 years. The old man whose book I saw had his son and grandson both working there. Have had strangers in, but very rarely.

There is no club in connection with the firm but nearly all the men belong to some 'slate' or benevolent club. Many are Oddfellows or Foresters

Not much drinking amongst the men. Used to be a good deal but now it is exceptional.

Machine made paper greatly preponderates over the hand made. Not more than about one-tenth hand made to nine tenths machine. The great centres of the trade are Darwen and Glasgow.

Went over the works with one of the men. The building is an old three-storied house, built out at the back and with all unnecessary partitions removed so as to give larger rooms. It was about 4:30 clock when I went and several of the men had gone home and others were clearing up for the day, work being slack.

Colouring & Block printing

Flocking

There are two distinct processes. Colouring & block printing. The first, is the method by which the ground colour is laid on. The colourer works at a long bench & the colour is applied with a brush with a large head, something like a mop. One boy pulls away the paper as it is coloured, a second lad attending to the colour trough. When the paper is dry, it may have designs printed upon it or may be 'flocked' or bronzed or any combination of these processes may be used.

Flocking seems an unhealthy process. The pattern is impressed on the paper by a block but a gum is used instead of the colouring. The wet paper is then passed through a compartment having a canvas bottom and containing finely cut flock (or wool). The workman then strikes the canvas with a cane causing the flock to rise in clouds and adhere to the sticky surface. This process is repeated several times if the pattern is to be raised high.

The man who was working at the flocking bench did not think it injured him although he

had

had worked at it for a considerable time. His appearance belied his words however: he had a cold, was white and anemic looking, with all the signs of consumption.

After use great care is taken of the blocks, Messrs W. had some thousands stored in racks in the basement of the building.

In m

Ell. 1/6/94

Card is distinguished by its weight -
4oz to 20oz.

Messrs Arundel & Marshall. Card Box Manufacturers
Penn Street Works, Hoxton, N.

Saw both the partners, who received me kindly and promised to give a wages return.

Their business is the manufacture of plain card boxes. This is by far the largest section of the trade. They also make fitted boxes and pattern cards. Most makers term themselves plain & fancy box makers but there are only one or two firms in London who make the real fancy boxes, e.g. boxes which are coloured, moulded and ornamented a good deal.

Men & boys and women and girls are employed but the proportion of females is about 6 to 1 male.

The men are cutters; they are known as paper or cardboard cutters. The card cutting is the more highly paid and is the heavier work. It is all piece work the price being calculated at a given rate per gross of boards. Paper cutters earn about 33/- and cardboard cutters about 36/- a week. These men cut the card or paper into the required shapes. Two machines are used for the purpose. In one a long knife works on a pivot and cuts the card

by manual power, the size of the pieces cut off being determined by a guage. In the other, circular cutters revolve on two horizontal axes and the card is passed between them. The men adjust the cutters opposite each other and boys feed the card to the machine.

Boys also do the scoring e.g. pass the card through machines which make slight cuts on the line at which the card is to be bent. Lads usually start about 14 years of age and earn 7/- a week. If they remain at the trade they are apprenticed as cutters. They would then get 9/- a week afterwards rising every six months until they would be getting 23/- at the end of their time. The age at which the lad is apprenticed varies as does the term of apprenticeship which is usually arranged to end when the lad is 21 years old. Ordinarily 5 to 6 years. All the lads taken are apprenticed here but this is unusual. Does not know another house where apprenticeship obtains. The lads have to pick up the work in most places.

The boxmakers are all girls. They are drawn from the working population in the neighbourhood, although

although some of them come from a distance. Education does not affect them much. Have some Fourth Standard girls who are as good workers as those in the Sixth. Some girls do not get on well - have not the dexterity needed and can only do the plain boxes. They take about 3 years to learn the trade. Start if possible at 14 years of age and are paid 1/- a week for the first month, 2/- a week for the next 5 months, 4/- a week for 6 months, with 1/- a week rise at 6 months intervals for two years after. At the end of the third year they could earn 10/- to 12/- a week. A quick worker would earn 14/-.

The girls work on until they marry and a few continue after marriage until they have children. Thinks that some may become outworkers for other firms. Guess A & M. do not employ outworkers.

Hours of work are 8 to 8 and 2 o'clock on Saturday. Ten minutes are allowed for lunch at 10.20 and 1 1/2 hours for dinner and tea. In December, Jan^r and February work does not commence until 8.30 am.

Are the outworkers generally drawn from the ranks of the box girls who have married?

