

INDEX

- Acland, A., 137, 138
Acock, R. G., 116–17, 120, 122
adding machines, 114, 115, 118–20, 122–3
addressograph, 118
age, 106, 139, 160
 see also juvenile labour
Alborn, Timothy, 97
alienation, 41
amalgamation, 32, 33, 37, 38, 206–7
Anderson, Gregory, 4, 6–7, 8, 9, 11, 78, 86,
 98, 102, 103, 104, 111, 128, 130, 134,
 156–7, 163, 181, 182, 200, 203
Andrews, C. D., 77
Anthony Gibbs and Sons Ltd, 34
Antwerp, 163
appearance, 52, 67
apprenticeship, 159–60
Archer, H. P. G., 58
Arnold, Matthew, 136
Ashburt, jewellers, 106
Assistant Clerks Association (A.C.A.), 182,
 184, 186, 187–8, 191, 201, 203, 206, 209
Association of Assistant Clerks, 150
Association of Women Clerks and Secretar-
 ies, 134
associations, 182
 professional, 161–2, 183, 195–6
Attewell, Paul, 8–9, 11, 41, 78, 111, 112

Baker, Rodney C., 69
Bank Clerks' Association, 100
Bank Officers Guild, 96, 100
banking sector, 45, 200
 examinations, 162, 173, 174, 183–4, 189
 industrial welfare, 44–5
 Inter-Banks' Athletic Championship, 47
 joint-stock, 33
 London 33, 73–4
 promotion in, 99–102
 Scottish, 9
 specialization, 101
 sports and social clubs, 46–7
 see also names of banks
banking system, 119–20
Bankruptcy Acts, 43
Barralet, Elsie, 103, 127
Battersea, 2, 105, 107
 Sir Walter St John's School, 139, 148
Beadle, H. H., 37
Bell, John, 160
Birkbeck College/Institute/Institution, 162,
 164, 166, 176
Bishopsgate, 68–9
Blumenfeld, Simon, 108
Board of Education, 130
Board of Trade, 37
Board Schools, 151–2
bookkeeping, 58, 70, 176
Booth, Charles, 183, 205, 211
Bordieu, Pierre, 17, 18, 19, 210
Bowley, A. L., 92
Bradley, F. H., 198
Braverman, Harry, 6, 9, 11, 41, 78, 86, 111
Bray, S. E., 167
Breton, Cloudesley, 167
breweries, 23, 54, 67
Brigg, John, 175
Britain
 industry, 32
 trade, 30–1
Brown, W. J., 107, 108
bureaucracies, 3–4, 9, 32–4, 41, 45, 48, 49,
 52–3, 181, 182
Burge, G. C., 77

