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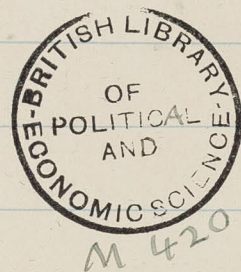
Booth: Life and Labour 1902-3

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Chap. II: extra service

Interviews



Washing and Bathing Service.

April 20th.

Interview with Mr E. D. Kenny: -

Mr Kenny is Manager of Partholomeni Turkish Bath in Sliaston Sq.

With the exception of money takers the only employees in a Turkish Bath are the Shampooers.

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

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

Hours. are nominally from 7 a.m. to 10 p.m. but for the larger part of the time the men are doing nothing, and they sleep and go out for each meal. The batt is open on Sunday morning from 9 to 1.

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

Men of all sorts become sham-poor, but as a rule they are of a low class, and unintelligent. It is very easily learned and any man ought to be able to do it after six lessons. At Dartmouth a new man is taught either by Mr King or by one of the

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

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

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

April 22nd

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Interview with Mr James Waugh:-

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

Sixteen
Days. Eight Shampooers are employed at the Hammam. The Foreman is paid 30/- a week, the others with ^{one} few exceptions 22/6; the youngest men get 20/-. Here again the tips are pooled, and Mr Waugh showed me figures for many years showing the amount returned to him by the foreman as received from this source: the amount received by each shampooer averages as nearly as possible £80 a year. But Mr Waugh doubts if the full amount of the tips is returned to him. In addition nearly all the men do outside work as masons, for which they probably receive about 5/- a time. The foremen and four senior men are allowed the privilege of working on Sunday, and keep

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such tips as they receive on that day,
probably about 15/- ~~per~~ each. Altogether
it appears probable that the men make
from £140 to £200 a year.

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

Generally Home each man is on duty about
5 1/4 hours a week. They spend alternate on
alternate days 8 and 10 hours in the bath,
but on the 10 hour days they often get away
before their proper hour if there are no
bathers in the bath, so that 5 1/4 hours

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

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

Mr Wash will not take on a man
who has been at any other Post. Many
of the men begin as boys in the cooking
room. Mr Wash showed me a list of
the men with the length of their service.

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

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

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

J. T. Nevill Turkish Baths

Has 5 Establishments

Smallest employs 3 & largest 11 shampooers

Greeny exists the best shampooers.

But has trained a few from boyhood

April 23rd 96.

G. H. D. ⁹

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

Possesses 5 establishments or 7 complete
establishments ∴ 2 are devoted to ladies.

Charing x. ^{de} m of female London Bridge.
Paddington Broad St City.
Whitechapel m of.

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

Prefers to teach his own men.
advertises & tries to get a man who has been
in the retail counter trade. Greeny men
are usually the best. Quick active with
a notion of how to talk to more educated
persons.

Has trained a few from boys, 3 in bath & 2 in
office brought up in this way. But it is not very
feasible

Ugly interregnum in a boys training

Shampoos shd be over 25

Hours of work.

68 or 69 hours per wk.

Busiest hours.

Curse is having nothing to do
for some many hours

Men must wait for particular customers

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

Start 7.30 AM. in all his places.

Someone on duty till 9.30 PM.

Every man has 2 weeks a week off when he does not come on till 12.30. & practically one evening off too is from 7 or 7.30 PM.

One hour dinner. between 12 & 1.

Breakfast ~~to~~ ½ hour at 9. am.

Men on a duty 68 or 69 hours per wk.

The busiest hours in the day are 4 to 8 PM.

This is true both in East & West.

In morning there may be a few retired merchant tradesmen etc but the bulk of the work comes on after the business hours.

The curse of the shampooers life is being on duty & having nothing to do. Young men fall to pieces with this idleness.

Customers will have their own particular men. ∴ all must remain in on the chance of his men coming.

Standard wage. 20/-

When tips are lower, wage is higher

All tips are pooled.

