

Social work in companies

On healthcare and welfare in factories and plants, through to industrial social work

Elaboration for the IFSW's International Archive of Social Work

Agenda

Looking at social work provided in companies, it is essential to differentiate the services (e.g. from social-caritative cooperations "known since 1260") ranging from those provided by employers through to the professional help starting with welfare programmes in factories.

It is important in this respect for any consideration of social work and/or socio-political measures to take note of the following: *"Historical research and historiography examine the past from the present's perspective. An examination of the past in the present therefore needs to take place under the signs of the respective times and historical aspects. All past and present actors always have been and still are children of their respective period."*¹

Governmental social policy and social work only developed in the last millennium, correspondingly within the professionalization of welfare. Various services taken on later by the state welfare find their roots in companies' social policies.

What is important in retrospect is that there were two essential historical strands of development at the time. One development strand concerns the men (via the mines, factories, etc) and the second one the women (women workers, etc.).

Welfare (and also the welfare provided by companies) can principally not be studied without the history of the women's movement, industrialization, and attendant socialism.

Social upheavals such as the political changes in Germany (principalities; empire; emergence of socialism; Weimar Republic; Third Reich, etc.) had a further role to play.

One major development of company welfare attended industrialization. The creation of industrial workplaces gave rise to the development of worker representation, friendly societies and unions.

¹ <https://www.hadpsa.de/>

The support for women has its historical roots in the religious, spiritual and helping women's associations (support) as well as political, emancipatory women's groups (equality).

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The historical view

(please see the attached table / chronology for references not shown here)

The first know cooperations with social-caritative tasks of miners go back to the year **1260**. The year **1499** saw the emergence of regulations for miners – so-called Bergordnungen – defining their rights and obligations, but also the amount of contributions and form of their use. Some of the mining districts would thus also pay for the funerals of deceased miners, or the schooling of particularly talented miners' children. In these mostly Christian groups geared towards solidarity lie the **beginnings of the later insurance industry relating to gainful employment**.²

The first approaches to childhood pedagogics and thus special schools for poor girls demonstrably go back to the settlement in Saarlouis of Borromeans in the year 1810.³ Women's orders at the time often took on the tasks of poor relief and nursing care, also for girls. So-called industry schools (Industrieschulen), sewing schools etc were first precursors of vocational education. They thus formed the bedrock of the later development of support measures for young women. Women's and men's orders were engaged in the fields of training and education simultaneously.

The development of Church charity was paralleled in 1834 by the founding of the radically democratic, secret "**League of the Outlaws**"⁴ in Paris. This was established by intellectuals and journeymen who had left Germany for political reasons. It should be noted that the early organizations' initial aim was to primarily enable capacity building (helping people to help themselves, solidarity). It was provident funds that provided support in cases of illness and death, and also helped journeymen who had taken to the road. Added to this were education clubs – mostly brought into being by representatives of the bourgeoisie – and very rarely also strike societies. In **1837**, the "**League of the Just**"⁵ split off, which was initially characterized by the revolutionary social ideas of the tailor's apprentice Wilhelm Weitling from Magdeburg, but changed its name to "**Communist League**"⁶ in **1847** under the influence of Karl Marx und Friedrich Engels.

On the way to equal rights

The same time window also saw the decision in **1835** making the equality of all citizens and abolition of all privileges actionable in Saxony. In **1838**, the women in Saxony were granted

² https://www.saarbruecker-zeitung.de/nachrichten/politik/die-mutter-aller-versicherungen_aid-1285280

³ https://lokalesbuendnis.saarlouis.de/uploads/media/Flyer_Ausstellung_200_Jahre_Borromaeerinnen.pdf

⁴ <https://www.gewerkschaftsgeschichte.de/ab-1830-die-ersten-arbeiterorganisationen.html>

⁵ <https://www.gewerkschaftsgeschichte.de/ab-1830-die-ersten-arbeiterorganisationen.html>

⁶ <https://library.fes.de/prodok/orgind/m120.pdf>

full legal capacity. Gender guardianship was also abolished, but without affecting the conjugal guardianship and/or guardianship of fathers over adult daughters.⁷

The emergence and development of civil society was immediately paralleled by the formation of clubs and societies, inter alia including the local Leipzig chapter of the League of Jewish Women and its member organizations. "In the area of charity, it represented a reaction to the consequences of industrialization such as homelessness, housing shortages, malnourishment, infant mortality and child abandonment. Deficits in the governmental and/or municipal poor relief in the 1840s motivated private civic and religious welfare initiatives that found reflection in associations and foundations. Based on a community of shared values and culture, Jewish associations not least of all served the cultivation of social and commercial relations, but also the existential protection of the Jewish community, as well as the preservation of its identity. The associations offered the help that was not or not adequately supported by the poor relief of the religious community. They continued to provide the largest contribution to welfare right into the Weimar Republic."⁸ Personal rights for women such as professional independence, the capacity to contract marriage and legal capacity were demanded for the very first time by Louise Otto Peters in the year **1848**. Saxony proved very progressive in this regard.

Labour movement

Also in **1848**, the "League of the Just" propagated the theses of the "Communist Manifesto" published by Karl Marx and Friedrich Engels in February of that year in London, and that exerted a powerful influence on the **labour movement** in the years to follow.

"Accordingly, so Marx and Engels, the "history of all hitherto existing society is the history of class struggles ". They see modern capitalism as characterized by exploitation, oppression and the political hegemony of the bourgeoisie owning the means of production."⁹

Organizations spring up

The German women's movement developed against the background of the bourgeois revolutions of 1848/49. The German industrial revolution of the 19th century led to social destitution amongst women workers and maids. "*One of the first societies to be founded was the Israelite Women's Association in 1853. Around the same time, the liberal-conservative bourgeoisie established non-Jewish women's associations in the Leipzig districts of Neuschönefeld (1850), Thonberg and Neureudnitz (1859), Eutritzsch (1853) and Lindenau (1863). These primarily defined their mission as relieving the plight of women and children.*"¹⁰

⁷ <https://refubium.fu-berlin.de/bitstream/handle/fub188/9452/DissVE.pdf?sequence=1&isAllowed=y>

⁸ <https://d-nb.info/1026265576/34>

⁹ <https://www.gewerkschaftsgeschichte.de/ab-1830-die-ersten-arbeiterorganisationen.html>

¹⁰ <https://d-nb.info/1026265576/34>

At the same time, the first friendly society for men established itself in Regensburg in **1849** as a provident fund, amongst other aspects. *"Prussia introduced the miners' self-administration from 1845. The law on the "Association of mineworkers, steelworkers, saline workers and treatment workers in miners' guilds" served to transfer all social matters from the mining authority to the self-governing, public miners' relief societies. At the helm was a board comprising an equal number of elected employer and employee representatives. The Prussian miners' guilds law was the first to legally enshrine compulsory social insurance in Germany."*¹¹

From **1860**, Christian social associations were established that responded to the "social question" by demanding equal political, social, and societal rights for working women and men. In a speech given the same year, Johann Hinrich Wichern emphasized the special responsibility of factory owners for **"Female youth welfare between sociability and decency"**.

Besides the efforts to provide organizations for working women and others in a welfare framework, women increasingly questioned the hierarchic gender order in **1865** and more and more women involved themselves in the middle-class women's movement, resulting in the establishment of the German Association of Female Citizens (ADF).¹²

Beginning professionalization

The year **1867** saw the establishment of a Welfare Association for Women Factory Workers (as a branch association of the Association for the Welfare of the Working Classes established in 1866). The association supported a plan for girls' residential homes developed by the Protestant Church, and opened a nondenominational hostel for 20 daughters of the people in 1868. Starting from the year **1868**, further affordable living spaces were provided for women workers in the form of residential homes within a welfare framework for female workers. In November 1868, a board and lodging home for women workers was established in 36 Churfürstenstrasse, Berlin-Tiergarten, under the name of "Salem". The first residential homes were established in Berlin around 1870. In 1871, Sophie Loesch's "Girls' Newspaper" reported of another hostel for women workers in 22 Churfürstenstrasse.¹³ Berlin's Sunday Societies also pursued the aim of providing "healthy and cheap accommodation for virtuous women workers" from the end of the 1860s with the establishment of a clubhouse for the Sunday Societies.¹⁴ From the year **1869**, middle-class ladies strove to *demonstrate a great variety of areas of knowledge* to their "poor sisters", whose general level of education was the lowest, which were naturally far removed from the

¹¹ https://www.saarbruecker-zeitung.de/nachrichten/politik/die-mutter-aller-versicherungen_aid-1285280

¹² <https://d-nb.info/1026265576/34>

¹³ *Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit, Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918)*, by Petra Brinkmeier

¹⁴ <https://library.fes.de/pdf-files/netzquelle/01719.pdf>

ideas formed by a worker's wife with her everyday worries over the daily bread and her usual sad environment that is all too likely to excite any spark of mental agility.

In the 1870s, the friendly societies were largely forced to stop their work due to the "Kulturkampf" (culture struggle) and Anti-Socialist Laws.

Emancipatory women's politics

A second attempt to establish a working-class women's and girls' association in Berlin followed in the year **1872**. This time energetic and purposeful women came to the fore. On the one side, the idea was to provide mutual support, but on the other also to spread instruction and enlightenment amongst the female members of the proletariat. The nascent labour movement thus slowly gained traction. Corresponding associations were also established in other cities after organized events. ***It was noted that the movement was beginning to take effect and the police authority saw itself prompted to initiate criminal proceedings against the directresses of the women's association based on article 8 of the association law, which prohibits women from participating in political associations. It was argued that they had rendered themselves liable to prosecution by their engagement with politics. The women's associations were annulled by court verdicts and the chairwomen fined.***

Friendly society movement

The friendly society movement unfolded in the year **1880**. Its "spread and activity were promoted by the...

- 'Arbeiterwohl', an association of Catholic industrialists and friends of the working class established in **1880**, and the
- People's Association for Catholic Germany established in **1890**.

The Catholic worker leaves the control of the friendly society's religious life to the clerical praeses appointed by the bishop." Chairman, treasurer, secretary, and assessor are determined by election, with the "praeses and locally provided labour secretary" on the board as "born members". These were associations on a strictly Catholic basis "that were largely subject to Catholic authority". Pieper defines them as follows: ***The Catholic friendly societies are an organ of the Catholic Church's societal and social mission amongst the class of dispossessed workers to have emerged with the capitalist economy ...*** ¹⁵

Activities in the not only health-related poor relief in the USA and England

¹⁵ <http://library.fes.de/gmh/main/pdf-files/gmh/1953/1953-10-a-589.pdf>

From 1880, nurses became active in the not only health-related poor relief as "**district nurses**" in England, and "**visiting nurses**" in the USA since the 1880s. They operated "**school nursing**" from 1902 in New York, and were hired as **factory nurses** around 1900, as a precursor of industrial social work. From 1890, they were tellingly referred to as "**welfare managers**" in the USA and were social workers just as little as the woman employed in poor relief at a time with youth welfare or care for persons of no fixed abode or at risk.¹⁶

In Germany, Marianne Menzzer from Dresden and Johanna Meder from Frankfurt ("*two old-school democrats*") issued energetic calls for women workers to unite and put up a fight against the crass exploitation of their labour in **1881**. Inspired by these invitations, several meetings were initially organized in Berlin to effect the union of women workers.

Established: "**Aid Society for Women Needleworkers**" from which women factory workers were excluded, whereas women and men from middle-class circles could become honorary members. Laid down in the statutes were material and intellectual advancement, the realization of professional interests, granting of loans in cases of need, permanent support in cases of incapacity to work.

To be striven for were:

1. a gratuitous work performance record/employment agency (Arbeitsnachweis) for women needleworkers, tailors, flower makers, milliners, embroiderers, ...
2. the erection of a reading hall, of workrooms and a porterhouse¹⁷

German Cultural Association

In the year **1883**, the "**German Cultural Association**" (comparable with the moral reform movement in England [**Bund zur Hebung der Sittlichkeit ist nicht eruiert**]) organized public gatherings in the districts of Berlin. The members of the association, male and female, belonged to the property-owning classes. Their events addressed the question: "How can the morals of women workers be improved?"

Presentations: "*The police's protective measures against prostitution should be abolished because they represent a kind of state regulation and recognition of this sad line of business and are not quite suitable to have an improving or deterrent effect...*

This view was contradicted in all the meetings by working women, by their simply and matter-of-factly pointing out facts, everyday occurrences, from which Felder could clearly see that the much-discussed indecency of working women largely sprang from the starvation wages and splendid opinion of many employers living in the conviction that a woman worker not only has to sell her labour to them, but her body and soul right along with it ...

¹⁶ Soziale Arbeit zwischen Generalisierung und Spezialisierung, 2011, Praxisvielfalt und professionelle Einheit Sozialer Arbeit in ihrer historischen Entstehung, Wendt

¹⁷ <https://library.fes.de/pdf-files/netzquelle/01719.pdf>

These gatherings stoked extraordinary interest in all circles; it was probably the first time that representatives of all party lines seriously discussed social issues with women in public."¹⁸

1883 saw the introduction of health insurance for workers. A year later (1884), thanks to support by the **red chaplains** and starting from the Katholikentag (Catholics Day) in Amberg, an atmosphere of departure spread within the Church that contributed to the establishment of many new, parochially organized Catholic friendly societies. The furtherers and founders of these societies were often young clerics who were close to the people and familiar with the fate of the working classes, the so-called "red chaplains".¹⁹

Also in **1884**, an **accident insurance law** was introduced for workers and low-income company officials in mines, mills, pits, salines, quarries, shipyards and building yards, as well as factories and smelting works, insuring them against occupational accidents.

In the beginning of **1885**, the meetings led to the establishment of a "**Society for the Protection of Women Workers' Interests**", which 500 female workers joined right from the start. The goals included raising the spiritual and material interests of its members, especially pay regulation, mutual support in wage disputes, enlightenment through trade-related and scientific lectures, the creation of a library, cultivation of collegiality through convivial gatherings, and the establishment of a work performance record/employment agency (Arbeitsnachweis).²⁰

This "**Society for the Protection of Women Workers' Interests**" was disbanded in the year **1886** already.

*... Upon hearing a scientific lecture, a petition to admit women to the industrial court was sent to the municipal authority. This gave the police headquarters a welcome opportunity in **1886** to disband the women workers' associations that were becoming dangerous, and all the committees connected therewith, on the grounds of the Law on Associations and the leaders – after previous house searches by three detectives, who confiscated all books and other material of the associations and committees and correspondences*

The hearing before the criminal court of Herr Brausewetter, the slayer of socialists, took place at the end of the year 1886.

*The punishment of the principals must therefore follow and the closure of the association ruled. The Imperial Court of Justice confirmed the verdict.*²¹

In the year 1889, two representatives of the German women workers took part in the "**International Workers Congresses of Paris**". ***The aim here was to especially overcome old prejudices and express before the workers' representatives of all nations that the emancipation of women in our sense should not turn into a travesty of the ideal, that the economic battle of the women workers must be waged in unity with***

¹⁸ <https://library.fes.de/pdf-files/netzquelle/01719.pdf>

¹⁹ <https://www.kab.de/ueber-uns/geschichte/>

²⁰ <https://library.fes.de/pdf-files/netzquelle/01719.pdf>

²¹ <https://library.fes.de/pdf-files/netzquelle/01719.pdf>

the male workers, and thus only be demanded for the women too what the men demand as protection from the capital, that the women in the fight also want to be no more and no less than comrades at arms, who are admitted into the ranks of the fighters under the same conditions as any dutiful comrade."²²

In the year 1889, the pension insurance, originally disability and old age insurance, was introduced.

Situation of women / women workers in the second half of the 19th century

"The type of offers created for women workers in the second half of the 19th century was meanwhile characterized by two aspects where work in the factory was regarded as more problematic than that in a bourgeois household. To start with, the type of work performed in the factory drew criticism. As opposed to maidservants, the preparation for a later domestic activity in an own family household was not seen as ensured with the women workers. In addition to which a significant difference in the living conditions of women factory workers exercised the minds of contemporaries:

*Adolescent women workers did not live in the household of their employer as maidservants did, often also no longer in their own families, but mostly in sublets with working class families or women workers in so-called "sleeping places". Because of this, women factory workers were regarded as a morally particularly "endangered" group. Women workers were not only employed in factories, however. Around 1900, this most of all concerned the production of garments. These were not yet industrially manufactured on a large scale as ready-made clothing. Seamstresses and tailoresses in this sector instead worked in small craft businesses. But other women workers such as women ironers or washerwomen did not work in industrial enterprises either. Women's factory work moreover took place in a wide range of different areas. Women were for example employed as untrained or semi-skilled workers in shoe or leather goods factories, in the production of paintbrushes, cardboard fabrication, print shops, the tobacco or electrical industry (Berlin), or the production of confectionery. By far the largest share of women workers were employed in the textile industry (production and processing of fabrics), however, e.g. as bobbin winders, quilters or in the production of linens. In contrast to other areas, the textile – and later also clothing - industry also employed skilled, specialized women workers who had undergone several years of training. There were various kinds of woman worker around the turn of the century then, but no unequivocal job titles. Which is why it is not always easy to determine from the sources whether and most of all which women workers were reached by the respective institutions."*²³

²²<https://library.fes.de/pdf-files/netzquelle/01719.pdf>

²³ **Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit** - Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) - by Petra Brinkmeier

Emergence of the term "social work"

The term "**social work**" and/or "**Soziale Arbeit**" started to emerge around the same time in the USA, England and Germany **from 1890**. In all these countries, the term referred to organized efforts, i.e. not the activities of charitable persons..."²⁴

Concept of obliging industrialists in the welfare of their women workers

In the 1890s "the concept of obliging industrialists in the welfare of their women workers was still inherently very plausible, although other welfare concepts for women workers had been developed by that time. When the Federation of Executive Committees of Protestant Young Women's Associations in Germany (Vorständeverband der evangelischen Jungfrauenvereine Deutschlands), for example, engaged Adolf Stoecker, the founder of the Berlin City Mission, to outline welfare for women factory workers in a talk given in 1893, he extensively elaborated on the responsibility of factory owners. That Stoecker was not alone in thinking so is evidenced by the fact that the directresses of the Berlin societies had been called upon before the presentation to "invite or bring along all persons where they assume an interest for this matter or also want to arouse it yet, especially factory owners, their wives or daughters". This was said to be necessary "because the welfare of women factory workers will only have a chance of some success if the circles of the factory owners and businessmen can also be convinced to cooperate".²⁵

Provision of more affordable living spaces for women

1890 saw the provision of affordable housing realized in the form of hostels for women workers. A "Welfare association for young women" (Verein zur Fürsorge für die weibliche Jugend) is founded. A Mr and Mrs Loesche offered the association a property for building the hostel in Borsigstrasse in the Berlin district of Mitte, where only the construction of the "Zoar" children's home had been possible initially in 1878. "Instead of miserable sleeping places", young women workers were meant to find "friendly rooms and low-priced food, as well as the advantage of a secure family life" there. This was paralleled by the establishment of a Protestant hostel for women workers, also in **1890**. In April of that year, the Berlin association "Youth Protection", founded in 1889, planned the establishment of a first home for women workers. This could accommodate thirty persons in a rented apartment with two dormitories

²⁴ Geschichte der Sozialen Arbeit 2, ISBN 978-3-658-15435-6, **Wendt**, Wolf Rainer

²⁵ **Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit** - Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) - by Petra Brinkmeier

and seven rooms. Around 1900, the "Youth Protection" association maintained two hostels in rented apartments in the centre and south-west of Berlin. ²⁶

Gainful employment of women in the empire and Weimar Republic

*"Women from the bourgeoisie – women on the way into academic professions. Gainful employment was generally regarded as unbecoming for women in bourgeois families. The **professions of governess and teacher were still tolerable because of their proximity to maternal duties**. The women's movement campaigned intensively for a better education for women, especially for daughters of bourgeois families. This is not only explicable by an individual striving for education, but also various economic conditions. This development is traceable very well using the daughters of pastors as an example: of the pastors' daughters born in the 1870s, only 15 percent had received any training, mostly as teachers, but 30 percent of those born in the 1880s already, and 47.4 percent of those born in the 1890s. Helene Lange summarized the central criticism and demands in the "Yellow Brochure" in 1887, and strengthened the standing of female teachers with a professional association, the "General German Women Teachers' Association" (ADLV), in 1890.*

The engagement of the women's movement for a better education of girls and women was met with success: Hildegard Wegscheider, then Ziegler, graduated from high school in 1894 as the first woman in Prussia in a trial run, with the official admission coming two years later. From 1900, women were officially admitted to universities in Baden, and from 1908 also in Prussia. Many women teachers who had been trained in seminars for women teachers now topped this up with a degree course for senior teachers. Women had already achieved admittance to medical studies earlier with exemptions, and established themselves as doctors – for example Irmgard Klausner, one of the first women doctors with a German licence to practice medicine." ²⁷

Emergence of women factory nurses / women factory welfare workers / industrial welfare, 1890-1918 ...

*..... Another attempt in providing welfare for women workers that the welfare society was involved in is to be briefly introduced here. In the year 1900, the society received a request from "a very important industrial plant near our capital", the cable plant of the Berlin Allgemeine Elektrizitätsgesellschaft (AEG) in Oberschöneweide, for a **woman welfare worker for the women workers** in this plant. The management's request had been occasioned by a visit paid the cable plant by the imperial couple, where it was said to have*

²⁶ **Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit** - Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) - by Petra Brinkmeier

²⁷ **Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit** - Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) - by Petra Brinkmeier

presented the director with the question of "what was being done for the young women workers".²⁸

In preparation for her job at the cable plant, the Welfare Society sent the woman it had selected (Miss B.) on work shadowing assignments in various welfare facilities for women workers, e.g. also in Alice Salomon's evening home in Brückenstrasse. Miss B. was then hired directly by the cable plant on 1 October 1900.

In contrast to an employment by the Welfare Society, she primarily campaigned for the women and men working in the factory to be provided with a better sustenance. To this end, she succeeded in having the canteen manager fired, who was said to have been mostly interested in his own "profit", and having the sale of low-priced natural produce introduced (coffee, tea, sugar and cocoa). As a consequence, the beer consumption could be greatly reduced, amongst other aspects.

An important part of the woman welfare worker's work was the organization of society activities after work and of continuing education courses. On Monday afternoons, 38 girls took part in a singing lesson for a contribution of 10 pfennigs a month. Wednesday nights, the woman welfare worker offered parlour games and an opportunity to do needlework, which was used by 50 – 60 young women workers.