Seasons. The first 6 months of the year is the busiest time for plain boxes. This is caused by the variations of the drapery trade, Spring and summer goods being nearly all light are stored in boxes hence the demand. Boxes are being used in so many trades now, that the business is becoming independent of seasons. They are busy all the year round.

Most of the men are in clubs. The girls have a sick club amongst themselves. It is worked on the ordinary slate club lines - share out at Xmas. At one time the firm engaged a doctor, who could be seen by any of the employees without charge but this caused some feeling especially amongst the women and girls, who thought that the doctor would tell their employers about their ailments etc. The plan was abandoned and now the firm subscribes to ~~the~~ the Surgical Aid Societies and the Hospitals, the latter being the greatest help to the workers.

There are no special diseases to which the workers are liable. Occasionally a poisoned finger

finger, the result of a cut.

Went over the works with Mr Arundel. The dinner bell had just rung and those of the girls who were going out were trooping down the stairs as we went up. A considerable number were having their dinner on the premises.

The men and boys work in the basement and ground floor where all the cutting machines are situate and the material stacked. The boxmakers occupied the upper floors. The rooms were long and well lighted. Wooden benches, supported on trestles were ranged along the rooms. At these the girls worked. In each room different kinds of boxes were made. The difference that most affects the work is that of size. Girls become adepts in making a particular kind of box and if changed to some other kind they cannot work ^{so quickly}. A girl working on ordinary boxes could not earn her money if given large boxes to make & vice versa. Work is not permitted during the dinner hour but this rule was being broken by some girls in one room. They were making
large

Large drapers' boxes.

The girls looked healthy and their surroundings seemed cheerful. There was an absence of that sense of fear which is often seen when an employer comes suddenly upon the scene.

There is a difference coming over the trade so far as the Wood Street trade is concerned. The firms now send their orders for quantities required for immediate use; a few hundreds of different ^{sized} boxes almost daily. They used to order in quantity and store the boxes, now the box maker has to provide the storage room.

Oct 2/94
811

The friends of trades unionism and co-operation are asked to assist the Card-Box Makers' Co-Operative Union, Leman-street. Locked out by a large employer because they refused to "swamp all the smaller employers," a number of fancy card-box makers in Whitechapel started the co-operative business in Leman-street, with their joint savings, a capital of £12. Their good work is attracting business, but they want to have "£20 at once in hand for the purchase of material." They would be prepared to repay it in six months. *Echo*
There is likely to be some trouble.

Called on D. Dombroski, Leman Street, E.

Cardboard box maker, to enquire the whereabouts of the Card-Box Makers' Co-operative Union. (See cutting) This man occupied a room on the second floor. He had one man and two lads working with him - all were Hebrews. They were making some cigarette boxes with bright labels; six of these boxes are packed in a larger box with a label advertising the cigarettes and the line "Made with British Labour." There was a small cutting machine and a scoring machine, one chair & two stools; a wooden bench consisting of planks and occupying two sides of the room completed the furniture. One of the lads was working on the floor.

There was ^{no} material in the place except that being used for these boxes. The man evidently obtained the card when he obtained an order and so struggled on. He told me "trade was very bad" and said that the Co-operative Union had gone to Stoney Lane, whither I followed them.

On the 3^d floor of a new block of buildings I found a card on a door with two Jewish names who ^{were} described as fancy box makers. Walking in,

I saw 4 men two women and a boy. The room was fitted as simply as that at Leman Street. A long bench in front of the window and a cutting machine.

The man ^(a Jew) who came forward said that they used to be the Co-operative Union but it had not worked. There had been difficulties about getting their wages and then people would not trust a co-operative Union. You must have some name in order to obtain credit - so the firm had been formed.

The whole appearance of both these places was suggestive of 'sweating'. The working expenses must be very small indeed.

Messrs Greacens, Robinson & Co.

Atlas Paper Works. Newington Causeway. S.E.

Saw the Managing Director, Mr Porter, who passed me on to the Manager of the Bagmaking Dept. This occupied one floor of the building.

There are about 110 girls and a few men employed. Most of the girls work on hand made bags, some 80 being employed in this way. They worked at long benches fixed at the sides of the room. Each girl works independently. They were making a great variety of bags, tea bags, brown paper bags, sugar & other square bottomed bags. Practically all bags with any peculiarity of shape, size or material are made by hand. Seven or eight girls were working the bag making machines. These machines cut and make the bags complete, the paper being supplied from a reel. The plain bags are made thus such as quarter & half-quarter flour bags. About 20 other girls were tying the bags up into packets ready for delivery to customers. These were the younger girls.