Boys in cooling room.

Average amount of tips

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Some bathers come every day some every 3 months
98% are shampooed.

Standard wage of a shampooer is 20/-. They pay
22/- simply to be able to say that 'Mulle
pays more than anyone else'.

In one worse & dirty bath where few go &
tips are rare a shampooer is given 28/-

In the empty tips are smaller & shampooers
get 30/- per week.

All tips are pooled & divided among the shampooers
only. There is one exception (Jenny's street)
where tips are divided among whole staff.

Boys have their own pools (ie cooling room staff)

Boys employed at 15/- of age. at 1/- per week. fair
average salary with tips would be 12/- per week.

Few stay more than 2 or 3 yrs. av. 18 months.

The firm adjusts the boys' making, but the men
do it for themselves. Believes all tips are paid
up - a new man appointed each week to divide
them. Presents in kind may be kept by individual,
but if they became usual the man would have to
pay over their money value to the pool.

Tips would average 40/- to 50/- per wk. 50/- in the
or 60/- west

Shampooing learnt in a fortnight

Quick come quick go with
shampoos earnings

Slack August

No shifting

Ascetic & parsimonious Paddington

Women Shampooers.
Earnings

End. and at Paddington 40/-

In a fortnight a man can learn to take the av-
-erage man of cases. But 2 or 3 yrs. For proper
experience.

It is a very soft place for me.

Are not a saving race. All men that get their
money so uncertainly spend quickly & don't save.

In August there is very slack time.

Men get a fortnight's ^{holiday} each year (in either July
August & September).

All Shampooers wherever employed in their houses
get 22/-. Never shift a man from one bath to
another.

The Paddington men are worst off of all: the
customers there are much less self indulgent
& also more parsimonious. Things are cheaper at
Paddington than elsewhere e.g. butter 10/- a lb
cheaper. plaster of Paris 1/2 per bag. Wanted
to know the reason why.

Women shampooers. make much less. i.e. 14/- per week
and gratuities come to about another 10/-

Tried to open ladies bath at Paddington but
'Paddington women won't take Turkish baths'.

Women can only do half
the work of men.

Small men are best.

Trade Society & Journal
were in existence but now probably dead

November to Easter busiest.

Women dont stand heat so well as men. By the time
one has done 8 bathes ^{she} w^d have done a days
work. By 12 bathes she w^d be completely
knocked up.

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

There used to be a Trade Society. He thinks it has
been dead for 3 or 4 years.

The organ of the Shampooers society is a
small Islington local paper. with office
within 100 yds of the Angel. Called the
'Islington ? Gazette'.

He was at Daggers dram with the Soc when it
did exist.

November to Easter is the busiest season of all :

Darkish baths is a specific for colds & rheumatism.
Every bath he knows is called

1. The largest
2. The best ventilated
3. The most luxurious (~~they~~ ^{he} ~~put~~ ^{at} ~~the~~ ^{put} ~~the~~ ^{the} ~~end~~)

Wages of money takers

White dicta.

Drink

Recent Improvement.

Good till late in life

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

Says his men make better money than at any other baths in London, but all shampooers make good money. 'Turkish bathing is a rich man's luxury & not a poor man's necessity'

'No man takes a Turkish bath unless he is earning £200 per year': naturally there are some exceptions, sick working men etc.

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

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

Men are good workers until late in life.

Baths have not been started since 1856. Introduced by Argus. He has been over 50. but can't say

Demoralising class of customers

Sunday work.

Healthy work.

Hours for boys.

Under 100 male shampooers in London.

Say they have saved a penny.

Comj in contact with rich men for the most part is not conducive to Comj. Customers talk a good deal & suggest new wants (though indirectly) to shampooers. Besides they have to live well themselves to keep going.

Baths are open on Sundays with $\frac{1}{2}$ staff. (one week on & one off for attendants) Only men on duty share tips. Shampooers share out every day & cooling room staff once a week.

