

# INDUSTRIALIZATION

## Rules of a Berlin Factory (1844)

The following list of rules was distributed to the employees of the Foundry and Engineering Works of the Royal Overseas Trading Company in Berlin.

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In every large works, and in the co-ordination of any large number of workmen, good order and harmony must be looked upon as the fundamentals of success, and therefore the following rules shall be strictly observed. Every man employed in the concern named below shall receive a copy of these rules, so that no one can plead ignorance. Its acceptance shall be deemed to mean consent to submit to its regulations.

(1) The normal working day begins at all seasons at 6AM precisely and ends, after the usual break of half an hour for breakfast, an hour for dinner and half an hour for tea, at 7 PM., and it shall be strictly observed. Five minutes before the beginning of the stated hours of work until their actual commencement, a bell shall ring and indicate that every worker employed in the concern has to proceed to his place of work, in order to start as soon as the bell stops. The doorkeeper shall lock the door punctually at 6AM, 8:30 AM, 1 PM and 4:30 PM. Workers arriving 2 minutes late shall lose half an hours wages; whoever is more than 2 minutes late may not start work until after the next break, or at least shall lose his wages until then. Any disputes about the correct time shall be settled by the clock mounted above the gatekeeper s lodge. These rules are valid both for time- and for piece-workers, and in cases of breaches of these rules, workmen shall be fined in proportion to their earnings. The deductions from the wage shall be entered in the wage-book of the gatekeeper whose duty they are; they shall be

unconditionally accepted as it will not be possible to enter into any discussions about them.

(2) When the bell is rung to denote the end of the working day, every workman, both on piece- and on day-wage, shall leave his workshop and the yard, but is not allowed to make preparations for his departure before the bell rings. Every breach of this rule shall lead to a fine of five silver groschen [pennies] the sick fund. Only those who have obtained special permission by the overseer may stay on in the workshop in order to work. If a workman has worked beyond the closing bell, he must give his name to the gatekeeper on leaving, on pain of losing his payment for the overtime.

(3) No workman, whether employed by time or piece, may leave before the end of the working day, without having first received permission from the overseer and having given his name to the gatekeeper. Omission of these two actions shall lead to a fine of ten silver groschen payable to the sick fund.

(4) Repeated irregular arrival at work shall dismissal. This shall also apply to those who are found idling by an official or overseer and refuse to obey their order to resume work.

(5) Entry to the firms property by any but the designated gateway, and exit by any prohibited route, e.g. by climbing fences or walls or by crossing the Spree [River], shall be punished by a fine of fifteen silver groschen to the sick fund

for the first offenses, and dismissal or the second.

(6) No worker may leave his place of work otherwise than for reasons connected with his work.

(7) All conversation with fellow-workers is prohibited; If any worker requires information about his work, he must turn to the overseer or to the particular fellow-worker designated for the purpose.

(8) Smoking in the workshops or in the yard is prohibited during working hours, any caught smoking shall be fined five silver groschen sick fund for every such offense.

(9) Every worker is responsible for cleaning his space in the workshop, and if in doubt, he is to turn to his overseer. All tools always be kept in good condition, and must be cleaned after use. This applies particularly the turner, regarding his lathe.

(10) Natural functions must be performed at the appropriate places, and whoever is found soiling walls, fences, squares, etc., and similarly, whoever is found washing his face and hands in the workshop and not in the places assigned for the purpose, shall be fined five silver groschen for the sick fund.

(11) On completion of his piece of work, every workman must hand it over at once to his foreman or superior, in order to receive a fresh piece of work. Pattern makers must on no account hand over their patterns to the foundry without express order of their supervisors. No workman may take over work from his fellow-workman without instruction to that effect by the foreman.

(12) It goes without saying that all overseers and officials of the firm shall be obeyed without question, and shall be treated with due deference. Disobedience will be punished by dismissal.

(13) Immediate dismissal shall also be the fate of anyone found drunk in any of the workshops.