The Hours of work are from 8 to 8 pm. with 1½ hours

for dinner & tea. Saturdays 2pm. There is a system of fines for being late, the fine varying from 1^d to 3^d. The money is repaid the girls in the shape of a bonus to the workers, who have kept good time; girls who have not been late during the year receiving the largest amount. As a whole the girls are regular and punctual.

Bagmaking is all piecework, whether by hand or machine. The prices range from 2^d per 1000 on the machines, to 2/6 per 1000 for some tea bags like those used by the various companies for packet teas; they are really double bags.

Learning etc The girls come for a period of 3 months, during which the learner is placed with another girl, who has to teach her and is repaid for her trouble by any work the learner may do during the period. After the 3 months, the girl becomes a pieceworker. The average wages of the girls is about 12/- a week, those at the machines earning 18/- + 19/- a week. The machine girls are the older hands. A girl is never put to the machine until she has been at the work some time

and

and understands it well.

The common light bags are cut out by the girls themselves, the piece price including cutting and making. The heavier work is cut by men with a guillotine. They earn regular wages $3\frac{1}{2}$ $3\frac{1}{2}$ + $3\frac{1}{2}$
wide return

The demand for bags is regular and there is little variation. [The manager pointed to one machine which he said had been working continuously for over 7 years on one bag - the half-quarter flour bag. This machine can make about 100000 bags per week.] Flour, sugar and smaller bags are in demand all the year round. Fruit & smaller bags are busy in the summer and other kinds take their place in the winter.

There were a few young girls most of whom were stringing and packing the bags. The majority were young women of 18 and upwards. The floor was light & airy and the surroundings healthy. So far as these conditions are concerned the workers were better off than the girls working for smaller people or in their own homes. There is however a constant pressure of work and the girls have to maintain a high rate of work.

GLA
Oct 20/94

56.

Mr J. W. Maguire 229 York Road, New Wandsworth.
Paperstainer, working at Woollams.

Mr M. is now former and is also Secretary
of the Paper Stainer Society. Read rough draft
of the report to him. He agreed with most of
the points.

The skill of the paperstainer consists largely
in the ability he displays in mixing colours. How
a certain can be produced by a combination
of pigments and the proportionate quantities of
each to be used. There are rules as to the weight
of different materials to be used to produce a particular
colour but these are not accurate as you cannot
depend upon the materials being the same each time.
Practically the quantities are not measured or
weighed. The man knows by experience the proportions
& colours to be used & he mixes them, adding the
small quantities of colours used to obtain particular
shades last.

Paperstainers always endeavour to use up
any colour that may be left after a job. This is done

a printed paper

per piece retail

1/2 per piece wholesale

by mixing it with some other colour similar to it that may be in use & then neutralise tints that are not wanted with other colours.

Knows about half a dozen paper stainers, who have become colour mixers for machine printing.

The cheapest block printed paper his firm has is 1/6 per piece retail. This would be sold for 1/8 wholesale. It would be only one printing. See sample attached.

The great advantage of the machine is that it can print any number of colours as quickly as one, while each additional colour increases the time required for executing an order for hand printed paper.

By mixing it with some other colour similar
that may be in use then neutralise tints
are not wanted with other colours.

Knows about half a dozen paper printers, who
have become colour mixers for machine printing.

Cheapest block printed paper his firm has is $\frac{1}{6}$ per
sheet retail. This would be sold for $\frac{1}{8}$ wholesale. It
could be only one printing. See sample attached.

The great advantage of the machine is that it can
run any number of colours as quickly as one, while
additional colour increases the time required
executing an order for hand printed paper.

Hand printed paper

$\frac{1}{6}$ per piece retail

about $\frac{1}{8}$ per piece wholesale



by mixing it with some other colour similar to it that may be in use & then neutralise tints that are not wanted with other colours.

Knows about half a dozen paper stains, who have become colour mixers for machine printing.

The cheapest block printed paper his firm has is 4/6 per piece retail. This would be sold for 1/2 wholesale. It would be only one printing. See sample attached.

The great advantage of the machine is that it can print any number of colours as quickly as one, while each additional colour increases the time required for executing an order for hand printed paper.

G.A.
Oct. 30/94

Sec^y of London Association
Mr. G. F. Smith
13 Colton + Motes
11 Gray Inn Square.

Interview with Mr J. J. Bennell, Secretary of the
United Billposters' Association - Registered.