Sunday bathing is decreasing. Bicycles & golf have accounted for a good deal of this decrease which is still going on. 50% in last 10 yrs. & still

Very seldom is there a case of illness among the men. The life is very healthy.

During influenza epidemic (3 yrs) they had only one case that could have been called influenza. They sweat at every microbe ^{as} soon as ^{as} it enters.

None of their boys work more than 74 hours including meal times.

Certainly under 100 male Shampooers in London & 12 wd. covers the female shampooers.

There are a good many masscuses; about 20 he

Masseuses another name for procurers.

or say stand about Piccadilly. Has never been to me but many of his customers have spoken to him about them from experience. Customers who have gone in expecting medical treatment. You are put in a bath & then electricity is applied by the masseuse. Most of them he keeps as procurers. They have sleeping rooms upstairs. It is a new form of the business & has not been in vogue for more than two or 3 years. Probably the police could give a good deal of information about them.

April 24th.

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

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

St George's Hanover Sq:-

Superintendent and Matron.	£150	with Loua.
Assistant Matron	£50	"
Male Money Takers	24/.	
Female do	18/.	
Swimming Bath Attendants	24/.	
Warm Bath do	24/.	
Female do	18/.	
Laundry do	15/.	and 10/.
Lift Men	24/.	
Towel Washer	28/.	
Odd men	24/.	

Engineer 50/-
 Asst. do 25/-
Hours: - Nov. Dec. Jan. Feb. March, 8 to 8.
 April, Sept. Oct. 7 " 9
 May, June, July, Aug. 6 " 9.

✓ Poplar :-
 Male Path Attendants 25/-
 Female do 18/6.
 do Laundry do 20/-
 Towel Washers 2/- a day.
 Stoker 33/-
 Turnstile Boy 12/-
Hours :- April to Sept. 6 to 9 and 10
 on Friday and Saturday.
 Oct. to March. 9 to 9 and 10
 on Saturday.

Westminster :-
 Male Attendants and Washers 25/-
 Female do 18/-
 do Money Takers 18/-
 Stoker 50/-
 Assistant 28/-

Permondry :- and many others
 All ^{male} attendants, 26/ and fenders
 16/ a week
 Head Stoker 38/
 2nd do 30/.

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

St George's in the East :-
 All male attendants 24/ and
 fenders 16/.
 Hours are the same as Poplar.

St Martin in the Fields.
 Superintendent and Station £104 with house
 Engineer 45/.
 Stokers 35/.
 1st class male attendant 24/
 2nd class do 20/.
 Fresh Irony Stokers 18/.

St Pancras:-

Tottenham Court Road Bath:-

Male Bath Attendants 21/, 22/, 23/

Female do 15/.

Male Towel Washers 23/, 24/.

Female Laundry Attendants 16/.

Female Irony Takers 16/. Three days only.

Head Stoker 28/. Residence, coal and gas.

2nd do 28/.

King St Bath:-

Bath Attendants and Towel Washers 21/ to 23/.

Female Laundry Attendant 16/.

do do Irony Taker 18/.

do Irony Takers 16/ for three days.

Head Stoker 32/ with room coal gas

2nd do 28/ with do.

The hours throughout the year are from 7 to

9. We have a week's holiday and one day off Saturdays or monthly.

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With regard to Bath Attendants their
figures of course do not represent the whole
of the savings which are largely made
by tips, though in every case they are
strictly forbidden, but evidently winked at.
The tips no doubt vary according to the
district, and of course their amount depends
on the number of bathers, but Mr Newman
at Westminster is convinced that they
are not less than 15/- a week, and
Mr de la Motte at Ilington has no
doubt that the men double their wages
by tips. At the East End baths they do
not amount to so much, but even here
they are probably not less than 10/- a
week. A sure proof that they are
considerable is that though the hours are
in every case very long I am assured
on every hand that the men do not
complain. Indeed at Ilington when the
proposing votes were rearranging the hours
of their employees the Bath Attendants
told Mr de la Motte that they hoped that

