

Report by Miss Collet, on the money wages of indoor domestic servants.

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WAGES OF DOMESTIC SERVANTS. 1899. XCII. 1

BOARD OF TRADE

(LABOUR DEPARTMENT).

REPORT

By MISS COLLET,

ON THE

MONEY WAGES

OF

INDOOR DOMESTIC SERVANTS.

Presented to Parliament by Command of Her Majesty.



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WAGES OF DOMESTIC SERVANTS.

BOARD OF TRADE

(LABOUR DEPARTMENT).

REPORT

By MISS COLLET,

ON THE

MONEY WAGES

OF

INDOOR DOMESTIC SERVANTS.

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

SIR,

I have the honour to present herewith a Report by Miss Collet on the Money Wages of Indoor Domestic Servants, together with statistical tables relating thereto which have been prepared in this Department.

Hitherto the statistical information available on this subject has been extremely scanty. It appears that one third of the occupied female population of the United Kingdom are engaged in domestic service. The number of women and girls so employed in the United Kingdom in 1891 is stated in the census returns as 1,748,954, so that domestic service is not only the largest women's industry, but the largest single industry for either men or women.

Any statistics of average wages in various trades in which so important an occupation as Domestic Service is entirely neglected must therefore be seriously defective, but the special difficulties surrounding the attempt to obtain exact information as to servants' wages have hitherto usually caused them to be passed over in statistical inquiries. In the Board of Trade Census of Wages in 1886, particulars were obtained of wages of 567 servants in large households, but as will be seen from the present report, the rates of wages paid in large households by no means represent the average paid in all households large and small.

The difficulties of an inquiry as to the rates of wages of domestic servants are twofold. First, there is the difficulty of obtaining information from a sufficient number of households of all classes to yield a fair average; secondly, there is the difficulty of interpreting the returns received, inasmuch as money wages form only one item of the real remuneration of a domestic servant, which usually includes also board and lodging, and in many cases allowances in money or kind.

The difficulty of obtaining adequate information arises chiefly from the relatively large number of employers from whom information has to be procured in order to cover a sufficient number of employees. Thus, while in the case of the Cotton Trade, schedules received from 542 employers gave information as to the wages of 143,000 cotton operatives, in the present inquiry no fewer than 2,067 schedules were required in order to arrive at the wages of 5,568 indoor domestic servants.

The number of servants on which the present statistics are based may seem at first sight to be somewhat inadequate

compared with the vast number of persons employed in domestic service. As a matter of fact, however, the large number and variety of households from which schedules have been obtained, and the striking uniformity disclosed by the returns in the rates of money wages paid for similar service in households employing the same number of servants, furnish a sufficient guarantee that the returns afford a correct indication of the average rates prevailing for servants of a given class and age, or employed in households of a given type. It is, however, probable that households of all classes and servants at all age periods are not included in their true proportions in the returns, and accordingly no use could safely be made of the average obtained from combining all the returns together. The average rates of wages stated in the report are therefore calculated by applying the average rates for servants at each age period (as shown in the returns) to the numbers of servants at each age period (as shown in the census). It will be seen from p. 5 of Miss Collet's report that in the case of London a useful cross-check can be applied to the results by an independent calculation which yields an average rate only differing by a little over 1 per cent. from that obtained in the manner indicated above. So near a correspondence supports the conclusion that the returns are sufficiently representative to yield sound statistical results.

The result of the inquiry is to shew that the average money wages of indoor domestic servants is £17 16s. in London, £15 10s. in the rest of England and Wales, £17 6s. in the three principal Scottish towns, while for reasons stated in the report it has not been found possible to state a general average for Ireland, although particulars are given for various Irish towns.

The above figures merely represent the money wages paid exclusive of allowances. Though a large amount of information has been furnished concerning allowances, it has been found impossible to classify such allowances or to reduce them to a money equivalent. As in the case of tips, Christmas boxes, and perquisites generally, these allowances cannot be dealt with statistically, though the fact of their prevalence has to be borne in mind in estimating the total net advantages of a particular occupation.

The statistics again do not include any allowance for board and lodging. In this respect they resemble the published statistics of seamen's wages. It is extremely difficult to estimate what addition ought to be made to money wages in order to cover board and lodging. A calculation based on the actual cost to the employer of the food and accommodation provided would give a result quite different from, and probably greatly in excess of, that obtained by estimating the actual expenditure on food and lodging by women drawn from the same social class as domestic servants, and who are engaged in other industries. Both these methods have something to recommend them, but both are

open to grave criticism, and the truest estimate must lie somewhere between the results that they respectively afford. At present, however, in the absence of accurate statistics either of the expenditure of working women, or of the cost to employers of the maintenance of their servants, it has been thought best to attempt no estimate of board and lodging, but to confine the statistics given in the present report entirely to money wages paid to indoor servants.

The report is a first attempt at a serious investigation of the wages of domestic servants, and, though partial and incomplete, it contains a large amount of information which has not before been available to the public. Perhaps, however, its greatest value lies in laying a foundation for comparisons in future years.

I am, &c.,

H. LLEWELLYN SMITH,

Commissioner for Labour.

Labour Department,
Board of Trade,

April, 1899.

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REPORT

ON THE

MONEY WAGES OF INDOOR DOMESTIC SERVANTS.

INTRODUCTION.

THE information summarised in this Report with regard to the money wages of indoor domestic servants has been collected at various periods between 1894 and 1898.

The form used for obtaining the returns is reprinted on page 50. This form was gradually arrived at by successive experiments which showed the difficulties attending the inquiry. It was found that returns could be more freely obtained by distributing these forms through the medium of private persons sufficiently interested in the matter to hand a few of them to their friends than by any system of wholesale circulation. Moreover, the plan adopted gave a better guarantee that the information filled in would be trustworthy, a matter of special importance in the case of an inquiry which has been necessarily conducted by means of schedules to which no signatures were required. The only appeal made by circular was to the members of the Royal Statistical Society and the British Economic Association, as being persons likely to take a special interest in a statistical inquiry of this kind. It may be added that the response to this appeal was very satisfactory.

It will be evident from the above description of the method adopted to collect information that it could not be expected that the returns so obtained, if grouped altogether, would yield a correct average rate of wages for the whole body of domestic servants. The most that could be hoped for was that a sufficient number of returns would be obtained with regard to servants of each class and age period, and employed in households of each grade to afford a satisfactory average for servants of that class and age. The final average rate for all domestic servants could then be obtained by properly "weighting" these averages by the aid of the Census returns. Hence it was a matter of no importance to secure returns from all classes of households in their due proportion, and the schedules were given without any special effort to secure the representation of one class more than another, except in the case of one-servant households, which presented special difficulty. As in any case it was thought

impossible to obtain satisfactory returns of wages from mistresses employing the roughest and most unskilled class of servants, information with regard to this section was sought from a different source. For three months the registrars at the registries for domestic servants, established by the Metropolitan Association for Befriending Young Servants in 31 different districts in London, entered in their books the wages agreed upon between the mistresses and the servants engaged during that period. By this means the initial wages of 1,669 girls of the least trained class were obtained, and the returns from the different districts showed such a uniformity at each age period that no doubt could be entertained that these figures were applicable to the whole, and that the lowest limit of wages of indoor domestic servants in London had been touched.

The uniformity discoverable even in very small numbers of the returns in the rates and variations of wages according to age and class of household, soon made it obvious that it was quite unnecessary to obtain very large numbers of returns.

Altogether returns from 2,067 households, employing 5,453 women and 326 men as resident domestic servants have been furnished to the Department, the particulars given enabling statistics of wages to be compiled, according to age, class of household, and class of work, of 5,338 female domestic servants, and 230 male domestic servants, the wages of the latter being frequently omitted by employers who thought the inquiry related to women only.

Of these 5,338 women, 1,867 were employed in London, 2,461 in other parts of England and Wales, 651 in Scotland, and 359 in Ireland.

Of these 5,338 female domestic servants

	512	were in households employing	1	servant.
1,342	"	"	"	2 servants.
1,158	"	"	"	3 "
796	"	"	"	4 "
522	"	"	"	5 "
335	"	"	"	6 "
673	"	"	"	more than 6 servants.

1.—AVERAGE WAGES OF FEMALE DOMESTIC SERVANTS.

(a) **Estimated Average Wage in London.**—It is obvious that an average based on the returns of wages of domestic servants, regardless of whether servants at different age periods and in different classes of households are represented in their right proportions, would be most misleading. As a fact, the proportion of young servants included in the returns, is less than the proportion they actually bear to the total number either in London or in the rest of the United Kingdom; nor are the one-servant households represented in their due proportion.

But the returns are sufficiently numerous to enable a correct average to be calculated for the younger as well as the older servants, and also for the servants in each class of household, classified according to number of servants employed. And by this means two methods of calculating the average wages of servants in London are open to us, enabling us to judge to some extent the accuracy of the one method possible for the rest of the United Kingdom.

(1) AVERAGE WAGES IN LONDON CALCULATED ACCORDING TO AGE.

The first method of calculating the average wage is to assign the average wage of servants in the Labour Department returns, calculated for each age period, to the number of servants in London shown by the Census to be living at the corresponding age period.

TABLE showing for LONDON the PERCENTAGE of FEMALE INDOOR DOMESTIC SERVANTS at each Age Period in 1891, and the AVERAGE WAGE at each Age Period.

Age Period.	Percentage of Servants.	Average Wage.
Under 15 years	4.1	£ 7.2
15 and under 20 years ...	27.9	11.9
20 " " 25 " ...	26.5	17.0
25 " " 35 " ...	23.3	21.6
35 " " 45 " ...	9.1	27.9
45 years and upwards ...	9.1	26.8
All Ages	100	18.1

Calculated on this age basis, the average comes to £18 2s.

Some deduction must be made from this London average to remedy the deficiency of the returns with regard to the least skilled class and worst paid young servants. In the Labour Department returns for London, only 6 out of 1,867 female servants were under 15; and in those for the rest of England and Wales only 15 out of 2,461. Again, not quite one-sixth of the total for London were 15 and under 20 years, whereas more than one-fourth were returned at that age period at the census. From the returns of the Metropolitan Association for Befriending Young Servants, we can arrive at an estimate of the allowance to be made at these two age periods under 20.

AVERAGE INITIAL WAGES per annum of SERVANTS in the UNDER MENTIONED DISTRICTS of LONDON, engaged through the M.A.B.Y.S. REGISTRY OFFICES.