- Business Life*, 142, 145, 146, 147, 151, 159,
160–1, 162, 170
- Byrne, Tony, 32
- Cambridge Local Examinations, 141
- capital, 19, 161
- capitalism, 5, 6, 10, 41, 85
- career, 9–10, 27, 41, 42, 56, 65, 75–8, 87,
93, 207–9, 210
- opportunities, 96–9
- rise, 49–53
- see also* promotion
- ‘career clerk’, 102–3
- Carrington, John B., 176
- Census
- for England and Wales, 1871, 111
- of Production, 1907, 67
- of England and Wales, 1911, 206
- UK, 1951, 117
- Central Foundation School, 137–8, 145
- Chalk, W. J., 167
- Chamber of Commerce examinations, 70,
168, 173
- Chambers, Percival, 108
- Chandler, Alfred, 50, 99
- Chappell, Thomas P., 145
- character, 65, 70–2
- charity schools, 145
- Charlesworth, E. A., 121, 125
- Child, Henry, 142–3
- Chipping Ongar, Essex, 16, 142–3
- church, 25
- Congregational Church, 17, 144
- Churchill, Winston, 170
- City and Guilds of London Institute, 164
- City of London College, 166
- Citymen, 74–5
- Civil Servants Typists’ Association, 121
- Civil Service, 31, 45–6, 73, 109, 125, 127
- Clerical Associations, 182, 184, 186–8,
191, 193, 201, 203, 206, 209
- Assistant Clerks Association (ACA),
182, 184, 186, 187–8, 191, 201, 203,
206, 209
- clerical grades, 28–9, 40, 187–8, 206,
209
- Lower/Second Division, 28, 53, 147,
182, 187, 191, 201, 209
- Commissions and Reports, 141
- Northcote-Trevelyan, 1855, 28, 128, 141,
186–7
- Playfair, 1875, 28, 53, 147, 187
- 1885 Report, 147
- MacDonnell, 1912–13, 20, 121, 130,
139, 148, 150–1, 153, 186
- 1914, 28, 35–6
- constitution, 187–8
- entry/examinations/recruitment, 107,
108, 128, 130, 139, 141, 147, 148,
151, 153, 186–7
- mechanization, 117
- pay structure, 53, 201
- see also* Home Office; Post Office
- Civil Service Federation, 203
- Clapton Park Congregational Church/
Chapel, 17, 144
- class, 10, 18–19
- clerk, term, 24–7, 40
- boy clerks, 28, 40, 125, 153
- ‘career clerk’, 102–3
- Clerk* (journal), 23, 40, 55, 79, 80, 87, 96,
114, 116–17, 122, 123, 130, 189–90,
191, 193, 195, 197
- Clerk of the Peace, 26
- Cohn, Samuel, 7–8, 9, 11, 28, 94, 95, 99, 102,
112, 113, 116, 118, 122, 123, 124, 125
- College of Preceptors, 140
- commercial education, 7, 13–14, 152, 153,
155–9, 162, 177–9, 207, 210
- clerks’ attitude to, 175–7
- employers’ attitude to, 172–4
- institutions offering, 163–72, 178–9
- meaning, 157–8
- Commercial Gas Company, 16, 61, 62, 73,
88, 102, 122, 143
- competition, 54–5, 85, 155, 178
- competitions, 122–3
- consumption, 3, 19
- Cope, Edward A., 25–6, 43, 60
- corporate identity, 48, 73
- corporations, 50
- County and Westminster Magazine*, 46
- County Councils, 32
- Clerk of the Council, 26
- see also*, London County Council
- County Magazine*, 74, 79, 80, 122
- Crossick, Geoffrey, 67, 87
- Crouch, F. B., 34–5
- Daily News*, 104
- David, J. F., 33
- Davies, E. E., 46