their hours would not be interfered with. It
 should be noticed too that though the hours
 are long the duties are generally very light.
 the greater part of the day the men have
 little or nothing to do. At the same time
 the authorities are evidently very nervous
 nervous that ~~they will~~ whether the
 men wish it or not they will soon have
 to face a demand for shorter hours, which
 practically means working in two shifts and
 thus doubling the wages, or probably even
 more than doubling them, for I am told
 that Battersea (which I have not yet visited)
 have just adopted the 48 hours day with
 two shifts, at the same time raising the
 wages to 20/- from 24/-. As it is the
 Baths are all run at a heavy loss and
 the clerks do not at all like the idea
 of doubling their labour bill. at the
 same time they all expect to have the
 question raised before long.
 A further proof that the wages are
 supplemented by tips is that all the

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

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

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

April 27th.

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Interview with Mrs Roberts:-

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

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

a secretary who speculated some of the funds.

Mrs Roberts is now employed in the Burlington Laundry, a steam laundry at Fulham.

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

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

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

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

Plain Ironers do not generally earn more than 9/ or 10/ a week.

The standard wage of washers is 2/6 a day with two half pints of beer. The copper-roller Loomer ~~is~~ is generally paid 2/9 a day.

The Preparer whose duty it is to pick out the work & usually acts also as forewoman and is paid about 16/ a week.

& Calenders attend to the Calenders or pressing machine. Girls in front of the machine who put the things in earn about 9/ a week. Girls at the back who are younger not as a rule more than 4/ a

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5-1/2. These girls besides taking the traps
out also fold them.

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

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

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Packing and sorting requires more brain than any other laundry work.

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

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

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

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

The drinking habits of laundresses, at all events in steam laundries have perhaps been made too much of. In small hand laundries where all the women are friends

There is probably an excessive amount of drinking.

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

In a small hand laundry there are usually about three washers to six ^{women} ~~laundresses~~ in a steam laundry there are seldom more than three washers required. A machine has lately been invented for ironing as well as washing, but in Mrs. Roberts's opinion it does not work very well and often works very badly, and can never supersede the hand for the hot work.

Large laundries are usually in the hands of

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

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

Mrs Roberts has had a black mark against

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

The average laundress though generally
rough and ignorant is perhaps a little
above the average - but on the ~~fact~~ watch
factory side. She does not dress quite
so badly, and spends her money on feathers

April 20th.

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Interview with Mr Camille Simon:-

Mr Simon is a pleasant old Frenchman who has been settled as a laundryman in London or its neighbourhood for 26 years. His laundry (a small steam one) is situated on the river bank at New Bridge.

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

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

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

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

If sweating exist, and the Act will intensify them for the larger laundries which come under the act will in busy times be obliged to give out work to these people.

Mr Simon's evidence as to wages and hours corresponds very closely with that of Miss Collet's report and of Mrs Roberts.

With regard to Packer and Sater's women he says that their wages may rise to 25/- or even 30/- a week, and that from them ~~are~~ usually come managers who may get as much as £2 or £3 a week.

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

There is a slight tendency to revert to the system, and the Union has two girls appointed for six months, who share their earnings with the best worker, under whose instruction they are.

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

Whether or not laundresses are rough and disruptive depends to a great extent

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

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

April 30th

Interview with Mr. J. Durr:-

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

Not content with their short hours the City about three weeks ago raised all the wages. Stokers were raised from 27/ to 32/; all male attendants from 24/ to 28/; and all female attendants from 16/ to 21/.