Age of Servants.	DISTRICTS.						Number at each Age.
	West.	North.	East.	South.	Central.	All London.	
	£	£	£	£	£	£	
13	5·7	6·3	4·9	5·1	6·3	5·4	57
14	6·2	6·2	5·6	6·0	6·5	6·0	199
15	6·8	6·7	6·7	6·9	6·8	6·8	260
16	7·6	7·6	8·0	7·6	8·0	7·8	286
17	8·7	9·2	9·1	9·2	9·2	9·1	289
18	10·2	10·5	10·1	9·9	10·8	10·2	238
19	11·6	11·0	11·0	10·4	10·9	11·0	149
20	11·0	11·4	11·5	11·1	13·0	11·5	95
21-25	12·6	11·6	12·1	11·2	13·8	12·2	96
Number in each District. }	188	369	652	383	77	1669	1669

The average initial wage for children under 15 is here £5·9 ; and as the number of such children in the Labour Department returns is very small, and the average length of service at this age period cannot be large, it would probably be more correct to take about £6 (instead of £7·2) as the general average for such young girls.

Comparing the average wages of servants in the Labour Department returns between 15 and 20 with those of the servants engaged at the M.A.B.Y.S. registries (initial wages therefore, in this case), it will be seen that the London servant who has been *some time in the service* of the employers making returns, averages about the same as servants one year older *on entering* situations obtained through the M.A.B.Y.S. registries.

Age.	Average Wage in Labour Department Returns.	Average Initial Wage at M.A.B.Y.S. Registries.
	£	£
15	8·1	6·8
16	9·0	7·8
17	10·3	9·1
18	11·1	10·2
19	13·0	11·0

There is no means of estimating the proportion this lower paid class bears to the whole of young London servants, or to the total number of general servants. They certainly form a diminishing proportion at the later ages, many of them only trying service as an experiment, and frequently giving it up to go to other employment. Taking these points into consideration, a reduction of 10s. for London at the 15 to 20 age period, would be a quite sufficient allowance to correct the omission of this class of servant from the returns. For the rest of England, the difference would hardly be so great.

Making this deduction, the average wage of London servants, calculated according to age, comes to £17 18s., or 4s. less than the uncorrected average.

(2) AVERAGE WAGES IN LONDON CALCULATED ACCORDING TO NUMBER OF SERVANTS (MALE AND FEMALE) IN HOUSEHOLD.

Statistics compiled on the basis of the Census Returns by Mr. Charles Booth, after eliminating domestic servants living in their own homes, in servants' homes, &c., show the following results as to the percentage of families in London keeping one, two, three, four or more indoor servants :—

TABLE showing for LONDON in 1891 the

Number of Servants in Family.	Percentage of Families employing number of Servants given in Col. 1.	Percentage of Servants in Families employing number of Servants given in Col. 1.
One servant	59	33
Two servants	23	27
Three „	9	15
Four „	4	9
More than four servants	5	16
	100	100

The returns made to the Labour Department show that the wages of female domestic servants, classified according to number of servants, were as follows :—

Average wage of female servants in London in households employing	£
One servant	14·9
Two servants	16·6
Three „	18·8
Four „	20·7
More than four servants	23·9

Assigning these averages to London female servants in the proportions in which servants were shown to exist in 1891, we obtain as the average of the whole £17 18s.

This average it will be observed is 4s. less than the uncorrected average calculated according to age, and is exactly equal to the corrected average. But here, also, allowance has to be made for the deficiency in returns from one-servant households. The households unrepresented are probably those employing young servants and paying, therefore, lower wages than those included in the returns. No data are available for measuring the effect of this deficiency, but the amount deducted from the average, calculated according to age (4s.), may reasonably be deducted in this case also, giving £17 14s. as the corrected average calculated according to number of servants in household.*

Clearly the two methods produce remarkably similar results and give ground for believing that the age basis, the only one available for the rest of the United Kingdom, is a fairly safe one.

The mean between the two corrected averages is £17 16s., which may be accepted as the average yearly wage of London female servants, exclusive of allowances and gifts.

(b) **Estimated Average Wages in England and Wales (excluding London).**

In the following table, the percentage of female indoor domestic servants at each age period, according to the Census, is given for England and Wales, excluding London, together with the average wage at such age period, according to the Labour Department Returns.

TABLE showing for ENGLAND and WALES (excluding London) the PERCENTAGE of FEMALE INDOOR DOMESTIC SERVANTS at each age period in 1891, and the average Wage at each age period.

Age Period.	Percentage of Servants.	Average Wage.
Under 15 years	8·4	£ 6·7
15 and under 20 years ...	33·4	11·2
20 " " 25 " ...	24·3	16·1
25 " " 35 " ...	17·8	20·2
35 " " 45 " ...	7·0	23·5
45 years and upwards ...	9·1	25·1
All ages	100	15·7

Making similar deductions for the rest of England and Wales to those made for London, to allow for deficiency in returns as to the younger servants, £6 may be substituted

*To reduce by 4s. the total average wage calculated for London female servants, according to number of servants in household (*see* page 5), a deduction of 14s. from the estimated average wage for one-servant households would have to be made.

for the average of servants under 15 years, and £10 14s. instead of £11 4s. for those between 15 and 20. This is perhaps too large a deduction, as it is very doubtful whether in the smaller towns of England generally, quite so rough and untrained a class of servants exists in anything like the same proportion to the total of young servants as in London. With these deductions, the average wage of servants in England and Wales, excluding London, comes to £15 10s.

(c) **Estimated Average Wages for all England and Wales.**—In every 100 female indoor domestic servants in England and Wales, in 1891, 17 were in London and 83 were in the rest of England and Wales. Assigning the London average of £17 16s. to the 17 London servants, and the average of £15 10s. to the 83 servants in the rest of England and Wales, the average for the whole comes to £15 18s., or roughly £16 a year, exclusive of allowances or money gifts.

(d) **Estimated Average Wages for Scotland.**—Calculated on the age basis supplied by the Census, the average yearly money wages of female indoor domestic servants in Glasgow, Edinburgh, and Dundee, as shown in the Labour Department returns, is £17 12s. The London average on the same basis (with no allowance for insufficient returns as to young servants, a defect more noticeable in the Scottish returns) came to £18 2s. The average wage of female domestic servants in Manchester, Liverpool and Birkenhead, Birmingham and Leeds, comes to £16, as is seen from the following table:—

Age period.	Glasgow, Edinburgh and Dundee.		Manchester, Liverpool and Birkenhead, Birmingham and Leeds.	
	Percentage of Servants at each age period.	Average Wages.	Percentage of Servants at each age period.	Average Wages.
Under 15 years ...	4.1	£ 7.3	8.0	£ 6.5
15 and under 20 years...	23.9	12.6	31.0	11.8
20 „ 25 „ ...	26.3	17.1	23.9	15.5
25 „ 45 „ ...	33.9	21.0	26.8	20.2
45 years and upwards...	11.8	22.3	10.3	24.1
All ages... ...	100	17.6	100	16.0

The average for the three largest Scottish cities is therefore 10*s.* less than that of London, and £1 12*s.* more than that of the four largest English cities, excluding London. The figures for other parts of Scotland are not sufficiently comprehensive to enable a similar average to be calculated for the whole country.

This great difference between the large Scottish cities and the large English cities is partly due to the much higher percentage of young servants in the English cities.

TABLE shewing the PERCENTAGE of FEMALE INDOOR DOMESTIC SERVANTS at different Age Periods in (1) ENGLAND and WALES, (2) LONDON, (3) MANCHESTER, LIVERPOOL and BIRKENHEAD, BIRMINGHAM and LEEDS, (4) GLASGOW, EDINBURGH, and DUNDEE, and (5) SCOTLAND, in 1891.

—	AGE PERIOD.					
	Under 15 years.	15 and under 20 years.	20 and under 25 years.	25 and under 35 years.	35 and under 45 years.	45 years and upwards.
England and Wales	7·7	32·5	24·7	18·7	7·3	9·1
London	4·1	27·9	26·5	23·3	9·1	9·1
Manchester, Liverpool and Birkenhead, Birmingham and Leeds.	8·0	31·0	23·9	18·7	8·1	10·3
Glasgow, Edinburgh and Dundee.	4·1	23·9	26·3	33·9		11·8
Scotland	6·2	30·9	25·0	28·1		9·8

In the group of English large towns, 39 per cent. of the servants were under 20 years of age; in the Scottish groups only 28 per cent. If the percentage at each age period had been the same for the English group of towns as for the Scottish group, the average wages would have been £17 2*s.*, or only 10*s.* less than in the Scottish group.

The percentage of young servants in England and Wales is somewhat higher than the percentage in Scotland, the servants under 20 being 40 per cent. of the total number in England and Wales, and 37 per cent. in Scotland.

The average wage of all resident female domestic servants in Scotland would probably, therefore, be a little higher than that for England and Wales, and might perhaps be estimated at £16 10*s.* The explanation of this difference is probably to

be found in the practice, far more common in Scotland than in England, of employing laundry maids, or of including laundry work amongst the duties of servants in households employing only two or three servants. In England it is becoming the rule, except in large households with laundries of their own, and in households managed on narrow means, to send this work out.

(e) **Estimated Average Wages for Ireland.**—The number of servants included in the returns from Ireland are not large, nor do the returns show anything like the uniformity of variation at different age periods shown in English and Scottish districts. The returns come from Belfast, Dublin, Cork, Limerick and neighbourhood, and the wages vary considerably in the different parts, being apparently higher for the same age and class of household in the north than in the south; on the other hand the distribution of servants according to age varies considerably in the different provinces, and for the whole of Ireland bears little resemblance to the distribution in England and Wales and Scotland. In the following table it will be seen that, whereas in Great Britain only about 9 per cent. are over 45 years of age, in Ireland nearly 22 per cent. are over 45.

TABLE showing the PERCENTAGE of FEMALE INDOOR SERVANTS at different Age Periods, in ENGLAND and WALES, SCOTLAND, IRELAND, and the PROVINCES, ULSTER, LEINSTER, MUNSTER, and CONNAUGHT, in 1891.

Country or Province.	PERCENTAGE AT EACH AGE PERIOD.				
	Under 15 years.	15 and under 20 years.	20 and under 25 years.	25 and under 45 years.	45 years and upwards.
England and Wales	7·7	32·5	24·7	26·0	9·1
Scotland	6·2	30·9	25·0	28·1	9·8
Ireland	4·7	25·7	21·6	26·4	21·6
Ulster	6·5	24·7	20·6	26·9	21·3
Leinster	3·4	22·8	22·6	30·4	20·8
Munster	4·0	28·9	22·1	23·1	21·9
Connaught	6·7	28·7	18·2	21·5	24·9

The process of elimination of the unfit and infirm does not seem to go on in Ireland with the same completeness as in England, and the elderly and incompetent appear to be retained with more tolerance in Ireland. Perhaps also in Ireland capable servants are more inclined to stay on with mistresses to whom they are accustomed, without much thought whether they could earn higher wages elsewhere.