- Davis, John Francis, 58
 deskilling, 8–9, 85, 112–13, 117, 118, 121
 Dewley, George, 56
 Dicksee, Lawrence R., 120, 121
 discipline, 9, 60–3, 72
 discourse analysis, 17–18
 dismissal, 44, 63, 106
 Drapery and Allied Trades, 30
 dress, 52, 67, 75
 Drucker, Peter F., 178
 dual labour market, 27–9, 55, 94–5, 206
 women, 100
 dual labour-theory, 8, 40
 Dulwich College, 148
- East India Company, 29, 140
Echo, 76–7, 79
 education, 13, 19, 85, 127, 130, 133–41,
 209–10
 commercial *see separate entry*
 elementary, 23, 134, 151–2, 153
 Endowed Schools Act, 136
 further, 69–70, 166–8, 175–7
 secondary, 134–40, 146, 152
 technical, 155, 156, 157, 158–9, 175,
 188–9
 vocational, 188
 see also examinations; schools; training
- Education Acts
 1870, 133, 135, 152
 1902–3, 135
- Elvin, Herbert H., 20
 emigration, 59
 Emmanuel Hospital, 137
 employers
 attitude to commercial education, 172–4
 relations with employees, 12, 41–5,
 50–1, 63–4
- employment
 legislation, 43–4, 104, 192
 strategies, 50–1
- Endowed Schools Commission, 136
 esprit de corps, 65, 72–3
 Essex, 1, 2, 16, 38, 142–3
 see also Ilford
- Evans, William Burgess, 16–17, 20, 54, 81,
 102, 206
 evening classes, 69–70, 166–8, 175, 176,
 177–8
 examinations, 140–1
 bankers, 162, 174, 183–4, 189
 Civil Service, 107, 108, 128, 130, 139,
 141, 147, 148, 151, 153, 186–7
 commercial, 146, 162, 173
 professional, 162, 188–9, 210
 exhibitions, 70, 114
- Fabians, 198
*Family Life and Work Experience before
 1918*, 15
 fathers, clerks', 73, 106, 126, 127, 211
 occupations, 148, 150, 210
- Fay, Sam, 193
 Fernie, Murray, 114, 116, 117, 121–2, 123,
 133
 Fitzgerald, Robert, 44–5
 Flannery, Sir Fortescue, 192
 Forster, E. M., 10
 Forster, W. E., 136
 Foster, Richard, 55
 Foucault, Michel, 9, 17–18, 179
 Freeman, G., 76
 friendships, 73
 Fulford, Roger, 42, 62
- Geddes, E. C., 38–9, 99
 gender, 94
 sex-typing, 7–8
 stereotyping, 113–14, 128–9, 197
 see also women
- General Post Office *see* Post Office
 Gillett Brothers, 103
 Gissing, George, 10
 Gladstone, Herbert, 31, 192
 Gladstone, William, 141, 186
 Glasgow, 7, 86
 Glynn, Sean, 178
 Glyn's Bank, 15, 63, 77
 Clerks Register, 44, 59, 149, 153
 employer/employee relations, 42–3, 44,
 62
 mechanization, 118
 recruitment, 141, 144, 149, 150–1
 social background of clerks, 147, 149
- Goffin, R. E. H., 138
 Goldsmiths' Institute, 166, 172
 Gomme, Sir Laurence, 36–7, 69–70, 78, 99
 Goschen, Viscount, 48, 49, 207
 Gospel, Howard, 50–1
 Gourvish, T. R., 67
 government, 31–2
 see also Civil Service; local government

- Government of South Australia, 59
 governmentality, 9
 grammar schools, 136–40, 146
 Great Eastern Railway, 38, 39
Great Eastern Railway Magazine, 68–9
 Great Northern Railway, 38
 Great Western Railway (GWR), 9, 33, 38, 49, 80, 94, 174
 Athletic Association, 46, 47
 careers, 51–2, 56
 junior clerks, 28
 recruitment, 145, 149–50
 women, 8, 123
 Greater London Council, (G.L.C.) 26
 Greaves, Hazlehurst, 35, 81, 176
 Green, T. H., 198
 Gull, C. G., 139
- Hancock, Jim, 15–16, 45, 69, 71, 73, 108–9, 144, 160
 Harben, Henry, 61
 Harris, Jose, 66
 Haward, Sir M. E., 78
 Heseltine Powell and Co., 88, 89, 91
 Hewins, W. A. S., 139, 169, 172
 Hoare, A. F., 37
 Hogg, Quintin, 164
 Holcombe, Lee, 7
 holiday industry, 2–3, 38
 Holland, Sydney, 173
 Home Office, 31–2, 36, 115, 116, 121
 social background of clerks, 147–8, 150
 Hong Kong and Shanghai Bank, 43, 57, 60, 61, 73, 80
 households, 125–7, 211
 see also marriage
 Howard, Sir Harry, 98
 Howarth, W., 73–4, 119–20
 Hunt, Frederick, 34
- Ilford, Essex, 2, 16, 74, 143, 195
Ilford Guardian, 74, 106, 195
 Imperial College, 168
 income, 125–7, 200, 211
 see also pay structure; salaries
 Incorporated Association of Headmasters, 139
 independence, 64, 102–3, 211
 individualism, 14, 19, 195, 196, 209
 industrial welfare, 44–5, 207
 inflation, 95–6, 100
 information management, 115–16
 Inland Revenue Staff Federation, 182
 Institute of Bankers, 183, 184
 examinations, 162, 173, 174, 183–4, 189
 internal labour markets, 27–8, 45, 50–1, 52, 93, 97, 205, 207
 Ireland, 37
- Jewish tailors, 107–8
 Johnson, Florence, 117, 127
 Johnson's pottery works, 175
 Jones, Stanley, 143
 Jordan, Ellen, 8, 28, 95, 99, 112, 123, 124, 125
Journal of the Royal Statistical Society, 94
 juvenile labour, 39–40, 95, 124, 125, 126, 130, 139
 boy clerks, 28, 40, 125, 153
- Kelly's London Suburban Directory, 1902/4*, 169–70
 Kent, 1
 Keynes, J. N., 141
 King, David, 57, 80
 King, Frank H. H., 60–1, 73
 Klingender, F. D., 5, 6, 11, 86, 203
 Kynaston, David, 30
- labour, division of, 41, 42, 50, 54–8, 64, 85, 205–6
 dual labour-theory, 8, 40
 see also dual labour market; internal labour markets
 Labour Exchange Centres, 187
 Labour Party, 184, 185, 192, 198–9
 Lamb, Charles, 78
 Lambeth Water Works Company, 88, 89, 90, 91, 93
 Leathers, Stanley M., 128
 Lee, Frank David Charles, 106–7, 210, 211
 Lewis, G. H., 24, 27
 Lewis, Jane E., 112, 128
 Liberal Government, 31, 44
Life of a Railway Clerk, The, 191–2
 Liverpool, 4, 6, 34
 Llewellyn-Smith, H., 137, 138, 157
 Lloyd's Bank, 33, 99–100
 local government, 31, 32, 40
 see also London County Council
 Local Government Board, 121
 Lockwood, David, 5–6, 8, 181