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

470

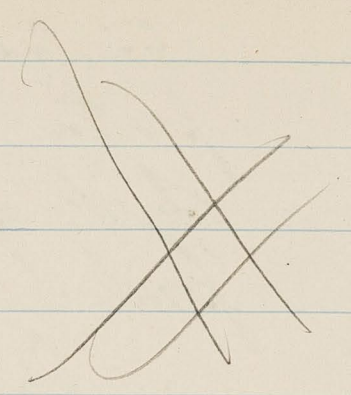
as men are constantly shifted from one position in the bath to another with the object of equalizing the tips as far as possible.

On the question of hours and wages there is some difference of opinion among the men, but they would generally prefer Mr. Dunn's plan to work the hours in both in other baths and so get more in tips.

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

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

In winter the Baths are only kept open for eight hours and half the employees are dismissed. It has never been



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

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

April 28th.

42

Mr C. B. Tapp, the Clerk of
Cambridge, writes me:-

"The attendants at the baths
average about 60 hours per week. The
stokers the same, and the money takers
50 hours. Male attendants are paid 25/-
to 27/- per week. Female attendants
15/- to 17/-. Stokers 25/- to 35/-; and
money takers 10/- per week."

May 6th

43

Interview with Miss Mann and Miss
Hay:-

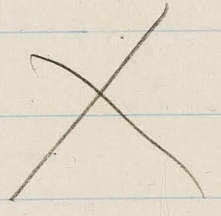
Miss Mann is a lady (introduced to
me by Duckwater) who runs a crèche for
Laudon's children at Shepherd's Bush.
I called this morning and was introduced by
her to Miss Hay, a lady who has lived
in the neighbourhood for about 15 years
and devoted herself almost entirely to
look after laundresses, with whom the
neighbourhood teams.

Miss Mann showed me over her
crèche which I was surprised to find
most of the children wonderfully rosy and
healthy looking, especially as I was told
that the mothers with few exceptions
drank to excess.

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

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

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



Act were exceeded.

Women seldom work for more than four days in the week

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

There is an organization among the masters of Histon and Hottling Hill and Miss Haig writes that most of them would be glad to see some sort of Union among the women, who however are very nervous on the matter, and are convinced that many of them would be dismissed if they joined a Union.

May 2nd.

Interview with Mr J. T. Helly:-

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

Mr Helly, who was once famous on the London School Board, is an exceedingly pleasant gentleman, and kept me for two hours and a half. ~~He~~ During a great part of which he gave me his views on Education and other matters, which I found it exceedingly difficult to get from him all I wanted on the subject of laundries.

After a little talk Mr Helly before going into further details showed me all over the Laundry (Ratcliffe Park Road). This was the first Laundry built by the Company, and is - about 12 years ago - and is not so perfect in design and arrangement as those built of recent years.

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

The process through which the various articles passed were:

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

(2) Marking if not already sufficiently marked.

(3) Sorting into various classes, e.g. shirts, towels, female body linen, male underclothing, flannels etc.

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

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

(6) Pressing: done as a rule in a machine ^{called a flat-press} which ~~is~~ ^{is} at great speed.

and throw the water off.

(7) Starching and dampening, i.e. Preparin.

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

(9) Packing

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

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

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

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

Mr. Helly tells me that the girls and

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

It was Mr. Helly's intention when this laundry was built to have a number of the workers living on the premises, and £2000 was spent in building special quarters for them, but those who came refused to put up with the necessary restrictions and the scheme had to be dropped. In their other branches which are in more respectable neighbourhoods they have less trouble with their women, though laundresses everywhere are difficult subjects, with few exceptions.

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

Method of learning. I have placed
 with the material the Rules and Regulations
 for the employment of Ironers' Apprentices.
 The company have always employed apprentices,
 and have always been met by the difficulty
 of inducing them to stay after they have
 learnt a little. As an inducement they
 now give them a bonus of £2.0.0
 if they stay for a year, but even

into this part many of them refuse to stay on.

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

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

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

May 8th.