The 100-volume library put together by Pastor Hülle from Berlin was also strongly frequented. In the first months, 104 girls attended a tailoring course held by a trained tailoress for an apprenticeship premium of 50 pfennigs each per month.....²⁹

Federation of South German Catholic Friendly Societies

On 12 October 1891, an affiliation took place in the south of Germany to form the "Federation of South German Catholic Friendly Societies" (Verband Süddeutscher Katholischer Arbeitervereine). In the year 1892, the friendly societies thus decided to install "specialist departments" in the friendly society framework whose self-elected heads had to be confirmed by the clerical praeses of the friendly society. This remained limited to very modest beginnings initially, however. The specialist departments had very few members and exercised **no union functions**.³⁰

From 1892, existence of a "Trade Union Women's Committee" (Gewerkschaftliches Frauenkomitee) and an "Association for Working-Class Women and Girls" (Verein für Frauen und Mädchen der Arbeiterklasse).³¹

²⁸ **Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit** - Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) - by Petra Brinkmeier

³⁰ <https://www.kab.de/ueber-uns/geschichte/>

³¹ <https://www.gewerkschaftsgeschichte.de/emma-ihrer-2914.html>

An attempt to found a "Women's Education Society" for married women failed in the year **1893**. Based on § 8 and the discussions about voting rights that flared up in meetings, it constituted a political organization that women were prohibited from joining.³²

The Congregation of Sisters of St. Joseph in Trier establishes Sunday Societies for factory nurses in **1893**. By 1897 they establish the Sunday Society for Women Shop Assistants, a Catholic Women's Friendly Society, the Catholic Welfare Society for Women, Girls and Children, and the Marian Congregation. In the same year of 1893, establishment of the Girls' and Women's' Groups of Social Support Work (Mädchen- und Frauengruppen der Sozialen Hilfsarbeit) in Berlin.³³

The Catholic Marienstift in Berlin is already offering various evening proposals in **1894**. The evening proposals further differentiated themselves in the ensuing period. This included the provision of the following services on Mondays to Saturdays from 7:30 to 8:30 p.m.:

- Sewing evenings for St. Mary's Home (Marienheim) with reading aloud
- Stories with Christian, Christian social or national content
- Singing exercises
- Bible studies
- Discussions to promote the reading and knowledge of the Bible
- Discussions on various topics

"In addition to the events on weekday evenings, an entertainment evening was held on Sundays between 5:00 and 9:30 p.m. in the "Reading Room" of St. Mary's Home. This usually comprised the following elements: games, singing, music, free conversation, Bible study (optional), declamation (optional) and reading aloud. In the winter of 1895, the entertainment evenings, which featured celebrations of the birthdays of the emperor and empress, Reformation Day and Christmas as special events, were held every fourteen days in alternation with a biblical meeting.

The 46 young women living in the home during the year 1893 did not include a single semi-skilled factory worker, but: "14 tailoresses, 7 saleswomen, 6 book-keepers, 7 teachers of small children, 2 teachers, 6 participants in courses, 2 ironers, 2 milliners."

The option of having lunch in the home was taken up very eagerly by the women factory workers. In 1893, 40-45 "non-resident table guests" came to St. Mary's Home for lunch: "Mostly they are factory girls who are particularly grateful to be allowed to spend the leisure time remaining for them after the meal in the reading room. They like to be provided with a good read in the short half hour, and one can see by looking at them that the quiet rest does them good."³⁴

Foundation of the Sunday Societies

³² <https://library.fes.de/pdf-files/netzquelle/01719.pdf>

³³ <https://www.josefsschwester-n-trier.de/orden/zeittafel/18-gruendung-des-ordens>

³⁴ **Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit** - Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) - by Petra Brinkmeier

The **Sunday Societies** were founded in the year **1894**. In October of that year, Hedwig von Broecker established a Sunday Society **specifically for women factory workers** in Dresden. In place of the usual Sunday amusements, it was designed to offer "stimulating, healthily Christian, virtuous popular entertainment and a family-type community". Given the often "sad living conditions" of women workers, von Broecker emphasized the importance of entertaining elements in the Society's work. In addition to which she also pursued religious and moral-aesthetic educational objectives, however.

Faced with the uniformity of their daily work in the factories, women workers' "eyes" were to be opened "for what is good, beautiful, pure in the world", and their "appreciation for art, poetry, music, nature and fatherland" awakened to create the right conditions for being able to recognize what is "raw, mean, immoral in the world". The Dresden women's friendly society and a typical young women's association (Jungfrauenverein) had a lot in common, but there were also a number of major differences. The society opened its doors on Sunday afternoons and evenings from 4:30 p.m. to 9 p.m., as was the case with many of the young women's associations – and thus a bit longer than generally customary in the young women's associations.³⁵

The Congregation of Sisters of St. Joseph in Trier organized Sunday Societies for factory nurses in **1895**. This was followed by the construction of a St. Josefstift in 1895–1896. The house offers accommodation for retreat, women factory workers, saleswomen and other groups of female professionals.³⁶

A "home with sleeping places" was established in Dresden at the end of **1898** at the express wish of some members of the women's friendly society and evening home. An apartment with three "bright, airy sleeping rooms" and a "friendly kitchen" was rented near the evening home to accommodate eight members. The first hostels of this type in Berlin were founded by an interconfessional association that had formed in **1898** as the "N.W. Affiliated Society" (Zweigverein N.W.) of the "Welfare Society for Female Youths" (Verein zur Fürsorge der weiblichen Jugend) and initially devoted itself to the establishment of an evening home. One year after the opening of the evening home, the "N.W. Affiliated Society" established a small hostel in Berlin-Moabit in October 1900. In the year **1899**, the Congregation of Sisters of St. Joseph, Trier, organized Sunday Societies for factory nurses. This was realized by establishing a convent in Berlin with a workshop for women workers.³⁷

In 1900, the Congregation of Sisters of St. Joseph organized Sunday Societies for factory nurses in Trier. In this respect, the acquisition of the "Xaveriusstift" in Berlin served the fulfilment of the apostolic mission. This was attended by the foundation of a sewing school, a

³⁵ **Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit - Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) - by Petra Brinkmeier**

³⁶ <https://www.iosefsschwestern-trier.de/orden/zeittafel/18-gruendung-des-ordens>

³⁷ **Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit - Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) - by Petra Brinkmeier**

hostel for working girls and women, and other social tasks, as well as support for the pastoral work in the parish.³⁸

At the **Berlin Women's Day (Berliner Frauentag) of 1894**, all present women (except four) object to the admission of social democratic women's associations.³⁹

The "International Congress for Women's Works and Women's Endeavours" (Internationaler Kongress für Frauenwerke und Frauenbestrebungen) was held in Berlin from 19 – 26 September **1896**. The **International Women's Congress** was held in **Brussels** in **1897**.

In 1897, the **friendly societies of central and east Germany** as well as in the Trier diocese affiliate in the Federation of Catholic Friendly Societies, "Sitz Berlin".⁴⁰

Emergence of a profession, factory nursing

The creation of the factory nursing profession goes back to the founder of the Protestant Social Welfare Association (Evangelischer Diakonieverein), Pastor Friedrich Zimmer (1855 – 1919). He was the first to place a female nurse from a reform school for girls in a factory, the Gummersbach textile mill Krahwinkel & Schnabel, in 1900.

In the year 1900, the Welfare Society received a request from "a very important industrial plant in..., the cable plant of the Berlin Allgemeine Elektrizitätsgesellschaft (AEG) in Oberschöneeweide, for a woman welfare worker for the women workers in this plant. The management's request had been occasioned by a visit paid the cable plant by the imperial couple, where it was said to have presented the director with the question of "what was being done for the young women workers". In preparation for her job at the cable plant, the Welfare Society sent the woman it had selected (Miss B.) on work shadowing assignments in various welfare facilities for women workers, e.g. also in Alice Salomon's evening home in Brückenstrasse.⁴¹

1901 sees the foundation of an "Association of Supporters of Professional Women Workers of the Inner Mission" (Unterstützerverein der Berufsarbeiterinnen der Inneren Mission). Its articles of association include the requirements of:

- *Insurance in keeping with the Disability Insurance Act*
- *Proof that the professional working woman is insured for an old-age pension with an insurance company and, insofar as the latter permits this, an invalidity pension amounting to 100 Reichsmark minimum.*⁴²

³⁸ <https://www.josefsschwestern-trier.de/orden/zeittafel/18-gruendung-des-ordens>

³⁹ <https://library.fes.de/pdf-files/netzquelle/01719.pdf>

⁴⁰ <https://www.kab.de/ueber-uns/geschichte/>

⁴¹ **Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit - Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) - by Petra Brinkmeier**

⁴² **1. Konferenz der Berufsarbeiterinnen der Inneren Mission in Berlin - 11. bis 13. November 1902**
Publisher: Verbände Verband der ev. Jungfrauenverbände Deutschlands

Economic aids were already realized in the young women's associations as early as **1902**.

The services included:

- a) *Mediation of savings deposits and sale of savings stamps.....*
- b) *Establishment of a voluntary provident fund for special emergencies.....*
- c) *Establishment of an association savings bank that offered higher interest than customary, supported by philanthropic contributions.....*
- d) *Foundation of a health and death insurance scheme with fixed weekly contributions.*

*The church-operated Bruderhilfe insurance was referred to.*⁴³

Inspired by the First Conference of Professional Women Workers, an **"Association of Professional Women Workers of the Inner Mission" (Verband der Berufsarbeiterinnen der inneren Mission) was formed** analogously to the "Association of Theological Professional Workers" (Vereinigung der Theologischen Berufsarbeiter).

*Resolution: The Conference of Professional Working Women convened on 11 and 12 November 1902 resolves to regularly repeat the conference at two-year intervals. It commissions the Federation of Executive Committees of Protestant Young Women's Associations in Germany (Vorständeverband der Ev. Jungfrauenvereine Deutschlands) to establish further contacts with the individual personalities and associations coming into question to execute the affiliation and convocation of next year's conference.*⁴⁴

The "West German Federation of Catholic Working Men's, Working Women's and Miners' Associations" (Westdeutscher Verband der katholischen Arbeiter-, Arbeiterinnen- und Knappenvereine) was established in **1903**. This used to be based in the People's Association Building (Volksvereinshaus) in Mönchengladbach before relocating to the Kettelerhaus building in Cologne in the year 1928.⁴⁵

Through the efforts of the Congregation of Sisters of St. Joseph, Trier, a cigarette factory introduces **female supervisory personnel as factory helpers (forewomen)** for the very first time in **1904**, who are prepared for this by skilled workers in a course of several weeks at St. Josefsstift.

The statutes of the **"Association of Professional Women Workers of the Inner Mission"** are **adopted** in the year **1904**. The working groups established also include one for the

(Original in the Caritas archive in Freiburg)

⁴³ **1. Konferenz der Berufsarbeiterinnen der Inneren Mission in Berlin -11. bis 13. November 1902**

Publisher: Verbände Verband der ev. Jungfrauenverbände Deutschlands

(Original in the Caritas archive in Freiburg)

⁴⁴ **1. Konferenz der Berufsarbeiterinnen der Inneren Mission in Berlin -11. bis 13. November 1902**

Publisher: Verbände Verband der ev. Jungfrauenverbände Deutschlands

(Original in the Caritas archive in Freiburg)

⁴⁵ <https://www.kab.de/ueber-uns/geschichte/>

Welfare of Women Factory Workers (Societies and Homes), director: Miss Clara Rühl (Dresden). ⁴⁶

At the 5th General Meeting of the "German Protestant Women's Association" (Deutscher Evangelischer Frauenbund - DEF) in Hameln, Clara Kühl delivered a speech on the "Organization of Women Workers" in 1904, saying that **one should not stop at welfare for women workers, but involve the woman worker to cooperate and gradually enable her to represent her profession herself.** As a consequence of this speech, a Commission for the Study of the Woman Worker Question (Kommission zum Studium der Arbeiterinnenfrage) is set up within the DEF. Kühl headed this commission from 1904 to 1907. In 1907 in Potsdam, the DEF furthermore decided to establish a Federation of Protestant Women's Friendly Societies in Germany (Verband evangelischer Arbeiterinnenvereine in Deutschland). The inaugural assembly took place on 21 October 1908 in Kassel (eight societies, 800 members).⁴⁷

Special Conferences of the "Association of Professional Women Workers of the Inner Mission"

Questions discussed at a Special Conference of Group 3 of the Association of Professional Women Workers of the Inner Mission on 15/09/1904 in Hameln:

- *In which aspects do the associations for women factory workers need to differ from those for young women?*
- *The relationship between home and association*
- *In which way is support staff to be provided for the housemother?*

In 1905, Group 3 of the Association of Professional Women Workers of the Inner Mission met for another Special Conference on 22/06/1905 in Dresden. The questions discussed here were:

- *How are we to position ourselves vis-a-vis the union organizations?*
- *What can we learn from them?*

⁴⁸In 1906, the **Special Conference of Group 3** of the Association of Professional Women Workers of the Inner Mission engaged with the following topics:

- *The work of the female shop stewards (factory nurses) in the factories.*
- *Procurement and value of the free support staff for the work amongst the women factory workers.*
- ***The work of the female shop stewards (factory nurses) in the factories***
- *Mission of the female shop steward.*

⁴⁶ *Verhandlungen der zweiten Konferenz - von Berufsarbeiterinnen der Inneren Mission in Berlin 6. und 7 April 1904 - (Original in the Caritas archive in Freiburg)*

⁴⁷ https://www.frauenwiki-dresden.de/index.php?title=Clara_K%C3%BChl

⁴⁸ *Verhandlungen der dritten Konferenz von Berufsarbeiterinnen der Inneren Mission in Berlin 18. und 19. April 1906 (Original in the Caritas archive in Freiburg)*

- Procurement and value of the free support staff for the work amongst the women factory workers.

The Strasbourg system

At the end of the 19th century, industrial cities reached a size where the honorary poor relief system failed. Under the direction of Strasbourg's mayor, Rudolf Schwander, a semi-professional poor relief system based on the Elberfeld system was developed there. The Strasbourg system clearly differentiated between professional and voluntary tasks. Professional welfare workers took on the administrative policing tasks, while voluntary district workers continued to perform advisory, relief and support activities. *"The Strasbourg system is where a coordination process between the individually supporting and objectively deciding instances of personal help emerged for the first time. The first profile definitions of social work met the first such definitions of social education. Municipal social policies gained in importance and a dynamic differentiation process set in for municipal housing and unemployment assistance, child and youth welfare, healthcare and war victims' welfare."*⁴⁹

Women's employment figures

*Around 70 percent of unmarried women were in gainful employment by 1907, but still only a mere 26 percent of wives. Circa 35 percent of all women were in gainful employment altogether at any one time in the Empire. The statistics may show a slight increase between 1882 and 1907, but this was merely attributable to the more detailed registration of young women helping on their parent's farms. Nearly one in two gainfully employed women were still working in agriculture by 1907. The employment opportunities of all women were improved by the continuing decline in birth rates since the late 19th century. This was pioneered by bourgeois women, mostly from the class of white-collar workers, by means of deliberate family planning, while ca. 4 children per married couple remained the norm amongst workers in the heavy industries (mining, iron/steel production) until 1914.*⁵⁰

Women's schools – educational facilities will be supplied

The "**Social Women's School Berlin Schöneberg**" was founded in the year **1908**.

The school's purpose:

Training girls and women for professional and voluntary work in the social field.

Senior classes:

The senior classes are intended to provide female pupils with a professional training for social work and train professional women workers and helpers for all areas of social welfare.

⁴⁹ Helmut Lambers, *Wie aus Helfen Soziale Arbeit wurde: die Geschichte der Sozialen Arbeit*, ISBN 976-3-7815-1741-7, page 149

⁵⁰ http://www.bpb.de/system/files/dokument_pdf/BPB_IzPB_329_Kaiserreich_barrierefrei.pdf

*Jobs in women workers' welfare, women officials in employment offices, women worker homes, women's friendly societies, women social secretaries in factories, women factory inspectors, **women factory nurses***⁵¹

A further professionalization took place.

On 21 March **1911**, the management of Siemens lays the foundation for **welfare advice in companies**. It occasions the establishment of a children's home at Nonnendamm in Berlin, and decides to combine this with a health care service for women workers. The welfare work initially starts with health and childcare outside the actual company. But the demand for women factory care workers rises over the years, with the consequence that women workers are trained at short notice and employed in this function.⁵²

*Family welfare became an element of Henkel's social policies quite early on. The first **factory nurse** was hired in **1912**, and tasked with family welfare in addition to caring for accident victims. Councillor of Commerce Fritz Henkel personally asked the factory foremen "to facilitate the activities" of the female nurse "in the plant to the greatest possible extent" because the company "gains a better insight into the family background of its workers through the nurse's reports", as he put it. This was said to "enable a fairer selection in the provision of support either in the form of employment or cash". This because "people in need of help" could also improve their difficult situation by additional work, for example by repairing torn soda sacks, he said.*

*The educational intentions of the factory care was also demonstrated by the female nurse being informed about the approval of advances for workers by the factory office. She was obviously meant to make sure that employees refrained from unnecessary outlays.*⁵³

While her voluntary or professional employment in poor relief and orphan care, in school administrations, apartment inspection, youth welfare, employment office and care for alcoholics had become matter of course in many places by **1912**, this was not the case in Leipzig. **The male poor relief workers moreover opposed the employment of women. Women's access to the working environment proceeded by way of the social work developing in parallel as women's work.**

207 women thus simultaneously conquered a field of activity where they were needed. Bertha Pappenheim explicitly spoke out against occupationalizing tendencies. She criticized

⁵¹ Soziale Frauenschule Berlin Schöneberg 1908 - (Original in the Caritas archive in Freiburg)

⁵² *100 Jahre Sozialberatung bei Siemens (2011)*

<https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf>

⁵³ **Menschen und Marken -125 Jahre Henkel 1876–2001**

<https://www.henkel.de/resource/blob/264392/0c65103fb9ed05c33c6511fc1ade9f15/data/menschen-und-marken-125-jahre-henkel.pdf>

the one-sided stigmatization of "fallen" girls as well as the development of Jewish social work activities into "disciplinary welfare work". She moreover bemoaned the advent of rationalization and that the calling of welfare work was turning into a profession, and thus also a "business". She evoked the sacrifice in doing good, in "spirituality and love" against a putatively rampant materialism in welfare work.

The women's movement discussed the social question. The concepts of maternal duties and childrearing were linked with the avilment of these functions in society. Social problems were accessed from an independent female culture.⁵⁴

In the year 1913, Clara Kühl taught the subject of "Welfare for women factory workers" in the "Instruction course about women's loving activity" of the Regional Association for Christian Women's Service in the Inner Mission (Landesverband für christlichen Frauendienst der Inneren Mission) in Dresden. In 1923, she became the first woman to be summoned to the Evangelical-Lutheran Regional Synod by the Church authorities. She continued to be part of the Regional Synod until 1933. From October 1926, she was also the chairwoman of the "Federation of Protestant Women's Friendly Societies in Germany".⁵⁵

In 1913, the City of Leipzig paid 38 supervisory nurses and operated four maternity advice centres; a "mixed committee for youth welfare" took over the youth welfare competences of the Directorate for Poor Relief (Armendirektorium). The municipality's objective of establishing breast-feeding rooms in enterprises with more than 50 female employees almost failed altogether, however.⁵⁶

Establishment of the Social Democratic Working Party on Health (ASG)

The ASG is an affiliation of physicians and other health professionals. It was founded in Berlin in 1913 upon the realization that health can only be maintained, even with the best medicine, if the design of the living environment, prevention of poverty, etc., enable a social life.

This group, largely composed of men, wanted to reform social policy. It then found a home in the SPD, where it continues as an independent working party to this day.⁵⁷

Siemens starts planning to expand the welfare for women workers in 1915 already. The factory healthcare initially provided by female nurses stationed in the children's home is

⁵⁴ <https://refubium.fu-berlin.de/bitstream/handle/fub188/9452/DissVE.pdf?sequence=1&isAllowed=y>

⁵⁵ https://www.frauenwiki-dresden.de/index.php?title=Clara_K%C3%BChl

⁵⁶ <https://refubium.fu-berlin.de/bitstream/handle/fub188/9452/DissVE.pdf?sequence=1&isAllowed=y>

⁵⁷ https://de.wikipedia.org/wiki/Arbeitsgemeinschaft_der_Sozialdemokratinnen_und_Sozialdemokraten_im_Gesundheitswesen

significantly expanded and the task area of women factory nurses and factory welfare workers more clearly defined: The five women welfare workers look "after the health and [are responsible for] mediating between women workers and the plant management". The female factory nurses take "care of the sick, as well as looking after the home for women workers in Siemensstadt (for women employees who are in need of recovery or temporarily homeless). [...] Regular meetings are held between the women welfare workers and nurses". Providing food becomes ever more difficult as the war drags on. The company installs food distribution centres in the factory in 1915 to enable workers to do their shopping during their working hours. The women welfare workers also help here in the "issuance of victuals, household objects, linens and garments for free or partly a small consideration".⁵⁸

First full-time female factory nurses

The first **full-time female factory nurses** take up their jobs in 1916, replacing the semi-skilled women workers. Their task area is separated from the children's home in organizational terms and "expanded to the family of the female employees". But the company only reports "the replacement of the women workers by professional female nurses" for the year 1918/1919. As "bodies of women worker's welfare", they are tasked with providing "information on health, economic and housing issues, health insurance and insurance matters, as well as simple legal cases, in regular, almost daily, free consultation hours". "Their duties within the plant furthermore include the supervision of canteens, cloakrooms, bathrooms and washrooms, and to the outside the communication with official bodies, mediation of applications for relief, and admission to homes where required". Besides looking after the sick, the placement of female home care workers, advising pregnant women and sending children away, the female welfare workers are now also responsible for the leisure activities of the women workers with the organization of courses, social evenings and times off.⁵⁹

Solidarity versus welfare

Women workers as shop stewards

Women workers trained in welfare at short notice are entrusted **with the company care services as shop stewards** in 1916.

⁵⁸ 100 Jahre Sozialberatung bei Siemens (2011)

<https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf>

⁵⁹ 100 Jahre Sozialberatung bei Siemens (2011)

<https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf>

The installation of factory care was prescribed by the War Ministry in 1916 – the first 5 women factory welfare workers were chosen from the women workers.

Duties: consultation hours, workshop tours, advice in personal matters, investment of savings, accommodation in rest homes, sending children away.⁶⁰

Development of poor relief into welfare work

Publication by the "German Society for Poor Relief and Welfare Work" in the year 1916, commented as follows by a publication of the German Professional Association of Social Workers DBS: *"The experts' statements clearly and deliberately implied that poor relief must break through its narrow boundaries and develop into generous public welfare, and also that this would need to take place in an organizational cooperation of the public and free welfare work, and formally within a family welfare framework"*.⁶¹

Establishment of the **Association of Female Catholic Social Officials in Germany (Verein katholischer Sozialbeamtinnen Deutschlands - VKS)** on 11 November 1916 in Cologne by Hedwig Dransfeld, chairwoman of the Catholic Women's Association of Germany.