- London, 1–3, 65, 68–9, 73–5, 155–6
 City of, 24–5, 29–31, 33, 34, 68, 74–5
 commercial education institutions, 162,
 163–72, 178–9
 economy, 11–12, 29–34, 178, 205
Kelly's London Suburban Directory,
 1902/4, 169–70
 Port, 33
 progressive, 198
 schools, 135–40, 145–6, 151–2
 suburbs, 2, 32
- London and County Bank, 15, 33, 46, 57,
 122, 206
 recruitment, 88
 salaries, 89, 90, 91
- London and County Sports Club, 47
- London and India Docks Joint Committee,
 173–4
- London & North Western Railway Com-
 pany, 37, 38
- London and South Western Railway, 38
- London and Westminster Bank, 15, 33, 46,
 48, 160, 206
 Establishment Committee Reports, 60–1
 pay structure, 53–4
- London Chamber of Commerce, 104, 146,
 162–3, 165, 173
 Examinations, 70, 168, 173
- London Clearing House, 119–20
- London Clerks Association, 183
 London County and Westminster Bank,
 16, 33, 69, 73, 108, 144, 174
 salaries, 92, 93
 sports, 46, 47, 49, 207
- London County Council (L.C.C.), 32,
 36–7, 40, 69–70, 79, 99, 198
 1907, 2
 Architects Department, 72, 76
 careers in, 77–8, 97–9
 clerical grades, 40, 77–8, 94
 Comptrollers Department, 89, 92
 Education Authority/Department, 48,
 137, 168, 177
 juvenile labour, 125
 mechanization, 116
 Minor Establishment, 36, 40, 127
 pay structure, 77–8
 politics, 2
 Public Works Department, 36
 salaries, 89, 90, 92
 Staff Association, 77, 183
- Technical Education Board/Committee
 (T.E.B.), 133, 135, 137, 138, 139,
 145, 152, 155, 156, 157, 158, 160,
 164, 166, 168, 173, 179
 women, 124–5, 129
- London County Council Staff Gazette*, 68, 69,
 70, 77, 97, 98
 'On Salary' (poem), 75–6
- London Education Authority, 135, 163,
 164, 166
- London Guildhall, 94
- London Life and Labour* (Booth), 183, 205
- London Metropolitan Archives, 94
- London School Board, 99, 135, 164, 166
- London School of Commerce, 164
- London School of Economics (LSE), 139,
 157, 158, 160, 164, 168–9, 173, 174,
 189, 206
 Booth Collection, 183
London Statistics 1912–13, 137
- London Trades Council, 199
- London Unemployed Fund, 104
- London University, 168, 169, 179
- London YMCA, 104
- Lorimer and Co., 145
- lower-middle class, 19–20, 137, 171, 195
- loyalty, 42, 44, 45, 48, 50, 73, 209
- Lyons, 94
- MacDonnell Commission, 1912–13, 20,
 121, 130, 139, 148, 150–1, 153, 186
- machinery, 8, 55, 111–23, 131, 133, 155
 in Post Office, 114, 115, 116
 management, 50–2, 67, 72, 128
- Manchester Guardian*, 128
- manual work, 66–7
- Maple and Co., 145
- marriage, 43, 54, 95, 106, 197
 bars, 113, 124
 households, 125–7, 211
- Marx, Karl, 5, 19
- masculinity, 66, 82, 196
- Masterman, C. F. G., 1, 2
- McEwen, Daniel, 16, 70, 81, 175, 198
- Mckenna, Frank, 67
- McKinley, Alan, 9–10, 52–3
- merit, 18, 77, 141, 142, 147, 153, 186, 188,
 193, 196, 209
- Metropolitan Board of Water, 33, 54, 117,
 127
- Metropolitan Board of Works, 36