Mr Bennell was friendly and offered to give any information he could. This Association embraces London and the Provinces. There are about 500 members of whom 13 only are in London but these are the largest firms. The Association prints a Directory of Billposters annually and 'The Billposter' a trade paper monthly. (Copy herewith)

There is another Association which represents London and to this any questions affecting exclusively London interests would be referred. The 'United' deals with general questions

The first Billposters' Association was formed in 1861 and continued until 1889. It was an exclusive organization; would not admit Companies to membership - only men who were practical billposters. A rival society was formed + subsequently the two amalgamated and formed the United Billposters' Assⁿ. (1889). The two Assⁿ were: - United Kingdom Billposters' Assⁿ + the Billposters Assⁿ Limited.

Mr Bennell gave me a copy of the Articles and Memorandum of Association. This provides:

(1) That Billposters carrying on business in any part of the country whether as individuals, company or firm shall be eligible for membership. That the sub² shall be 2/- per annum with an entrance fee of 2/- for towns having 35000 or more inhabitants. Towns whose population is less than 35000 pay half these fees.

The first members were those who belonged to the two old societies. Applicants for membership after the formation of the Society have to state the number of years they have been in business and give a list of the stations they occupy with the area of each in feet super, the correctness of the statement being vouched by at least two members of the Association.

The Association is managed by a President, Vice President and 10 other members elected annually to form a Committee of Management.

The articles are signed by two London Billposters - Jas Willing and Walter Hill

- and by six provincial billposters.

10 | A certain amount of 'Stock' work is sent out from London for display in the provinces ^{by advertisement with large prices}. Walter Hill has the largest business of this kind. He does Pears Soap. This is the class of business known as 'stock'. [97.63]

Billposting is a growing industry but is threatened by a strong opposition or rather by an opposition that is very noisy. The billposters do not fear Mr. Leame's bill which was badly drafted and can never become law but there was a bill - Mr. Boulton's Rural Advertisements Bill - which came before the House last session and will be re-introduced next year. (1895) Then there is the County Council which has limited the height of boardings. They wanted to make the maximum height 9 ft but eventually the limit was fixed at 12 ft.

74 | Billposters do not fear the competition of the enamelled

74

enamelled iron tablets. The trade has grown up with the billposting and some of the largest users of enamelled iron are the largest customers of the billposter. Some advertisers who have used the iron are coming back to the placard. There is more elasticity in the bill: if an advertiser does not like a placard he can easily change it but cannot alter either wording or colour of the iron.

The leading authority on billposting is Mr. W. Hill. There is some rivalry between him & Willing, as he was originally in Willing's employ. "Now we regard nothing as complete unless Mr. Hill has seen it".

Mr. Bennell took me afterward to Gray's Inn & introduced me to Mr. Smith the secretary of the London Billsticker's Protection Assⁿ.

Billposters' Hoarding
Builders' Society.

GRA
Oct 31/94.

When Established.
Membership.

Members' Qualifications.

Men's Grievances.

Mr J. Greenfields Secretary of the London &
Provincial Billposters' Hoarding Builders Society.
20 Dabden Street, Essex Road, N.

The Society was established in 1889 and
contains about 130 members, of whom about
100 are in London.

The Society would admit any man who
was in the employ of an advertising contractor
on weekly wages - of course not sandwich
men - If the master thought it good enough
to take the man on, they would think it right
to admit him in order to keep up the wages.
He would have to be proposed by two free
members.

68 | Some of the masters would take on a
sandwich man and send him out with an
experienced bill-sticker so that he might learn
the trade. Then when the man had learnt, the
more highly paid man would be discharged.
This was a standing grievance with billposters.
Mr J. had been served that way.

Lose work on
Wet days.

Wages.

Principal Employers.

Another grievance of the men is the loss of days through rain. If it is raining, when they go in the morning, they have to stand off and lose the day's pay. If they get out, they may not lose it: the master will ask them where they have been.

Wages of billposters vary. The highest would be 35/- to 40/- & the lowest 25/- to 30/-. The Hoarding makers are mostly carpenters and are paid by the hour or sometimes by task work, e.g. men have an order given them to do & they keep at it as long as they like & then charge accordingly perhaps 2 days for work done in one. Killing & Co pays all their men by the hour - 6^d per hour; when it is wet they are paid up to the time of the rain.

Walter Hill & Co keeps his men off when it is wet but never stops them anything. Pays 30/- & 28/- a week. Does Exhibition and contract work. Takes general contracts and send them round to provincial firms. The three principal employers are Killing & Co,
Parkington

Principal Employers (cont^d)

Not much shifting

Learning the Trade.