Establishment of the **German Association of Women Social Officials (Deutscher Verband der Sozialbeamtinnen - DVS)** on 28 November 1916 in Berlin

Germany's first training course for women factory welfare workers in the Düsseldorf War Office

*The political scientist Li Fischer-Eckert, Ph. D., changed from Hagen to the Rhineland into the Düsseldorf War Office, where she worked from 28 December 1916 to 31 August 1917 as the only woman amongst eight male department directors, inter alia responsible for mobilizing women for the war economy and armaments economy. This is where Li Fischer-Eckert established the **first training course for women factory welfare workers in Germany** "whose curriculum" – as Eckert put it some years later not without pride – "was held up as a model for the other training courses for women factory welfare workers in Germany by the Ministry of Commerce." The women factory welfare workers were responsible for the social work in the company and gave advice in personal, health and career matters.*⁶²

War Office edict about the organization of women's work dated 16/01/1917

Work programme of the women's work centres / point 4:

⁶⁰ Blätter der Wohlfahrtspflege, originals in the Historical Archive of the Social Work Profession (HADPSA)

⁶¹ 1916 – 1976 Ein Berufsverband zwischen Beharren und Verändern, Deutscher Berufsverband der Sozialarbeiter und Sozialpädagogen e.V. (DBS) September 1976; Seite 22

⁶² *Li Fischer-Eckert -1882-1942 - Aktiv in der Frauenwahlrechtsbewegung*
https://www.frauenruhrgeschichte.de/frg_biografie/li-fischer-eckert/

*The performance and assurance of the characterized tasks necessitates an increase in the number of **women officials** working in industry and housing supervision, as well as **factory welfare**. As the number of such women officials trained by the usual course of education does not suffice, the Central Office for Female Labour will **recruit suitable women from other professions and have them prepared for their new task in a shortened training programme**.*

*In other respects, the work of the Central Office for Female Labour also exerted an influence on the training for social work, which was just in its beginnings at the time. The expansion of the factory care (factory welfare) intended to ensure appropriate working conditions for the women in war production calls for additional personnel with the corresponding specialist knowledge. As there was no corresponding training for this line of work initially, the departments of the War Office not only instituted training courses themselves, **but relied on the already existing women's schools wherever possible in this regard**. This gave the latter an opportunity to demonstrate their usefulness for society and strengthen their position.⁶³*

The war and war relief had a lasting influence on the women's movement and social work

*In 1917/18, the elected women workers are joined in the companies by **women welfare officers with previous professional training**. Their task area includes social welfare for women workers and workers' families, healthcare, organization of home care, counselling of pregnant women, sending children away....⁶⁴*

Revival of factory healthcare

..... After the end of the war in 1918, factory care was pushed back again almost as suddenly as it had been instituted....

After 1918, women factory welfare workers with professional training in welfare work mostly only abided in large factories, some of whom had already been employed before the war. (Cordemann 1955:51) Many enterprises instead passed off nurses as women factory nurses or welfare workers, but they neither had been trained for this, nor took on any tasks outside caring for the sick and accident victims to any larger extent.

Women factory care workers are replaced by professionally trained personnel

The women factory care workers to have arisen from the working class are replaced by professionally trained personnel in 1918/19.⁶⁵

⁶³ Mütterlichkeit als Beruf: Sozialarbeit, Sozialreform und Frauenbewegung 1871–1929
Christoph Sachsse (author), 2nd revised edition, Springer Verlag, 1994 (page 156 ff.)

⁶⁴ Blätter der Wohlfahrtspflege, originals in the HADPSA

⁶⁵ Entwicklung des Arbeitsfeldes betriebliche Suchtprävention und Bedingungen seiner Professionalisierung
<https://iiif.deutsche-digitale-bibliothek.de/binary/f5d876a2-af72-49fc-8d2f-167f67917402>

Weimar Constitution (WRV) subsidiarity

The regulation of competing legislations, inter alia concerning the competence for baby care, childcare and youth welfare, transfers it to the empire.⁶⁶

The Weimar Constitution finally introduced the separation of the state from the two Christian Churches in 1919 while simultaneously defining joint matters where the state and Church cooperated, such as the religious education in publicly funded schools, collection of taxes, or military chaplaincy. These articles of the Constitution were included in the Basic Law of 1949.

Women factory welfare workers are depended upon

Women factory welfare workers are increasingly depended upon by the workers in the years 1919/20 as female labour declines again in the post-war period. They also look after pensioners, trainees, apprentices.⁶⁷

New target groups – new tasks

*The tasks of the women factory welfare workers undergo fundamental changes in the course of the 1920s. What had started off as a pure relief effort for working women now benefits the entire workforce. **More and more workers and apprentices are now availing themselves of the assistance provided by the trained women factory welfare workers. Siemens reports "30 women factory welfare workers' meetings for the realization" for the year 1920.***⁶⁸

Reich Youth Welfare Act (based on the WRV)

Allocation of kindergartens

The Reich Youth Welfare Act (RJWG) fully allocated the kindergartens to child and youth welfare. This accorded with the attitude of the Church sponsors. The facilities able to look back on a tradition in education theory plunged into identity crises.⁶⁹

The RJWG also served to establish a legal basis for the municipal sponsorship of children's day-care facilities.⁷⁰

⁶⁶ Der Kindergarten „Handbuch für die Praxis in drei Bänden“ Herder 1978 – page 217

⁶⁷ Blätter der Wohlfahrtspflege, originals in the HADPSA

⁶⁸ *100 Jahre Sozialberatung bei Siemens (2011)*

<https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf>

⁶⁹ <http://www.nifbe.de/fachbeitraege/themenstruktur/129-multimedia-bibliothek-zur-einfuehrung-in-die-elementarpaedagogik/168-die-geschichte-des-kindergartens-im-bezug-zur-schule-prof-dr-juergen-reyer-prof-dr-diana-franke-meyer-die-geschichte-des-kindergartens-im-bezug-zur-schule-prof-dr-juergen-reyer-prof-dr-diana-franke-meyer-die-geschichte-des-kindergartens-im-bezug-zur-schul>

The new legislations lead to growing tensions between public welfare and factory care.

5th general meeting of the DVS, 21 to 24 September 1925

Discussions of the specialist group for factory care, led by Dr. Frieda Wunderlich

*Introductory presentation: Dr. Jahanna Mellinger (**Place of factory care in community welfare work**)*

Report by Martha Richter on her work in the Knorr brake factories, which is characterized by a strong participation of the workforce

Female nurse Anna Kaster reports about a department store welfare scheme established by the company Nathan Israel (Berlin).

*What emerged in the debate were the essential views relating to the **differentiation between factory care and family welfare**. Dr. Hodann rose to speak and pledged his willingness to work towards the necessity of factory care in the circles close to him. Properly defined and well-executed factory care was unanimously referred to as a valuable factor in the overall picture of welfare work.⁷¹*

International Congress for Company Welfare Work

20 to 27 June 1925 Vlissingen (Netherlands)

150 guests from 18 countries

13 Germans

(Precursor congress 1922 "Argonne")

Inter alia, presentation by Dr. Alice Salomone

"... Germany is well on its way forward, but practically lacking both sufficient trained women factory care workers and companies suitable to hire them in their plants. In impoverished Germany, factory care is not sufficiently regarded as an essential part of the plant, but still all too often as dispensable welfare work...

... if we wish to look at the narrower working area of women social officers, we have to admit that England and America are far ahead of us."

⁷⁰ Der Kindergarten „Handbuch für die Praxis in drei Bänden“ Herder 1978 – page 217

⁷¹ **Mitteilung des DVS - 5. Hauptversammlung, 21 to 24 September 1925**

Number 5 – November 1922 – 3rd volume

Newly founded: **"International association for the study and promotion of satisfying human relationships and healthy conditions in factories"**

President: Ms Hesselgren (Sweden)

German deputies:

Prof. Friedrich, Dr. Alice Salomone

And upon request based on their practice

Dr. Wunderlich, women factory care workers Martha Richter, Ilse Ganzert, Dr. Johanna Wellinger ⁷²

German Professional Association of Women Social Officers, report of the 6th general meeting

29 to 31/05/1924 in Gotha

Factory care

(Introductory report made by Dr. Annemarie Fraenkel – Heidelberg)

Factory care insofar as not taking place within a factory operation but rather as welfare work for the families of factory employees may resemble the activities of family welfare workers, but takes a special place owing to its outer and inner peculiarity.⁷³

The side-by-side of municipal and factory welfare work leads to difficulties for the municipality and factory. The tense relations between the two are known in welfare work. But the competence issue is also often contentious in other ways. In public welfare work, for example, the idea of family welfare has gradually asserted itself as one quite rightly thinks it harmful for two or more women welfare workers to go in and out in the same family.

"The integration of industrial labour and welfare policy in the organization of the company", report from 1924

The administrative structure of industrial enterprises has over time come to be based on the division of labour to an ever greater extent, on the one hand by the processes distributed across various departments now being combined into specific administrative branches, and on the other by the integration of new departments to meet new needs.

The industrial labour and welfare policy is one of these new modes of behaviour. It wants to contribute to the physical and mental welfare of the company's employees and thus to a consolidation and pacification of its natural working community. Depending on the specific character and attitude of the entrepreneur, the means applied place a focus on hygienic

⁷²DVS Communication - Number 7/8 – July / August 1925 – 5th volume

⁷³ Original in the HADPSA

facilities, the supply of food, establishment of libraries. The hiring of women factory nurses for family welfare and healthcare, construction of company flats. Decisive for the degree and type of industrial welfare policy is first of all the performance of the company, whose main task always needs to remain the value-creating production, and that can engage in welfare work that will then have a productive effect in a higher sense in keeping with the generated capital.⁷⁴

Critical view of workers' welfare 1927

... As a means of influencing the emotional component of work, factory care is increasingly coming to the fore of late. It is being provided by women social officers whose task area is either developed more towards the operational side (administration of the charitable institutions, monitoring of company hygiene and occupational health and safety, mediation between employers and workers in need, involvement in hirings, dismissals and transfers from a social perspective, and similar) or consists of welfare for the families of factory employees including youth welfare. The women factory care workers are usually hired by the employer and paid in keeping with the so-called Bielefeld system, but the woman factory care worker initially works along as a woman worker for 3 months, and merely receives the corresponding pay during this time and also later, while the Society for Social Law in Frankfurt am Main, which especially administers to the propagation of factory care, provides the woman welfare worker with an additional allowance. While the work of women factory care workers in Germany and abroad was more attuned to patriarchal activities before the war, the German official advancement of the women factory care workers during the war turned them into auxiliary officers in the public support for the women, girls and adolescents working in the factories, so to speak. The number of German women factory care workers declined quickly again after the war. Their number is set at between 80 and 100 today. Whereas they established themselves in the Anglo Saxon countries more and more, primarily becoming auxiliaries there of a rationalization of the company organization that realized the emotional side of work. In contrast to which the content of German factory care still fluctuates between company welfare work and factory family welfare.⁷⁵

Differences (5 forms) of factory welfare work / industrial social work in the year 1930

Report about factory welfare work

⁷⁴Dezember 1924 - Betriebswohlfahrtspflege (page 41)
https://www.dzi.de/wp-content/dzw/Jg01/01/Wohlfahrtspflege_Jg01_01.pdf

⁷⁵ Arbeiterwohlfahrt – 2nd volume – 1927 – 7th issue

„... The industrial welfare work exhibits a colourful variety these days, even if the reasons occasioning its introduction might be similarly so. It is highly diverse in its effect.

(1) Besides the **social company work** in factories with a predominantly female workforce, which is primarily devoted to objectives within the company,

(2) we find **the factory welfare work** for operations with male personnel, whose task areas naturally reside in efforts outside the company and in popular education.

(3) In parallel to these there are also a number of enterprises where all the municipal welfare tasks are seen to by the industrial welfare work.

(4) In individual, probably mostly small plants, the industrial welfare work is limited to the distribution of food stamps and occasional cash gifts, administration of bandaging and medical stations, supervision in the home for single persons, and suchlike more.

(5) There are further cases where the welfare work is provided without any connection to the factory; e.g. in one factory where the woman welfare worker is not authorized to enter the workplace. She is therefore forced to perform her welfare work without any knowledge of the working conditions and workplace of those she is meant to look after.

Which tasks should be taken on by the industrial welfare work?

Its primary principle should be: not to engage in any task areas that are compulsorily the municipality's, because the industrial welfare work has no interest in unburdening the municipality, but rather in granting the workforces an "extra" welfare, namely a totally different one. The guidelines issued by the Association for Mining Interests, which require the municipal welfare to be dissociated from the tasks of the welfare provided by the plant, are notable in this context. ...

... Involvement in the life of the works housing estate found with most larger works must be considered one of the most important tasks of the woman factory welfare worker. This is where important starting points for her socio-pedagogical work reside. Besides the external design of the estate buildings and their front gardens, she can also exert her influence on the life inside the estate building. The practical performance of the "idea of neighbourly help" is not difficult here as the residents of a works housing estate have many shared interests, joys and sorrows....

... Supplementing the municipal welfare work is the other external task of the factory welfare work. It is tasked with providing facilities for the workforce's families where the municipality is unable to do so or the facilities do not suffice. The plants with their estates will often lie outside the city and it will be required, e.g. to save the women long journeys, to open mother

guidance offices independently or in cooperation with the city. The establishment of kindergartens and after school care centres with the aim of instilling the women with an understanding for all educational issues, slowly turning them into mothers' schools, must be regarded as an important future task....

... The housekeeping courses established as training facilities for the workforce's daughters fresh out of primary school impart skills and knowledge to the girls, so that they will easily find well-paid positions as housemaids after completing the training, and are educated and prepared for their later calling as housewives and mothers. Just like the kindergarten and after school care centres, this facility exerts a powerful educational influence on the mothers of our pupils, who acquire many a skill that the latter are learning....

..... Upon the request of a larger circle of women amongst the workforce, various factories have instituted sewing and tailoring courses for women, which are taught by technical women teachers and female trade teachers. The attendees pay contributions to all these facilities and the form of holding the courses, work schedule, etc. are determined in joint discussion. A convergence as human beings has also been variously attempted in these courses at the attending women's request. Social evenings, discussions, hikes etc. are taking place. Besides the value inherent in the mediation of practical skills, the joint work and rest strengthen the people and opens them up inside....

... Also to be named amongst the popular education facilities of industrial welfare work are finally the libraries and movie theatres that are eagerly used everywhere. They are often administrated by the factory with the involvement of the workforce. These institutions are generally accommodated in the welfare house, so that the latter is often actually the meeting point for the workforce.

Cases where economic need is suffered that needs to be fought are routed to the municipal welfare by the industrial welfare insofar as the former is obliged to intervene. In sudden emergencies, there is always the possibility of intervening helpfully immediately as funds are available for such cases.

The industrial welfare work described here is by no means recognized as valid everywhere so far, although the tasks required from it obviously differ from those of the municipal welfare work. In many places, one is still disputing the question of responsibility with the latter, with both sides anxious to prevent that the one side take a case from the other. This not least of all depends on the people performing the welfare work.

But in the places that have made an attempt to focus their work on educating people one has realized how much there is still to do for the industrial welfare work.....⁷⁶

⁷⁶ Publication: *Soziale Berufsarbeit* - issue 1 – January 1930 – 10th volume

Between support and ideological control

At the beginning of the thirties, the Siemens employees are still feeling the repercussions of the recession and longer short-time work and seek help from the women company care workers. But the support cases and benefits in kind are slowly declining. This changes the orientation of the company care: a supporting turns into a counselling and mediating assistance. Additional women care workers are hired at various locations in the following years.

With the Nazi takeover in 1933 begins the period of welfare work's "ideological transformation". Starting from 1935, the German Labour Front (DAF) attempts to install politically instructed "women company social workers" in the Siemens plants – with little success.

Siemens refuses to accept the so-called female care workers of the people for a long time. The management insists on only hiring women factory care workers who have been trained at state-approved welfare schools and are able to evidence a "well-founded training corresponding with the varied task area of company care". But in 1938/39 the reports of the Socio-political Department relate: "For the special support of women working in the cable plant, the local women's steward received additional training as a company social worker by the Women's Office of the DAF and instated in May 39". The fight appears entirely lost in 1942. In its report "Social Work in the Siemens Company", the Socio-political Department states: "In the support afforded women within the company, the women company care workers work hand in hand with the women's steward. They are trained for the tasks of social company work by the Women's Office of the DAF".⁷⁷

Company care

The term company care (Betriebspflege) is used for the very first time in **1933/34**. Focus areas: after-effects of long periods of short-time work as well as worries of new hires – who were expected to pay reimbursements to municipal welfare offices after several years of unemployment.⁷⁸

1933 dissolution of the friendly societies (solidarity). They would re-emerge in 1945, continuing in mission and organization what had applied until 1933.⁷⁹

The Fourth Way (1934)

⁷⁷ *100 Jahre Sozialberatung bei Siemens (2011)*

<https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf>

⁷⁸ Blätter der Wohlfahrtspflege, originals in the HADPSA

⁷⁹ <http://library.fes.de/gmh/main/pdf-files/gmh/1953/1953-10-a-589.pdf>

.....Now the new Germany is also bringing new objectives for the education of girls. We are happily opening up to the new tasks and, even if sometimes tentatively, looking for a new way for youngsters wishing to dedicate themselves to the social profession. And yet one should not start from the youths, but from the questions they are tasked with to solve. Instead of discussing the entire transition of social work and its training ways below, only one possibility is to be pointed out for expanding the access routes to the profession and thus adapting them to the changed circumstances. Hence a number of suggestions about the fourth way.

It would be possible here to accept four years of working on the parents' farm in the house or stable, garden or field as a "fourth way" and regarding the female applicant suitable for enrolment in the welfare school.

The fourth way could furthermore appear particularly suitable for women factory workers who have worked in factories for years and as a consequence of their close relations with women in industry for the profession of a factory care worker in its new form....⁸⁰

Report from the international employment office in Geneva in the year 1935

Topics inter alia

- 5-day week trialled in England
- Efforts for a minimum wage in the USA

Report about the conference of the **professional group of women welfare, kindergarten, day care centre workers and youth leaders on 11 November 1934 in Leipzig where Ms Pissel reported on the difficulty in the cooperation between public and private welfare**, although a **decree by the Prussian minister of the interior demanding good teamwork between the public and free welfare work had been in hand since June 1933 already.**⁸¹

... "new tasks that play a role for the young women colleagues....1935

It is probably **owing to the upturn in the economy and stronger emphasis on the social idea** that the factory care is more strongly developed again. Many larger and smaller works have hired women factory or works welfare workers again. In addition to which younger employees have been in demand recently for developing the **social company work**. These still need to undergo several months of training before being hired by the companies,

⁸⁰ Soziale Berufsarbeit, 14th volume, March 1934, 3rd issue – available at the HADPSA

⁸¹ Soziale Berufsarbeit, No. 1, 15th year, January - available at the HADPSA

however. This extends to 4 to 6 weeks of voluntary labour service, three months of practical work as a woman factory worker, 14 days of training“⁸²

24 women company care workers are trained in the years 1938/39

The "female company social worker"* is trained by the DAF

*** Definition of women company care worker**

Advising and supporting the entire workforce and their relatives in all lifestyle issues.....

Mediating between members of the workforce and authorities, providers of social insurance, of public welfare, National Socialist People's Welfare (NSV), homes, hospitals, landlords...

*** Definition of women company social worker (DAF)**

Supporting women at the workplace. Involvement in the introduction of new women / compensation of hindrances complicating the work process for women....⁸³

Parallel structures emerged again during this period. In this period between welfare and newly then the structure through the DAF trainings

Female company social workers in the year 1939

The **actual frontline work is done in the companies**. The C is responsible for all women's issues there in cooperation with the operation manager and shop steward. She is a worker or employee of the company herself and performs her work as a second job. She is provided with continuous trainings about social questions by the Women's Office. **She is the counsellor of the female workforce and simultaneously the mediator between the latter and the company management. Her central task is ensuring a balance between the performance capacity of the woman and the work required from her.** She makes suggestions for the improvement of working conditions for the female workforce. She stands in direct cooperation with the departments of the Women's Office and can initiate practical measures upon agreement with the company management, e.g. additional leave, work exchanges, recovery trips, application for support from the German Labour Front, the NS People's Welfare, or the public insurance providers...

She also establishes the factory women's group, the association of adolescent women workers in the factory who are professionally trained in keeping with special principles.

In large enterprises, this task area can obviously not be handled on the side, and is taken on by the female company social workers there. These are full-time social professionals. The starting point of their work lies in the practice of the shopfloor activities, however. The social support for working women is so vitally conditioned by their physical and psychological experience of work that it can only be fully provided by women who know this experience from their own empirical knowledge. The training as a female company social worker thus

⁸² Soziale Berufsarbeit, No. 2, 16th year - available at the HADPSA

⁸³ Blätter der Wohlfahrtspflege, originals in the HADPSA

includes a factory internship with the pay of a woman worker. The later job also requires the occasional involvement in and familiarization with all new work processes introduced for women. The tasks of the female company social worker correspond to those of the female company women's administrator (Betriebsfrauenwalterin). But in large enterprises, they not only grow in scope, but also by their diverse nature into requirements that can only be mastered by the deployment of a mature female personality and true social talent.

.....

Based on the experiences, the industry has allowed itself to be convinced by social company work as the best conceivable form of supporting its women workers. The Women's Office, which sees to the training and deployment of female company social workers is continuously presented with so many requests from companies that all those women attending the continually provided trainings regularly find their employment in advance.

.....

The basis of industrial safety are the known legal prohibitions of the employment of women in particularly harmful activities, especially in heavy labour, mining below ground, and in the handling of dangerous work materials. These prohibitions have been joined by various new ones in recent years. They concern women's work with specific machinery and under particularly difficult working conditions. The exclusion of individual jobs would naturally not make for perfect industrial safety, however. The latter is also continuously required with the usual women's work. Countless cases could be reported where female company social workers, for example, are professionally trained in keeping with special principles.⁸⁴

1945 upswing of company welfare

Those working outside of Berlin also attend the conference – insofar as travel options still exist. On 1 April 1945, 20 women company care workers are employed in Berlin works, supported by twelve auxiliaries, plus 20 women in the plants and homes of the Siemens group outside the city.

After the capitulation of the German Reich on 8 May 1945, the "company's social counselling" is focussed on the own "reconstruction". Improvisation and imagination are what is needed to overcome the post-war problems. The consequences of the war have also turned wide sections that lived in good conditions otherwise into needy people.

Life is gradually stabilizing after the currency reform in June 1948. The reconstruction of the Siemens companies is also relatively well-advanced in early summer. Just under 68,000 people work for the company again at the end of 1948 already.