54

Interview with Mr Rogers :-

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

The subject on which Mr Rogers was not willing to talk was the Factory Act. He does not disapprove of the principle of inspection, and thoroughly approves the framing of machinery and sanitary provisions, but on other points he thinks that the Act does not sufficiently recognize the difficulties of the Laundrymen. At many times Mr Rogers contends that no amount of skilful arrangement will enable them to get through the work in the hours allowed by the act. It does not sufficiently recognize how great is the stress of work in the season and at best 90 days of out overtime ought to be allowed. Working is like no

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

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

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

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

Mr Rogers thinks that the majority
of their hands are unmarried. Married
women are even more irregular and unpractical
than laundresses generally, and the laundry
is too busy to put up with women who
frequently take a day off or who cannot
come in on Monday.

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

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

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

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

May 11th.

58

Interview with Miss Rose Spain:-

Miss Spain is one of the new Factory Inspectors for Lancashire. previously she was a workshop inspector for the Factory of Kensington, and had much experience of the laundries of that district.

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

Though she knows that one meeting has taken place, Miss Spain does not think that it will be general. Men

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

As long as the home laundries are not under the Act there will certainly always be a danger of work being sent out to them.

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

60

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

Ironers are required to work overtime much less than Packers, and Washers seldom or never.

Laundresses generally are quite dissatisfied with the Act, which they say has done nothing to improve their position, and when it is explained to them that they may still work for 15 1/2 or 16 hours including meals they like at first scarcely to hear it.

The best and most respectable laundresses are generally in favour of shorter hours, but the dissipated drunk ones do not care how long they work. They like to make a good days money and often spend it all the next day in drink.

Nearly all women except Packer and Sartor are paid their wages daily, a most harmful and iniquitous custom, as it leads pretty to drink.

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

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

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May 12th.

62

Interview with Mr C. E. Doquet:-

Mr Doquet is Manager of a small steam laundry in Shepherd's Bush.

Wages. Mr Doquet pays his women 1/6 a dozen, and for this sum they have to do 'all sorts'. At these prices women earn according to their skill and quickness from 4/3 to 7/ a day, and from 14/ to 15/ a week, or in no case do they work every day.

The piece work prices for ironing vary much not only from district to district but from Laundry to Laundry; 1/3 a dozen is a common price, and in some cases it is as low as 1/4 a dozen.

(Note. I certainly understood Mr Doquet to say that he paid 1/6 a dozen for anything, but on reference to the schedule of the London and Provincial I think he must have referred only to best ironing on shirt work.)

Washers are paid almost universally & 2/6 a day.

Men in a laundry in whatever capacity whether washers, dollymen, or attending to mackeries are usually paid 6/ a day or 2/1 or 2/2 a week. The dollyman pounds the dirt out of clothes with a wooden instrument; the work is hard and can only be done by a man.

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

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

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

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

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

Mr Doquet differs entirely from Miss Squire in her interpretation of the Act, and has had much argument with her on the subject. He contends that the meaning of the act is that no individual woman may work for more than 14 hours a day or 60 hours a week. This question he says is sure to be fought out before long. Miss Squire has told him that he may if he likes divide his laundry into compartments for each branch of the work, but that no one compartment must ~~not~~ be working for more than the time allowed even if no individuals work over the 60 hours.

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

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

Most of the women who work in this
 neighborhood are married, and their regularity
 depends pretty on whether or not their
 husbands are at work. In fine weather
 when the men are at work in the
 brick fields it is very difficult to get
 the women in but as soon as ^{bad} weather
 comes they come in shoals. It is quite

X

Impossible to get women to come punctually and Mr. Doquet has given up talking about it.

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

The masters of this neighborhood have lately started an Association called The Western District Laundry Association. "The useful papers of 'Sewant's Washing' which is referred to in their annual Report (with the material) is the practice adopted by many families of refusing to pay more than ^{for heads} for their Sewant's washing, however & much it may be.

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

May 13th.

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

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

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

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

May 10th.