(14) Untrue allegations against superiors or officials of the concern shall lead to stern reprimand, and may lead to dismissal. The same punishment shall be meted out to those who knowingly allow errors to slip through when supervising or stocktaking.

(15) Every workman is obliged to report to his superiors any acts of dishonesty or embezzlement on the part of his fellow workmen. If he omits to do so, and it is shown after subsequent discovery of a misdemeanor that he knew about it at the time, he shall be liable to be taken to court as an accessory after the fact and the wage due to him shall be retained as punishment. Conversely, anyone denouncing a theft in such a way as to allow conviction of the thief shall receive a reward of two Thaler {dollar equivalent}, and, if necessary, his name shall be kept confidential. Further, the gatekeeper and the watchman, as well as every official, are entitled to search the baskets, parcels, aprons etc. of the women and children who are taking the dinners into the works, on their departure, as well as search any worker suspected of stealing any article whatever.

(18) Advances shall be granted only to the older workers, and even to them only in exceptional circumstances. As long as he is working by the piece, the workman is entitled merely to his fixed weekly wage as subsistence pay; the extra earnings shall be paid out only on completion of the whole piece contract. If a workman leaves before his piece contract is completed, either of his own free will, or on being dismissed as punishment, or because of illness, the partly completed work shall be valued by the general manager with the help of two overseers, and he will be paid accordingly. There is no appeal against the decision of these experts.

(19) A free copy of these rules is handed to every workman, but whoever loses it and requires a new one, or cannot produce it on

leaving, shall be fined 2 1/2 silver groschen, payable to the sick fund

## Michael Ryan, *Prostitution in Paris* (1839)

The rapid urbanization of Europe in the nineteenth century brought new concerns and fears over the rise of prostitution. Although prostitution long antedated the nineteenth century, many contemporaries believed that modern urban poverty increased it. Not surprisingly, the issue of prostitution consequently became a leading cause for middle-class reformers throughout the nineteenth century. In 1839, Michael Ryan, a doctor and member of the Royal College of Physicians, published a work which compared prostitution in three major Western cities to underscore the need for legislative and moral reform. The following excerpt on Paris throws light on the approach and analytical categories of Victorian reformers. As you read, consider what moral assumptions frame this social analysis.

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Duchalet's work is entitled to all the praise it has received, because it is highly calculated to effect great improvement in public morals; and being strongly impressed with this conviction, I quote it freely, and imitate the author in giving an account of prostitution in London and America, with the most sanguine hope of doing good to mankind.

The laudable object of the author of *Prostitution in Paris* was to obtain information from the medical profession, the magistracy, and the police, so that the subject of his inquiry has been examined in all its bearings; and the legislator, the magistrate, the physician, the surgeon, and the philanthropist, now possess a store of knowledge to guide them in their amelioration of the social, intellectual, and pathological conditions of a deeply degraded by important class—important from the influence it may exert upon the rest of society. It is important to state that the author expended no less than eight years in collecting his materials, and not only describes the causes of prostitution, but what is the best policy to be adopted towards the wretched victims, for the preservation of their health, and for the diminution of the amount of evil, which they

inflict on the whole community, without at the same time giving encouragement to a vice, which prevails to so great an extent at present. It appears that the happy results of the sanitary surveillance exercised by the police in Paris since 1800 have led the authorities of Rome, Naples, Milan, the chief towns in Germany, Holland, Belgium, the Brazils, and the United States to request information respecting the management and treatment of prostitutes in the French capital; but there was no source from the records of which satisfactory and conclusive replies could be given.

M. Duchalet found, on a careful examination of all the records on the subject, that these were for the most part replete with errors and the falsest notions, with the exception of some few historical notices. He, therefore, examined for himself, and refuted or confirmed the received opinions.

I cannot however follow him through his minute details but shall only notice his leading conclusions, strongly recommending every legislator, judge, magistrate, and medical practitioner to carefully peruse the original production.