Another disturbing feature in many Irish households is the practice of paying "breakfast" wages in some cases, and "full board" wages in others. Although in such cases the servant is supposed to provide her food out of this allowance, there can be little doubt—at any rate where "breakfast" allowances are made—that the allowance goes to increase wages, and that the servant manages to serve herself from her employer's provisions, and would be content with somewhat lower wages where her practice in this respect was not too closely criticised.

No estimate can therefore be made of the average wages of Ireland from the Returns. But the average wages of servants in Ireland do vary directly with the number of servants in the household, as is shown below.

AVERAGE WAGES of FEMALE DOMESTIC SERVANTS classified according to NUMBER of SERVANTS in HOUSEHOLD.

Households employing	Dublin.	Belfast.	Cork and Limerick.	Total, Ireland.
	£	£	£	£
One servant... ..	10·8	12·6	9·5	11·3
Two servants	13·5	13·9	11·1	13·3
Three „	15·3	16·7	13·9	15·5
Four „	16·6	17·1	14·7	15·9
Over four servants...	19·8	19·7	17·4	18·7

Although therefore we can offer no estimate of the average wage in Ireland, it is possible to compare the average which would result if servants were distributed in the different classes of households in the same proportion as in London. On such a supposition, if we apply it to the rest of England and Wales, as well as to Ireland, we get the following results so far as the Labour Department returns are representative.

District.	Average wage, supposing servants to be distributed in the different classes of households in the same proportion as in London.
	£
London	17·8
England and Wales (excluding London)	16·0
Belfast... ..	15·1
Dublin	14·2
Cork and Limerick	12·3

Allowance has here been made for deficiency in returns of lower paid servants in one-servant households in England and Wales. No such deduction has been made for the Irish towns. Moreover, there can hardly be any doubt that the proportion of households employing several servants is much smaller in every one of these districts than in London. In each case, therefore, the average assigned to the Irish towns is too high. The general average in Munster and Connaught would probably not be above £10; that in Ulster and Leinster probably lies somewhere between £12 and £14.

II.—AVERAGE RATES OF WAGES OF FEMALE DOMESTIC SERVANTS AT DIFFERENT AGE PERIODS.

The following table shows the average rates of wages in London, the rest of England and Wales, Scotland and Ireland, at different age periods, of servants included in the Labour Department Returns.

AVERAGE WAGES of FEMALE DOMESTIC SERVANTS classified according to age.

Age.	London.	England and Wales (excluding London).	Scotland.	Ireland.
Under 16 years	£ 7·9	£ 7·1	£ 7·6	£ 8·0*
16 years	9·3	9·0	10·4	10·2
17 „	10·6	10·6	11·5	7·6
18 „	12·8	12·2	13·5	9·6
19 „	14·1	12·7	13·8	10·6
20 „	15·7	14·4	15·6	12·8
21 and under 25 years ...	17·5	16·5	17·4	12·6
25 „ „ 30 „ ...	20·6	19·5	19·8	15·1
30 „ „ 35 „ ...	23·2	21·5	21·5	17·7
35 „ „ 40 „ ...	27·0	23·1	22·8	16·9
40 years and upwards ...	27·8	24·7	23·5	18·0
Number of servants in returns on which the above averages are based. }	1,867	2,461	651	359

* Only 1 case.

III.—AVERAGE RATES OF WAGES AND AVERAGE AGES OF FEMALE DOMESTIC SERVANTS ACCORDING TO NUMBER OF SERVANTS IN HOUSEHOLD.

Although from the preceding table it appears that wages are uniformly higher at each age period than at the previous age period, this is only partly due to the uniform rise in wages of servants as they grow older. Increased efficiency no doubt secures increase of payment, but amongst the mass of untrained domestic servants efficiency does not always increase with age and experience. The following table shows that the average rate of wages is higher the greater the number of servants employed in the household. Notwithstanding the number of young under-servants in households employing several servants, the average age in such households is seen to be above the average age in one- and two-servant households. As might have been expected from the Census returns of the ages of domestic servants, it will be noticed that the average age of the servants included in the returns from Ireland is much above the average in Great Britain.

AVERAGE WAGES AND AGES of Female Domestic Servants, classified according to Number of Servants in Household.

Households employing	London.	England and Wales (excluding London).	Scotland.	Ireland.
AVERAGE WAGES.				
	£	£	£	£
One servant	14·9	13·2	15·5 ¹ / ₂	11·3
Two servants	16·6	15·9	16·2	13·3
Three „	18·8	17·8	18·5	15·5
Four „	20·7	18·4	20·6	15·9
Five „	21·3	19·1	20·6	18·4
Six „	24·4	20·3	20·5	17·5
Over six „	25·3	23·2	23·7	20·5
AVERAGE AGES.				
	Years.	Years.	Years.	Years.
One servant	25·2	23·1	23·6	29·1
Two servants	25·7	25·9	25·5	27·9
Three „	27·5	27·9	28·6	30·7
Four „	28·2	27·2	29·3	30·0
Five „	28·0	27·5	27·8	29·4
Six „	28·5	28·6	29·2	30·6
Over six „	28·9	28·2	27·8	30·4

As a general rule, with but few exceptions, servants employed in households employing only one servant, or two servants, rarely pass into the households with four or more servants. The steady rise in the average rate of wages shown with the rise in age is very largely due to the disappearance of the less skilled servants from the domestic servant labour market.

IV.—AVERAGE RATES OF WAGES ACCORDING TO CLASS OF WORK.

(a) **All Classes.**—The different proportions in which the age periods and classes of household are represented prevent an average of the wages of the total number of any class of servants from being truly representative in comparing wages in different districts.

The following table therefore shows the average wages earned by the different classes of servants at selected age periods, so as to eliminate the difference in average due to difference in age. That age period has been selected which, in England and Wales, includes the largest group of each class of servants under consideration.

(For complete classification, *see* Appendix.)

AVERAGE WAGES of FEMALE DOMESTIC SERVANTS (at selected Age Periods) according to class of work.

Class of Work.	Age Period.	London.	England and Wales (excluding London).	Scotland.	Ireland.
	Years.	£	£	£	£
Between maid ...	19	12·4	10·7	—	—
Scullerymaid ...	19	13·7	13·0	—	—
Kitchenmaid ...	20	16·6	15·0	15·0	11·3
Nurse-housemaid ...	21 and under 25	14·9	16·0	14·0	—
General	21 „ „ 25	14·9	14·6	15·3	10·3
Housemaid	21 „ „ 25	17·5	16·2	17·1	13·5
Nurse	25 „ „ 30	21·0	20·1	19·5	15·8
Parlourmaid ...	25 „ „ 30	22·2	20·6	20·1	16·0
Laundrymaid ...	25 „ „ 30	27·3	23·6	20·0	—
Cook	25 „ „ 30	21·8	20·2	20·6	17·2
Lady's maid... ..	30 „ „ 35	28·1	24·7	24·4	24·0*
Cook-housekeeper ...	40 and upwards	41·6	35·6	22·0	—
Housekeeper ...	40 „ „	34·3	52·2	45·0	—

* Only one case.

(b) **General Servants.**—The “general” servant, although in many respects when corresponding to her name, a more

skilled servant than the juniors in households employing many servants, is on the whole not paid so well, and has not such prospects of promotion.

Out of 268 general servants in one-servant households included in the London returns, only 17 earned as much as £20, and the conditions of work of these servants obviously differed widely from those of the average general servant. Their average age was 35; their average length of service was 6 years, and the average number of persons in the families served was 2·4. Of the whole 17—

1 earned £26 and served 3 persons.

1	24	3
1	23	2
2	22	2
1	21	3
2	"	2
1	20	6
2	"	3
4	"	2
2	"	1 person.

The larger the family, the less can the head of it afford to pay until some of the younger members become self supporting. At the same time, when the numbers are above the average, the housewife is compelled to have more skilled assistance, than when the family is small enough for her to give considerable help in household work herself. When contributions to the household expenses are paid by the elder children, the ability to pay for this necessary help increases. It will be seen in the following table, that the London general servant in the four and five person family, shows the lowest average age and the lowest average wage.

AVERAGES WAGES, AGES AND LENGTH OF SERVICE of General Servants in one Servant Households in London, classified according to the Number of Persons in the Family served.

Number of Persons in Family Served.	Average.			Number of Servants in Returns.
	Wages.	Age.	Length of Service.	
	£	Years.	Years.	
One person served ...	16·7	40·0	3·2	3
Two persons served ...	16·0	27·7	3·4	58
Three " " ...	14·9	25·1	1·8	53
Four " " ...	13·6	22·1	2·5	32
Five " " ...	13·7	22·6	1·1	32
Six " " ...	14·4	22·8	2·2	16
Seven " " ...	15·0	26·0	4·5	4
Eight " " ...	15·3	28·0	0·4	3
Nine " " ...	16·5	23·0	1·6	2
Total ...	14·9	25·0	2·3	203

From Mr. Charles Booth's figures (*see* p. 5), we know that of the London mistresses of households, 59 per cent. employ only one servant, and the servants they employ form 33 per cent. of the servants employed in London. The above table represents the pecuniary position of the upper stratum; the table compiled from the returns of the Metropolitan Association for Befriending Young Servants (*see* p. 4), that of the lowest.

In these one-servant households can be found the greatest variety of conditions in striking contrast with the general uniformity in wages. At the top, the want of "professional" training alone disqualifies the most efficient general servants for promotion to the households employing many servants and paying higher wages; while, at the same time, the thoroughly good general servant can secure for herself such warm appreciation from the family she serves, that her privileges and freedom quite outweigh the attractions of better paid service in richer households. At the bottom, the young "slavey" of the lodging house or the coffee shop has to work harder and under more unfavourable conditions perhaps than any other class of the community.

The rough-mannered servant girl accustomed to service with rough-mannered employers has little before her as she grows older. As soon as she reaches an age when she wants more than a very small sum in wages, she is dismissed and replaced by another young girl. Her previous experience is against her amongst mistresses looking for older servants, and the customs of well ordered, or at least conventionally ordered households, often do not attract the girl herself. This class of girl in very few years disappears from the ranks of domestic servants, and in doing so, is generally in a worse position than the factory girl in the same grade.

Above this class, come the mass of servants and mistresses who are perpetually playing at "general post" with each other, and who by constantly giving or receiving notice create vacancies without really altering the supply or the demand. The effective demand for servants is much exaggerated by counting each vacancy as an additional one, and the demand for domestic servants is frequently regarded as sufficient to absorb all unemployed women and girls, if only they were willing to supply it. Given better relations between mistress and servant, and the number of vacancies would be much reduced; fewer girls could enter service without training for it, while on the other hand fewer would leave it except on marriage.