Partington & Co & Walter Hill. The latter employ about 20 men; Partington 60 or 70 and Willing rather more than Partington. Most of the others do not employ more than 2 or 3 men. Some firms have a special business of their own. e.g. Nagle & Co's trade is mainly shopboards and boardmen; Richardson - 'overhead' boardmen. Several of the London newspapers - Daily Chronicle, Lloyd's etc - employ billposters on their own account, these men being engaged 'fly' posting.

The men do not change about much e.g. of their own account and they are becoming more settled. 'A lot of chaps from the country have come in of late years' About two years are needed to learn the billposting. A man has to learn the sizes of the bills and then ~~to~~ must be able to calculate how best to post them at any particular station so that the hoarding is covered completely without loss of surface or overlapping. ^{They must also be 'in line'.} The most skilled part of the work is the 'high' work e.g. at the top of the sliding ladders - these ladders have 3 or 4 slides usually 3 - the man has to paste on at the

Busy Season.

Numbers Employed.

Fly posting

Benefits of Society.

Relations with Employers.

the top and cannot see the effect of his work without descending.

Busy season is the summer. Beside the ordinary work there is the railway and other excursion bills to post. The present time (November) is about the slackest - there are 17 men out of work now.

Numbers. I think there are not quite 300 men employed by the masters. Beside these, there are the men employed by the newspapers and the men engaged in fly posting generally - about another 300.

There is a good deal of fly posting in London but the masters do not acknowledge it.

The Rules of the Society are being reprinted. The benefits are £6 at member's death + £3 at death of member's wife. Out of work 5/ a week for 9 weeks and then have to be clear on the books for 12 months before again claiming. Seldom have anybody on the funds - Have to be careful.

Relations with employers are friendly.

Balance sheet.

Balance sheet for six months ending Sept 94.

THE LONDON & PROVINCIAL
BILLOPSERS AND HOARDING BUILDERS SOCIETY,
 President . . . J. THATCHER. Treasurer . . . H. LACEY.

BALANCE SHEET
 FOR THE HALF-YEAR ENDING SEPTEMBER 24th, 1894.

RECEIPTS.

March 26 to Sept. 24, 1894	£	s.	d.
Contributions	24	10	9
Fines & Levies	3	9	1
Entrance Fees	3	2	0
E. Corsham & T. Dewis for Sports Tickets, 1893.	0	8	0

EXPENDITURE.

March 26th to Sept. 24th, 1894.	£	f.	d.
Auditors	0	9	0
Grant to London Trades' Council to help defray cost of Demonstration on Employer's Liability Bill	0	10	0
Do. May-day Demonstration	0	5	0
Part expenses of Band for May-day Demonstration	0	6	0
Treasurer's expenses for attending Delegate Meeting	0	0	6
Bro. Child's Fare from Croydon to attend Committee Meeting	0	1	3
Grant to Bros. Knight & C. Brown for Loss of One Day's Work	0	9	0
Strike Pay to 8 men 4 days; and 1 man 1 day @ 2/- per day	3	6	0
Bro. O. West 1 week's out of work pay	0	5	0
Printing for the Half-Year	1	3	6
Contributions to London Trades' Council for the Half-Year	0	7	0
Rent of Room for half-year	0	13	0
President's Salary	1	0	0
Treasurer's "	1	0	0
Secretary's "	2	10	3
London Trades' Council Delegates Salary Six Months	0	15	0
Stamps	0	12	4
Grant for Athletic Sports	12	0	0
Total Expenses for half-year	25	12	10

Total Income for half-year 31 9 10
 Cash in hand & in Bank March 26th, 1894. 107 18 9
139 8 7
 Expenses for the half-year 25 12 10
 Cash in hand and in bank £113 15 9

No. of Members on Mar. 26, '94 84
 Initiated during the half-year 50
 Erased 16
 Present No. of Members 118

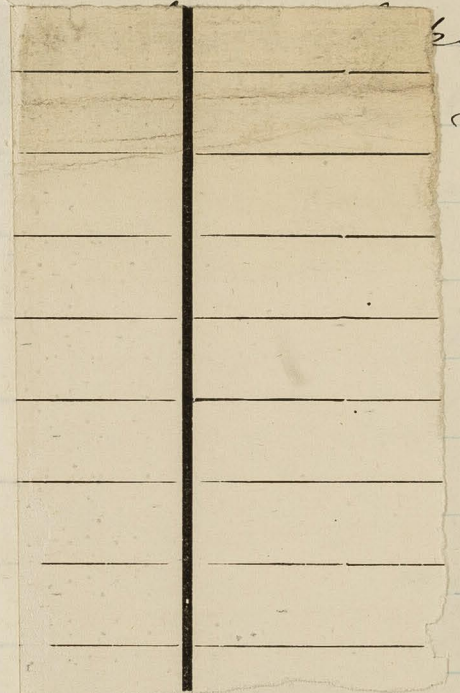
The Income from Athletic Sports is unavoidably held over on account of the Ticket Money not being paid up.