In sending me a statement of earnings for a busy and slack week Mr. Doegndt writes:-

"The Drivers, Preparators, and Followers start at 7 a.m. and leave off at time stated at top of columns, all other women at 8, men at 7.

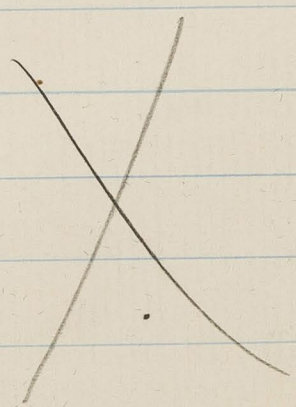
"It may appear strange to you that the Drivers earned so much more on the last day of the week than on any other, but this is due to the fact that they then receive 3' per day for every day they have worked in the week (money that had been stopped)."

May 19th.

Interview with Mr J. H. Savill:-

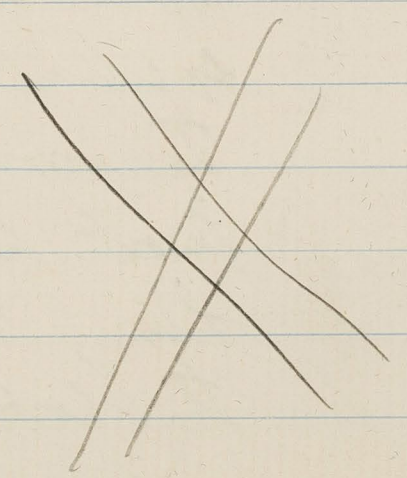
Mr Savill is the proprietor of a small hand laundry in Stonehigh St., Potters Hill, a street which is almost entirely given up to laundries, the houses having been built for the purpose. It is in the centre of one of the blackest patches in London. Mr Savill, though in speech quite of the lower working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

Until about a year ago Mr Savill had all his workers on day work, but for reasons he has now adopted piece work with excellent results both for himself and the workers. Under day work he says that most women looked at as actual loss to him. Now he makes a good profit, while the workers make half as much again.



The women used to be paid 2/3 and 3/4 a day, and as they usually worked till 9 they received 1/3^d for an hour's overtime. The Squire showed me the books of his four women and at present they were earning the following sums in a week 15/5, 17/1, 17/8 1/2, 17/2, 19/8, 20/10, 18/5, 20/2, 19/2, 22/1 etc. In August last they were earning 12/3, 12/2, 12/6, and in September on an average 15/1. The Squire's work is fairly regular throughout the year; he reckons that he runs drops to less than 95 p.c. of his full amount which is about £15 per week.

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



if possible. Masters who have piece work and who do not send back bad work, have to keep an extra amount to go over things again, but such masters usually pay low rates. Women when it is first suggested to them are nearly always against piece work, refusing to believe that they can make so much as at ~~the~~ day work.

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

Workers are paid throughout the District 2/6 and 3/0 per week. They work as a rule four days a week. Mr. Sank's two washers usually work till 9, and get 3/0 overtime.

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

Mr. Sank usually acts as his own Dyer.

but a Dyer if employed is usually paid the same as a Worker, viz 2/6 and her money.

Mrs Sank acts as preparator.

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

Mrs Sank's people usually work from 8 to 9 on the four middle days of the week. He finds no difficulty in keeping within the hours of the Factory Act.

Though as a master Mrs Sank feels himself rather bound in public to take the master's view of the situation, Mrs Sank is inclined to think that the Act will do quite as much good as harm. On the whole it will probably improve the status of the workers. But the exclusion of the

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Home laundries is a great mistake.

Mr Saville is quite in favour of a strong Union among the women; it is most important that the question of laundries and laundry work should be kept before the public, and probably even a strike would do the trade no harm.

Mr Saville was eloquent on the subject of servants' washing which he says nearly all laundries have to do at a loss. Many people refuse to pay more than 1/6 or 1/3 per head for this washing. At one house where there are five servants Mr Saville calculated that their washing cost him 2/ per head and he is paid 1/6. It is no good scamping this work as they complain to the mistress, and there is a risk of losing the house.