The absence of any system of training for general servants is a serious defect in our social organisation. At present the good general servant, like the good mistress, is unfortunately born, not made, and is consequently rare, although the successful experience of housewives, who have taken in hand and trained

girls brought up in very rough surroundings, is sufficient to prove that under good teachers, good servants can be made out of very unpromising material.

In classifying the wages of general servants in London, and the rest of England according to age, the returns from the Metropolitan Association are given, although they include a small number of girls employed in other capacities in households with more than one servant. They may be taken as practically representing the wages of the young general servant, and to give the lower limit of wage. The numbers in the returns from Scotland and Ireland are not numerous enough for such minute classification.

GENERAL SERVANTS.

AVERAGE WAGES at Different Age Periods.

Age Period.	London.		England and Wales (excluding London).
	Employers' Returns.	M.A.B.Y.S. Returns.	
Under 16 years	£ 6·8	£ 6·3	£ 6·5
16 years	9·0	7·8	7·7
17 „	10·3	9·1	9·4
18 „	11·1	10·2	11·1
19 „	13·0	11·0	11·8
20 „	14·1	11·5	12·0
21 and under 25	14·9	12·2	14·6
25 „ „ 30	16·6	—	15·9
30 „ „ 35	17·2	—	17·1
35 „ „ 40	18·2	—	15·5
40 and upwards	17·6	—	14·8
Number included in the Returns. }	268	1669	276

(c) **Housemaids.**—Next to the general servant in numerical importance come housemaids.

In the table given below, the very small difference observable in the London returns in the average for four-servant households and five-servant households, and in the

other English returns between the three-servant and the four-servant average, and between the five-servant and the six-servant average, is due to the inclusion of under housemaids, and third housemaids in large households. In the four-servant households in the Scottish returns, no under housemaids are included, the custom of employing laundry-maids resulting in a different organization of work from that customary in English households.

HOUSEMAIDS.

AVERAGE WAGES at Different AGE PERIODS.

Age Period.	London.	England and Wales (excluding London).	Scotland.	Ireland.
Under 16 years	£ 7·8	£ 8·0	£ —	£ —
16 years	9·3	9·6	—	10·3
17 „	10·9	11·1	11·2	7·0
18 „	12·8	12·8	13·0	9·3
19 „	14·4	12·9	12·4	10·6
20 „	15·9	14·5	15·4	13·0
21 and under 25	17·5	16·2	17·1	13·5
25 „ „ 30	19·5	18·5	18·9	14·6
30 „ „ 35	20·6	20·2	19·7	15·9
35 „ „ 40	24·0	20·5	20·7	16·7
40 and upwards	25·8	20·4	20·7	17·1

AVERAGE WAGES according to Number of Servants in Household.

Households employing :—	£	£	£	£
Two Servants	15·7	14·9	15·5	13·0
Three „	16·3	16·0	17·2	14·2
Four „	17·7	16·0	19·3	14·0
Five „	18·3	17·2	18·9	16·6
Six „	20·9	17·5	19·1	14·8
Over six „	20·5	18·4	20·5	16·8
Number included in the } Returns.	577	813	182	105

(d) **Kitchenmaids.**—In the two-servant and three-servant households, the kitchenmaid has practically no place. The cook in such households has sometimes previously served an apprenticeship as kitchenmaid, but has more frequently specialised as a cook after experience as a general servant, or “picked up” her knowledge when housemaid.

The returns for England and Wales include 195 kitchenmaids, only one of whom was over 30. The number included in the Scottish and Irish returns is not sufficiently large for minute classification, but they are given here in the table of wages according to number of servants in household.

KITCHENMAIDS.

AVERAGE WAGES at different AGE PERIODS.

Age Period.	London.	England and Wales (excluding London).
	£	£
Under 16 years	9·2	5·9
16 years	7·0	8·7
17 „	8·7	10·5
18 „	14·4	12·3
19 „	16·0	11·9
20 „	16·6	15·0
21 and under 25 years	18·8	16·6
25 „ 30 „	21·3	21·0

AVERAGE WAGES according to Number of Servants in Household.

Age Period.	London.	England and Wales (excluding London).	Scotland.	Ireland.
Households employing :—	£	£	£	£
Four servants	10·6	10·5	13·0	10·0
Five „	11·8	11·6	14·0	13·0
Six „	16·7	12·1	13·5	10·7
Over six „	18·3	16·6	17·0	11·8
Number included in the Returns.	80	115	17	15

(e) **Cooks.**—The returns include 457 cooks in London, 648 in the rest of England and Wales, 179 in Scotland, and 98 in Ireland.

The number under 20 years of age is so small as to be valueless in the age classification, but they are included in the classification according to number of servants in household.

COOKS.

AVERAGE WAGES at different AGE PERIODS.

Age Period.	London.	England and Wales (excluding London).	Scotland.	Ireland.
	£	£	£	£
20 years	17·3	16·1	15·7	11·0
21 and under 25 years ...	18·4	17·5	16·9	12·5
25 " 30 " ...	21·8	20·2	20·6	17·2
30 " 35 " ...	23·7	22·0	21·4	18·9
35 " 40 " ...	28·3	24·4	22·2	21·3
40 years and upwards ...	28·0	24·5	23·0	19·5

AVERAGE WAGES according to Number of Servants in Household.

Households employing :—	£	£	£	£
Two servants	19·0	17·6	17·6	14·1
Three "	21·5	19·9	20·0	16·7
Four "	25·9	22·6	23·0	19·4
Five "	27·0	25·0	23·5	23·5
Six "	33·6	28·2	24·9	26·6
Over six "	41·1	38·5	37·0	30·2
Number included in the Returns.	457	648	179	98

It will be observed that the irregularity noticeable in the Irish returns, as a whole, does not make itself felt to any great extent amongst the cooks and housemaids. It is in

the one- and two-servant households, and among the other servants in large households, that age and wage seem to have little connexion with each other.

(f) **Parlourmaids.**—The returns include 164 parlourmaids in London, 219 in the rest of England and Wales, 82 in Scotland and 31 in Ireland.

PARLOURMAIDS.

AVERAGE WAGES at different AGE PERIODS.

Age Period.	London.	England and Wales (excluding London).	Scotland.	Ireland.
	£	£	£	£
18 years	14·7	14·0	—	—
19 „	15·6	17·5	—	—
20 „	17·6	16·5	—	13·5
21 and under 25 years ...	19·7	18·2	18·6	16·0
25 „ 30 „ ...	22·2	20·6	20·1	16·0
30 „ 35 „ ...	23·2	21·0	21·3	19·9
35 „ 40 „ ...	23·1	22·3	21·2	17·0
40 years and upwards ...	24·6	20·6	20·8	17·3

AVERAGE WAGES according to Number of Servants in Household.

Number of servants in household :—	£	£	£	£
Three servants ...	20·5	18·9	18·1	16·4
Four „ ...	21·1	19·4	20·5	16·0
Five „ ...	22·0	20·3	20·9	18·0
Six „ ...	23·4	21·8	22·0	15·3
Over six	25·2	23·5	20·5	26·0
Number included in the Returns.	164	219	82	31

(g) **Nurses.**—The returns include 147 nurses in London, 199 in the rest of England and Wales, 56 in Scotland, and 32 in Ireland.

NURSES.

AVERAGE WAGES at different AGE PERIODS.

Age Period.	London.	England and Wales (excluding London).	Scotland.	Ireland.
Under 16 years	£ 7·2	£ 6·4	£ 8·8	£ —
16 "	9·9	9·5	9·0	—
17 "	10·0	10·7	10·0	—
18 "	11·9	11·1	11·5	13·0
19 "	15·1	11·0	13·0	10·0
20 "	13·1	14·6	16·7	12·6
20 and under 25 years ...	16·9	16·5	16·4	13·0
25 " 30 "	21·0	20·1	19·5	15·8
30 " 35 "	25·7	22·0	24·8	13·8
35 " 40 "	30·5	22·5	26·0	15·8
40 years and upwards ...	29·0	25·9	23·7	18·7

AVERAGE WAGES according to Number of Servants in Household.

Number of servants in household:—	£	£	£	£
Two servants	12·6	13·1	14·4	11·7
Three "	17·1	17·5	17·9	14·8
Four "	20·9	18·9	17·2	15·3
Five "	22·7	18·2	19·3	17·0
Six "	26·3	18·8	19·2	16·0
Over six "	26·5	21·3	29·0 ^c	20·0
Number included in the Returns.	147	199	56	32

^c Only one instance.

(h) **Lady's-maids.**—The only other class of servants sufficiently numerous in the returns for detailed classification, are the lady's-maids, under which head have been included "sewing-maids" and "useful helps." The returns include 83 lady's-maids in London, 86 in the rest of England and Wales, 22 in Scotland, and 6 in Ireland. The averages are given for Scotland, notwithstanding the small number of returns, because they seem to give some indication of the general average.

LADY'S-MAIDS.

AVERAGE WAGES at different AGE PERIODS.

Age Period.	London.	England and Wales (excluding London).	Scotland.
	£	£	£
20 years	19·3	19·0	—
21 and under 25 years	22·2	19·5	20·6
25 „ 30 „	25·5	24·7	26·0
30 „ 35 „	28·1	24·7	24·4
35 „ 40 „	30·4	25·2	25·0
40 years and upwards	28·4	25·0	24·0

AVERAGE WAGES according to Number of Servants in Household.

Number of servants in household :—	£	£	£
Three servants	17·9	18·6	21·0
Four „	23·7	20·4	21·3
Five „	24·1	24·3	21·7
Six „	26·8	21·8	21·3
Over six „	30·1	26·3	28·0
Number included in the Returns	83	86	22

(i) **Laundrymaids in Scotland.**—The English and Irish returns include very few laundrymaids; in the Scottish returns, particulars are given for 54.

TABLE showing the AVERAGE WAGES of LAUNDRYMAIDS included in SCOTTISH returns.

I.—At different AGE PERIODS.

				£
18 years	...	...	...	14
19 "	...	...	...	15
20 "	...	...	...	15·7
21 and under 25 years			...	19·3
25 "	30 "		...	20·0
30 "	35 "		...	20·4
35 "	40 "		...	22·2
40 and upwards	...	...	...	26·5

II.—According to Number of Servants in Household.

				£
Three servants	...	...	...	17·7
Four "	...	...	...	19·5
Five "	...	...	...	23·5
Six "	...	...	...	19·9
More than six servants	...	...	...	20·9

The fall in the average in households with six or more servants, is due to the inclusion of under-laundrymaids in those households.

(j) **Indoor Men Servants.**—In the United Kingdom in 1891, 1,169 per 10,000 of the female population above 10 years of age were returned as indoor domestic servants, whereas only 54 per 10,000 of the male population above 10 years of age were so returned. So far as regards men, therefore, the occupation is an unimportant one.