The Income from Athletic Sports is unavoidably held over on account of the Ticket Money not being paid up.

Audited and found Correct, September 27th, 1894
 Signed, G. OVERALL, R. COOMBS, Sen., W. BANKS.
 H. GREEN, Secretary, 33, Sarcroft Street, Kennington Road, S.E.

Sandwich Men

The Sandwich men's part of the trade has been cut terribly
late years. The men used to get 2/ + 1/6 a day. Now the
masters will take work at these rates, making only
3/- out of a man. I mentioned Hunt as the
worst offender - describes him as unprincipled,
'bit'. He is one of the men
man out with a billposter.



Sandwich Men

Second Series, Vol. II
Part III. Printing + Paper
Trades.
Chap. III. Paper manu-
facturers.
66

The Sandwich men's part of the trade has been cut terribly of late years. The men used to get 2/ + 1/6 a day. Now the masters will take work at these rates, making only 2^d or 3^d out of a man. I mentioned Hunt as the worst offender - describes him as unprincipled, "never paying if he can help it". He is one of the men who sends a sandwich man out with a billposter.

G.A. Nov 1/94

68.
Mr E.J. Bradstreet. Fancy & Plain Box mkr.
41 Chiswell Street, Finsbury. E.C.

Fancy boxes, Mr B defines, as those which are ornamented with pictures. Most makers describe themselves as fancy box makers altho' this class of boxes is seldom used now. The ornament is dispensed with.

The persons employed in the trade are:

Cutters (men) who cut the paper and cardboard for the boxes. Lads who tend various machines printing, cutting, scoring etc. They also nail up the wooden boxes. Box makers (women) who make the card boxes and cover the wooden boxes.

The Cutters work time or piece and usually earn about 3/- a week. They are supposed to do a certain quantity of work each week and for all done beyond that amount they are paid extra. No deduction is made if this quantity is not completed.

The Box makers are paid piece rates according to the number

number of boxes made. Plain box hands would earn 127- to 144- a week. Pattern card making is rather better - about 137- a week would be the average.

Hours of work are from 9 am to 8 pm with $1\frac{1}{2}$ hours for dinner and tea. The men as a rule keep their time and give no trouble on this score. The women are not so regular and various attempts have been made to remedy it, but none have been effectual. Tried closing the door but still the girls came late and they would congregate in the passage to wait for the gate to open. The work being wanted, they were generally let in.

Meals. Most of the girls have their meals in the work-rooms and very few go out. Hot water is supplied for their use and a woman is employed to look after it. In the summer, some will go out for a walk after eating the dinner.

Most of the girls have been trained in the Board Schools. They live in all parts of London and come to work by tram and bus. Some live near by.

Learning etc. New girls are placed with a woman for three months during which time any work she ^{girl} may do is credited to her teacher. The firm pay nothing for this time but the woman usually gives the girls something to encourage her. At the end of the three months she is set to work on her own account. They do not train sufficient girls for their own work as they leave through various causes, and they have to take on women who know the work.

Have married and single women. When a girl marries she does not always leave but will stay as long as she can and may come back after her confinement. There are great differences in the girls & some of them will go out for a spree for 2 or 3 days and then come back and "work like niggers" Some of their best workers do this. There are also differences in the quality of work, certain kinds of work can only be given to special workers and some can only do the commonest kind of boxes.

23

Boys are taken on as errand or shop lads and gradually passed through the trade. They feed the machines etc & ultimately become cutters.

elli

Seasons. There are practically no seasons now. Formerly boxmaking followed the drapery trade but the extended use of boxes has caused an equalization in the work. Here the difference between busy and slack times is in earnings only. When slack a girl might have to wait for work.

Shifting. There is no shifting amongst the men and very little amongst the women.

Clubs. The women have clubs amongst themselves but the firm does not interfere with them in any way. They pay a weekly subscription and share out at Christmas.

Age Limit. Men can work until they are 60 as the work is not heavy and boys are employed to supply the machines; they carry the paper. Think the trade is very healthy. Never have any disease and there is always plenty of fresh air as but the necessities of the trade ~~every~~ each worker must have plenty of bench room. Only vegetable greens are used now for the coloured papers.