There is a great deal of drinking

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among the women ~~the~~ workers of this district, but even more among their husbands. Many of whom seldom do any work. Even when the husbands are in work they often take part of the wife's money for drink. Washing is necessarily rough and hard work and you are never likely to get any ~~for~~ but a rough class of women in the washhouse, but there is no reason why women should not be much more respectable than they are as a class.

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

27
large laundries were a long way preferable,
and he agreed with me that this was
probably so.

Putting aside the question of sanitation
Mr. Lamb contends that things are never
so well washed as in a hand laundry
where the business is properly managed.

Machine work is too rough to be altogether
satisfactory, and wears things out quickly.

Many of the hand laundries have a hand machine
which they use as a substitute for the
dolly. Mr. Lamb believes there is nothing
like the dolly to take dirt out. He
put a batch of flannels into the
dolly tub, and he and the boy each
worked a dolly for my edification. Things
which require further cleaning after the
dolly tub are scrubbed with the brush in
the washhouse.

I wrote to Mr. Boquet with reference to
 Hooker and Jones who in his last week
 earned respectively $27/2\frac{3}{4}$ and $33/9$ as
 inquirers asking whether they were assisted by
 'backers' (i.e. girls who do the back of the
 shirt) to whom they had to pay any part
 of their earnings. he replied:-
 "My wife says she thinks that the
 two women you refer to were assisted by
 backers on one day, but I should feel
 disposed to think that only one was assisted,
 the one who earned $33/9$ as we have one
 woman who this last week earned, from
 10 o'clock Tuesday till 12 o'clock (Friday)
 Saturday, without any help and working
 from 9 to 9 each day, $22/3$. Her
 time was 8 in the morning, but
 punctuality and her are strangers."

June 4th

79

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

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

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

three times as long.

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

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

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

Mr Rudkin has a very poor opinion of

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

Mr Radkin confirms the statement that the Board school teaching is bad. He says too that ~~for~~ very few girls attend the classes. They all aim at something higher than laundry work. He is a manager of a group of three schools and the laundry class for the centre is attended by about six girls.

Mr Radkin has less difficulty than many masters in getting workers, probably because his work is pretty constant throughout the week.

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

by no means what it should have been, and that it was almost ~~impossible~~ ^{impossible} how the work was turned out in the confined space. About £2000 has now been spent on it, but it is still by no means perfect, several of the rooms being still dark and poky. The more I see the more I am convinced that for the sake of the workers at all ~~the~~ ^{these} events washing ought only to be carried on in specially constructed buildings.

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

Mr Shelton too slow in for day work
but would try piece work if the 'missis'
would let him.

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

June 8th.

Mr Rudkin writes me on June 6th.
"I am afraid I cannot find time at
this busy time to give you many figures
as to the working hours etc in our trade,
but I send you a few that may be of use
to you - - - - -"

"I find in the first place that
I require 10 people under the Act in place
of 8 in 1895. That I know who earned
23/ in 1895 - are now earning 15/3 for
60 hours and 6 hours overtime. Wages in
1895 - earned 17/11, are now taking 15/7.
Maids in 1895 - earned 15/2, are now
earning 16/1, and all workers in the same
proportion. I have 90 people doing exactly
the same amount of work as last year
when 72 were employed. My profits in
respect of the labour are decidedly less,
probably from having a larger number of
workers spread over more space than heretofore.
I have had no difficulty in obtaining workers
as I find the women and girls prefer a
laundry in which steam power (on account

of the noise and danger is not used so far from or for work. Of course the working of the act is quite in its infancy, but its present operation must bring a number of extra workers into the laundry trade, and it follows that in the slack season there will be very little work for each one when it is handed out.

June 8th

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

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

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

A good many of the hands who
have returned as women I found on enquiry
and reference to the Wage Book were really
girls.