- Michie, Ranald C., 30, 31, 34
 middle classes, 19–20, 136–7, 146, 171, 195
 lower-middle class, 19–20, 137, 171, 195
 Middlesex, 1, 2
 Midland Bank, 33
 Mill, John Stuart, 58
 Millard, Percy W., 165
 Millennium Memory/Mind Bank, 15, 142
 Mills, G.W., 51
 Milne, David, 150–1, 153, 197
 Moseley, Alfred, 104
 Moseley, Sydney, 17, 23–4, 27, 29, 39, 62, 63, 70, 81, 102
 Murdock's piano manufacturers, 103
 Muriel, H. E., 61

 National Amalgamated Union of Shop Assistants, 182
 National and Local Government Officers Association (NALGO), 181, 189
 National Provincial Bank, 53, 100–1, 102
 National Union of Clerks (N.U.C.), 109, 116, 130, 133–4, 181, 182, 183, 184, 185, 188, 189, 190, 191, 194, 198–9, 201, 202, 206
 Clerk (journal), 23, 40, 55, 79, 80, 87, 96, 114, 116–17, 122, 123, 130, 189–90, 191, 193, 195, 197
 politics, 198–9
 women, 130, 197
 National Union of Teachers, 70, 161, 163, 189
 National Westminster Bank, 53
 New Survey of London Life and Labour, 27
 'New Unionism', 185, 202
 Newmarch, William, 62
 North Eastern Railway, 51
 North-Eastern Railway Company, 194
 Northcote, Sir Stafford, 186
 Northcote-Trevelyan Report, 28, 128, 141, 186–7
 Northern Polytechnic, 172
 novels, 10, 75, 80, 108
 Nunn, E. S., 194

Office, 26, 27, 66, 69, 72, 122, 158, 160, 161
 office atmosphere, 60
 'On Salary' (poem), 75–6
 Ongar Gas Company, 142–3
 Orchard, B. G., 4, 204

 organizational culture, 47–9, 53
 organizations
 professional, 161–2
 size, 54, 55, 85, 86, 96, 98–9, 102, 114, 204–5
 see also bureaucracies; trade unions
Organizer (magazine), 114
 Orient line, 160
 Owen, Felix, 117, 139–40, 142, 143, 144
 Owen's School, Islington, 137, 139, 145, 146, 148