The majority of adult male indoor domestic servants are in large households employing over six servants, and the vails received by them are a very much larger item in their earnings than in the case of women in such households. The rates of wages shown in the returns are probably very much below the real income of the men servants. These rates of wages were given in the case of 230 men servants in England, Scotland, and Wales, showing the following result.

TABLE showing AVERAGE ANNUAL MONEY WAGES of INDOOR MEN SERVANTS.

	Average Wages.	Number in Returns.
	£	
Butlers	58·6	85
Footmen	26·7	84
Men servants (Duties undefined)	38·6	31
Boys	10·9	28
Cooks	128·0	2

V. WAGES IN LARGE HOUSEHOLDS IN 1886 AND 1896.

In the general report on the wages of the Manual Labour Classes in the United Kingdom (1893—C.—6889, page 457), are given returns of wages of indoor domestic servants in large households in 1886. The table is reprinted on p. 49 of the present Report. These returns may be compared with those obtained during the present inquiry, from households with over six servants in England and Wales and Scotland. The practical identity of the average in all three cases is very striking.

TABLE showing the Number of FEMALE INDOOR DOMESTIC SERVANTS in LARGE HOUSEHOLDS in 1886, and in HOUSEHOLDS employing more than SIX SERVANTS in 1896, employed at different RATES of WAGES, together with the AVERAGE ANNUAL RATE of WAGES of each group.

Limit of Average Rates.	Large Households, 1886.		Households, with over six servants, 1896.			
	Number in Returns.	Average Wages.	England and Wales.		Scotland.	
			Number in Returns.	Average Wages.	Number in Returns.	Average Wages.
Under £10	3	£ 8	11	£ 8·2	—	—
£10 and under £20 ..	153	16	220	15·0	18	15·4
£20 .. £30 ...	120	22	206	23·8	21	23·3
£30 .. £40 ...	34	32	93	32·2	8	31·1
£40 .. £50 ...	13	44	37	41·9	2	42·5
£50 .. £60 ...	11	53	17	50·9	1	50·0
£60 .. £70 ...	8	61	8	61·3	1	60·0
£70 .. £80 ...	2	70	1	75·0	—	—
£80 .. £90 ...	1	80	1	80·0	—	—
£90 .. £100 ...	—	—	—	—	—	—
£100 .. £110 ...	2	105	1	100·0	—	—
£110 .. £120 ...	1	110	—	—	—	—
£120 .. £130 ...	2	120	—	—	—	—
Total	350	25	595	24·3	51	23·7

VI. LENGTH OF SERVICE.

Details of length of service were given with regard to nearly all the female servants included in the returns. From these it appears that the average length of service already completed at the time of inquiry in the households making returns was about three years, being practically the same in each division of the United Kingdom.

The great majority of servants, however, had served less than the average length of service, as will be seen in the appended table.

TABLE showing the PERCENTAGE of FEMALE SERVANTS who at the date of inquiry had been in the SERVICE of the HOUSEHOLD making RETURNS, for the undermentioned periods.

	London.	England and Wales (excluding London).	Scotland.	Ireland.
Number of servants ...	1864	2443	638	358
Percentage of servants who at the date of inquiry had been in service in the same situation :—	Per cent.	Per cent.	Per cent.	Per cent.
Under 1 year ...	36	35	35	37
1 year and under 2 years	18	19	20	17
2 years „ 3 „	13	13	13	12
3 „ „ 4 „	10	10	7	10
4 „ „ 5 „	4	5	6	6
Total „ 5 „	81	82	81	82
<i>Average years of service</i>	<i>1.3</i>	<i>1.4</i>	<i>1.3</i>	<i>1.4</i>
5 years and under 10 years.	11	10	12	10
<i>Average years of service</i>	<i>6.1</i>	<i>6.4</i>	<i>6.5</i>	<i>6.4</i>
10 years and upwards	8	8	7	8
<i>Average years of service</i>	<i>15.6</i>	<i>16.7</i>	<i>17.9</i>	<i>15.9</i>

The returns for London and the rest of England and Wales are sufficiently numerous for detailed classification of length of service, according to class of work.

It is to be understood that the years of service stated are those already completed in one situation at the date of inquiry. The average length of time during which the servants remain in one situation would naturally be about twice as great.

TABLE showing the PERCENTAGE of GENERAL SERVANTS, COOKS, HOUSEMAIDS and other SERVANTS who had been in the service of the HOUSEHOLD making RETURNS, for the undermentioned periods.

	London.				England and Wales (excluding London).			
	General Servants.	Cooks.	House-maids.	Others.	General Servants.	Cooks.	House-maids.	Others.
Number of servants ..	268	456	576	564	274	646	808	715
Percentage of servants who had been in service in the same situation :—	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
Under 1 year	47	33	35	34	37	35	37	32
1 year and under 2 years	16	18	21	18	24	17	18	20
2 years " 3 "	12	13	15	13	13	11	15	13
3 " " 4 "	8	10	10	10	8	11	9	9
4 " " 5 "	3	4	5	3	4	5	5	6
Total under 5 years	86	78	86	78	86	79	84	80
Average years of service ..	1·2	1·4	1·4	1·3	1·3	1·4	1·4	1·4
5 years and under 10 years.	9	13	8	12	9	11	11	9
Average years of service ..	6·2	6·1	6·1	6·2	6·5	6·5	6·4	6·4
10 years and upwards ..	5	9	6	10	5	10	5	11
Average years of service ..	13·9	14·8	13·9	17·7	14·1	17·2	16·0	16·9

In a very considerable proportion of cases, the initial wages given to the servant on entering the service of the household making the return, were stated. The information contained in the returns for London has been examined, with a view of discovering the extent to which length of service in the same household is rewarded by advance of wage. As, among older servants, wages are higher in London than in the rest of the kingdom, the remuneration for length of service in London probably represents the maximum. The particulars tabulated refer to general servants, cooks and housemaids.

Table showing (1) the NUMBER of GENERAL SERVANTS, COOKS and HOUSEMAIDS included in the LONDON RETURNS who received (a) no advance, (b) advances in wages during different periods of service; together with (2) the AVERAGE ADVANCE per annum of those receiving advances, and (3) the AVERAGE PRESENT WAGES and the AVERAGE PRESENT AGE of those who received no advance and those who received advances.

Length of Service in Household making return.	Number receiving		Average advance per annum of those receiving advances.	Of those receiving			
	No advance.	Advances.		No advance.		Advance.	
				Present Wage.	Present Age.	Present Wage.	Present Age.

GENERAL SERVANTS.

	No advance.	Advances.	£	£	Years.	£	Years.
1 year and under 2 years	14	29	1·90	13·8	25	14·6	23
2 years " 3 "	7	23	1·25	13·4	24	15·3	23
3 " " 4 "	5	14	1·23	16·6	35	16·3	26
4 " " 5 "	1	8	·95	15·0	46	15·8	25
5 " " 6 "	3	8	·95	16·8	33	16·0	24
6 " and upwards ...	2	20	·57	15·5	31	18·1	33

COOKS.

	No advance.	Advances.	£	£	Years.	£	Years.
1 year and under 2 years	44	35	1·80	23·9	32	21·9	29
2 years " 3 "	20	35	·95	23·9	36	22·2	30
3 " " 4 "	10	32	1·00	21·7	40	23·0	29
4 " " 5 "	5	13	1·10	33·0	33	25·2	35
5 " " 6 "	4	13	·68	28·0	41	24·3	34
6 " and upwards ...	12	51	·52	23·4	40	25·2	38

HOUSEMAIDS.

	No advance.	Advances.	£	£	Years.	£	Years.
1 year and under 2 years	49	51	1·80	17·2	23	15·9	22
2 years " 3 "	18	53	·95	16·7	24	17·2	23
3 " " 4 "	16	38	1·00	18·4	26	18·9	24
4 " " 5 "	3	26	·97	18·7	25	18·0	24
5 " " 6 "	3	14	·76	19·7	33	19·6	27
6 " and upwards ...	7	37	·50	18·9	33	22·0	35

From this table, it will be seen in the case of general servants that, except in the last group, the servants who received no advance were older than the servants who received advances, and that on the whole they were earning less than these younger servants.

In the case of the cooks, those who after one or two years' service received no rise were, on the average, not only older but better paid at the end of the period than those who did receive advances. In the third group, those cooks who received no advance were much older and earned less than those who did. Of those who served four or five years without receiving an advance, the average wages were considerably higher at the end of the period than the average wages of those whose wages were advanced, and the average age was also higher. Of the cooks serving upwards of six years without any advance, the average wage was lower, and the average age higher, than in the case of cooks who received an advance.

With the housemaids again, the average age of those receiving advances was lower than the average of those who did not. Of those who had served one year, those who received no advance were earning considerably higher wages than those who had been advanced. In the next two groups, the servants receiving an advance were both younger and more highly paid than those receiving no advance. Of those five years in the same service, the average wages were practically the same in both cases, but the servants receiving advances were much younger than those who did not. Of the housemaids who had served over six years, those who received the advances were an exception to the general rule, for they were older than those who did not, and also were being paid much higher wages.

On the whole, it is clear from this table that after a certain age (apparently about twenty-five to thirty in the case of general servants, thirty to thirty-five in the case of cooks, and twenty-five to thirty in the case of housemaids), length of service is not accompanied by an advance of wages, and that the higher scale of wages among servants above this age limit is due to the survival of the efficient servants, and the disappearance of the inefficient servants from the domestic labour market.

VII.—ALLOWANCES.

Although persons filling in the forms were invited to state what money allowances for beer, washing, etc., they gave their servants, no use has been made of the answers in the tabulation of wages. In a very large number of cases,

allowances for washing expressed in terms of money (*e.g.*, 1*s.* and 1*s.* 6*d.* a week), were returned as given; but frequently it was explained that the allowance was not actually given in money, but was the amount up to which their washing might be paid for. Others who pursued this practice would, in many cases, not mention it inasmuch as it was not really a money allowance; and even supposing that in some cases the money was actually given to the servant for her washing, there appeared to be no reason why her allowance should be added to her wages as though she were better off in proportion than those whose washing was paid for directly by the employer.

One fact, however, is established by the answers to this question, *viz.*, the dying out of the custom of paying beer money. Many employers definitely stated not only that they gave no beer money, but that they gave no beer; some that they gave beer but no beer money; in the majority of cases, however, the employers did not say whether they gave beer or not. In London only 29, and in the rest of England and Wales only 17 employers, stated that they gave beer money, the amount being generally from £2 to £4. Even here it was obvious, from explanations appended to the forms, that in one or two cases the amount entered under this head was not a money allowance, but an estimate of the cost incurred by the employer. In Scotland and Ireland, no allowances at all were given for beer.