The actual upswing of company welfare starts in the subsequent period. "New methods came from the USA and England – casework, groupwork, community organization – and we tried to deal with them, which was not easy because we had been cut off from the

⁸⁴Die Frau – 47th volume – issue 3 – available at the HADPSA

developments abroad until that time" reminisces Leonore Riedrich in 1983 in a presentation about "Company social work in the past, present and future".⁸⁵

Meeting of the Professional Association of Women Welfare Workers for the British zone in the year 1948

Occasion: **Invitation and constitution of the association**

"The military government ... Düsseldorf has requested the city commander to actively include women in the planned public life. Added to this is Miss Grau's demand for women's influence in mining; to counteract the political radicals, women are to be involved in the welfare work for mining.

The reason for the approval of the zone-wide grouping of our association depending on the military government no longer applies. The fact of the foundation now merely needs to be reported to the military government.

The two key points still to be clarified for the zone statutes are the trade union question

question whether male colleagues can also be admitted

The zone-wide grouping is unanimously desired; the name laid down as above; this is a purely professional association that is not socialistic, and endeavours to bridge confessional differences. The members are allowed to join movements besides this.⁸⁶

Association of Women in Social Professions, Lower Saxony, 1948

3rd circular "We welcome this development and are delighted to have found an energetic zone association chairwoman who is experienced in family welfare and association work in Mrs Gruben, from whom we may expect a significant advancement and expansion of our work.

The expert group of women factory welfare workers has been initially formed as the first professional group within the zone association, whose chairwoman Renate Schlüter, Essen-Altenessen⁸⁷

Letter by the working party of the Representation of the Republic of France at the Saar to the Women's Office in the year 1951

Sending a list of **women social assistants** that were appointed to the preliminary committee.

⁸⁵ 100 Jahre Sozialberatung bei Siemens (2011)

<https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf>

⁸⁶ Documents available at HADPSA

⁸⁷ Documents available at HADPSA

Factory welfare work

Health authority

District youth welfare office

Inner Mission

Employment office ⁸⁸

Background: The Saarland was independent in the period from 1945 to 1956 but under the economic control of France. This is also the reason why French systems are found in the social work structure here. <https://www.saar-nostalgie.de/Geschichte.htm>

Study group of the "United Nations"

In 1954, the "United Nations" (European Office for Technical Assistance) set up a study group about "Social work in industry". The IFSW was involved here correspondingly, which was then followed by debates within its organizations. At the 1956 International Conference of Social Work in Munich, the subject was treated in working group 18, "Coordination of social work in industry and external institutions".

In one contribution, Annelise Miro Detroit introduced factory welfare in the United States in comparison with Germany. In doing so, she distinguished between two groups:

- "Industrial relations"
- "Counsellors"

The year 1957 saw an international study week about company welfare in Zurich. Also appearing in that year was the text "The relationship between public welfare services and company social services", determining the responsibilities of the statutory public welfare services vs. those of the companies' social services on a principal level. In parallel, the dividing line between the social work provided in public welfare and company welfare was discussed in various meetings.⁸⁹

Prof. Dr. Fischer gave a talk on the subject of "Social work in industrial enterprises" at the National Conference of the Professional Association of Catholic Women Welfare Workers in **July 1957 in Saarbrücken** and National Conference of the Professional Association of Catholic Social Workers in **August 1957 in Augsburg**. The following findings were presented:

"The company welfare heretofore restricted itself to preventing the distress of the weak. Development of the company welfare so far into social counselling. Transition of the

⁸⁸ Documents available at Saar State Archive

⁸⁹ Documents available at HADPSA

company welfare does not depend on the funding, but the attitude. Residential homes dissolved, kindergartens closed, number of women company welfare workers reduced".

Caritas director Ms Denis introduced: "Options that Caritas has for looking after children of working women in kindergartens, crèches and recreational facilities.....

Welfare for the vulnerable to support the working woman in the education for women – supporting families in the recuperation of mothers, home care, retirement planning and treatment of addiction

Three groups of companies were highlighted:

- *Companies whose women welfare workers have free rein in their cooperation with charitable organizations*
- *Companies that are tolerant and do not prioritize closer contact with their women welfare workers*
- *Companies that provide their company social work themselves – want to control it by themselves*

Questions:

- *Question as to the subsidiarity principle: **The company social work in its earlier (complex) form is gradually dissolving.** Thus the creation of condominiums, question: If there is a local kindergarten, should the company start one of its own (), etc..*
- ***Questions concerning the organizational place of women company welfare workers,** newly social counsellors in the company, question as to the boundary of the task area and rights of women company welfare workers/social counsellors*
- ***The question of training: it is left open** what the training should look like.⁹⁰*

In the year 1959, a report on the **function and working methods of the company social worker** by the IFSW study group in Dortmund, with excerpts and special areas from it communicated thereafter.⁹¹

Following the 8th meeting of the International Conference for Social Work in Munich in the autumn of 1956, the **European Office of the United Nations in Geneva** approached the national committees in Germany, England, France and the USA with a request to assist in the definition of specific basic social terms.

The German Association for **Public and Private Welfare published the 12 basic terms in its news service in 1959.**

⁹⁰ Documents available at Saar State Archive

⁹¹ Documents available at HADPSA

1. *Assistance sociale*
2. *Company or factory welfare*
3. *Case work*
4. *Le centre sociale*
5. *Sécurité sociale*
6. *Social administration*
7. *Social service*
8. *Social welfare*
9. *Basic social rights*
10. *Social policy*
11. *Travailleur social*
12. *Neglect*⁹²

Company or factory welfare

(edited by the national committee from Germany)

(a) Voluntary social institution mostly of medium-sized or large companies in industry, administration and commerce.

Aims of the company welfare in humanitarian and economic terms:

Helping people in the company come into their own as personalities; relieving the (white- or blue-collar) employees from economical, personal, health-related worries to improve their capability to and enjoyment of work.

Type and scope of the company welfare: individually regulated by the companies and at their discretion. All measures contingent on workplace.

Principally no assumption of tasks, but only a filling of gaps in the public and private welfare in the interest of the workplace.

Company welfare is thus more concerned with people who are able to work than those in need of help. In the opinion of the unions, not subsidiary, but solidary help; hence suggestion: renaming of company welfare as "in-company social work".

(b) With the emergence of the social idea at the end of the last century from ethical and humanitarian roots, voluntary welfare institutions of companies for the "humanization of enterprises". These patriarchal measures ("factory care") disappeared as the state intervened in industrial relations with social policies and labour laws.

After WWI with the expansion of women's work in industry, expansion of the company welfare; organizationally combined for ca. 30 years.

⁹² Documents available at HADPSA

Company welfare recognized today, less controversial than company social services, even if not generally introduced. Where not provided in an enterprise, company welfare tasks are assumed by personnel or social departments.

(c) Providers of the work: women company or factory welfare workers. General basic social training at recognized social schools; over and beyond this often internship in a factory, inter alia also as women factory workers.

Company woman welfare worker "neutral authority in the company" between the company management and employees. Mostly subordinated to personnel or social departments. Close cooperation – while retaining the greatest possible independence – with labour director and works council.

Function and position in company not anchored in Works Constitution Act. Employment relationships and task areas regulated by respective company, generally embracing healthcare, economic support and youth welfare. As difficulties at the workplace are also conditional to family-related difficulties, possible company welfare work in employees' families. Legitimacy of family welfare contentious, however; occasionally criticized by unions. Company welfare work less material support than socio-educational capacity building.

Roughly the following task areas:

- *Involvement in healthcare measures (company kitchens, sports, gymnastics, recovery measures inside and outside the company – the latter possibly also for members of the family),*
- *Hiring, dismissal, old-age pension procedures;*
- *Onboarding of new hires in companies, social company facilities such as day nurseries, kindergartens and crèches,*
- *Cultural company work (office parties, company libraries, company magazines);*

Looking after

- *Female employees (observance of OHAS for women, caring for mothers to be – mother guidance, adjusting workplaces to physiological features of women),*
- *Persons in the company with limited capacity for gainful employment,*
- *Surviving dependants of employees who have passed away;*
- *Looking after adolescents in the company, helping the residential accommodation of adolescents in young people's homes, Pestalozzi Villages, etc."*

From 1961 onwards, the legislation in Germany was adjusted to ensure enshrinement of the subsidiarity principle.

Various publications about company welfare in the years 1968/69, e.g.:

- *Companions for part of the way...Visit of our advice and welfare offices in the company welfare centre*

- Questionnaires on job descriptions
- Task description for company welfare
- The social worker in company welfare
- The expert group for company social work
- Social work in Norwegian companies
- Company social work⁹³

A specialist group for company social work existing in the 1970s organized events and publications.

German Trade Association for Company Social Work (Bundesfachverband betriebliche Sozialarbeit e.V. - BBS)

The German Trade Association for Company Social Work (BBS) was established on **25 May 1994**

The purpose of the association is the advancement and support of education, science and research in the field of company social work.

To achieve its purpose, the association will:

- Organize and provide educational services for interested parties, especially amongst those working in the field of company social work,
- support and develop regional and interregional communication structures for those interested in the association's purposes and working in the field,
- elaborate and edit work materials, statements and specialist publications, publish and coordinate developments in the professional field,
- support and advance research and projects in the field of company social work in material and non-material ways,
- develop systematic contacts with teaching and research institutions such as technical colleges and universities to improve the vocational education in cooperation with teachers, students and practitioners,
- campaign for the legal anchoring of the field of work,
- develop and maintain the cooperation with organizations and political panels conducive to realizing the association's purpose.

⁹³ Documents available at HADPSA

Labour development time scale

Labour 1.0 stands for the incipient industrial society and first labour organizations. The introduction of the steam engine and mechanical production plants not only changed production methods towards the end of the 19th century, but also the organization of labour, social structures and the self-understanding of the emerging classes.

Labour 2.0 is the start of mass production and beginnings of the welfare state at the end of the 19th century. Industrialization entails new social problems and raises fundamental social questions. The aggravation of social problems and increasing pressure exerted by an organized workforce provide an important basis for the introduction of the first social security schemes in the German Reich.

Labour 3.0 embraces the consolidation period of the welfare state and workers' rights based on a social market economy. Employers and employees negotiate as social partners on an equal footing. The need to safeguard joint interests is beyond dispute amongst the companies as well as employees overall. This is later followed by the partial withdrawal of social rights, also in view of growing competitive pressures. Ever since the 80s of the 20th century, production is further automated by the use of information technology and electronics, the proportion of services grows significantly, and national markets open up in the wake of Europeanization and globalization.

Labour 4.0 will be more networked, digital and flexible. What the future world of work will look like in detail is still open.

Archive acronyms

- *see Blätter der Wohlfahrtspflege magazine 7/77 – [BW] as well as other archives*
- *IFSW archive [IFSW]*
- *Archive of the Saar Chapter of the German Professional Association for Social Work DBSH [LASAAR]*
- *Central Archive of the German Catholic Women's Association KDFB in Cologne [KDFB]*
- *Historical Archive of the Social Work Profession [HAdPSA]*

Development men	Development women
1967 (politics) Federal Constitutional Court ruling on <u>subsidiarity</u> The 18/07/1967 ruling of the Federal Constitutional Court unambiguously clarifies that these provisions are legal and thus to be complied with by the youth authorities in the municipalities and Länder. ⁹⁴	
1962 (politics) Social Assistance Act (BSHG) comes into force "The Social Assistance Act (BSHG) enters into force on 01/06/1962. This is an opportunity for a brief review of the development of social welfare law in the post-war period. Until the year 1962, the 1924 "Regulation on the Duty of Care" (RFV) and "Reich Policies concerning the Prerequisites, Type and Scope of Public Welfare" (RGr.) constitute the core	

⁹⁴ Der Kindergarten "Handbuch für die Praxis in drei Bänden", Herder 1978 – page 219

of welfare law. They have been frequently amended, supplemented and simplified, most of all by the simplification orders enacted during the war, the Welfare Amendment Act (1953), Disability Act (1957) and Tuberculosis Relief Act (1959).“⁹⁵

1961 (politics)

Youth Welfare Act (JWG) comes into force

The Reich Youth Welfare Act is renamed Youth Welfare Act (JWG) on 11 August 1961. The amendment introduced individual statutory claims to youth welfare services for the very first time, and strengthened the position of the free providers. Despite the amendment, the providers failed to meet the requirements of the **subsidiarity principle** accordingly.⁹⁶

1961 (politics)

Subsidiarity principle in the Federal Republic of Germany

In 1961, the Social Assistance Act and Youth Welfare Act (JWG) are oriented towards the **subsidiarity principle**.⁹⁷

1959 (profession)

Publication in the news service of the German Association for Public and Private Welfare

Number 5 – Frankfurt am Main / May – 1959 volume

12 Basic terms

Following the 8th meeting of the International Conference for Social Work in Munich in the autumn of 1956, the **European Office of the United Nations in Geneva** approached the national committees in Germany, England, France and the USA with a request to assist in the definition of specific basic social terms.

1. *Assistance sociale*
2. *Company or factory welfare*
3. *Case work*
4. *Le centre sociale*
5. *Sécurité sociale*
6. *Social administration*
7. *Social service*
8. *Social welfare*
9. *Basic social rights*
10. *Social policy*
11. *Travailleur social*
12. *Neglect*

⁹⁵ http://www.publicus-boorberg.de/sixcms/detail.php?template=pub_artikel&id=boorberg01.c.260117.de

⁹⁶ Der Kindergarten „Handbuch für die Praxis in drei Bänden“ Herder 1978 – Seite 219

⁹⁷ <http://www.bpb.de/nachschlagen/lexika/handwoerterbuch-politisches-system/40385/subsidiaritaet?p=all>

Company or factory welfare

(edited by the national committee from Germany)

(a) Voluntary social institution mostly of medium-sized or large companies in industry, administration and commerce.

Aims of the company welfare in humanitarian and economic terms:

Helping people in the company come into their own as personalities; relieving the (white- or blue-collar) employees from economical, personal, health-related worries to improve their capability to and enjoyment of work.

Type and scope of the company welfare: individually regulated by the companies and at their discretion. All measures contingent on workplace.

Principally no assumption of tasks, but only a filling of gaps in the public and private welfare in the interest of the workplace.

Company welfare is thus more concerned with people who are able to work than those in need of help. In the opinion of the unions, not subsidiary, but solidary help; hence suggestion: renaming of company welfare as "in-company social work".

(b) With the emergence of the social idea at the end of the last century from ethical and humanitarian roots, voluntary welfare institutions of companies for the "humanization of enterprises". These patriarchal measures ("factory care") disappeared as the state intervened in industrial relations with social policies and labour laws.

After WWI with the expansion of women's work in industry, expansion of the company welfare; organizationally combined for ca. 30 years.

Company welfare recognized today, less controversial than company social services, even if not generally introduced. Where not provided in an enterprise, company welfare tasks are assumed by personnel or social departments.

(c) Providers of the work: women company or factory welfare workers. General basic social training at recognized social schools; over and beyond this often internship in a factory, inter alia also as women factory workers.

Company woman welfare worker "neutral authority in the company" between the company management and employees. Mostly subordinated to personnel or social departments. Close cooperation – while retaining the greatest possible independence – with labour director and works council.

Function and position in company not anchored in Works Constitution Act. Employment relationships and task areas regulated by respective company, generally embracing

healthcare, economic support and youth welfare. As difficulties at the workplace are also conditional to family-related difficulties, possible company welfare work in employees' families. Legitimacy of family welfare contentious, however; occasionally criticized by unions. Company welfare work less material support than socio-educational capacity building.

Roughly the following task areas:

Involvement in healthcare measures (company kitchens, sports, gymnastics, recovery measures inside and outside the company – the latter possibly also for members of the family),

hiring, dismissal, old-age pension procedures; onboarding of new hires in companies, social company facilities such as day nurseries, kindergartens and crèches, cultural company work (office parties, company libraries, company magazines);

Looking after

Female employees (observance of OHAS for women, caring for mothers to be – mother guidance, adjusting workplaces to physiological features of women),

persons in the company with limited capacity for gainful employment,

surviving dependants of employees who have passed away;

looking after adolescents in the company, helping the residential accommodation of adolescents in young people's homes, Pestalozzi Villages, etc.

1959 (profession)

The European Office of the United Nations approaches the IFSW with a request to assist in the definition of specific terms

[IFSW](#)

1959 (profession)

Report

on the function and working methods of the company social worker by the IFSW study group in Dortmund

[IFSW](#)

1957 (profession)

Magazine: Kath. Sozialarbeit

Communications of the Professional Association of Catholic Women Welfare Workers and Professional Association of Catholic Social Workers (Number 4, 9th volume- July / August 1957 - page 76 to 79)

July 1957 in Saarbrücken

National Conference of the Professional

Association of Catholic Women Welfare Workers

August 1957 in Augsburg

National Conference of the Professional Association of Catholic Social Workers

Working group: Women company welfare workers and women representatives of the labour administration

Talk given by Prof. Dr. Fischer

Social work in industrial enterprises

Findings:

"The company welfare heretofore restricted itself to preventing the distress of the weak. Development of the company welfare so far into social counselling. Transition of the company welfare does not depend on the funding, but the attitude. Residential homes dissolved, kindergartens closed, number of women company welfare workers reduced."

Caritas director Ms Denis introduced: "Options that Caritas has for looking after children of working women in kindergartens, crèches and recreational facilities....."

Welfare for the vulnerable to support the working woman in the education for women – supporting families in the recuperation of mothers, home care, retirement planning and treatment of addiction

Three groups of companies were highlighted:

- *Women welfare workers have free rein in their cooperation with charitable organizations*
- Companies that are tolerant and do not prioritize closer contact with their women welfare workers

	<ul style="list-style-type: none"> • Companies that provide their company social work themselves – want to control it by themselves <p>Note: The company social work in its earlier (complex) form is gradually dissolving. Thus the creation of condominiums, question: If there is a local kindergarten, should the company start one of its own (question as to the subsidiarity principle), etc.</p> <p>Questions concerning the organizational place of women company welfare workers, newly social counsellors in the company, question as to the boundary of the task area and rights of women company welfare workers/social counsellors</p> <p>Training: it is left open what the training should look like <i>HAPSA</i></p>
	<p>1957 Training event in Saarbrücken Professional Association of Catholic Women Welfare Workers in the Saarland The industrialization of Germany and social work</p> <p>Presentations The structural transformation of society Social responsibility in the industrial society</p> <p>Working groups Our youth in the industrial age The situation of the family The social question in the industrial enterprise Aberrations of social solutions Social values in the liturgy <i>KDFB</i></p>
1957 (profession)	

<p>Text excerpt The relationship between public welfare services and company social services <i>FSW</i></p>	
<p>1957 (profession) Information International study week about company welfare(22 to 29/09/1975 in Zurich) <i>IFSW</i></p>	
	<p>1957 (profession) Text About company welfare in Sweden <i>IFSW</i></p>
<p>1957 (profession) Text About company welfare in Sweden <i>IFSW</i></p>	
	<p>1957 (profession) Publication A.S.B (Working group for social company organization Heidelberg) Report about the meeting of women company welfare workers from 23/09 to 16/09/57 in Neckargmünd <i>IFSW</i></p>
<p>1957 (profession) Report about a meeting of a group in Zurich (Follow-up of the conference) <i>IFSW</i></p>	
<p>1956 (profession) Factory welfare in the United States Annelise Miro, Detroit (Comparison with Germany)</p> <p><u>She distinguishes between two groups:</u></p> <p>"Industrial relations" "Counsellors"</p> <p><i>Industrial relations</i> <i>are best understood as all the efforts serving to improve the company climate as well as quite frequently the adjustment and improvement of technical conditions and the training as</i></p>	

well as education of the personnel. The borders of this field of work are flexible, but end on average where the factory gate closes.

The task resides in creating the best possible conditions in the company that make it relatively easy for the greatest number of factory employees to adapt and achieve a consistently good performance. The interests of the company as a technical-economic organism are in the foreground. Once the conditions are found and the rules set, the individual man is expected to adapt. The human being in his/her relation to the workplace and colleagues and supervisors is the object of continuous observation, review and new work-related attempts. The human being in his/her total sphere of life that embraces the family along with all those wishes, worries and expectations that do not relate to the company, cannot and is not accounted for by the "industrial relations" man. Which is not to say, however, that the latter cannot be theoretically aware of the wider framework and its meaning extending into the company.

Counsellors

The counsellors now would probably be most closely related to our women company welfare workers if their practical activities would generally take the practical course laid down in a guide for counsellors during WWII. According to this, the American counsellor would need to fulfil the following tasks:

- *Information about facilities in the company,*
- *advice in personal problems outside the company,*
- *advice in personal issues to do with the company,*
- *attendance and support of the training courses for technical management staff and shop stewards,*
- *interpretation of the interrelations between the private and company sphere of company employees,*
- *proposals for modifications concerning possible technical improvements at the workplace and for sanitary facilities,*
- *discussion with the works council and foreman – with the agreement of the man concerned – when personal problems impair the performance,*
- *close contact to the city's social service providers, interpretation of the unique concerns of the employees,*
- *attendance of joint meetings and committees with representatives of the social service providers, the local authority, employer and union serving the advancement and development of required social institutions.*

.....

There are no women company welfare workers. Or in other words, there are no social workers in industry that are employed there to do social work.

Where they are found in personnel departments here and there – and very few at that – they

no longer exercise their original function, but need to deal with personnel issues. That psychological and sociological knowledge comes in splendidly useful wherever the leadership and treatment of people are concerned in any way is a truism. Not that this turns the work in such departments into social work, nor practical psychology. Industry, administration and business are areas that the American social worker pays surprisingly little attention to, and that in turn do not appear to be under the impression so far that the employment of social workers could be of any importance for them. I have only gained knowledge of 4 women social workers of the largest department store in Detroit as the only exceptions from this rule. One of them has been doing her job for 11 years, is a member of various national committees. She knows of no other woman company welfare worker in the States. There is no specialist group of this kind in the association of social workers, and the truly very extensive and often excellent specialist literature mentions industrial social work in few and vague sentences.

One naturally immediately asks for the reason for this almost complete absence of social workers in companies. It is a fact that the income of American employees on average permits the running expenses and general needs to be covered. The pay is meant to suffice and additional financial subsidies are neither much desired by the employers, nor have the entrepreneurs undertaken a lot in this direction. Economic welfare questions that arise in the German industrial welfare to a large part are done away with by this alone. If someone is in need, the public resources available to everyone must be sought. Respite care is another unknown area. It is up to the individual what they do with their free time; the company does not interfere any further than possibly with a company doctor's advice'.