 Paris: Schools of Commerce, 163, 168
 partnership, 85, 102–3
 party, 18, 184
 patriotism, 68
 patronage, 43, 44, 49, 59, 73, 95, 142, 149, 150, 186, 187, 191
 pay structure, 53–4, 58, 63, 90, 123–4, 186
 L.C.C., 77–8
 see also salaries
 Pearl Insurance, 108
 Pellew, Jill, 31, 36, 115
 Pennybacker, Susan, 198
 pensions, 43, 45
 Perkin, Harold, 161
 Pett Ridge, William, 10, 75
 Philological School, Marylebone, 145
 Philpott, A. T., 23, 26
 Phipps, Edmund, 130
 pin-money, 126
 Pitman's Metropolitan School, 145, 164, 169–72, 178
 Situations Bureau, 160, 171
 Playfair, Lord Lyon, 178
 Playfair Commission, 1875, 28, 53, 147, 187
 politics, 2, 192–4, 199–200
 polytechnics, 156, 164–6, 168, 172
 Port of London Authority, 33, 94
 Post Office, 8, 9, 31, 37, 99
 salaries, 94, 200–1
 technology, 114, 115, 116
 women, 95, 123, 128, 129, 130
 Post Office Savings Bank, 190
 Postal Clerks Association, 182
 Postal Telegraph Clerks Association, 182
 Potter, Beatrice, 107
 printers, 30
 production, 19, 67
 professional associations, 161–2, 183, 195–6

- professionalism, 37, 65, 69–70, 97, 161–2, 179, 210
 professions, 20
 proletarianization, 5, 6, 8, 41, 157
 promotion, 5–6, 8, 10, 35, 52, 65–6, 71, 75–8, 82, 86–7, 96–8, 176, 196
 in banking sector, 99–102
 Prudential Clerks' Society ('The Ibis'), 47, 183
 Prudential Life Assurance Company, 8, 27, 61, 69, 95, 99, 127, 129
 Claim Department, 98–9
 Holborn Bars, 24, 33, 47, 183
 Industrial Branch, 88
 salaries, 88, 91
 Public Servant Association, 195–6
 publicity, 190–1
 Pyle, Alfred Henry, 73, 126, 210

Quarterly Review, 160

 Radius Agreements, 59–60
 Railway Clearing House, 33, 59
Railway Clerk, 80, 96, 104, 106, 188, 191, 192, 196
 Railway Clerks Association (RCA), 40, 181, 182, 183, 184, 185–6, 188–9, 191, 192, 193–4, 196, 200, 206
 Life of a Railway Clerk, 191–2
 railway companies, 37–40, 45, 67, 160, 174
 government inquiries, 194
 salaries, 94
 specialization in clerical work, 38–40
 see also names of companies
Railway News, 38
 Railway Students Union, 193
 recruitment, 43, 51–2, 96, 134, 140
 advertisements, 171
 Civil Service *see separate entry*
 market structure, 142–6
Red Tape, 96, 187, 190–1, 196, 197, 203
 Regent Street Polytechnic, 138, 148, 165, 170, 172, 175–6
 Art School, 177
 sports and social events, 177
 resignation, 43, 59
 Roche, D. B., 37
 Rogers, Geoffrey, 81–2, 106, 126, 129
 Rose, George, 16, 61, 62, 70, 71, 73, 74–5, 76, 79, 81, 88, 102, 104, 107, 108, 122, 129, 142–3, 177, 178
 Rose, Margie, 129
 Royal Bank of Scotland, 42
 Archives, 15, 71
 Royal Exchange, 117
 Royal Society of Arts 140 / Society of Arts, 162, 164

 salaries, 54, 86, 88–96
 L.C.C., 77–8
 'On Salary' (poem), 75
 see also income; pay structure
 Salvation Army, 106
 satisfaction and dissatisfaction, 10, 40, 66, 68, 78–83, 85–7
 Savage, Michael, 9–10, 52, 99–100, 102
 schools, 134, 135–40, 144–7, 148, 149–50
 Board Schools, 151–2
 charity schools, 145
 grammar, 136–40, 146
 London, 135–40, 145–6, 151–2
 London School Board, 99, 135, 164, 166
 Schools Inquiry Commission, 136
 secondary, 135–40, 146, 152
 security/stability, 64, 65, 87, 104–5, 109, 210–11
 self-improvement, 17, 70, 178, 209–10
 Sennett, Richard, 208
 service, 65, 67–9
 'Seven Ages, The' (poem), 208–9
 sex-typing, 7–8
 see also gender
 Shaw, George Bernard, 55, 79–80
 Sheriff, W. J., 203, 204
 skills, clerical, 34–5, 58, 69, 70, 112–13, 117, 133, 158–9, 174, 175–6, 210
 deskilling, 8–9, 85, 112–13, 117, 118, 121
 re-skilling, 113, 118–20
 small businesses, 20–1, 29, 33, 103
 Smith, G. Armitage, 176
 Snowden, Philip, 193
 social class, 10, 18–19
 social facilities, 45–9
 social stratification, 17, 18–20
 social trajectory, 210
 Society of Arts, 162, 164
 Solten, A.W., 51–2
 specialization, 28, 34–6, 38–40, 41, 54, 55, 64, 96–7, 120, 121
 banking, 101
 railway clerical work, 38–40