Vails to servants in households where a considerable number of visitors are entertained, must be an important item in the real earnings of servants, but this is a point on which little trustworthy information would be available.

VIII.—HOLIDAYS AND PRIVILEGES.

No questions were asked as to conditions of employment, working arrangements, relations between mistress and servant, but space was left in the form for remarks in case those filling the form might wish to comment on such matters, either with reference to their own households or to the question of domestic service generally.

Such remarks cannot be treated statistically. It cannot be assumed that they are applicable to any large section of the whole, nor can it be affirmed that they are inapplicable. At the same time, they are useful as affording samples of existing arrangements between mistresses and servants.

It is noteworthy that mistresses employing only one or two servants make mention much more frequently than others of the special privileges and holidays granted by them. This is probably due to two causes. The difficulty of obtaining servants is much greater in such households, and holidays

and privileges are therefore offered as an inducement instead of high wages, which the mistresses cannot afford to pay. The other reason is the much greater personal inconvenience incurred by such mistresses than would be the case in households employing several servants, where the extra work consequent on holidays is shared amongst the servants, instead of being performed by the mistress or her family or by a charwoman requiring extra pay.

In London, also, there is more frequent reference to the question of holidays than in the provinces.

The maximum holiday given in any one case is the following:—"A fortnight in summer, one day monthly, half day every Sunday, evening out weekly." In several cases a half day is granted on alternate Sundays, and time for evening church on the other Sundays. The evening a week is given in most cases as well as the Sunday evening, and the one day a month is also common. The annual holiday is the one most frequently mentioned in households with several servants; in a few cases it is stated that board money is given during these holidays, in others only wages, but in the majority of cases no remark is made on this head, and it may be assumed that in general the money wages only would be paid.

In a few instances it is stated that the servant may receive her friends one evening a week, and in one household, each of the three servants is allowed one evening a week separately for receiving her own friends.

The question of extra help is the one on which remarks were most frequently made, and it would appear that it is the almost universal practice either to engage a laundress to do, or help to do, the washing at home or to send out the whole, or if not the whole the heaviest part of it, to a laundry. The general servant is hardly ever expected to do by herself any but very light washing for the reason, no doubt, given by one mistress—"Washing is put out, as it is now almost impossible to get a girl who will do it." In Scotland, in households in which laundrymaids are not employed, laundresses are engaged to do the work at home to a much greater extent than would be the case in England, where the work is much more frequently sent out to a laundry.

IX.—CONCLUSION.

In confining this report to the question of the money wages of indoor domestic servants it is clearly recognized that some of the most important of the conditions of domestic service have been excluded from consideration. The relations between mistresses and servants are very little affected by the rate of money wages agreed upon. The active competition of employers and the free

movement of domestic servants secures for the latter the full market rate for their services, with little bargaining on either side. The quality of the food and lodging provided, the amount of work to be done, the household organisation, and the efficiency and personal characteristics of both mistress and servant are the important factors in determining the advantages or disadvantages of a situation.

From another point of view, however, the rate of money wages is of primary importance. It determines the extent to which the domestic servant can assist her family and provide for her own future. The classification, according to age and class of work, which has been adopted in this report should therefore be helpful towards an estimate of the capacity for making such provision in the various grades of domestic servants.

C. E. COLLET.

TABLE I.—AVERAGE WAGES OF FEMALE

STATEMENT showing the AVERAGE WAGES at EACH AGE PERIOD,
is based, for EACH CLASS of FEMALE

(a) LONDON.

Class of Servant.	Under 15 years.		16 years.		17 years.		18 years.		19 years.	
	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.
	£		£		£		£		£	
General	6·8	3	9·0	9	10·3	13	11·1	8	13·0	22
Cook	—	—	—	—	13·0	1	—	—	13·0	2
Housemaid	7·8	8	9·3	14	10·9	25	12·8	48	14·4	37
Parlourmaid	—	—	—	—	—	—	14·7	3	15·6	5
Nurse	7·2	7	9·9	8	10·0	3	11·9	9	15·1	5
Lady's-maid	—	—	9·0	1	—	—	18·0	1	18·0	1
Kitchenmaid	9·2	6	7·0	1	8·7	6	14·4	11	16·0	9
Scullerymaid	9·6	2	10·0	1	12·5	4	12·3	3	13·7	3
Between maid	7·3	2	9·2	5	10·2	6	10·4	4	12·4	5
Nurse housemaid	—	—	9·0	2	—	—	12·0	2	12·0	3
Laundrymaid	—	—	—	—	—	—	14·0	1	—	—
Stillroom maid	—	—	—	—	—	—	—	—	—	—
Cook-housekeeper	—	—	—	—	—	—	—	—	—	—
Housekeeper	—	—	—	—	—	—	—	—	—	—
All classes	7·9	28	9·3	41	10·6	58	12·8	90	14·1	92

DOMESTIC SERVANTS ACCORDING TO AGE.

together with the NUMBER of SERVANTS on which the AVERAGE INDOOR DOMESTIC SERVANTS.

(a) LONDON.

20 years.		21 and under 25 years.		25 and under 30 years.		30 and under 35 years.		35 and under 40 years.		40 years and Upwards.		Total No.
Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	
£		£		£		£		£		£		
14.1	30	14.9	87	16.6	53	17.2	16	18.2	13	17.6	14	268
17.3	9	18.4	82	21.8	120	23.7	90	28.3	48	28.0	105	457
15.9	63	17.5	163	19.5	111	20.6	58	24.0	27	25.8	23	577
17.6	5	19.7	48	22.2	47	23.2	30	23.1	17	24.6	9	164
13.1	7	16.9	28	21.0	29	25.7	16	30.5	12	29.0	23	147
19.3	3	22.2	11	25.5	19	28.1	15	30.4	11	28.4	21	83
16.6	17	18.8	22	21.3	7	25.0	1	—	—	—	—	80
14.0	1	16.0	2	—	—	—	—	—	—	—	—	15
16.0	1	12.0	1	—	—	—	—	—	—	—	—	24
15.0	1	14.9	7	17.7	3	—	—	—	—	—	—	18
—	—	16.0	1	27.3	3	—	—	30.0	1	—	—	6
17.0	1	—	—	26.0	1	—	—	—	—	—	—	2
—	—	—	—	—	—	35.0	6	55.0	2	41.6	8	16
—	—	—	—	—	—	30.0	1	80.0	1	34.3	7	9
15.7	138	17.5	452	20.6	393	23.2	233	27.0	132	27.8	210	1,867

STATEMENT showing the AVERAGE WAGES at EACH AGE PERIOD,
AVERAGE is based, for EACH CLASS of

(b) ENGLAND AND WALES,

Class of Servant.	Under 16 years.		16 years.		17 years.		18 years.		19 years.	
	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.
	£		£		£		£		£	
General ...	6·5	10	7·7	11	9·4	22	11·1	17	11·8	27
Cook ...	—	—	—	—	8·5	1	11·5	3	13·7	11
Housemaid ...	8·0	13	9·6	23	11·1	42	12·8	60	12·9	64
Parlourmaid ...	—	—	—	—	13·0	1	14·0	2	17·5	4
Nurse ...	6·4	10	9·5	11	10·7	7	11·1	12	11·0	3
Lady's-maid ...	—	—	—	—	—	—	10·5	2	—	—
Kitchenmaid ...	5·9	5	8·7	14	10·5	13	12·3	18	11·9	17
Scullerymaid ...	—	—	8·0	2	12·0	3	12·0	5	13·0	5
Between maid ...	8·3	8	7·0	1	11·0	5	11·0	3	10·7	3
Nurse-housemaid ...	—	—	12·0	1	12·0	1	9·9	3	—	—
Laundrymaid ...	—	—	—	—	—	—	—	—	—	—
Stillroom-maid ...	—	—	—	—	—	—	—	—	—	—
Cook-housekeeper ...	—	—	—	—	—	—	—	—	—	—
Housekeeper ...	—	—	—	—	—	—	—	—	—	—
All classes ...	7·1	45	9·0	64	10·6	95	12·2	125	12·7	134

together with the NUMBER of SERVANTS on which the
FEMALE INDOOR DOMESTIC SERVANTS.

EXCLUDING LONDON.

20 years.		21 and under 25 years.		25 and under 30 years.		30 and under 35 years.		35 and under 40 years.		40 years and Upwards.		Total No.
Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	
£		£		£		£		£		£		
12·0	25	14·6	83	15·9	49	17·1	15	15·5	8	14·8	9	276
16·1	13	17·5	108	20·2	192	22·0	115	24·4	63	24·5	142	648
14·5	68	16·2	249	18·5	158	20·2	71	20·5	32	20·4	33	813
16·5	4	18·2	58	20·6	82	21·0	37	22·3	20	20·6	11	219
14·6	5	16·5	43	20·1	34	22·0	32	22·5	17	25·9	25	199
19·0	5	19·5	14	24·7	18	24·7	20	25·2	9	25·0	18	86
15·0	13	16·6	28	21·0	7	—	—	—	—	—	—	115
12·0	2	18·0	1	—	—	—	—	—	—	—	—	18
—	—	13·0	1	—	—	—	—	—	—	—	—	21
13·0	2	16·0	5	16·5	2	18·0	1	—	—	—	—	15
16·0	1	16·9	8	23·6	5	24·0	3	26·0	1	23·0	5	23
17·0	1	—	—	—	—	—	—	—	—	—	—	1
—	—	—	—	17·5	2	18·0	2	42·0	4	35·6	10	18
—	—	—	—	—	—	37·7	3	—	—	52·2	6	9
14·4	139	16·5	598	19·5	549	21·5	299	23·1	154	24·7	259	2,461

STATEMENT showing the AVERAGE WAGES at EACH AGE PERIOD,
is based, for EACH CLASS of FEMALE

(c) SCOTLAND.

Class of Servant.	Under 16 years.		16 years.		17 years.		18 years.		19 years.	
	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.
	£		£		£		£		£	
General' ...	6.0	1	—	—	14.0	1	13.0	2	13.3	3
Cook ...	—	—	—	—	—	—	13.0	1	—	—
Housemaid ...	6.0	1	12.0	1	11.2	6	13.0	6	12.4	7
Parlourmaid ...	6.0	1	—	—	—	—	16.0	1	—	—
Nurse ...	8.8	4	9.0	2	10.0	3	11.5	2	13.0	1
Lady's-maid ...	—	—	—	—	—	—	—	—	16.0	1
Kitchenmaid ...	—	—	12.0	1	12.5	2	14.0	7	17.0	2
Scullerymaid ...	—	—	10.0	1	14.0	1	15.5	2	—	—
Between maid ...	—	—	—	—	12.0	1	—	—	—	—
Nurse-housemaid ...	—	—	—	—	10.0	1	12.0	1	—	—
Laundrymaid ...	—	—	—	—	—	—	14.0	1	15.0	3
Stillroom-maid ...	—	—	—	—	—	—	—	—	—	—
Cook housekeeper ...	—	—	—	—	—	—	—	—	—	—
Housekeeper ...	—	—	—	—	—	—	—	—	—	—
All classes ...	7.6	7	10.4	5	11.5	15	13.5	23	13.8	17

together with the NUMBER of SERVANTS on which the AVERAGE INDOOR DOMESTIC SERVANTS.