Outside Workers. About half the number employed come under this head. They are mostly married women, who have been in the trade previously as indoor workers. There is a separate department for this work, the entrance being situate in a side street. In this department the work is given out on the ground floor and returned to another room on the first floor. The work given out is ~~small~~ small boxes such as wedding cake, toilet requisites, and similar boxes. While I was going over this department several lots of work were returned - A boy brought one lot back on an old perambulator. The parents frequently send their children. Work is all booked to them and payment made once a week.

Description of Worksetc. Went over the works with Mr B. The frontage to Chiswell Street is narrow but the workrooms extend behind the other houses. The ground floor in front is used as a warehouse for materials.

Passing to the first floor, we came first to a small desk and counter where a woman

was

was in charge. She gave out the work to the girls, who returned the boxes here when completed. There were four or five girls standing in a row by the stairs waiting for work. Behind the giving out desk was a room where three cutters were working. These men were on piece work.

The women and girls in the various rooms differ much ^{and} ~~but~~ each room had a distinctive character. The women in one room would be rough and coarse while in another all were of a distinctly better class. There did not appear to be ~~the~~ rough & coarse women working in the same room with their gentler sisters. Mr B. said that they let the women go into the rooms they preferred as the vacancies arose and thus they sorted themselves, friends getting together etc. The women preferred it thus.

Mr B's specialty is large number of any box. Will not ~~be~~ trouble with small numbers. Was engaged on a 20000 order for the Mazawattee Tea Co.™,

The Wood Street Trade has entirely changed its character in recent years. Formerly the warehousemen boxed all their goods but now they have thrown the work upon the manufacturers, who are the best customers for boxes. Wood Street orders are mainly for boxes to replace ones that have been damaged in the warehouse.

[Mr B is a shrewd business man & the business is run on the most approved lines. Labour saving machines being employed very largely. Girls as a body are distinctly inferior to in class to those working at Arundel & Marshall.]

Mr. Sharrett & Co. 54 Wilson Street, Finsbury.
Fancy box & Pattern card Manufacturer & Color printer.

Used to make the fancy boxes, such as those used by confectioners.

The Cutters are paid by time as are the scorers (boys); those who make the wooden frames of boxes are piece work. Women do most of the work; pattern card makers - the best paid - earn about 15/- a week on timework. The Boxmakers are piecework and earnings depend upon the girl. The average earnings are not more than 10/- a week.

Girls give three months to learn the trade, their work being credited to the woman who teaches them and are then on piecework. The men come as boys and then pass from scorers to the cutter. The cutting is specialised & could not be done by a printers' cutter.

There is little shifting. Most of the men have been here for years. Have not had a change for a long time.

Girls

Girls rarely leave except to get married. Sometimes they will leave and come back again.

Spring is the best season for the trade; also busy in October. Business due mostly to the wholesale drapery trade. Manufacturers are the best customers and millinery etc being the branch of trade that takes the most boxes. Nearly all ladies goods are packed in boxes.

Trade is a growing one but the competition is very keen. There are some branches which he cannot touch - the cigarette and boot boxes. Thinks these are in the hands of the Jews, who make for their own people. It is mainly an outdoor trade. One box for which his quotation was 17/- (per 100?) was offered at 6/6.

Men can work until they are 55. Have some old men who have grown up from errand boy. [Mr S. is an old man - white]

Competition is worse now than ever. From July 1893 to July 1894, the trade was very quiet, as a result of the depression of trade and the competition was very keen, makers taking orders to keep going. The demand is better now but prices have not recovered.

[An old fashioned house, keenly pressed by modern methods and new competitors.]

Mr Walter Hill of Walter Hill & Co Ltd
Advertising Agents & Contractors, 67 & 69 Southampton Row

Mr Hill was formerly in the office of Willing & Co. He commenced business about 15 years ago.

There has been a large increase in the trade since that time, the increase being entirely in the number of protected stations. In fly posting there has been a decrease. The bill-posting firms are strongly opposed to fly posting on two grounds:

(1) that as they are heavily taxed by the rent of hoarding & the rating of the stations, the permission of fly posting subjects them to unfair competition; (2) that the complaints and consequent attack on bill-posting is caused by the fly posting. The protected stations are controlled. [See copy of pamphlet "A Defence of Threatened Industries" and also following Copy of ^{Circular} Letter used to call the attention of Vestries to the fly posting stations]

Copy of Letter: To the Clerks of the Board
"We beg to call the attention of your Board to the way in which a number of positions are being utilized for fly posting purposes"

while the use of the same is denied to legitimate bill-posters.