- Spenseley, J. C., 37
 Spicer, James and Co./Sons, 16, 56, 143–4
 sports, 45–9, 72, 177, 207
 Staines, M. F., 51
 Stationery Office, 117
 status, 18, 49, 50, 66, 76, 85, 87, 146, 161–2
 Stevenson, Julie, 165, 175–6
 Steward, C. F., 124
 Stock Exchange, 103, 107
 Stolzenberg System, 115–16
 Surrey, 1
 Swinnerton, Frank, 9
- tailoring, 107–8
 Tait, Andrew Carlyle, 16, 56, 108, 143–4
 Taplin, Mary E., 123, 197
 Taunton Report, 136
 Taylor, Frederick Henry, 15, 175
 technical education/instruction, 155, 156, 157, 158–9, 175, 188–9
 technology *see* machinery
 tenure, 88, 92, 93, 95
 Thompson, Paul, 126, 175
 Trade Schools, 160
 trade unions, 80, 81, 85, 86, 95–6, 122, 181–2, 184–5, 198, 204
 see also unions, clerical; unionism 5, 14, 54
 Trades Union Congress, 184, 192
 training, 57–8, 159–60, 161, 174, 188–9
 see also commercial education; technical education
 Treasury, 115
 Trevelyan, Sir Charles, 186
 Troup, Sir Edmund, 121
 turnover, 59–60
- Unemployed Workmen Act, 104
 unemployment, 87, 104–9
 rates (table), 105
 unionism/ unionization, 5, 14, 54, 85, 100, 181–5, 194–5, 199–202
 ‘New Unionism’, 185, 202
 unions, clerical, 181–202
 demands, 185–9
 politics, 192–4
 progressive, 198–9
 publicity, 190–2
 strategies, 189–90
 values, 194–7
- United Westminster Schools, 138
 University College School, 138, 145
 values, 65–6, 71, 82, 194–7, 209, 211
 Vigne, Thea 126, 175
 Ward, Sylvia, 127, 129
 Waterlow & Sons, 17, 23–4, 27, 39, 62, 104
 Webb, Sidney, 1, 133, 135–6, 137, 152, 163, 166, 169, 179, 183, 185
 Webb, W. A., 72, 76, 79
 Weber, Max, 3–4, 17, 18–19, 48, 50, 52
 Weeden, Henry, 74
 West Ham Grammar School, 140, 142
 Whitley Council, 81
 Whitlock, Arthur, 27, 34, 62, 102, 104, 127
 Wild, Jonathon, 10
 Wilkinson, A., 23, 26
 Wilson, R. Guerriero, 7, 8, 9, 67, 86, 157, 203
 Wodehouse, P. G., 80
 women, 1, 7, 11, 13, 28, 29, 40, 95, 99, 111–12, 123–5, 126–30, 131, 197
 Association of Women Clerks and Secretaries, 134
 in banks, 100
 in dual-labour market, 100
 gender stereotyping, 113–14, 128–9, 197
 in L.C.C., 124–5, 129
 marriage bar, 113, 124
 in N.U.C., 130, 197
 in Post Office, 123, 128, 129, 130
 as railway clerks, 39
 sex-typing, 7–8
 Women’s Trade Union League, 198
 Woolwich Arsenal, 34
 Workmen’s Compensation Act, 31, 43–4, 192
 World War I, 101, 103
 Wormell, Dr, 137, 138, 145
- Yardley, Peter, 37
 YMCA, 104, 162, 163, 164, 176
 Young, T.E., 48–9, 70, 71, 72
- Zimmeck, Meta, 112, 125–6