(c) SCOTLAND.

20 years.		21 and under 25 years.		25 and under 30 years.		30 and under 35 years.		35 and under 40 years.		40 years and Upwards.		Total No.
Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	
£		£		£		£		£		£		
15·5	3	15·3	16	17·0	12	17·5	2	—	—	21·0	1	41
15·7	3	16·9	27	20·6	61	21·4	31	22·2	21	23·0	35	179
15·4	9	17·1	59	18·9	57	19·7	21	20·7	6	20·7	9	182
16·0	1	18·6	22	20·1	30	21·3	18	21·2	5	20·8	4	82
16·7	6	16·4	9	19·5	13	24·8	4	26·0	2	23·7	10	56
—	—	20·6	5	26·0	5	24·4	7	25·0	1	24·0	3	22
15·0	1	17·0	4	—	—	—	—	—	—	—	—	17
14·0	1	—	—	—	—	—	—	—	—	—	—	5
—	—	—	—	—	—	—	—	—	—	—	—	1
14·0	2	14·0	1	16·0	1	—	—	—	—	—	—	6
15·7	3	19·3	15	20·0	18	20·4	5	22·2	5	26·5	4	54
—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	45·0	1	—	—	22·0	1	2
—	—	—	—	—	—	25·0	1	50·0	1	45·0	2	4
15·6	29	17·4	158	19·8	197	21·5	90	22·8	41	23·5	69	651

STATEMENT showing the AVERAGE WAGES at EACH AGE PERIOD,
is based, for EACH CLASS of FEMALE

(d) IRELAND.

Class of Servant.	Under 16 years.		16 years.		17 years.		18 years.		19 years.	
	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.
	£		£		£		£		£	
General	—	—	10·0	1	—	—	7·3	3	10·0	5
Cook	—	—	—	—	8·0	2	—	—	12·5	2
Housemaid	8·0	1	10·3	4	7·0	2	9·3	3	10·6	5
Parlourmaid	—	—	—	—	—	—	—	—	—	—
Nurse	—	—	—	—	—	—	13·0	2	10·0	2
Lady's-maid	—	—	—	—	—	—	—	—	—	—
Kitchenmaid	—	—	—	—	8·0	1	10·0	3	11·0	2
Laundrymaid	—	—	—	—	—	—	—	—	—	—
Housekeeper	—	—	—	—	—	—	—	—	—	—
Dairymaid	—	—	—	—	—	—	—	—	—	—
All classes	8·0	1	10·2	5	7·6	5	9·6	11	10·6	16

together with the NUMBER of SERVANTS on which the AVERAGE INDOOR DOMESTIC SERVANTS.

(d) IRELAND.

20 years.		21 and under 25 years.		25 and under 30 years.		30 and under 35 years.		35 and under 40 years.		40 years and Upwards.		Total No.
Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	Av. wage.	No.	
£ 13.3	3	£ 10.3	18	£ 11.3	13	£ 12.8	5	£ 13.8	9	£ 13.1	9	66
11.0	2	12.5	10	17.2	22	18.9	20	21.3	8	19.5	32	98
13.0	9	13.5	17	14.6	34	15.9	13	16.7	7	17.1	10	105
13.5	4	16.0	5	16.0	8	19.9	9	17.0	2	17.3	3	31
12.6	5	13.0	4	15.8	4	13.8	4	15.8	4	18.7	7	32
16.0	1	17.5	2	25.0	1	24.0	1	—	—	30.0	1	6
11.3	3	11.0	4	14.5	2	—	—	—	—	—	—	15
—	—	—	—	—	—	23.5	2	—	—	14.0	1	3
—	—	—	—	—	—	—	—	—	—	12.0	1	1
—	—	18.0	1	12.0	1	—	—	—	—	—	—	2
12.8	27	12.6	61	15.1	85	17.7	54	16.9	30	18.0	64	359

TABLE II.—AVERAGE WAGES OF FEMALE
OF SERVANTS

STATEMENT showing the AVERAGE WAGES and the AVERAGE
of SERVANTS on which the AVERAGE is based, grouped according

(a) LONDON.

Class of Servant.	One Servant.			Two Servants.			Three Servants.		
	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.
	£	Years		£	Years		£	Years	
General... ..	14.9	25.1	207	14.5	22.8	59	16.0	24.5	2
Cook	—	—	—	19.0	30.1	179	21.5	31.6	119
Housemaid	—	—	—	15.7	23.1	181	16.3	23.3	127
Parlourmaid	—	—	—	—	—	—	20.5	28.7	62
Nurse	—	—	—	12.6	21.0	28	17.1	27.7	31
Lady's-maid	—	—	—	45.0	50.0	1	17.9	27.5	10
Kitchenmaid	—	—	—	—	—	—	—	—	—
Scullerymaid	—	—	—	—	—	—	9.1	14.0	1
"Up and down" maid	—	—	—	—	—	—	7.3	16.3	3
Nurse-housemaid ...	—	—	—	14.0	21.2	16	13.0	19.5	2
Laundrymaid	—	—	—	—	—	—	—	—	—
Stillroom-maid	—	—	—	—	—	—	—	—	—
Cook-housekeeper ...	19.7	34.7	3	—	—	—	21.7	42.0	3
Housekeeper	—	—	—	14.0	52.0	1	—	—	—
All classes ...	14.9	25.2	210	16.6	25.7	465	18.8	27.5	360

DOMESTIC SERVANTS ACCORDING TO NUMBER
IN HOUSEHOLD.

41

AGES of EACH CLASS of SERVANT, together with the NUMBER
to the NUMBER of SERVANTS in the HOUSEHOLD.

(a) LONDON.

Four Servants.			Five Servants.			Six Servants.			Over Six Servants.			Total No.
Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	
£	Years		£	Years		£	Years		£	Years		
—	—	—	—	—	—	—	—	—	—	—	—	268
25·9	35·1	72	27·0	31·8	37	33·6	35·3	16	41·1	39·7	34	457
17·7	24·0	84	18·3	26·3	55	20·9	26·2	22	20·5	26·3	108	577
21·1	27·6	54	22·0	26·5	29	23·4	27·7	7	25·2	29·4	12	164
20·9	27·8	30	22·7	29·9	23	26·3	29·0	3	26·5	34·6	32	147
23·7	35·1	14	24·1	37·2	13	26·8	32·1	12	30·1	32·6	33	83
10·6	17·5	10	11·8	17·9	13	16·7	20·4	10	18·3	21·3	47	80
—	—	—	—	—	—	—	—	—	12·9	18·2	15	16
11·3	18·3	11	11·5	17·7	6	8·0	16·0	1	10·0	16·7	3	24
—	—	—	—	—	—	—	—	—	—	—	—	18
—	—	—	—	—	—	—	—	—	23·7	25·5	6	6
—	—	—	—	—	—	—	—	—	21·5	22·5	2	2
30·0	45·0	1	50·0	36·0	1	—	—	—	56·1	39·1	8	16
30·0	37·0	2	31·0	53·0	1	—	—	—	49·0	49·4	5	9
20·7	28·2	278	21·3	28·0	178	24·4	28·5	71	25·3	28·9	305	1,867

TABLE II. (cont.)—AVERAGE WAGES OF FEMALE
OF SERVANTS

STATEMENT showing the AVERAGE WAGES and the AVERAGE
of SERVANTS on which the AVERAGE is based, grouped according

(b) ENGLAND AND WALES,

Class of Servant.	One Servant.			Two Servants.			Three Servants.		
	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.
	£	Years		£	Years		£	Years	
General	13·2	23·0	221	14·0	22·6	53	8·0	16·0	2
Cook	—	—	—	17·6	29·3	261	19·9	31·7	178
Housemaid	—	—	—	14·9	23·4	270	16·0	24·5	205
Parlourmaid	—	—	—	—	—	—	18·9	28·8	77
Nurse	—	—	—	13·1	23·3	21	17·5	27·3	50
Lady's-maid	—	—	—	—	—	—	18·6	32·7	12
Kitchenmaid	—	—	—	2·6	15·0	1	10·0	19·0	1
Scullerymaid	—	—	—	—	—	—	—	—	—
Between maid	—	—	—	9·0	19·0	1	9·1	16·6	5
Nurse-housemaid	—	—	—	14·0	21·5	15	—	—	—
Laundrymaid	—	—	—	—	—	—	16·3	24·0	3
Stillroom-maid	—	—	—	—	—	—	—	—	—
Cook-housekeeper	17·0	32·0	3	19·0	41·8	6	—	—	—
Housekeeper	—	—	—	28·0	33·0	1	28·0	40·0	1
All classes	13·2	23·1	224	15·9	25·9	629	17·8	27·9	534

DOMESTIC SERVANTS ACCORDING TO NUMBER
IN HOUSEHOLD.

43

AGES of EACH CLASS of SERVANT, together with the NUMBER
to the NUMBER of SERVANTS in the HOUSEHOLD.

EXCLUDING LONDON.

Four Servants.			Five Servants.			Six Servants.			Over Six Servants.			Total No.
Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	
£	Years		£	Years		£	Years		£	Years		
—	—	—	—	—	—	—	—	—	—	—	—	276
22·6	32·9	96	25·0	34·5	48	28·2	40·5	30	38·5	38·0	35	648
16·0	23·6	124	17·2	25·1	69	17·5	25·8	49	18·4	25·1	96	813
19·4	26·6	62	20·3	26·8	40	21·8	30·3	27	23·5	28·2	13	219
18·9	28·4	52	18·2	28·8	32	18·8	27·8	17	21·3	29·2	27	199
20·4	36·1	14	24·3	33·3	13	21·8	27·5	13	26·3	32·2	34	86
10·5	17·7	19	11·6	18·5	29	12·1	19·0	24	16·6	21·2	41	115
—	—	—	—	—	—	8·5	17·5	2	12·6	18·4	16	18
9·8	16·3	7	10·3	17·3	6	10·5	16·0	2	—	—	—	21
—	—	—	—	—	—	—	—	—	—	—	—	15
18·0	30·0	1	16·0	36·0	2	20·0	31·0	2	22·9	31·2	15	23
—	—	—	—	—	—	—	—	—	17·0	20·0	1	1
—	—	—	35·0	55·0	2	—	—	—	51·4	46·3	7	18
—	—	—	—	—	—	70·0	47·5	2	46·0	40·2	5	9
18·4	27·2	375	19·1	27·5	241	20·3	28·6	168	23·2	28·2	290	2,461

TABLE II. (*cont.*)—AVERAGE WAGES OF FEMALE
SERVANTS

STATEMENT showing the AVERAGE WAGES and the AVERAGE
SERVANTS on which the AVERAGE is based, grouped according

(c) SCOTLAND.