Social work,
 Berlin October 1956
[IFSW](#)

1956 (profession)
International Conference for Social Work in Munich
Working group 18
 Coordination of social work in industry and external institutions
[IFSW](#)

1956 (profession)
Publication
 International Federation for Social Progress
 Report on the adjustment of shopfloor work to the particular nature of women
[IFSW](#)

1956 (profession)
Publication
 A.S.B
 (Working group for social company organization)

	<p>Heidelberg)</p> <p>Women company welfare workers in Germany</p> <p><i>IFSW</i></p>
<p>1956 (profession)</p> <p>Publication</p> <p>Industrial welfare in the United States</p> <p><i>IFSW</i></p>	
	<p>1954 (profession)</p> <p>Letter</p> <p>by the General Secretary Paris to the personnel director to company welfare</p> <p>Letter</p> <p>by the General Secretary Paris to the personnel director to the service social</p> <p><i>LASAAR</i></p>
<p>1944/54 (profession)</p> <p>Association of social workers in companies</p> <p>Anniversary report 1944 – 1954</p> <p><i>IFSW</i></p>	
<p>1954/55 (profession)</p> <p>Presentation</p> <p>Dependence of the performance on the human relations within the company</p> <p><i>IFSW</i></p>	
<p>1954 (profession)</p> <p>Report</p> <p>Association of social workers in companies</p> <p><i>IFSW</i></p>	
	<p>1954 (profession)</p> <p>Presentation</p> <p>Does the woman company welfare worker need technical aids for her work?</p> <p><i>IFSW</i></p>
	<p>1954 (profession)</p> <p>Text</p> <p>Commitment and contentment</p> <p>Example from a Swiss factory</p> <p><i>IFSW</i></p>
	<p>1954 (profession)</p> <p>Text - DBS</p> <p>The woman company welfare worker, her tasks, personal requirements, and her position in the</p>

	<p>company</p> <p>IFSW</p>
	<p>1954 (profession)</p> <p>Text</p> <p>The woman company welfare worker, her tasks, personal requirements, and her position in the company</p> <p>IFSW</p>
	<p>1954 (profession)</p> <p>Training conference</p> <p>Of the German Professional Association of Women Social Workers (23 to 27/05/1957 in Karlsruhe) Specialist group: Factory welfare</p> <p>LASAAR</p>
	<p>1954 (profession)</p> <p>8th Congress</p> <p>of the "Union Catholique Internationale de Service Social" (21 to 26/04/1954 in Cologne) inter alia Working group on social service in companies</p> <p>LASAAR</p>
	<p>1954 (profession)</p> <p>Conference of women company welfare workers</p> <p>Minutes</p> <p>28/01 to 02/02/1954 Hamburg</p> <p>IFSW</p>
<p>1954 (profession)</p> <p>United Nations</p> <p>European Office for Technical Assistance Study group about social work in industry</p> <p>IFSW</p>	
	<p>1953 (profession)</p> <p>Letter</p> <p>To the personnel director of the Saar pits concerning the conflicts between the chairwoman of the Saarland Professional Association of Women Welfare Workers (SBDV) and the "Service Social" (women company</p>

	<p>welfare workers) with the pit school regarding a complaint</p> <p>LASAAR</p>
	<p>1953 (profession)</p> <p>Slide lecture</p> <p>about the 6th International Conference of Social Work (Madras / India) in the mining school</p> <p>Speaker: Mrs Helmer (welfare worker supporting the families of the Régie des Mines de la Sarre)</p> <p>LASAAR</p>
	<p>1953 (profession)</p> <p>Diverse publications in 1953 by the</p> <p>A.S.B</p> <p>(Working group for social company organization Heidelberg)</p> <ul style="list-style-type: none"> • Factory welfare work in its position vis-a-vis the public and private welfare • The woman work counsellor in French industry • Where can women factory welfare workers draw strength and inspiration for their work? • Sources of tension in the company • About the "Meeting of Women Factory Welfare Workers" on 3 - 7 November 1953 in Neckersteinach <p>IFSW</p>
	<p>1952 (profession)</p> <p>Training conference</p> <p>of the German Professional Association of Women Social Workers</p> <p>(21 to 25/05/1952 in Bremen)</p> <p>inter alia</p> <p>Specialist group: Company welfare (the tasks of women company welfare workers and their position in the company)</p> <p>LASAAR</p>
	<p>1952 (profession)</p> <p>Establishment</p> <p>Of the "Saarland Professional Association of Women Welfare Workers"</p>

	<p>Upon the initiative of the Women's Office of the Saar Government</p> <p>LASAAR</p>
<p>1952 (politics)</p> <p>Third party convention – CDU, 17 to 19/10/1952 in Berlin</p> <p>Talk about the possibility of technical development and social services of companies</p> <p>Can one still be a human being in the factory?</p> <p><i>.....But the technical development of today, in comparison to the past, surely offers much greater and far from exhausted possibilities of a corporate decentralization and leaves many another possibility open for alleviating negative consequences for the individual. To be pointed out here as such possibilities are the workplace design, loosening of operational units, reduction in working hours, support for apprentices, factory welfare, family care, organization of leisure time, etc.</i></p> <p><i>Taylorism, ladies and gentlemen, has meanwhile been replaced by the findings that the social atmosphere of the company is just as important as a good pay system and scientific time and motion studies. Boosting the worker's self-confidence remains a key concern.</i></p> <p><i>....Social services of the companies</i></p> <p><i>In recent weeks, we have got hold of extensive studies and publications about companies' voluntary social services. Let me just mention a few figures here:</i></p> <p><i>In 1949, the economy has spent no less than 4 billion marks for social fringe benefits in its companies outside of salaries and wages. Over 214 million of which were voluntary services. On average, these social fringe benefits of the companies represent more than two monthly incomes per recipient and make up around 33 % of the payroll.....</i></p> <p><i>Publication occasioned by the third party convention</i></p>	
	<p>1951 (profession)</p> <p>Letter</p> <p>By the Women's Office to members of the commission of women social assistants installed by the working group of the French Republic, sending the statutes received from the DBS with a request for review</p> <p>LASAAR</p>
	<p>1951 (profession)</p> <p>Letter</p> <p>by the working party of the Representation of the Republic of France at the Saar to the Women's Office</p> <p>Sending a list of women social assistants that were appointed to the preliminary committee.</p>

	<p>Factory welfare work Health authority District youth welfare office Inner Mission Employment office (French) LASAAR</p>
<p>1951 (profession) Presentation Which inspirations can we draw from the design of company welfare work in the Nordic countries? IFSW</p>	
	<p>1948 (profession) <i>From: STEFANGOCH - "The socialization of mining ... must be aimed at advancing the welfare of the general public." – The first employment minister of North Rhine-Westphalia, August Halbfell (1889-1965), and the reconstruction in coal mining:</i></p> <p>.....The social democratically led Reich government only pursued a half-hearted restructuring of the economy. The so-called socialization legislation thus neither led to a socialization in the sense of a public service management of the mining sector, nor to a socialization in the sense of the often diffuse socialization ideas of large parts of the Ruhr workers.</p> <p>.....</p> <p>The way to the European Coal and Steel Community was paved by the creation of an International Authority for the Ruhr, the Agreement for an International Authority for the Ruhr undersigned on 28 April 1949, and the Schuman plan. In April 1951, the agreements for establishing the "European Coal and Steel Community" (EGKS) were signed</p> <p>http://www.westfaelische-zeitschrift.lwl.org/</p>
	<p>1950 (profession)</p>

	<p>Meeting of the zone advisory council in Dortmund on 16/04/1950</p> <p>Subject: Attempts to detach the industrial welfare. The working group for social company organization convenes conferences in Heidelberg and Bethel. The women company welfare workers come under strong pressure from the unions and works councils as they lack an alignment. It is decided to establish a specialist group for "industrial welfare" in Schwalbach.</p> <p>The social affairs officers of the mines, the supervisors of the female industrial welfare workers, have mostly emerged from the "miners' community" and mostly show little understanding for specialist work. The female industrial welfare workers are often not state-recognized. The question is being raised if they can also join the association. This question is to be reviewed in Bad Schwalbach.</p> <p>The women hospital welfare workers show own efforts to associate at the same time. A specialist group would also be required for them – the same is perceived for police and employment services and career guidance.</p> <p>HADPSA</p>
<p>from 1949 (politics) De-Nazification for welfare workers in the Saarland (Notification of Atonement) LASAAR</p>	
<p>1949 (politics) Basic Law for the Federal Republic of Germany Entry into force: 24 May 1949</p>	
	<p>1948 (profession) Request to actively involve women</p> <p>The military government in Düsseldorf has requested the city commander to actively include women in the planned public life. Added to this is Miss Gran's demand for</p>

	<p>women's influence in mining. To counteract the political radicals, women are to be involved in the welfare work for mining.</p> <p>.....</p> <p>Mrs Schlüter reports that there are ca. 100 forewomen in Rhineland / Westphalia. "They are either organized in our association or members of the catholic community of conviction. The coal mining management has convened a meeting. Miss Gran takes on the welfare for mining. Mrs Schlüter (Essen) and Mrs Ibing (Gelsenkirchen) have been elected to the welfare committee. The request of the women factory welfare workers to establish a dedicated specialist group in our association is approved.</p> <p>Meeting of the Professional Association of Women Welfare Workers for the British Zone, 25 & 26/05/1948 in Bochum</p> <p>HADPSA</p>
	<p>1948 (profession)</p> <p>17/11/1948 Meeting of the preliminary board of the Professional Association of Women Welfare Workers for the British Zone</p> <p><u>Topics inter alia:</u></p> <ul style="list-style-type: none"> * Representation under labour law * Association positions on unionization * Negotiation options with the Union of Salaried Employees of Lower Saxony * Affiliation with other women's organizations <p>Cooperation with confessional associations</p> <ul style="list-style-type: none"> * Report on the negotiations taking place since 17/05/1945 <p><u>Results:</u></p>

	<p><u>Issues raised:</u></p> <p>Membership in a teachers' association or the German Union of Salaried Employees (DAG) <pulled out of the German Trade Union Confederation (DGB)> or DGB</p> <ul style="list-style-type: none"> * The women factory welfare workers would not be able to join a teachers' association, but rather an industrial union * Where is the greater understanding for women welfare workers? In the DAG or DGB? * Women factory welfare workers in Westphalia and the Lower Rhine area are trying to join the DAG or DGB * "The supreme authority of the German mining authorities includes two women welfare workers. Guidelines for the entire factory welfare have been issued there, defining that the factory welfare is a welfare task and not the task of any other bodies." Mrs Gruben quote * Working Group for Social Company Organization (ASB) – Director Mr Weiss in IG Farben – based in Heidelberg. <p>HADPSA</p>
	<p>1948 (profession)</p> <p>Lower Saxony Association of Women in Social Professions</p> <p>3rd circular</p> <p>....."We welcome this development and are delighted to have found an energetic zone association chairwoman who is experienced in family welfare and association work in Mrs Gruben, from whom we may expect a significant advancement and expansion of our work.</p> <p>The expert group of women factory welfare workers has been initially formed as the first expert group within the zone association, whose chairwoman Renate</p>

	<p>Schlüter, Essen-Altenessen We have directly communicated the addresses of our members who are women welfare workers to Mrs Schlüter...." HADPSA</p>
	<p>1948 (profession) Meeting of the Professional Association of Women Welfare Workers for the British Zone Occasion: Invitation and constitution of the association "The military government ... Düsseldorf has requested the city commander to actively include women in the planned public life. Added to this is Miss Grau's demand for women's influence in mining; to counteract the political radicals, women are to be involved in the welfare work for mining. The reason for the approval of the zone-wide grouping of our association depending on the military government no longer applies. The fact of the foundation now merely needs to be reported to the military government. The two key points still to be clarified for the zone statutes are the trade union question question whether male colleagues can also be admitted The zone-wide grouping is unanimously desired; the name laid down as above; this is a purely professional association that is not socialistic, and endeavours to bridge confessional differences. The members are allowed to join movements besides this HADPSA</p>
	<p>1945/60 (profession) After the collapse – a need arose amongst the reinstated workers for advisory services for all issues necessitated by the circumstances. The lack of any financial means calls for intensive cooperation with external bodies,</p>

	<p><i>BW</i></p>
	<p>1945 (profession)</p> <p><i>Those working outside of Berlin also attend the conference – insofar as travel options still exist. On 1 April 1945, 20 women company care workers are employed in Berlin works, supported by twelve auxiliaries, plus 20 women in the plants and homes of the Siemens group outside the city.</i></p> <p>Upswing of company welfare</p> <p><i>After the capitulation of the German Reich on 8 May 1945, the "company's social counselling" is focussed on the own "reconstruction". Improvisation and imagination are what is needed to overcome the post-war problems. The consequences of the war have also turned wide sections that lived in good conditions otherwise into needy people.</i></p> <p><i>Life is gradually stabilizing after the currency reform in June 1948. The reconstruction of the Siemens companies is also relatively well-advanced in early summer. Just under 68,000 people work for the company again at the end of 1948 already.</i></p> <p><i>The actual upswing of company welfare starts in the subsequent period. "New methods came from the USA and England – casework, groupwork, community organization – and we tried to deal with them, which was not easy because we had been cut off from the developments abroad until that time" reminisces Leonore Riedrich in 1983 in a presentation about "Company social work in the past, present and future".</i></p> <p><i>100 Jahre Sozialberatung bei Siemens (2011) https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf</i></p>
	<p>1945 (profession)</p>

	<p>Companies stated to the Women's Office of the DAF that the varied task area of company welfare work calls for knowledgeable employees. Despite training, none of the women company care workers was issued with the credentials of a company social worker.</p> <p>From April 1st in Berlin plants – 32 women welfare workers with 12 auxiliaries – 20 professionals outside</p> <p><i>BW</i></p>
	<p>1940/41 (profession)</p> <p>Growing employment of foreign workers puts the women company care workers under strain</p> <p><i>BW</i></p>
	<p>1940/41 (profession)</p> <p>30 women company care workers – 22 of them trained by the DAF</p> <p><i>BW</i></p>
	<p>1939 (profession)</p> <p>Walsum pit – yesterday and today</p> <p><i>.....subject of industrial welfare work: Until 1961, the mine maintained 5 industrial welfare stations employing four full-time women welfare workers in the main estate areas. Nurse "Else" Haferkamp became a household name for the Walsumers from 1939-1973. In addition to this, the mine was responsible for six kindergartens in the main residential areas, but they were turned over to the governance of both Churches on 1 Oct. 1959. Five sewing shops were installed for the wives of the workforce. ...</i></p> <p>http://www.walsumer-knappenverein.de/files/Artikel-Rau-1-ve6v1270.pdf</p>
	<p>1939 (profession)</p> <p>Women company social workers</p> <p>The actual frontline work is done in the companies. The C is responsible for all women's issues there in cooperation with the</p>

operation manager and shop steward. She is a worker or employee of the company herself and performs her work as a second job. She is provided with continuous trainings about social questions by the Women's Office. **She is the counsellor of the female workforce and simultaneously the mediator between the latter and the company management. Her central task is ensuring a balance between the performance capacity of the woman and the work required from her.** She makes suggestions for the improvement of working conditions for the female workforce. She stands in direct cooperation with the departments of the Women's Office and can initiate practical measures upon agreement with the company management, e.g. additional leave, work exchanges, recovery trips, application for support from the German Labour Front, the NS People's Welfare, or the public insurance providers...

She also establishes the factory women's group, the association of adolescent women workers in the factory who are professionally trained in keeping with special principles. In large enterprises, this task area can obviously not be handled on the side, and is taken on by the female company social workers there. These are full-time social professionals. The starting point of their work lies in the practice of the shopfloor activities, however. The social support for working women is so vitally conditioned by their physical and psychological experience of work that it can only be fully provided by women who know this experience from their own empirical knowledge. The training as a female company social worker thus includes a factory internship with the pay of a woman worker. The later job also requires the occasional involvement in and familiarization with all new

	<p>work processes introduced for women. The tasks of the female company social worker correspond to those of the female company women's administrator (Betriebsfrauenwalterin). But in large enterprises, they not only grow in scope, but also by their diverse nature into requirements that can only be mastered by the deployment of a mature female personality and true social talent.</p> <p>.....</p> <p>Based on the experiences, the industry has allowed itself to be convinced by social company work as the best conceivable form of supporting its women workers. The Women's Office, which sees to the training and deployment of female company social workers is continuously presented with so many requests from companies that all those women attending the continually provided trainings regularly find their employment in advance.</p> <p>.....</p> <p>The basis of industrial safety are the known legal prohibitions of the employment of women in particularly harmful activities, especially in heavy labour, mining below ground, and in the handling of dangerous work materials. These prohibitions have been joined by various new ones in recent years. They concern women's work with specific machinery and under particularly difficult working conditions. The exclusion of individual jobs would naturally not make for perfect industrial safety, however. The latter is also continuously required with the usual women's work. Countless cases could be reported where female company social workers, for example, are professionally trained in keeping with special principles.</p> <p><i>Die Frau</i> <i>47th volume – issue 3</i> <i>HADPSA</i></p>
	<p>1939 (profession)</p>

	<p>Focus on working women</p> <p><i>The national socialists' opposition to the employment of married women dwindles from September 1939. But the total mobilization of women fails to materialize. The growing labour requirements caused by the war make possible what was inconceivable before for ideological reasons. Additional female personnel is needed because of the combat duty of the men. Their integration in the day-to-day routines is the women company care workers' central task: "Facilitating the women's acclimatization in the company and coping with the double task in the job and household is one of the women company care workers' tasks that is currently in the foreground", reports the Socio-political Department to the DAF during the war.</i></p> <p><i>Although the "trained female welfare workers of the people" are still responsible for "advising and supporting the entire workforce", the main emphasis is on the "concerns of the working woman" again. In this respect, they contribute to the housekeeping, income and time management, arrangement of the daily household chores, and care for needy relatives in an advisory function.</i></p> <p><i>In cooperation with the Women's Office of the German Labour Front, the women company care workers also see to training courses for mothers in baby care, child education, keeping children occupied, cooking, baking and sewing.</i></p> <p><i>100 Jahre Sozialberatung bei Siemens (2011) https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf</i></p>
	<p>1938/39 (profession)</p> <p>24 women company care workers</p> <p>The "woman company social worker" is trained by the DAF</p>

	<p>* Definition of women company care worker</p> <p>Advising and supporting the entire workforce and their relatives in all lifestyle issues..... Mediating between members of the workforce and authorities, providers of social insurance, of public welfare, National Socialist People's Welfare (NSV), homes, hospitals, landlords...</p> <p>* Definition of women company social worker (DAF)</p> <p>Supporting women at the workplace. Involvement in the introduction of new women / compensation of hindrances complicating the work process for women....</p> <p><i>BW</i></p>
	<p>1937/38 (profession)</p> <p>Support gradients recede because of the improved economic situation</p> <p><i>BW</i></p>
	<p>1936/37 (profession)</p> <p>Training courses in new socio-political legislation (German Labour Front – DAF) for eight women company care workers</p> <p><i>BW</i></p>
	<p>1936/37 (profession)</p> <p>The workforce grows. 4,000 to 6,000 employees - 16 professionals / 2 part-time female interns</p> <p><i>BW</i></p>
	<p>1935/36 (profession)</p> <p>14 women company care workers – first mention of women interns</p> <p><i>BW</i></p>
	<p>1935 (profession)</p> <p>Publication: Professional Social Work Annual report by the professional group of women welfare workers of the people Subdivided in subgroups, including: Factory care work, social company work <i>Soziale Berufsarbeit, no. 6, 15th volume</i></p>
	<p>1935 (profession)</p>

	<p>... "new tasks that ... play a role for the young women colleagues...</p> <p><i>It is probably owing to the upturn in the economy and stronger emphasis on the social idea that the factory care is more strongly developed again. Many larger and smaller works have hired women factory or works welfare workers again. In addition to which younger employees have been in demand recently for developing the <u>social company work</u>. These still need to undergo several months of training before being hired by the companies, however. This extends to 4 to 6 weeks of voluntary labour service, three months of practical work as a woman factory worker, 14 days of training"</i></p> <p><i>Soziale Berufsarbeit, no. 2, 15th year</i></p>
	<p>1935 (profession)</p> <p><u>Report from the international employment office in Geneva</u></p> <p>Topics inter alia</p> <ul style="list-style-type: none"> • 5-day week trialled in England • Efforts for a minimum wage in the USA <p>Report about the conference of the professional group of women welfare, kindergarten, day care centre workers and youth leaders on 11 November 1934 in Leipzig where Ms Pissel reported on the difficulty in the cooperation between public and private welfare, although a decree by the Prussian minister of the interior demanding good teamwork between the public and free welfare work had been in hand since June 1933 already</p> <p><i>Soziale Berufsarbeit, no. 1, 15th year, January</i></p>
	<p>1934 (profession)</p> <p>Professional group of women factory care workers</p> <p>Headed by Martha Richter (Berlin)</p>

	<p>Specialist groups within the professional association of women welfare workers <i>Soziale Berufsarbeit, 14th volume, March 1934, 3rd issue</i></p>
	<p>1934 (profession) The Fourth Way <i>.....Now the new Germany is also bringing new objectives for the education of girls. We are happily opening up to the new tasks and, even if sometimes tentatively, looking for a new way for youngsters wishing to dedicate themselves to the social profession. And yet one should not start from the youths, but from the questions they are tasked with to solve. Instead of discussing the entire transition of social work and its training ways below, only one possibility is to be pointed out for expanding the access routes to the profession and thus adapting them to the changed circumstances. Hence a number of suggestions about the fourth way.</i></p> <p><i>It would be possible here to accept four years of working on the parents' farm in the house or stable, garden or field as a "fourth way" and regarding the female applicant suitable for enrolment in the welfare school.</i></p> <p><i>The fourth way could furthermore appear particularly suitable for women factory workers who have worked in factories for years and as a consequence of their close relations with women in industry for the profession of a factory care worker in its new form.....</i> <i>Soziale Berufsarbeit, 14th volume, March 1934, 3rd issue</i></p>
	<p>1934/35 (profession) Presentations about new laws for company care work <i>BW</i></p>

	<p>1934 (profession) Information from the professional groups, including the professional group of women factory care workers about 3 presentations and a visit of a short-time workers' estate in Spandau <i>Soziale Berufsarbeit</i> no. 8 – August 1934 – 14th year HADPSA</p>
<p>1933 (solidarity) Dissolution of the friendly societies. They would re-emerge in 1945, continuing in mission and organization what had applied until 1933. http://library.fes.de/gmh/main/pdf-files/gmh/1953/1953-10-a-589.pdf</p>	
	<p>1933 bis 1939 (profession) Focus areas of industrial welfare work as exemplified by the GHH factory welfare work <i>One focus area of the GHH factory welfare work during the Third Reich therefore was and remained intensive support for the wives of the core workforce and their children in needlework and housekeeping schools and all-day kindergartens (the latter mostly for the children of the women workers employed in the GHH armament factories). As "the capabilities of our working class women, especially the seniors, are often impaired by ailments and continuous housework they do for years without interruption", mothers can recuperate in our own rest homes. In its report, the factory welfare department of the GHH did not hide the fact that, besides the physical "invigoration and refreshment of the whole family", it also expected from the mothers' rest and other measures of the company's family policy to "get closer to the women on a human level and influence them educationally in some ways".....</i> Although GHH seamlessly continued the traditions cultivated until 1933 with the company's described social policy measures, their pacifying effect on the workforces grew</p>