The stations of the legitimate bill posters are rated, while neither rent nor taxes are paid for these fly posting stations. If the latter were used by bill posting firms an appreciable amount of revenue would be derived from them, & their appearance would also be greatly improved.

Your board has full power either to put an end to the fly posting or to allow the positions to be used in a legitimate manner.

In cases where owners of property are careless or indifferent as to the fly-posting upon it, the Advertising Rating Act enable you to collect taxes, & we think this would soon put an end to an illegitimate business which has tended very much to bring bill posting into disrepute.

Sometimes Vestries have control of vacant sites which too frequently become mere refuse heaps, all manner

of rubbish being thrown over the ordinary
fence, & we submit both on the
question of utility & of appearance,
there would be a decided gain in
allowing such sites to be used for
advertising purposes.

Trusting to your favourable consideration
we are, Dear Sir,

Your obedient servants,

N.B. - Your attention is specially directed
to the Hoarding.

There are three large firms in the trade: Willings'
Partington and his own. His own business
is the largest as he has a large provincial business.
For this country trade, he has travelling inspectors,
who visit the various towns & report as to the
condition & position of the bills. The work is done
by a local poster, the stations being chosen by
Messrs Hill. The great bulk of this work is
commercial such as Pears' Soap, Borax,
Both are done by Messrs Hill. Partington, he thinks

has the greatest amount of advertising space in the West central district; all their hoardings are concentrated there. Welling & Hills are more scattered - Mr Hill has stations at New Cross and Hammersmith.

The Hours of Work are 52 per week. They commence at 4.30 & work to 5.30 and have an hour for dinner. Saturdays 1 o'clock [This only works out to 50½ hours]

The Wages paid are 32/6 20/- + 25/- per week for bill posters. Pay the men during wet weather but does not know of another house that does this. Finds them work in the yard. Determined when he started to beat the men well. The hoarding builders are carpenters. The foreman is paid 40/- a week, others by the hour. Any good skilled steady man can rely upon good wages & constant work.

Method of Learning. Young fellows are taken on as errand lads and are sent out with a man at first to pick up the work. Also get a number of men come up from the country.

84

Character of men. The old school of men were a little loose in their habits. A better class are coming into the trade. In the old time any man could "catch on"; now the trade is becoming a close corporation.

Reckons there are about 600 men in the trade; this would include the small suburban bill posters and those employed by the newspapers.

The Summer is the best season for the bill poster; there is all the excursion bills - railways etc. For the Sandwich men whom Mr Hill scarcely reckons the winter is best - the theatres.

Sandwich men get $\frac{1}{3}$ per day. $\frac{1}{4}$ + $\frac{2}{6}$ for overhead boards.

The London Billposters' Protection Association Ltd.
 Secretary Mr George F. Smith, 11 Gray's Inn Square, W.C.

This Association was formed to combine the London Billposters. Mr Hill being the prime mover. (vide Mr Hill's Bill)
 He gave me the list of members which includes 24 firms, practically all the trade with exception of some suburban fly posters. The Assⁿ is managed by a Committee of 12 representatives of different firms.

The bye laws dated October 1893 are as under:

No 1 — That it is understood in cases where a Station has previously been in occupation of a Member of the Association and through a dispute as to payment of rates or other lawful cause has ceased to be occupied by such Member, any other Member, after becoming aware thereof will decline to take such a station. But that the period of such declining be limited to two years from the cessation of occupation, and that at the end of such two years after a member shall have ceased occupation

- Cont. the matter, if still in dispute, shall be brought before the Committee for consideration, whose decision upon the matter shall be final.
2. That no work be taken from a Middleman at less than a penny per sheet double Crown per week, less 10 per cent. That this Association shall not consider any of its Members Middlemen.
 3. That no Member of this Association accept work from any firm (whether a Member of this Association or not) in cases where he (the Member) has had the work direct within a period of 15 months from the expiration of the last contract.
 4. That every Member of this Association pledges himself to abstain from giving work to Non-members of this Association within the Metropolitan District when a responsible Member or Members of this Association has the necessary Stations.
 5. That from this date no member of this Association shall take the front of any house in main

5. Cont. Thoroughfares for Bill Posting purposes Flank Walls in Side Streets not to be considered Fronts, except in such cases as those in which the premises are to be demolished within six months of the positions being required.

6. That no man being employed by any Member of this Association unless a satisfactory reference has been received from his last employer.

