

The factory order

Work started at 6 am and finished at 7 pm, but on the night shift they had to work from 6 pm to 6 am. Three break times were enclosed: a breakfast of 15 minutes, a lunch break of one hour and one coffee break of 15 minutes. When the shift changed, everyone had to stay at his workplace till the next worker arrived. They had to work overtime, or on night- and Sunday shift when it was requested. Attendance was checked by the receptionist. For staying away from work they got punishments, from ten silver pennies up to dismissal. Everybody had to look after their own tools and they weren't allowed to give them away. The opening of other worker's tool boxes was strictly forbidden. They received their wages every other week and everybody had to be present. If they wanted to complain about it, they had to do it till 10 am the next day. Insults and threats could be punished by dismissal. But usually there was a period of notice of 14 days.

The working order had always been followed, but in one point Thyssen was not successful: Paragraph 2 did not permit the consumption of alcoholic drinks, but due to the hard work and the hot and dusty air, there weren't many workers who didn't drink alcoholic drinks. For this reason many workers were involved in accidents and quarrels. Therefore Thyssen offered tea and a non-alcoholic so-called "thin beer" for the staff and he bought a mineral water source called "Bad- Tönisstein". Finally Thyssen even founded a lemonade company.

But, of course, the consumption of alcoholic drinks couldn't be stopped. Another problem was that there were no regulations about youth- and child labour.

The company didn't promote this, but there were some cases. So in 1882 local authorities discussed it with the company. So according to a circular letter written by the Thyssen brothers on 26th of May in 1882

child labour wasn't allowed when those young people did not have official documents. The factory order of 1871 had existed for twenty years. It was complemented by some industrial safety regulations. A new work order was introduced on 1. February, 1892. It was more detailed than the factory order. The period of notice and shift times were retained. The breaks were lengthened, so that the whole working time was now ten hours a day. When somebody was given employment they wanted to see his insurance documents. From then on child labour was strictly forbidden and young people had to observe the law of industrial code.