	<p><i>considerably since the takeover*: National socialist labour law deliberately sought to transfer the reconciliation of social tensions to an individual company level, and therefore made company social policy a priority, without regulating it legally. Especially also in an awareness of the positive political and psychological effects for the NS regime, the most important economic journal spoke of company social policy as "the most important future part of the general social policy" during the NS period.....</i></p> <p><i>Die Arbeiter der Gutehoffnungshütte 1933 bis 1939 – (1991)</i> http://dx.doi.org/10.14765/zzf.dok.1.6.v1</p>
	<p>1933/34 (profession)</p> <p>The term company care is used for the very first time. Focus areas: after-effects of long periods of short-time work as well as worries of new hires – who were expected to pay reimbursements to municipal welfare offices after several years of unemployment.</p> <p><i>BW</i></p>
	<p>1933 (profession)</p> <p><i>At the beginning of the thirties, the Siemens employees are still feeling the repercussions of the recession and longer short-time work and seek help from the women company care workers. But the support cases and benefits in kind are slowly declining. This changes the orientation of the company care: a supporting turns into a counselling and mediating assistance. Additional women care workers are hired at various locations in the following years.</i></p> <p><i>Between support and ideological control With the Nazi takeover in 1933 begins the period of welfare work's "ideological transformation". Starting from 1935, the German Labour Front (DAF) attempts to install politically instructed "women</i></p>

	<p>company social workers" in the Siemens plants – with little success. Siemens refuses to accept the so-called female care workers of the people for a long time. The management insists on only hiring women factory care workers who have been trained at state-approved welfare schools and are able to evidence a "well-founded training corresponding with the varied task area of company care". But in 1938/39 the reports of the Socio-political Department relate: "For the special support of women working in the cable plant, the local women's steward received additional training as a company social worker by the Women's Office of the DAF and instated in May 39". The fight appears entirely lost in 1942. In its report "Social Work in the Siemens Company", the Socio-political Department states: "In the support afforded women within the company, the women company care workers work hand in hand with the women's steward. They are trained for the tasks of social company work by the Women's Office of the DAF".</p> <p>100 Jahre Sozialberatung bei Siemens (2011) https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf</p>
	<p>1932/33 (profession) Cases of nervous breakdown both amongst the workers and those looking after the housekeeping burdened housewives and mothers</p> <p><i>BW</i></p>
	<p>1931/32 (profession) Long-term short-time work (17.6 %), hence intensive support</p> <p><i>BW</i></p>

	<p>1930 (profession) Meeting (weekend of the Rhineland Group) 04 & 05/10/1930 at the City of Cologne's rest home for civil servants (Rolandseck) including Talk by Frieda Wunderlich "The unemployment problem" Problem indications: The seasonal fluctuations The economic fluctuations The structural changes <i>Further references to the global economic crisis, high unemployment, new technical inventions that boost the production outputs...</i> "We became aware of the manifold nature of the causes of the German crisis. Population changes, depletion by inflation, nationalization" HADPSA</p>
	<p>1930 (profession) Differences of factory welfare work / company social work (5 forms)</p> <p>Report about factory welfare work</p> <p><i>"... The industrial welfare work exhibits a colourful variety these days, even if the reasons occasioning its introduction might be similarly so. It is highly diverse in its effect.</i></p> <p><i>(1) Besides the social company work in factories with a <u>predominantly female workforce</u>, which is primarily devoted to objectives within the company,</i></p> <p><i>(2) we find the factory welfare work for operations <u>with male personnel</u>, whose task areas naturally reside in efforts outside the company and in popular education.</i></p> <p><i>(3) In parallel to these there are also a number</i></p>

of enterprises where all the municipal welfare tasks are seen to by the industrial welfare work.

(4) In individual, probably mostly small plants, the industrial welfare work is limited to the distribution of food stamps and occasional cash gifts, administration of bandaging and medical stations, supervision in the home for single persons, and suchlike more.

(5) There are further cases where the welfare work is provided without any connection to the factory; e.g. in one factory where the woman welfare worker is not authorized to enter the workplace. She is therefore forced to perform her welfare work without any knowledge of the working conditions and workplace of those she is meant to look after.

Which tasks should be taken on by the industrial welfare work?

Its primary principle should be: not to engage in any task areas that are compulsorily the municipality's, because the industrial welfare work has no interest in unburdening the municipality, but rather in granting the workforces an "extra" welfare, namely a totally different one. The guidelines issued by the Association for Mining Interests, which require the municipal welfare to be dissociated from the tasks of the welfare provided by the plant, are notable in this context. ...

....Involvement in the life of the works housing estate found with most larger works must be considered one of the most important tasks of the woman factory welfare worker. This is where important starting points for her socio-pedagogical work reside. Besides the external design of the estate buildings and their front

gardens, she can also exert her influence on the life inside the estate building. The practical performance of the "idea of neighbourly help" is not difficult here as the residents of a works housing estate have many shared interests, joys and sorrows....

.... Supplementing the municipal welfare work is the other external task of the factory welfare work. It is tasked with providing facilities for the workforce's families where the municipality is unable to do so or the facilities do not suffice. The plants with their estates will often lie outside the city and it will be required, e.g. to save the women long journeys, to open mother guidance offices independently or in cooperation with the city. The establishment of kindergartens and after school care centres with the aim of instilling the women with an understanding for all educational issues, slowly turning them into mothers' schools, must be regarded as an important future task....

.... The housekeeping courses established as training facilities for the workforce's daughters fresh out of primary school impart skills and knowledge to the girls, so that they will easily find well-paid positions as housemaids after completing the training, and are educated and prepared for their later calling as housewives and mothers. Just like the kindergarten and after school care centres, this facility exerts a powerful educational influence on the mothers of our pupils, who acquire many a skill that the latter are learning....

..... Upon the request of a larger circle of women amongst the workforce, various factories have instituted sewing and tailoring courses for women, which are taught by

technical women teachers and female trade teachers. The attendees pay contributions to all these facilities and the form of holding the courses, work schedule, etc. are determined in joint discussion. A convergence as human beings has also been variously attempted in these courses at the attending women's request. Social evenings, discussions, hikes etc. are taking place. Besides the value inherent in the mediation of practical skills, the joint work and rest strengthen the people and opens them up inside....

... Also to be named amongst the popular education facilities of industrial welfare work are finally the libraries and movie theatres that are eagerly used everywhere. They are often administrated by the factory with the involvement of the workforce. These institutions are generally accommodated in the welfare house, so that the latter is often actually the meeting point for the workforce.

Cases where economic need is suffered that needs to be fought are routed to the municipal welfare by the industrial welfare insofar as the former is obliged to intervene. In sudden emergencies, there is always the possibility of intervening helpfully immediately as funds are available for such cases.

The industrial welfare work described here is by no means recognized as valid everywhere so far, although the tasks required from it obviously differ from those of the municipal welfare work. In many places, one is still disputing the question of responsibility with the latter, with both sides anxious to prevent that the one side take a case from the other. This not least of all depends on the people performing the welfare work.

But in the places that have made an attempt to

	<p><i>focus their work on educating people one has realized how much there is still to do for the industrial welfare work.....</i></p> <p><i>Publication: Soziale Berufsarbeit Issue 1 – January 1930 – 10th volume</i></p>
	<p>1929 (profession)</p> <p>Reaper welfare</p> <p>"Starting around a year ago (1928), the German Caritas association is said to have hired two women welfare workers for this, stationed in Halle and Neubrandenburg. Over 300 reaper barracks have apparently been visited. The work supporting the reapers is said to have been a success. Particularly vulnerable are apparently the children of the Polish (ca. 26,000 under 14) and national German seasonal workers (around 20,000). Thanks to the mediation by the main representation, the Reich Institute for the Placement of Employees and Unemployment Welfare will apparently provide 50,000 Reichsmark in the current year for the pastoral care for Polish seasonal workers. The German Centre for Free Youth Welfare is reported to have held a special expert conference for alleviating the distress of the agricultural workers' children.</p> <p><i>Vereinigte Sitzung des Zentralvorstandes und Zentralrates des Deutschen Caritasverbandes am 26. April 1929 in Mainz, Hof von Holland (Original in Caritas archive in Freiburg)</i></p>
	<p>1929 (profession)</p> <p>Summer conference of the IRI 26 June to 3 July in Elma</p> <p><i>Methods for bringing about satisfying human relationships in rationalized operations</i></p> <p>The conference was attended by 60 representatives from 16 countries, including the directors of large American, English, Austrian, and German firms, union leaders, members of the Chambers of Labour and works councils from Germany, Austria, and</p>

	<p>France, social politicians and university teachers, etc. The spirited final report by Vice President Mary van Cleeck, Head of the Department for Industrial Research at the Russel Sage Foundation, New York, will be provided to interested parties by the administrative office upon request</p> <p><i>Deutsche Zeitschrift für Wohlfahrtspflege</i> 5th volume – Berlin, September 1929, number 6</p> <p><i>HADPSA</i></p>
	<p>1927 (profession)</p> <p>Critical view of workers' welfare</p> <p><i>... As a means of influencing the emotional component of work, factory care is increasingly coming to the fore of late. It is being provided by women social officers whose task area is either developed more towards the operational side (administration of the charitable institutions, monitoring of company hygiene and occupational health and safety, mediation between employers and workers in need, involvement in hirings, dismissals and transfers from a social perspective, and similar) or consists of welfare for the families of factory employees including youth welfare. The women factory care workers are usually hired by the employer and paid in keeping with the so-called Bielefeld system, but the woman factory care worker initially works along as a woman worker for 3 months, and merely receives the corresponding pay during this time and also later, while the Society for Social Law in Frankfurt am Main, which especially administers to the propagation of factory care, provides the woman welfare worker with an additional allowance.</i></p> <p><i>While the work of women factory care workers in Germany and abroad was more attuned to patriarchal activities before the war, the</i></p>

	<p><i>German official advancement of the women factory care workers during the war turned them into auxiliary officers in the public support for the women, girls and adolescents working in the factories, so to speak. The number of German women factory care workers declined quickly again after the war. Their number is set at between 80 and 100 today. Whereas they established themselves in the Anglo Saxon countries more and more, primarily becoming auxiliaries there of a rationalization of the company organization that realized the emotional side of work. In contrast to which the content of German factory care still fluctuates between company welfare work and factory family welfare.</i></p> <p><i>Arbeiterwohlfahrt – 2nd volume – 1927 – 7th issue</i></p>
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<p>1927 (solidarity) State Unemployment Insurance Act (Act about Employment Service and Unemployment Insurance (AVAVG) of 16 July 1927)</p>	
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	<p>1926 (profession) The German Woman Factory Care worker</p> <p><i>... of 93 women factory care workers:</i></p> <p><i>38 were at a social women's school, of which 7 attended a war course for women factory care workers, 2 were trained in nursing for several years, 1 attended a seminar for women housekeeping teachers</i></p> <p><i>31 enjoyed a thorough training in nursing; of which 5 were trained in a kindergarten seminar, 2 visited the social women's school, 2 attended a war course for women factory care workers, 1 visited a seminar for women housekeeping teachers, 1 did an apprenticeship in the office</i></p> <p><i>14 completed a war course for women factory care workers as their only training,</i></p>
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5 visited a seminar for women housekeeping teachers

5 were apprenticed in the office

2 attended business school and/or had a university degree

1 attended a primary school seminar and/or the women's school of the Inner Mission

The purely nursing-oriented training still predominates amongst the older women factory care workers, the younger have nearly all attended social women's schools, which today doubtlessly provide the best preparation for the social women's professions, because the connection between health afflictions and economic and educational adversity is thoroughly worked through in them, and an understanding of the statutory and administrative foundations brought on its way. During the patriarchal stage when there was no labour law yet, the factory owners' wives wanted much that is good in the industrial care, but many never progressed any further than an occasionally more harmful than beneficial dilettantism. What is important in the school education is that the theoretical instructions not overrun and that the students are always taken back down to earth by the practical activities.....

The highest value should be attached to the household management training; this need not necessarily be obtained in a seminar, however, but can just as well be acquired in the parents' or own household.

...The occasionally raised demand for women workers to see to the factory care work is in error.

.....Workers I talked to thus once quite openly spoke to the effect that a colleague from their

	<p><i>ranks would not be suited for the job of factory care worker as she knew no more than themselves after all. The working women do not open up to the woman factory care worker , who comes from the same social background, unreservedly, because they often do not believe themselves to be able to count on her secrecy.</i></p> <p><i>German women factory care workers thus indeed primarily come from the circles of the educated middle class....</i></p> <p>Die Deutsche Fabrikpflegerin Verlag Julius Springer 1926 Author: Dr. Ludwig Schmidt-Kehl</p>
	<p>1926 (profession)</p> <p>Summary of the regulations pertaining to the state examination of women welfare workers according to the edict of 22/10/1920 and the supplementary provisions to be considered</p> <p>Adele Beerensson</p> <p>§ 3</p> <p>The application needs to state which of the three subjects listed below the applicant selects as her major subject:</p> <p>Healthcare Youth welfare Industrial and company welfare</p> <p>HADPSA</p>
	<p>1925 (profession)</p> <p>International Congress for Company Welfare Work</p> <p>20 to 27 June 1925 in Vlissingen (Netherlands)</p> <p>150 guests from 18 countries 13 Germans</p> <p>(Precursor congress 1922 "Argonne")</p> <p>Inter alia, presentation by Dr. Alice Salomone "... Germany is well on its way forward, but</p>

	<p><i>practically lacking both sufficient trained women factory care workers and companies suitable to hire them in their plants. In impoverished Germany, factory care is not sufficiently regarded as an essential part of the plant, but still all too often as dispensable welfare work...</i></p> <p><i>... if we wish to look at the narrower working area of women social officers, we have to admit that England and America are far ahead of us.“</i></p> <p>Newly founded: "International association for the study and promotion of satisfying human relationships and healthy conditions in factories“</p> <p>President: Ms Hesselgren (Sweden) German deputies: Prof. Friedrich, Dr. Alice Salomone And upon request based on their practice Dr. Wunderlich, women factory care workers Martha Richter, Ilse Ganzert, Dr. Johanna Wellinger Mitteilung des DVS Number 7/8 – July / August 1925 – 5th volume</p>
	<p>1925 (profession) Mitteilungen DVS March / April 1925 - Number 3 / 4th – 5th volume <i>Frieda Wunderlich gave a presentation on the science of management and factory care in the professional group of women factory care workers. The female factory care worker is particularly qualified to pave the way for changes here, which however embraces the factory management and economic requirements just as much as the unshakeable belief that the work ultimately needs to subordinate itself to psychological forces. The solution of the problem cannot lie completely outside the current economic development, but in a slow, methodical adjustment of the labour apparatus to human nature and the needs of the soul.</i></p>

1924

Reich Welfare Act / the municipalities' duty of care

(Central decision – municipalities assume the duty of care)

- **Incisive moment for industrial care**

1924 (profession)

Integration of industrial labour and welfare policy in the organization of the company

The administrative structure of industrial enterprises has over time come to be based on the division of labour to an ever greater extent, on the one hand by the processes distributed across various departments now being combined into specific administrative branches, and on the other by the integration of new departments to meet new needs.

The industrial labour and welfare policy is one of these new modes of behaviour. It wants to contribute to the physical and mental welfare of the company's employees and thus to a consolidation and pacification of its natural working community. Depending on the specific character and attitude of the entrepreneur, the means applied place a focus on hygienic facilities, the supply of food, establishment of libraries. The hiring of women factory nurses for family welfare and healthcare, construction of company flats. Decisive for the degree and type of industrial welfare policy is first of all the performance of the company, whose main task always needs to remain the value-creating production, and that can engage in welfare work that will then have a productive effect in a higher sense in keeping with the generated capital.

	<p><i>December 1924 - Betriebswohlfahrtspflege (page 41)</i></p> <p>https://www.dzi.de/wp-content/dzw/Jq01/01/Wohlfahrtspflege_Jq01_01.pdf</p>
	<p>1924 (profession) German Professional Association of Women Welfare Officers Report of the 6th general meeting 29 to 31/05/1924 in Gotha</p> <p>Factory care (Introductory report made by Dr. Annemarie Fraenkel – Heidelberg) Factory care insofar as not taking place within a factory operation but rather as welfare work for the families of factory employees may resemble the activities of family welfare workers, but takes a special place owing to its outer and inner peculiarity.</p> <p>The side-by-side of municipal and factory welfare work leads to difficulties for the municipality and factory. The tense relations between the two are known in welfare work. But the competence issue is also often contentious in other ways. In public welfare work, for example, the idea of family welfare has gradually asserted itself as one quite rightly thinks it harmful for two or more women welfare workers to go in and out in the same family.</p> <p><i>HADPSA</i></p>
	<p>1924/25 (profession) Ten women company care workers in the plants of Greater Berlin. Key 1 to 4,000 / 5,000 women workers and their relatives. First division into</p> <ul style="list-style-type: none"> • Healthcare • Industrial welfare • Children's and youth welfare • Family welfare

	<p><i>BW</i></p>
	<p>1924 (profession)</p> <p><i>In 1924, Siemens employs ten women welfare workers in its healthcare, industrial welfare, children's, youth and family welfare. The objective of the group management is that "as a rule every plant has its own woman factory care worker" – both at the traditional location in Berlin and the Siemens works on Nuremberg. "Every district" meanwhile has "400 to 500 employees and relatives on average. Fortnightly meetings provide an occasion to file applications with the women's welfare and discuss assistance cases." 20 to 30 help seekers avail themselves of these consultation hours of the women nurses on average.</i></p> <p><i>100 Jahre Sozialberatung bei Siemens (2011)</i></p> <p>https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf</p>
	<p>1922</p> <p>5th general meeting of the DVS, 21 to 24 September 1925</p> <p><i>Discussions of the factory healthcare specialist group, led by Dr. Frieda Wunderlich</i></p> <p><i>Introductory presentation: Dr. Jahanna Mellinger (Place of factory healthcare in community welfare work)</i></p> <p><i>Report by Martha Richter on her work in the Knorr brake factories, which is characterized by a strong participation of the workforce. Female nurse Anna Kaster reports about a department store welfare scheme established by the company Nathan Israel (Berlin).</i></p> <p><i>What emerged in the debate were the essential views relating to the differentiation between factory care and family welfare.</i></p>

	<p><i>Dr. Hodann rose to speak and pledged his willingness to work towards the necessity of factory care in the circles close to him. Properly defined and well-executed factory care was unanimously referred to as a valuable factor in the overall picture of welfare work.</i></p> <p>Mitteilung des DVS 5th General Meeting, 21 to 24 September 1925 <i>Number 5 – November 1922 – 3rd volume</i></p>
<p>1922 (politics) Reich Youth Welfare Act (based on the WRV) Allocation of kindergartens The Reich Youth Welfare Act (RJWG) fully allocated the kindergartens to child and youth welfare. This accorded with the attitude of the Church sponsors. The facilities able to look back on a tradition in education theory plunged into identity crises.⁹⁸ The RJWG also served to establish a legal basis for the municipal sponsorship of children's day-care facilities.⁹⁹</p>	
	<p>1920/21 (profession) Eighth factory nurse is hired The eighth factory nurse is hired. Nuremberg women factory nurses are mentioned for the first time. 118 children in need of recuperation are sent so children's sanatoriums in southern Germany. <i>BW</i></p>
	<p>1920 (profession) New target groups – new tasks <i>The tasks of the women factory welfare workers undergo fundamental changes in the course of the 1920s. What had started off as a pure relief effort for working women now benefits the entire workforce. More and more workers and apprentices are now availing themselves of the assistance provided by the trained women factory welfare workers. Siemens reports "30</i></p>

⁹⁸ <http://www.nifbe.de/fachbeitraege/themenstruktur/129-multimedia-bibliothek-zur-einfuehrung-in-die-elementarpaedagogik/168-die-geschichte-des-kindergartens-im-bezug-zur-schule-prof-dr-juergen-reyer-prof-dr-diana-franke-meyer-die-geschichte-des-kindergartens-im-bezug-zur-schule-prof-dr-juergen-reyer-prof-dr-diana-franke-meyer-die-geschichte-des-kindergartens-im-bezug-zur-schul>

⁹⁹ Der Kindergarten "Handbuch für die Praxis in drei Bänden" Herder 1978 – page 217

	<p>women factory welfare workers' meetings for the realization" for the year 1920. 100 Jahre Sozialberatung bei Siemens (2011) https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf</p>
	<p>1919/20 (profession) Women factory welfare workers are depended upon Women factory welfare workers are increasingly depended upon by the workers in the years 1919/20 as female labour declines again in the post-war period. They also look after pensioners, trainees, apprentices. <i>BW</i></p>
<p>1919 (politics) Weimar Constitution (WRV) Subsidiarity The regulation of competing legislations, inter alia concerning the competence for baby care, childcare and youth welfare, transfers it to the empire.¹⁰⁰ The Weimar Constitution finally introduced the separation of the state from the two Christian Churches in 1919 while simultaneously defining joint matters where the state and Church cooperated, such as the religious education in publicly funded schools, collection of taxes, or military chaplaincy. These articles of the Constitution were included in the Basic Law of 1949.</p>	
<p>1918 (welfare) Statutory right to unemployment benefit</p>	
	<p>1918/19 (profession) <i>Women factory nurses are replaced by professionally trained personnel</i> <i>The women factory nurses to have arisen from the working class are replaced by professionally trained personnel</i> <i>BW</i></p>
	<p>1918 (profession) Revival of factory healthcare <i>After the end of the war in 1918, factory care was pushed back again almost as suddenly as it had been instituted....</i> <i>After 1918, women factory welfare workers with</i></p>

¹⁰⁰ Der Kindergarten "Handbuch für die Praxis in drei Bänden" Herder 1978 – page 217

	<p>professional training in welfare work mostly only abided in large factories, some of whom had already been employed before the war. (Cordemann 1955:51) Many enterprises instead passed off nurses as women factory nurses or welfare workers, but they neither had been trained for this, nor took on any tasks outside caring for the sick and accident victims to any larger extent.</p> <p>Entwicklung des Arbeitsfeldes betriebliche Suchtprävention und Bedingungen seiner Professionalisierung https://iif.deutsche-digitale-bibliothek.de/binary/f5d876a2-af72-49fc-8d2f-167f67917402</p>
	<p>1917/18 (profession) The elected women workers are joined in the companies by women welfare officers with previous professional training. Their task area includes social welfare for women workers and workers' families, healthcare, organization of home care, counselling of pregnant women, sending children away...</p> <p>BW</p>
	<p>1917 (profession) Attention is therefore drawn to the training courses for women factory nurses already held in Berlin and Düsseldorf. A survey has also shown that many companies require women factory nurses. No fewer than 11 firms got in touch from the east of Germany, for example, although the request had only been sent to companies employing more than 500 women workers....</p> <p>Sozial Technik Zeitschrift für technische und wirtschaftliche Fragen der Industrie, Unfallverhütung, Gewerbehygiene, Arbeiterwohlfahrt, Gewerberecht. Organ des Vereins Deutscher Revisions-Ingenieure. Volume XVI, 1917.</p>
	<p>1917 (profession) War Office edict about the organization of women's work dated 16/01/1917 Work programme of the women's work centres</p>