Class of Servant.	One Servant.			Two Servants.			Three Servants.		
	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.
	£	Years		£	Years		£	Years	
General	15·5	23·6	24	15·6	23·3	17	—	—	—
Cook	—	—	—	17·6	28·4	57	20·0	31·5	67
Housemaid	—	—	—	15·5	23·7	53	17·2	27·2	59
Parlourmaid	—	—	—	—	—	—	18·1	26·0	34
Nurse	—	—	—	14·4	22·4	8	17·9	28·6	16
Lady's-maid	—	—	—	—	—	—	21·0	26·5	2
Kitchenmaid	—	—	—	—	—	—	—	—	—
Scullerymaid	—	—	—	—	—	—	—	—	—
Between-maid	—	—	—	—	—	—	—	—	—
Nurse-housemaid	—	—	—	12·8	20·2	5	16·0	20·0	1
Laundrymaid	—	—	—	—	—	—	17·7	27·7	18
Stillroom-maid	—	—	—	—	—	—	—	—	—
Cook-housekeeper	—	—	—	22·0	40·0	1	—	—	—
Housekeeper	—	—	—	—	—	—	25·0	30·0	1
All classes... ..	15·5	23·6	24	16·2	25·5	141	18·5	28·6	198

DOMESTIC SERVANTS ACCORDING TO NUMBER OF 45
IN HOUSEHOLD

AGES OF EACH CLASS OF SERVANT, together with the NUMBER of
to the NUMBER of SERVANTS in the HOUSEHOLD.

(c) SCOTLAND.

Four Servants.			Five Servants.			Six Servants.			Over Six Servants.			Total No.
Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	
£	Years		£	Years		£	Years		£	Years		
—	—	—	—	—	—	—	—	—	—	—	—	41
23·0	34·8	24	23·5	33·9	15	24·9	34·6	11	37·0	37·2	5	179
19·3	26·3	23	18·9	26·1	19	19·1	27·8	14	20·5	25·2	14	182
20·5	29·6	19	20·9	27·4	15	22·0	30·2	12	20·5	26·5	2	82
17·2	24·2	9	19·3	26·6	7	19·2	30·2	15	29·0	45·0	1	56
21·3	37·5	4	21·7	27·8	6	21·3	25·0	3	28·0	31·1	7	22
13·0	20·0	2	14·0	18·8	5	13·5	18·3	4	17·0	19·5	6	17
—	—	—	—	—	—	—	—	—	13·8	17·8	5	5
—	—	—	12·0	17·0	1	—	—	—	—	—	—	1
—	—	—	—	—	—	—	—	—	—	—	—	6
19·5	25·1	11	23·5	29·1	10	19·9	27·9	7	20·9	28·0	8	54
—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	45·0	35·0	1	2
50·0	38·0	1	—	—	—	—	—	—	45·0	50·0	2	4
20·6	29·3	93	20·6	27·8	78	20·5	29·2	66	23·7	27·8	51	651

STATEMENT showing the AVERAGE WAGES and the AVERAGE
of SERVANTS on which the AVERAGE is based, grouped

(d) IRELAND.

Class of Servant.	One Servant.			Two Servants.			Three Servants.		
	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.
	£	Years		£	Years		£	Years	
General	11·3	28·5	53	12·5	26·8	13	—	—	—
Cook	—	—	—	14·1	30·0	43	16·7	34·9	23
Housemaid	—	—	—	13·0	25·7	41	14·2	26·5	23
Parlourmaid	—	—	—	—	—	—	16·4	28·9	11
Nurse	—	—	—	11·7	28·9	10	14·8	30·8	8
Lady's-maid	—	—	—	—	—	—	—	—	—
Kitchenmaid	—	—	—	—	—	—	—	—	—
Laundrymaid	—	—	—	—	—	—	14·6	50·0	1
Housekeeper	12·0	60·0	1	—	—	—	—	—	—
Dairymaid	—	—	—	—	—	—	—	—	—
All classes	11·3	29·1	54	13·3	27·9	107	15·5	30·7	66

DOMESTIC SERVANTS ACCORDING TO NUMBER
IN HOUSEHOLD.

47

AGES of EACH CLASS of SERVANT, together with the NUMBER according to the NUMBER of SERVANTS in the HOUSEHOLD.

(d) IRELAND.

Four Servants.			Five Servants.			Six Servants.			Over Six Servants.			Total No.
Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	Av. wage.	Av. age.	No.	
£	Years	£		Years	£		Years	£		Years		
—	—	—	—	—	—	—	—	—	—	—	—	6
19·4	34·6	14	23·5	37·0	6	26·6	47·1	7	30·2	39·4	5	98
14·0	25·9	16	16·6	28·6	7	14·8	27·6	10	16·8	29·3	8	105
16·0	29·5	11	18·0	27·8	4	15·3	26·0	3	26·0	31·0	2	31
15·3	36·7	6	17·0	31·0	2	16·0	27·0	2	20·0	30·0	4	32
—	—	—	18·0	21·5	2	24·5	27·5	2	22·5	31·5	2	6
10·0	19·3	3	13·0	19·5	2	10·7	20·7	6	11·8	20·3	4	15
—	—	—	22·0	30·0	1	—	—	—	25·0	30·0	1	3
—	—	—	—	—	—	—	—	—	—	—	—	1
—	—	—	12·0	27·0	1	—	—	—	18·0	24·0	1	2
15·9	30·0	50	18·4	29·4	25	17·5	30·6	30	20·5	30·4	27	359

TABLE III.—NUMBER AND AGES OF DOMESTIC SERVANTS IN THE UNITED KINGDOM.

STATEMENT showing for ENGLAND and WALES, SCOTLAND, and IRELAND and the UNITED KINGDOM the number of FEMALE INDOOR DOMESTIC SERVANTS at FIVE different AGE PERIODS, and of MALE INDOOR DOMESTIC SERVANTS at TWO different AGE PERIODS; also showing the same particulars per 10,000 FEMALES and per 10,000 Males living in each GROUP OF AGES, according to the Census 1891.

Ages of Indoor Domestic Servants.	England and Wales.	Scotland.	Ireland.	United Kingdom.
Females.				
Total Number.				
10 years and under 15 ...	107,167	10,258	9,293	126,718
15 " " 25 ...	791,709	92,111	93,404	977,224
25 " " 45 ...	361,189	46,312	52,333	459,834
45 " " 65 ...	104,932	13,433	30,315	148,680
65 " and upwards ...	21,170	2,771	12,557*	36,498 ^o
Total 10 years and upwards	1,386,167	164,885	197,902	1,748,954
Males.				
10 years and under 20 ...	22,544	884	4,747	28,175
20 " and upwards ...	35,983	2,737	8,446	47,166
Total 10 years and upwards	58,527	3,621	13,193	75,341
Per 10,000 Females living in each Group of Ages.				
Females.				
10 years and under 15 ...	665	460	345	602
15 " " 25 ...	2,744	2,320	1,890	2,588
25 " " 45 ...	902	857	913	898
45 " " 65 ...	479	421	736	509
65 " and upwards ...	276	231	803	349
Total 10 years and upwards	1,209	1,031	1,039	1,169
Per 10,000 Males living in each Group of Ages.				
Males.				
10 years and under 20 ...	73	20	85	69
20 " and upwards ...	48	27	67	48
Total 10 years and upwards	55	25	72	54

* Including 148 of unspecified age.

TABLE IV.—WAGES OF SERVANTS IN LARGE HOUSEHOLDS IN 1886.

STATEMENT shewing the number of MEN, LADS and BOYS, and WOMEN employed at different RATES of WAGES, as INDOOR DOMESTIC SERVANTS in certain LARGE HOUSEHOLDS, at October 1886.

[From General Report on the Wages of the Manual Labour Classes. C—6889.]

Limits of Average Rates.	Men.		Lads and Boys.		Women.		Total.	
	No. employed.	Avg. Annual Rate.	No. employed.	Avg. Annual Rate.	No. employed.	Avg. Annual Rate.	No. employed.	Avg. Annual Rate.
Of and above £140 ...	8	£ 185	—	£ —	—	£ —	8	£ 185
„ £130 and under £140	3	130	—	—	—	—	3	130
„ £120 „ £130	11	121	—	—	2	120	13	121
„ £110 „ £120	1	110	—	—	1	110	2	110
„ £100 „ £110	6	101	—	—	2	105	8	102
„ £90 „ £100	1	96	—	—	—	—	1	96
„ £80 „ £90	4	80	—	—	1	80	5	80
„ £70 „ £80	9	71	—	—	2	70	11	71
„ £60 „ £70	15	64	—	—	8	61	23	63
„ £50 „ £60	32	55	—	—	11	53	43	55
„ £40 „ £50	37	43	—	—	13	44	50	43
„ £30 „ £40	55	34	—	—	34	32	89	33
„ £20 „ £30	15	24	—	—	120	22	135	23
„ £10 „ £20	16	18	4	15	153	16	173	16
Under £10 ...	—	—	—	—	3	8	3	8
Total and Averages	213	55	4	15	350	25	567	36

COPY OF SCHEDULE FILLED IN BY MISTRESSES
EMPLOYING SERVANTS.

Information required for the use of the Labour Department, Board of Trade
44, Parliament Street, London, S.W.

If you are willing to answer all or any of the questions below, kindly fill in this Form, and fold and gum and return it to the address on the back. *Postage need not be prepaid.*

This Return will be regarded as confidential, and will not be published separately. No names are asked for.

Female?

RATES OF WAGES OF DOMESTIC SERVANTS

Form to be filled in by Mistresses keeping Servants.

Boyaragh

Town in which you reside _____

Number of Resident Servants kept* _____

?

Number of Persons usually residing in House, EXCLUSIVE of Servants _____

Resident House

Occupation of Servant. (Cook, Housemaid, etc.)	Age.	Rates of Wages per annum on entering your service exclusive of Allowances.	Additional Money Allowances at present for Beer, Washing, &c.	<i>Money</i> Present Rate of Wages exclusive of all Allowances in Col. 4.	Length of time in your Service.
(1.)	(2.)	(3.)	(4.)	(5.)	(6.)

or 7?

non-resident Servants

*If Non-resident Servants are also employed, please state the fact in the space allowed for remarks.

Occupation

REMARKS

Hourly rate per week *Rate per hour* *Rate per week*

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