

### 20-3 | *Factory Rules in Berlin (1844)*

The rigid rules and regulations of the factory floor offered a stark contrast to the chaos and squalor of working-class neighborhoods in industrial cities. Determined to maximize efficiency, and with it profits, factory owners imposed strict rules on their workers. This 1844 set of rules for a Berlin factory provides an example of industrial discipline. As you read the rules, ask yourself why factory owners might have thought them to be necessary. What light do they shed on the power of owners over workers in mid-nineteenth-century Europe?

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 6 a.m. 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 p.m., 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 6 a.m., 8.30 a.m., 1 p.m. and 4.30 p.m.

Workers arriving 2 minutes late shall lose half an hour's 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 to 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 lead to 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 firm's 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, shall be punished by a fine of fifteen silver groschen to the sick fund for the first offences, and dismissal for 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; anyone caught smoking shall be fined five silver groschen for the sick fund for every such offence.

(9) Every worker is responsible for cleaning up his space in the workshop, and if in doubt, he is to turn to his overseer. — All tools must always be kept in good condition, and must be cleaned after use. This applies particularly to 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 misdemeanour 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, 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 2½ silver groschen, payable to the sick fund.

Moabit, August, 1844.

### READING QUESTIONS

1. How did the author of the rules explain their necessity? How might the workers' view of the rules have differed from that of the factory owner?
2. What aspects of worker behavior seem to be of most concern to the factory owner?
3. What do the rules suggest about differences between industrial and rural notions of time?

#### 20.4 | NED LUDD, Yorkshire Factory Owner (ca. 1780)

In the early nineteenth century, the new machinery of the hand-loom was engaged in the production of the hand-loom. Many English hand-loom weavers, known as Luddites, whose task was to finish woven cloth by the production of the shirring frame, were threatened with the loss of their jobs by the introduction of the power-loom.

From *G. D. H. Cole and A. W. S. Miles, eds., The Luddite Myth: A Study in the History of the Luddite Movement* (London: Macmillan, 1911), pp. 113–114.

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