	<p><i>Point 4:</i></p> <p><i>The performance and assurance of the characterized tasks necessitates an increase in the number of women officials working in industry and housing supervision, as well as factory welfare. As the number of such women officials trained by the usual course of education does not suffice, the Central Office for Female Labour will recruit suitable women from other professions and have them prepared for their new task in a shortened training programme.</i></p> <p>.....</p> <p><i>In other respects, the work of the Central Office for Female Labour also exerted an influence on the training for social work, which was just in its beginnings at the time. The expansion of the factory care (factory welfare) intended to ensure appropriate working conditions for the women in war production calls for additional personnel with the corresponding specialist knowledge. As there was no corresponding training for this line of work initially, the departments of the War Office not only instituted training courses themselves, but relied on the already existing women's schools wherever possible in this regard.</i></p> <p><i>This gave the latter an opportunity to demonstrate their usefulness for society and strengthen their position.</i></p> <p><i>The war and war relief had a lasting influence on the women's movement and social work.</i></p> <p><i>Mütterlichkeit als Beruf: Sozialarbeit, Sozialreform und Frauenbewegung 1871–1929 Christoph Sachsse (author), 2nd revised edition Springer Verlag 1994 (page 156 ff.)</i></p>
	<p>1916/1917 (profession)</p> <p>First training course for women factory nurses in the Düsseldorf War Office,</p> <p><i>The political scientist Li Fischer-Eckert, Ph. D., changed from Hagen to the Rhineland into the Düsseldorf War Office, where she worked from 28 December 1916 to 31 August 1917 as the only woman amongst eight male department directors,</i></p>

	<p><i>inter alia responsible for mobilizing women for the war economy and armaments economy. This is where Li Fischer-Eckert established the first training course for women factory welfare workers in Germany "whose curriculum" – as Eckert put it some years later not without pride – "was held up as a model for the other training courses for women factory welfare workers in Germany by the Ministry of Commerce." The women factory welfare workers were responsible for the social work in the company and gave advice in personal, health and career matters.</i></p> <p><i>Li Fischer-Eckert -1882-1942</i> <i>Aktiv in der Frauenwahlrechtsbewegung</i> https://www.frauenruhrgeschichte.de/frq_biografie/li-fischer-eckert/</p>
	<p>1916 (profession) Establishment of the German Association of Women Welfare Officers (DVS) on 28 November 1916 in Berlin</p>
	<p>1916 (profession) Establishment of the Association of Catholic Social Workers in Germany (VKS) on 11 November 1916 in Cologne by Hedwig Dransfeld, chairwoman of the Catholic German Women's Federation.</p>
	<p>1916 (profession) Development of poor relief into welfare work Publication by the "German Society for Poor Relief and Welfare Work" in the year 1916, commented as follows by a publication of the German Professional Association of Social Workers DBS: <i>"The experts' statements clearly and deliberately implied that poor relief must break through its narrow boundaries and develop into generous public welfare, and also that this would need to take place in an organizational cooperation of the public and free welfare work, and formally within a family welfare framework".</i>¹⁰¹</p>

¹⁰¹ 1916 – 1976 Ein Berufsverband zwischen Beharren und Verändern, Deutscher Berufsverband der Sozialarbeiter und Sozialpädagogen e.V. (DBS) September 1976; page 22

	<p>1916 (profession)</p> <p>Women workers as shop stewards</p> <p>Women workers trained in welfare at short notice are entrusted with the company care services as shop stewards.</p> <p>The installation of factory care was prescribed by the War Ministry in 1916 – the first 5 women factory welfare workers were chosen from the women workers.</p> <p>Duties: consultation hours, workshop tours, advice in personal matters, investment of savings, accommodation in rest homes, sending children away.</p> <p><i>BW</i></p>
	<p>1916 (profession)</p> <p>Reorganization</p> <p><i>The first full-time female factory nurses take up their jobs in 1916, replacing the semi-skilled women workers. Their task area is separated from the children's home in organizational terms and "expanded to the family of the female employees". But the company only reports "the replacement of the women workers by professional female nurses" for the year 1918/1919. As "bodies of women worker's welfare", they are tasked with providing "information on health, economic and housing issues, health insurance and insurance matters, as well as simple legal cases, in regular, almost daily, free consultation hours". "Their duties within the plant furthermore include the supervision of canteens, cloakrooms, bathrooms and washrooms, and to the outside the communication with official bodies, mediation of applications for relief, and admission to homes where required". Besides looking after the sick, the placement of female home care workers, advising pregnant women and sending children away, the female welfare workers are now also responsible for the leisure activities of the women workers with the organization of courses, social</i></p>

	<p>evenings and times off.</p> <p><i>100 Jahre Sozialberatung bei Siemens (2011)</i> https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf</p>
	<p>1916 (profession)</p> <p><i>Nurse Martha, who started her job as a factory nurse at Henkel in April 1916, saw herself as a connecting link between the company and employees very much as "the Messrs. Henkel wish it and wherein we see a great social value". Her task resided in "communicating the most important principles of hygiene to the employees in their jobs and flats, in order to make every effort to prevent diseases this way".</i></p> <p><i>In her "internal service" in the factories, the nurse saw to sanitary tasks and offered consultation hours, while devoting herself to the domestic needs of the workers' families on home visits in her field work. On this basis, she was able to grant cash support, e.g. in the event of illness, in emergencies "and in particular also with dentures". The growing importance of family welfare was also reflected in the number of factory nurses: it rose to five persons by 1935.</i></p> <p><i>Menschen und Marken -125 Jahre Henkel 1876–2001</i> https://www.henkel.de/resource/blob/264392/0c65103fb9ed05c33c6511fc1ade9f15/data/menschen-und-marken-125-jahre-henkel.pdf</p>
	<p>1915 (profession)</p> <p><i>Siemens starts planning to expand the welfare for women workers in 1915 already. The factory healthcare initially provided by female nurses stationed in the children's home is significantly expanded and the task area of women factory nurses and factory welfare workers more clearly defined: The five women welfare workers look "after the health and [are responsible for] mediating between women workers and the plant</i></p>

	<p><i>management". The female factory nurses take "care of the sick, as well as looking after the home for women workers in Siemensstadt (for women employees who are in need of recovery or temporarily homeless). [...] Regular meetings are held between the women welfare workers and nurses".</i></p> <p><i>Providing food becomes ever more difficult as the war drags on. The company installs food distribution centres in the factory in 1915 to enable workers to do their shopping during their working hours. The women welfare workers also help here in the "issuance of victuals, household objects, linens and garments for free or partly a small consideration".</i></p> <p>100 Jahre Sozialberatung bei Siemens (2011) https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf</p>
	<p>1913 (profession)</p> <p>The City of Leipzig paid 38 supervisory nurses and operated four maternity advice centres; a "mixed committee for youth welfare" took over the youth welfare competences of the Directorate for Poor Relief (Armendirektorium). The municipality's objective of establishing breast-feeding rooms in enterprises with more than 50 female employees almost failed altogether, however.</p> <p>https://refubium.fu-berlin.de/bitstream/handle/fub188/9452/DissVE.pdf?sequence=1&isAllowed=y</p>
<p>1913 (solidarity)</p> <p>Establishment of the Social Democratic Working Party on Health (ASG)</p> <p>The ASG is an affiliation of physicians and other health professionals. It was founded in Berlin in 1913 upon the realization that health can only be maintained, even with the best medicine, if the design of the living environment, prevention of poverty, etc., enable a social life.</p> <p>This group, largely composed of men, wanted to reform social policy. It then found a home in the SPD, where it continues as an independent working party to this day.</p>	
	<p>1913 (profession)</p> <p>Clara Kühn taught the subject of "Welfare for</p>

	<p>women factory workers" in the "Instruction course about women's loving activity" of the Regional Association for Christian Women's Service in the Inner Mission (Landesverband für christlichen Frauendienst der Inneren Mission) in Dresden. In 1923, she became the first woman to be summoned to the Evangelical-Lutheran Regional Synod by the Church authorities. She continued to be part of the Regional Synod until 1933. From October 1926, she was also the chairwoman of the "Federation of Protestant Women's Friendly Societies in Germany.</p> <p>https://www.frauenwiki-dresden.de/index.php?title=Clara_K%C3%BChl</p>
	<p>1912 (profession)</p> <p>While her voluntary or professional employment in poor relief and orphan care, in school administrations, apartment inspection, youth welfare, employment office and care for alcoholics had become matter of course in many places by 1912, this was not the case in Leipzig. The male poor relief workers moreover opposed the employment of women.</p> <p>Women's access to the working environment proceeded by way of the social work developing in parallel as women's work.</p> <p>207 women thus simultaneously conquered a field of activity where they were needed. Bertha Pappenheim explicitly spoke out against occupationalizing tendencies. She criticized the one-sided stigmatization of "fallen" girls as well as the development of Jewish social work activities into "disciplinary welfare work". She moreover bemoaned the advent of rationalization and that the calling of welfare work was turning into a profession, and thus also a "business". She evoked the sacrifice in doing good, in "spirituality and love" against a putatively rampant materialism in welfare work.</p> <p>The women's movement discussed the social question. The concepts of maternal duties and</p>

	<p>childrearing were linked with the availment of these functions in society. Social problems were accessed from an independent female culture.</p> <p>https://refubium.fu-berlin.de/bitstream/handle/fub188/9452/DissVE.pdf?sequence=1&isAllowed=y</p>
	<p>1912 (profession)</p> <p><i>Family welfare became an element of Henkel's social policies quite early on. The first factory nurse was hired in 1912, and tasked with family welfare in addition to caring for accident victims. Councillor of Commerce Fritz Henkel personally asked the factory foremen "to facilitate the activities" of the female nurse " in the plant to the greatest possible extent" because the company "gains a better insight into the family background of its workers through the nurse's reports", as he put it. This was said to "enable a fairer selection in the provision of support either in the form or employment or cash". This because "people in need of help" could also improve their difficult situation by additional work, for example by repairing torn soda sacks, he said.</i></p> <p><i>The educational intentions of the factory care was also demonstrated by the female nurse being informed about the approval of advances for workers by the factory office. She was obviously meant to make sure that employees refrained from unnecessary outlays.</i></p> <p>Menschen und Marken -125 Jahre Henkel 1876–2001</p> <p>https://www.henkel.de/resource/blob/264392/0c65103fb9ed05c33c6511fc1ade9f15/data/menschen-und-marken-125-jahre-henkel.pdf</p>
	<p>1911 (profession)</p> <p>On 21 March 1911, the management of Siemens lays the foundation for welfare advice in companies. It occasions the establishment of a children's home at Nonnendamm in Berlin, and decides to combine this with a health care service for women workers. The welfare work initially starts with health and childcare outside the actual</p>

	<p>company. But the demand for women factory care workers rises over the years, with the consequence that women workers are trained at short notice and employed in this function.</p> <p><i>100 Jahre Sozialberatung bei Siemens (2011)</i> https://assets.new.siemens.com/siemens/assets/api/uuid:f32aa8f67425197d2ac83bac6b98711a263c86ec/version:1543064142/ehs-100-jahre-sozialberatung.pdf</p>
	<p>1908 (profession)</p> <p>Social Women's School in Berlin-Schöneberg</p> <p><u>The school's purpose:</u> <i>Training girls and women for professional and voluntary work in the social field.</i></p> <p><u>Senior classes:</u> The senior classes are intended to provide female pupils with a professional training for social work and train professional women workers and helpers for all areas of social welfare.</p> <p><i>Jobs in women workers' welfare, women officials in employment offices, women worker homes, women's friendly societies, women social secretaries in factories, women factory inspectors, women factory nurses.</i></p> <p>A further professionalization took place. <i>Soziale Frauenschule Berlin Schöneberg 1908 (Original in Caritas archive in Freiburg)</i></p>
	<p>1907 (profession)</p> <p>Women's employment figures</p> <p><i>Around 70 percent of unmarried women were in gainful employment by 1907, but still only a mere 26 percent of wives. Circa 35 percent of all women were in gainful employment altogether at any one time in the Empire. The statistics may show a slight increase between 1882 and 1907, but this was merely attributable to the more detailed registration of young women helping on their parent's farms. Nearly one in two gainfully employed women were still working in agriculture by 1907. The employment opportunities of all women were improved by the continuing decline</i></p>

	<p><i>in birth rates since the late 19th century. This was pioneered by bourgeois women, mostly from the class of white-collar workers, by means of deliberate family planning, while ca. 4 children per married couple remained the norm amongst workers in the heavy industries (mining, iron/steel production) until 1914.</i></p> <p>http://www.bpb.de/system/files/dokument_pdf/BPB_IzPB_329_Kaiserreich_barrierefrei.pdf</p>
	<p>1907 (profession)</p> <p>In 1907 in Potsdam, the DEF decided to establish a Federation of Protestant Women's Friendly Societies in Germany (Verband evangelischer Arbeiterinnenvereine in Deutschland). The inaugural assembly took place on 21 October 1908 in Kassel (eight societies, 800 members).</p> <p>https://www.frauenwiki-dresden.de/index.php?title=Clara_K%C3%BChl</p>
	<p>1906 (profession)</p> <p>The Special Conference of Group 3 of the Association of Professional Women Workers of the Inner Mission engaged with the following topics in 1906:</p> <p><i>The work of the female shop stewards (factory nurses) in the factories.</i></p> <p><i>Procurement and value of the free support staff for the work amongst the women factory workers.</i></p> <p><i>Mission of the female shop steward.</i></p> <p><i>Verhandlungen der dritten Konferenz von Berufsarbeiterinnen der Inneren Mission in Berlin</i></p> <p><i>18 and 19 April 1906</i></p> <p><i>(Original in Caritas archive in Freiburg)</i></p>
<p>1905 (welfare)</p> <p>The Strasbourg system</p> <p>At the end of the 19th century, industrial cities reached a size where the honorary poor relief system failed. Under the direction of Strasbourg's mayor, Rudolf Schwander, a semi-professional poor relief system based on the Elberfeld system was developed there. The Strasbourg system clearly differentiated between professional and voluntary tasks. Professional welfare workers took on the administrative policing tasks, while voluntary district workers continued to perform advisory, relief and support activities. <i>"The Strasbourg system is where a coordination process between the individually supporting and objectively deciding</i></p>	

*instances of personal help emerged for the first time. The first profile definitions of social work met the first such definitions of social education. Municipal social policies gained in importance and a dynamic differentiation process set in for municipal housing and unemployment assistance, child and youth welfare, healthcare and war victims' welfare.*¹⁰²

	<p>1905 (profession)</p> <p>In 1905, Group 3 of the Association of Professional Women Workers of the Inner Mission met for another Special Conference on 22/06/1905 in Dresden. The questions discussed here were:</p> <p><i>How are we to position ourselves vis-a-vis the union organizations?</i></p> <p><i>What can we learn from them?</i></p> <p><i>Verhandlungen der dritten Konferenz von Berufsarbeiterinnen der Inneren Mission in Berlin</i></p> <p><i>18 and 19 April 1906</i> <i>(Original in Caritas archive in Freiburg)</i></p>
	<p>1904 (profession)</p> <p>Questions discussed at a Special Conference of Group 3 of the Association of Professional Women Workers of the Inner Mission on 15/09/1904 in Hameln:</p> <p><i>In which aspects do the associations for women factory workers need to differ from those for young women?</i></p> <p><i>The relationship between home and association</i></p> <p><i>In which way is support staff to be provided for the housemother?</i></p> <p><i>Verhandlungen der dritten Konferenz von Berufsarbeiterinnen der Inneren Mission in Berlin</i></p> <p><i>18 and 19 April 1906</i> <i>(Original in Caritas archive in Freiburg)</i></p>
	<p>1904 (profession)</p> <p><i>At the 5th General Meeting of the "German Protestant Women's Association" (Deutscher Evangelischer Frauenbund - DEF) in Hameln, Clara Kühl delivered a speech on the "Organization of Women Workers" in 1904, saying that one should not stop at welfare for</i></p>

¹⁰² Helmut Lambers, *Wie aus Helfen Soziale Arbeit wurde: die Geschichte der Sozialen Arbeit*, ISBN 976-3-7815-1741-7, page 149

	<p>women workers, but involve the woman worker to cooperate and gradually enable her to represent her profession herself. As a consequence of this speech, a Commission for the Study of the Woman Worker Question (Kommission zum Studium der Arbeiterinnenfrage) is set up within the DEF. Kühl headed this commission from 1904 to 1907..</p> <p>https://www.frauenwiki-dresden.de/index.php?title=Clara_K%C3%BChl</p>
	<p>1904 (profession)</p> <p>The statutes of the "Association of Professional Women Workers of the Inner Mission" are adopted in the year 1904. The working groups established also include one for the Welfare of Women Factory Workers (Societies and Homes), director: Miss Clara Rühl (Dresden)</p> <p>Verhandlungen der zweiten Konferenz von Berufsarbeiterinnen der Inneren Mission in Berlin 6 and 7 April 1904 (Original in Caritas archive in Freiburg)</p>
	<p>1904 (profession)</p> <p>Through the efforts of the Congregation of Sisters of St. Joseph, Trier, a cigarette factory introduces female supervisory personnel as factory helpers (forewomen) for the very first time in 1904, who are prepared for this by skilled workers in a course of several weeks at St. Josefsstift.</p> <p>https://www.josefsschwestern-trier.de/orden/zeittafel/18-gruendung-des-ordens</p>
<p>1903 (solidarity)</p>	<p>The "West German Federation of Catholic Working Men's, Working Women's and Miners' Associations" (Westdeutscher Verband der katholischen Arbeiter-, Arbeiterinnen- und Knappenvereine) was established in 1903. This used to be based in the People's Association Building (Volksvereinshaus) in Mönchengladbach before relocating to the Kettelerhaus building in Cologne in the year 1928.</p> <p>https://www.kab.de/ueber-uns/geschichte/</p>
	<p>1902 (solidarity)</p> <p>Inspired by the First Conference of Professional Women Workers, an "Association of Professional Women Workers of the Inner</p>

	<p>Mission" (Verband der Berufsarbeiterinnen der inneren Mission) was formed</p> <p>Analogously to the "Association of Theological Professional Workers" (Vereinigung der Theologischen Berufsarbeiter).</p> <p><i>Resolution: The Conference of Professional Working Women convened on 11 and 12 November 1902 resolves to regularly repeat the conference at two-year intervals. It commissions the Federation of Executive Committees of Protestant Young Women's Associations in Germany (Vorständeverband der Ev. Jungfrauenvereine Deutschlands) to establish further contacts with the individual personalities and associations coming into question to execute the affiliation and convocation of next year's conference.</i></p> <p>1. Konferenz der Berufsarbeiterinnen der Inneren Mission in Berlin 11 to 13 November 1902 Publisher: Verbände Verband der ev. Jungfrauenverbände Deutschlands (Original in the Caritas archive in Freiburg)</p>
	<p>1902 (solidarity)</p> <p>Economic aids were already realized in the young women's associations as early as 1902. The services included:</p> <ul style="list-style-type: none"> a) <i>Mediation of savings deposits and sale of savings stamps.....</i> b) <i>Establishment of a voluntary provident fund for special emergencies.....</i> c) <i>Establishment of an association savings bank that offered higher interest than customary, supported by philanthropic contributions.....</i> d) <i>Foundation of a health and death insurance scheme with fixed weekly contributions.</i> <p><i>The church-operated Bruderhilfe insurance was referred to.</i></p> <p>1. Konferenz der Berufsarbeiterinnen der Inneren Mission in Berlin 11 to 13 November 1902 Publisher: Verbände Verband der ev. Jungfrauenverbände Deutschlands (Original in the Caritas archive in Freiburg)</p>

	<p>1901 (welfare)</p> <p>Foundation of an "Association of Supporters of Professional Women Workers of the Inner Mission" (Unterstützerverein der Berufsarbeiterinnen der Inneren Mission). Its articles of association include the requirements of:</p> <p>Insurance in keeping with the Disability Insurance Act</p> <p>Proof that the professional working woman is insured for an old-age pension with an insurance company and, insofar as the latter permits this, an invalidity pension amounting to 100 Reichsmark minimum.</p> <p><i>1. Konferenz der Berufsarbeiterinnen der Inneren Mission in Berlin 11 to 13 November 1902 Publisher: Verbände Verband der ev. Jungfrauenverbände Deutschlands (Original in the Caritas archive in Freiburg)</i></p>
<p>1900 (solidarity)</p> <p>General Association of Christian Unions</p> <p>The Christian unions came about a few years later, initially as individual professional bodies, which amalgamated into the General Association of Christian Unions in 1900. They differed from the friendly societies and/or their specialist departments in three basic issues. They were interconfessional and rejected the supervision of the Catholic Church. At the top of their "Mainz Principles" stands: "The unions are to be interconfessional, i.e. include members of both Christian confessions. The discussion of confessional questions is to be most strictly excluded."</p> <p>http://library.fes.de/gmh/main/pdf-files/gmh/1953/1953-10-a-589.pdf</p>	
	<p>1900 (profession)</p> <p>In the year 1900, the Welfare Society received a request from "a very important industrial plant, the cable plant of the Berlin Allgemeine Elektrizitätsgesellschaft (AEG) in Oberschöneweide, for a woman welfare worker for the women workers in this plant. The management's request had been occasioned by a visit paid the cable plant by the imperial couple, where it was said to have presented the director with the question of "what was being done for the young women workers". In preparation for her job at the cable plant, the</p>

