

## **RULES OF A FACTORY IN BERLIN (1844)**

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 4:40 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.

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 . . .

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 . . .

4. Repeated irregular arrival at work shall lead to dismissal.

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 . . .

10. Natural functions must be performed at the appropriate places, and whoever is found soiling walls, fences, squares, etc. . . shall be fined.

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.

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 . . .

**Taken from "Rules of a Factory in Berlin," in *Perspectives from the Past: Primary Sources in Western Civilizations*, 5th ed., eds. James Brophy, Joshua Cole, John Robertson, Thomas Max Safley, and Carol Symes (New York: W. W. Norton & Company, 2012), 2:312–313.**