	<p>Welfare Society sent the woman it had selected (Miss B.) on work shadowing assignments in various welfare facilities for women workers, e.g. also in Alice Salomon's evening home in Brückenstrasse.</p> <p><i>Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit</i> <i>Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) by Petra Brinkmeier</i></p>
	<p>1900 (profession) Emergence of a profession, the factory nursing</p> <p>The creation of the factory nursing profession goes back to the founder of the Protestant Social Welfare Association (Evangelischer Diakonieverein), Pastor Friedrich Zimmer (1855 – 1919). He was the first to place a female nurse from a reform school for girls in a factory, the Gummersbach textile mill Krahwinkel & Schnabel, in 1900.</p> <p>https://www.socialnet.de/materialien/attach/50.pdf</p>
	<p>1900 (welfare) The Congregation of Sisters of St. Joseph, Trier, organizes Sunday Societies for factory nurses.</p> <p>Acquisition of the "Xaveriusstift" in Berlin to fulfil the apostolic mission. Foundation of a sewing school, a hostel for working girls and women and other social tasks, as well as support for the pastoral work in the parish.</p> <p>https://www.josefsschwestern-trier.de/orden/zeittafel/18-gruendung-des-ordens</p>
	<p>1899 (welfare)</p> <p>In the year 1899, the Congregation of Sisters of St. Joseph, Trier, organized Sunday Societies for factory nurses. This was realized by establishing a convent in Berlin with a workshop for women workers.</p> <p>https://www.josefsschwestern-trier.de/orden/zeittafel/18-gruendung-des-ordens</p>

	<p>1899 (welfare) Congregation of Sisters of St. Joseph, Trier – Sunday societies – factory nurses Construction of a convent in Berlin with a workshop for women workers. https://www.josefsschwestern-trier.de/orden/zeittafel/18-gruendung-des-ordens</p>
	<p>1898 (welfare) The first hostels of this type in Berlin were founded by an interconfessional association that had formed in 1898 as the "N.W. Affiliated Society" (Zweigverein N.W.) of the "Welfare Society for Female Youths" (Verein zur Fürsorge der weiblichen Jugend) and initially devoted itself to the establishment of an evening home. One year after the opening of the evening home, the "N.W. Affiliated Society" established a small hostel in Berlin-Moabit in October 1900. <i>Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit</i> <i>Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) by Petra Brinkmeier</i></p>
	<p>1898 (welfare) Establishment of homes with sleeping places A "home with sleeping places" was established in Dresden at the end of 1898 at the express wish of some members of the women's friendly society and evening home. An apartment with three "bright, airy sleeping rooms" and a "friendly kitchen" was rented near the evening home to accommodate eight members. <i>Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit</i> <i>Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) by Petra Brinkmeier</i></p>
<p>1897 (solidarity) The friendly societies of central and east Germany as well as the Trier diocese affiliate in the Federation of</p>	<p>1897 (solidarity) The International Women's Congress was held in Brussels. https://library.fes.de/pdf-</p>

<p>Catholic Friendly Societies, "Sitz Berlin". https://www.kab.de/ueber-uns/geschichte/</p>	<p>files/netzquelle/01719.pdf</p>
	<p>1896 (solidarity) The "International Congress for Women's Works and Women's Endeavours" was held in Berlin from 19 – 26 September 1896. https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
	<p>1894 (solidarity) Berlin Women's Day All present women (except four) object to the admission of social democratic women's associations https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
	<p>1895 (welfare) The Congregation of Sisters of St. Joseph in Trier organized Sunday Societies for factory nurses in 1895. Thus the construction of a St. Josefstift in 1895–1896. The house offers accommodation for retreat, women factory workers, saleswomen and other groups of female professionals. https://www.josefsschwestern-trier.de/orden/zeittafel/18-gruendung-des-ordens</p>
	<p>1894 (welfare) The Sunday Societies were founded in the year 1894. In October of that year, Hedwig von Broecker established a Sunday Society specifically for women factory workers in Dresden. In place of the usual Sunday amusements, it was designed to offer "stimulating, healthily Christian, virtuous popular entertainment and a family-type community". Given the often "sad living conditions" of women workers, von Broecker emphasized the importance of entertaining elements in the Society's work. In addition to which she also pursued religious and moral-aesthetic educational objectives, however. Faced with the uniformity of their daily work in</p>

	<p>the factories, women workers' "eyes" were to be opened "for what is good, beautiful, pure in the world", and their "appreciation for art, poetry, music, nature and fatherland" awakened to create the right conditions for being able to recognize what is "raw, mean, immoral in the world". The Dresden women's friendly society and a typical young women's association (Jungfrauenverein) had a lot in common, but there were also a number of major differences. The society opened its doors on Sunday afternoons and evenings from 4:30 p.m. to 9 p.m., as was the case with many of the young women's associations – and thus a bit longer than generally customary in the young women's associations.</p> <p><i>Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit</i> <i>Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) by Petra Brinkmeier</i></p>
	<p>1894 (welfare)</p> <p>The Catholic Marienstift in Berlin is already offering various evening proposals in 1894. The evening proposals further differentiated themselves in the ensuing period. This included the provision of the following services on Mondays to Saturdays from 7:30 to 8:30 p.m.:</p> <ul style="list-style-type: none"> - Sewing evenings for St. Mary's Home (Marienheim) with reading aloud - Stories with Christian, Christian social or national content - Singing exercises - Bible studies - Discussions to promote the reading and knowledge of the Bible - Discussions on various topics <p><i>"In addition to the events on weekday evenings, an entertainment evening was held on Sundays between 5:00 and 9:30 p.m. in the "Reading Room" of St. Mary's Home. This usually comprised the following elements: games, singing, music, free conversation, Bible study</i></p>

	<p><i>(optional), declamation (optional) and reading aloud. In the winter of 1895, the entertainment evenings, which featured celebrations of the birthdays of the emperor and empress, Reformation Day and Christmas as special events, were held every fourteen days in alternation with a biblical meeting.</i></p> <p>Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit <i>Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) by Petra Brinkmeier</i></p>
	<p>1893 (welfare) Establishment of the Girls' and Women's Groups of Social Support Work (Mädchen- und Frauengruppen der Sozialen Hilfsarbeit) in Berlin.</p> <p>https://www.alice-salomon-archiv.de/profil/geschichte/geschichte-der-alice-salomon-hochschule/</p>
	<p>1893 (welfare) The Congregation of Sisters of St. Joseph, Trier - Sunday Societies - factory nurses 1893-1897 The Sisters establish the Sunday Society for Women Shop Assistants, a Catholic Women's Friendly Society, the Catholic Welfare Society for Women, Girls and Children, and the Marian Congregation.</p> <p>https://www.iosefsschwestern-trier.de/orden/zeittafel/18-gruendung-des-ordens</p>
	<p>1893 (solidarity) An attempt to found a "Women's Education Society" for married women failed in the year 1893, as it represented a political organization that women were prohibited from joining based on § 8 and the discussions about voting rights that flared up in meetings.</p> <p>https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
<p>1892 (solidarity) In the year 1892, they thus decided to install "specialist departments" in the</p>	

<p>friendly society framework whose self-elected heads had to be confirmed by the clerical praeses of the friendly society. This remained limited to very modest beginnings initially, however. The specialist departments had very few members and exercised no union functions.</p> <p>http://library.fes.de/gmh/main/pdf-files/gmh/1953/1953-10-a-589.pdf</p>	
<p>12 October 1891 (solidarity) Friendly societies in the south of Germany affiliated to form the "Federation of South German Catholic Friendly Societies" (Verband Süddeutscher Katholischer Arbeitervereine).</p> <p>https://www.kab.de/ueber-uns/geschichte/</p>	<p>1891 (solidarity) Appearance of the first number of "Die Arbeiterin" (The Woman Worker) – later renamed "Die Gleichheit" (Equality).</p> <p>https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
	<p>1890-1918 (welfare) Women factory nurses / women factory welfare workers / welfare in factories <i>An important part of the woman welfare worker's work was the organization of society activities after work and of continuing education courses. On Monday afternoons, 38 girls took part in a singing lesson for a contribution of 10 pfennigs a month. Wednesday nights, the woman welfare worker offered parlour games and an opportunity to do needlework, which was used by 50 – 60 young women workers. The 100-volume library put together by Pastor Hülle from Berlin was also strongly frequented. In the first months, 104 girls attended a tailoring course held by a trained tailoress for an apprenticeship premium of 50 pfennigs each per month.....</i></p> <p>https://publishup.uni-potsdam.de/opus4-ubp/frontdoor/deliver/index/docId/820/file/brinkmeier_diss.pdf</p>
	<p>1890 (solidarity) Gainful employment of women in the empire and Weimar Republic <i>" Women from the bourgeoisie – women on the</i></p>

	<p>way into academic professions. Gainful employment was generally regarded as unbecoming for women in bourgeois families. The professions of governess and teacher were still tolerable because of their proximity to maternal duties. The women's movement campaigned intensively for a better education for women, especially for daughters of bourgeois families. This is not only explicable by an individual striving for education, but also various economic conditions.</p> <p>https://www.digitales-deutsches-frauenarchiv.de/themen/erwerbstaetigkeit-von-frauen-im-kaiserreich-und-der-weimarer-republik</p>
	<p>1880 (welfare)</p> <p>Provision of affordable housing realized in the form of hostels for women workers. A "Welfare association for young women" (Verein zur Fürsorge für die weibliche Jugend) is founded. A Mr and Mrs Loesche offered the association a property for building the hostel in Borsigstrasse in the Berlin district of Mitte, where only the construction of the "Zoar" children's home had been possible initially in 1878. "Instead of miserable sleeping places", young women workers were meant to find "friendly rooms and low-priced food, as well as the advantage of a secure family life" there.</p> <p><i>Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit</i> <i>Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) by Petra Brinkmeier</i></p>
	<p>1890s (welfare for women workers)</p> <p>In the 1890s "the concept of obliging industrialists in the welfare of their women workers was still inherently very plausible, although other welfare concepts for women workers had been developed by that time. When the Federation of Executive Committees</p>

	<p>of Protestant Young Women's Associations in Germany (Vorständeverband der evangelischen Jungfrauenvereine Deutschlands), for example, engaged Adolf Stoecker, the founder of the Berlin City Mission, to outline welfare for women factory workers in a talk given in 1893, he extensively elaborated on the responsibility of factory owners. This was said to be necessary "because the welfare of women factory workers will only have a chance of some success if the circles of the factory owners and businessmen can also be convinced to cooperate"</p> <p><i>Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit</i> <i>Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918) by Petra Brinkmeier</i></p>
<p>1890 (solidarity) Trade union conference in Berlin – attended by nearly all branches of industry that women worked in and female representatives were sent. In the election of a general commission of the trade unions of Germany, a woman was elected. https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>	
	<p>From 1892 (solidarity) Existence of a "Trade Union Women's Committee" (Gewerkschaftliches Frauenkomitee) and an "Association for Working-Class Women and Girls" (Verein für Frauen und Mädchen der Arbeiterklasse). https://www.gewerkschaftsgeschichte.de/emma-ihrer-2914.html</p>
<p>1889 (welfare) pension insurance (originally disability and old age insurance)</p>	<p>1889 (solidarity) International Workers Congresses of Paris Attended by two representatives of the German women workers. "The aim here was to especially overcome old prejudices and express before the workers' representatives of all nations that the emancipation of women in our sense should not turn into a travesty of the ideal, that the economic battle of the women workers must be waged in unity with the male workers, and thus only</p>

	<p><i>be demanded for the women too what the men demand as protection from the capital, that the women in the fight also want to be no more and no less than comrades at arms, who are admitted into the ranks of the fighters under the same conditions as any dutiful comrade."</i></p> <p>https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
	<p>1886 (solidarity)</p> <p>This "Society for the Protection of Women Workers' Interests" was disbanded in the year 1886 already.</p> <p><i>.... Upon hearing a scientific lecture, a petition to admit women to the industrial court was sent to the municipal authority. This gave the police headquarters a welcome opportunity in 1886 to disband the women workers' associations that were becoming dangerous, and all the committees connected therewith, on the grounds of the Law on Associations and the leaders – after previous house searches by three detectives, who confiscated all books and other material of the associations and committees and correspondences....</i></p> <p>https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
	<p>1885 (solidarity)</p> <p>In the beginning of 1885, the meetings led to the establishment of a "Society for the Protection of Women Workers' Interests", which 500 female workers joined right from the start.</p> <p>Missions:</p> <p>Raising the spiritual and material interests of its members, especially pay regulation, mutual support in wage disputes, enlightenment through trade-related and scientific lectures, the creation of a library, cultivation of collegiality through convivial gatherings, and the establishment of a work performance record/employment agency (Arbeitsnachweis).</p>

	https://library.fes.de/pdf-files/netzquelle/01719.pdf
<p>1884 (welfare) Accident insurance law Workers and low-income company officials in mines, mills, pits, salines, quarries, shipyards and building yards, as well as factories and smelting works are insured against occupational accidents</p>	
<p>1884 (welfare – red chaplains) Starting from the Katholikentag (Catholics Day) in Amberg, an atmosphere of departure spread within the Church that contributed to the establishment of many new, parochially organized Catholic friendly societies. The furtherers and founders of these societies were often young clerics who were close to the people and familiar with the fate of the working classes, the so-called "red chaplains". https://www.kab.de/ueber-uns/geschichte/</p>	
<p>1883 (welfare) Health insurance for workers Imperial Law Gazette dated 21 June 1883</p>	
	<p>1883 (Solidarity – fight against patronization) In the year 1883, the "German Cultural Association" (comparable with the moral reform movement in England [Bund zur Hebung der Sittlichkeit ist leider nicht eruierbar]) organized public gatherings in the districts of Berlin. The members of the association, male and female, belonged to the <u>property-owning classes</u>. Consideration the question: "How can the morals of women workers be improved?" Presentations: "The police's protective measures against prostitution should be abolished because they represent a kind of state regulation and recognition of this sad line</p>

	<p>of business and are not quite suitable to have an improving or deterrent effect...</p> <p>This view was contradicted in all the meetings by working women, <i>by their simply and matter-of-factly pointing out facts, everyday occurrences, from which Felder could clearly see that the much-discussed indecency of working women largely sprang from the starvation wages and splendid opinion of many employers living in the conviction that a woman worker not only has to sell her labour to them, but her body and soul right along with it ...</i></p> <p>https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
	<p>1881 (solidarity)</p> <p>Energetic calls for women workers to unite and put up a fight against the crass exploitation of their labour in 1881. Inspired by these invitations, several meetings were initially organized in Berlin to effect the union of women workers.</p> <p>Established: "Aid Society for Women Needleworkers" from which women factory workers were excluded, whereas women and men from middle-class circles could become honorary members.</p> <p>Statute: material and intellectual advancement, the realization of professional interests, loans in cases of need, permanent support in cases of incapacity to work.</p> <p>To be striven for were:</p> <ol style="list-style-type: none"> 1. a gratuitous work performance record/employment agency (Arbeitsnachweis) for women needleworkers, tailors, flower makers, milliners, embroiderers, ... 2. the erection of a reading hall, 3. of workrooms and a porterhouse. <p>https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
<p>1880 (solidarity)</p>	<p>From 1880 (welfare)</p>

<p>The friendly society movement says: its "spread and activity were promoted by the... 'Arbeiterwohl', an association of Catholic industrialists and friends of the working class, established in 1880, and the People's Association for Catholic Germany established in 1890.</p> <p>The Catholic worker leaves the control of the friendly society 's religious life to the clerical praeses appointed by the bishop." Chairman, treasurer, secretary and assessor are determined by election, with the "praeses and locally provided labour secretary" on the board as "born members". These were associations on a strictly Catholic basis "that were largely subject to Catholic authority". Pieper defines them as follows: <i>"The Catholic friendly societies are an organ of the Catholic Church's societal and social mission amongst the class of dispossessed workers to have emerged with the capitalist economy ..."</i></p> <p>http://library.fes.de/gmh/main/pdf-files/gmh/1953/1953-10-a-589.pdf</p>	<p>Nurses became active in the not only health-related poor relief as "district nurses" in England and "visiting nurses" in the USA since the 1880s. They operated "school nursing" from 1902 in New York, and were hired as factory nurses around 1900, as a precursor of in-company social work. From 1890, they were tellingly referred to as "welfare managers" in the USA and were social workers just as little as those employed in poor relief at a time with youth welfare or care for persons of no fixed abode or at risk</p> <p>The term "social work" and/or "Soziale Arbeit" started to emerge around the same time from 1890 in the USA, England and Germany, in all cases referring to organized efforts, i.e. not the activities of charitable persons..."</p> <p><i>Soziale Arbeit zwischen Generalisierung und Spezialisierung (Wendt)</i></p>
	<p>1872 (solidarity)</p> <p>A second attempt to establish a working-class women's and girls' association in Berlin. This time energetic and purposeful women came to the fore. On the one side, the idea was to provide mutual support, but on the other also to spread instruction and enlightenment amongst the female members of the proletariat. The nascent labour movement thus slowly gained traction. Corresponding associations were also established in other cities after organized events. <i>It was noted that the movement was beginning to take effect and the police authority saw itself prompted to initiate criminal proceedings against the</i></p>

	<p><i>directresses of the women's association based on article 8 of the association law, which prohibits women from participating in political associations. It was argued that they had rendered themselves liable to prosecution by their engagement with politics. The women's associations were annulled by court verdicts and the chairwomen fined.</i></p> <p>https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
<p>1870s (Kulturkampf) In the 1870s, the working men's associations were largely forced to stop their work due to the "Kulturkampf" (culture struggle) and Anti-Socialist Laws.</p>	
	<p>1869 (welfare – charity) Middle-class ladies strove to <i>demonstrate a great variety of areas of knowledge</i> to their "poor sisters", <i>whose general level of education was the lowest, which were naturally far removed from the ideas formed by a worker's wife with her everyday worries over the daily bread and her usual sad environment that is all too likely to excite any spark of mental agility.</i></p> <p>https://library.fes.de/pdf-files/netzquelle/01719.pdf</p>
	<p>1868 (welfare) Starting from the year 1868, further affordable living spaces were provided for women workers in the form of residential homes within a welfare framework for female workers. In November 1868, a board and lodging home for women workers was established in 36 Churfürstenstrasse, Berlin-Tiergarten, under the name of "Salem". The first residential homes were established in Berlin around 1870. In 1871, Sophie Loesch's "Girls' Newspaper" reported of another hostel for women workers in 22 Churfürstenstrasse. Berlin's Sunday Societies also pursued the aim of providing "healthy and cheap accommodation for virtuous women workers" from the end of the 1860s with the establishment of a clubhouse for the Sunday</p>

	<p>Societies.</p> <p><i>Weibliche Jugendpflege zwischen Geselligkeit und Sittlichkeit</i> <i>Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918)</i> <i>by Petra Brinkmeier</i></p>
	<p>1867 (welfare)</p> <p>saw the establishment of a welfare association for women factory workers. The association supported a plan for girls' homes developed by the Evangelical Church and opened a nondenominational hostel for 20 daughters of the people in 1868.</p> <p><i>Literature:</i> <i>Frauen und Migration</i> <i>Franz Steiner Verlag Stuttgart 2001</i> <i>Marita Krauss / Holger Sonnabend</i></p>
	<p>1865 (solidarity)</p> <p>Women increasingly questioned the hierarchic gender order in 1865 and more and more women involved themselves in the middle-class women's movement, resulting in the establishment of the German Association of Female Citizens (ADF)</p> <p>https://d-nb.info/1026265576/34</p>
	<p>1861 (welfare)</p> <p>The Israelite Women's Association Leipzig presented the city council with draft statutes in August. The association wanted to be recognized as a legal entity to be able to acquire property rights. The Ministry of the Interior approved the statutes in March 1861.</p> <p>https://d-nb.info/1026265576/34</p>
	<p>1860 (welfare)</p> <p>In a speech, Johann Hinrich Wichern emphasizes the special responsibility of factory owners</p> <p>Female youth welfare between sociability and decency.</p> <p><i>Zur Geschichte des Verbandes der evangelischen Jungfrauenvereine Deutschlands (1890-1918)</i> <i>by Petra Brinkmeier</i> <i>See Johann Hinrich Wichern: „Erziehung und Bewahrung der weiblichen Jugend in der arbeitenden Bevölkerung</i> <i>mit besonderer Berücksichtigung der</i></p>

	<i>Fabrikbevölkerung“, in: Fliegende Blätter 17 (1860),</i>
From the year 1860 (solidarity) Christian social associations were established that responded to the "social question" by demanding equal political, social and societal rights for working women and men. https://www.kab.de/ueber-uns/geschichte/	
1854 (solidarity) Prussia introduced the miners' self-administration. The law on the "Association of mineworkers, steelworkers, saline workers and treatment workers in miners' guilds" served to transfer all social matters from the mining authority to the self-governing public miners' relief societies. https://www.saarbruecker-zeitung.de/nachrichten/politik/die-mutter-aller-versicherungen_aid-1285280	
	1853 (welfare) Industrial revolution in 19 th century Germany led to social destitution amongst female workers and maids. "One of the first societies to be founded was the Israelite Women's Association in 1853. https://d-nb.info/1026265576/34
1849 (solidarity) The first workers' association for men in Regensburg as a provident fund, amongst other aspects. https://www.kab.de/ueber-uns/geschichte/	1848/49 (solidarity) Development of the German women's movement https://d-nb.info/1026265576/34
1848 (solidarity) The "League of the Just" propagated the theses of the "Communist Manifesto" published by Karl Marx and Friedrich Engels in February of that year in London https://www.gewerkschaftsgeschichte.de/ab-1830-die-ersten-arbeiterorganisationen.html	
1847 (solidarity) Name change to " Communist League " under the influence of Karl Marx und Friedrich Engels https://library.fes.de/prodok/orgind/m12_0.pdf	
	1840s (welfare) Motivated private civic and religious welfare initiatives in Leipzig, amongst others, that found

	<p>reflection in associations and foundations. https://d-nb.info/1026265576/34</p>
	<p>1838 (solidarity) The women in Saxony were granted full legal capacity and gender guardianship was abolished. https://d-nb.info/1026265576/34</p>
<p>1837 (solidarity) Split and foundation of the "League of the Just" with revolutionary social ideas of the tailor's apprentice Wilhelm Weitling from Magdeburg https://www.gewerkschaftsgeschichte.de/ab-1830-die-ersten-arbeiterorganisationen.html</p>	
<p>1835 (solidarity) The equality of all citizens and abolition of all privileges became actionable in Saxony. https://refubium.fu-berlin.de/bitstream/handle/fub188/9452/DissVE.pdf?sequence=1&isAllowed=y</p>	
<p>1834 (solidarity) Founding of the radically democratic, secret "League of the Outlaws" in Paris https://www.gewerkschaftsgeschichte.de/ab-1830-die-ersten-arbeiterorganisationen.html</p>	
	<p>1810 (welfare) First beginnings of childhood pedagogics (first schools for "poor" girls, young ladies of good background, sewing schools, et al) of the orders, e.g. Borromeans https://lokalesbuendnis.saarlouis.de/uploads/media/Flyer_Ausstellung_200_Jahre_Borromaeerinnen.pdf</p>
<p>1499 (solidarity) Emergence of rules for miners – so-called Bergordnungen https://www.saarbruecker-zeitung.de/nachrichten/politik/die-mutter-aller-versicherungen-aid-1285280</p>	
<p>1260 (solidarity) Social charitable cooperations</p>	

https://www.saarbruecker-zeitung.de/nachrichten/politik/die-mutter-aller-versicherungen_aid-1285280