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Life in Jacob's Factory: then & now

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HISTORY

JACOB & CO.



A BRIEF HISTORY OF JACOB & CO.

W & R Jacob was founded in 1851 in Co. Waterford on Bridge Street by William Beale Jacob and his brother Robert. In 1851 they took out a lease on premises in 5 & 6 Peter's Row Dublin, rapidly expanding to Bishop Street, Bride Street, Peter's Street and Peter's Row.

EXPANSION ACROSS THE CITY

The company continued to expand their business on the Peter's Row site and around the Dublin City Centre area. These premises included buildings at Kevin Street, New Street, Harold's Cross Cottage, 116 Stephens Green, Rathmines Road, Curza Street, Whitefriars Street, Dolphin's Barn, Middle Abbey Street, Lower Liffey Street.

W&R JACOBS TIMELINE

1851	W & R Jacob founded in Co. Waterford. Lease taken out in 5 & 6 Peter's Row, Dublin.
1862	Robert Jacob drowns off Tramore Beach, Co. Waterford.
1863	
1863	William Frederick Bewley becomes a partner.
1880	A fire destroys the Bishop Street premises.
1885	
1885	The birth of the Cream Cracker
1897	The birth of the mallow biscuit.
1902	
1902	The death of William Beale Jacob.
1912	A factory was opened in Liverpool, England to meet the ever growing demands of the export market.
1913	
1913	The Dublin Lockout in August.
1914	
1914	World War I in Europe.
1916	
1916	Jacob's Factory in Dublin is used as a garrison by the 2nd Battalion and held between the 24th and 30th April.
1922	Creation of two separate companies in Dublin and Liverpool.

FACT

The Jacob family were Quakers who were known for their charity and humanitarianism in the city. Another well known Quaker family were the Bewleys who were partners and managing directors in the company.

JACOB & CO. FLOOR PLAN 1916

1916

6

- * STAFF ROOF GARDEN
- * MENS DINING HALL
- * PRINTING DEPT
- * STATIONERY STORE
- * COFFEE BAR

5

- * BOOK BINDING DEPT.
- * STATIONERY DEPT.
- * GIRL'S DINING HALL
- * DOCTORS' SURGERY
- * DENTIST SURGERY

4

- * PACKETS DEPT
- * SUGAR BOILING
- * FINISHING DEPT
- * WAFER STOCK LOFT

3

- * PACKING DEPTS
- * ICING DEPT

2

- * TIN STORES
- * STARCH ROOM
- * LADIES CLOAK ROOMS
- * GENERAL OFFICES

1

- * FLOUR STORE
- * FRUIT LOFT
- * COCOA BEAN STORE
- * GENERAL OFFICE

G

- * MAINTENANCE STORE
- * LOADING BAY
- * OVENS
- * WATER DEPARTMENT

B

- * CHOCOLATE CELLAR
- * FRUIT STORE
- * BUTTER STORE
- * BICYCLE GARAGE

JACOB & CO. FLOOR PLAN 2016

2016

6

- * ESTATES MANAGEMENT
- * ROOF

5

- * OFFICE OF THE PRESIDENT OF D.I.T
- * OFFICE OF THE DEAN OF THE COLLEGE OF BUSINESS
- * LECTURE THEATRE
- * LEARNING & TEACHING CENTRE

4

- * COLLABORATIVE LEARNING SPACE
- * SCHOOL OF ACCOUNTING & FINANCE
- * LECTURE THEATRES

3

- * COLLABORATIVE LEARNING SPACE
- * SCHOOL OF MARKETING & MANAGEMENT
- * LECTURE THEATRE
- * OFFICE OF DEPT. OF LAW

2

- * STUDENT HEALTH CENTRE
- * COLLABORATIVE LEARNING SPACE
- * BOARDROOM
- * OFFICE OF GRADUATE BUSINESS SCHOOL

1

- * D.I.T LIBRARY
- * RESTAURANT
- * A.I.B & BANKLINK
- * MANAGEMENT HOUSE
- * COLLABORATIVE LEARNING SPACE

G

- * D.I.T HOTHOUSE
- * STUDENT SERVICES
- * GRUMPY MULE CAFÉ
- * EXAMINATIONS OFFICE
- * PORTER'S DESK
- * SPORTS OFFICE

B

- * BICYCLE GARAGE
- * CAR PARK
- * STUDENT'S UNION

DUBLIN 1911-1916

The 1911 Census defines the city as a predominately unskilled and labour intensive society. The emergence of the Great War and high living costs resulted in a surge of membership in the Labour Unions and a period of revolt.

MONEY: POUNDS, SHILLINGS & PENCE



240p
25s



12p



Money was divided into pounds (£), shillings (s) and pence (d). A shilling consisted of 12d, while a pound amounted to 25s or 240d.

AVERAGE WAGE

The average wage for a young man was between 10s and 15s. Industrial labourers earned upwards of 19s while the average family of four people needed 22s a week to survive.



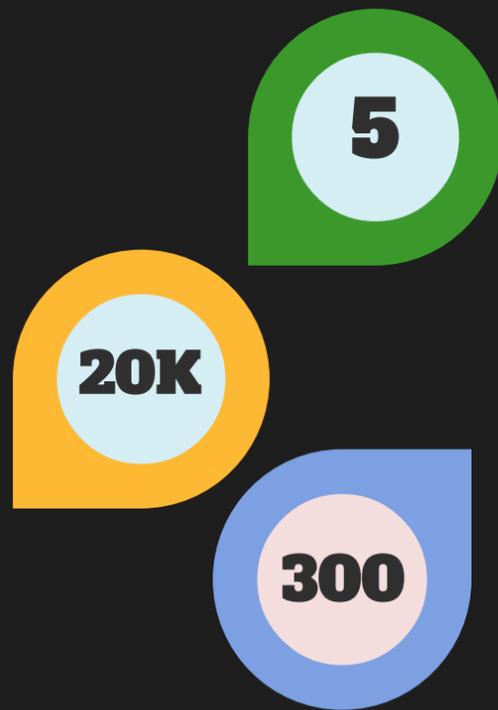
1911 CENSUS

The 1911 census describes the poor social and economic conditions in Ireland at that time. It is an important research tool for the period as the 1921 Census did not take place due to the War of Independence (1919-1921). Many Jacob's workers were sampled with their ages and occupations listed.



LOCKOUT 1913

The Dublin Lockout was the most severe industrial dispute in Irish history. It began in August 1913 and lasted five months. It involved some 20,000 workers and 300 employers with the Irish Transport and General Workers Union (ITGWU) playing a central role. The ICA was a product of the lockout and under James Connolly would be heavily involved in the 1916 Easter Rising.



WORLD WAR I 1914

During the Great War price levels soared, placing additional strain on low and unskilled workers' wages. Raw materials and food costs rose in price as cargo ships were destroyed. Beer doubled in price, sugar rose from 2d to 6d per pound while butter jumped from 1s to 1s 6d. This impinged on the average worker and Jacob's & Co.



REBELLION 1916

The 1916 Easter rebellion saw the factory being used as a garrison by the 2nd Battalion. The building was held for seven days with the rebels surrendering on the 30th April 1916. The building was not substantially damaged but was closed for several days after the revolt.



TENEMENT LIFE IN DUBLIN

LIVING CONDITIONS

The typical Dublin working class family lived in a tenement. Such families made up 1/3 of the city's population, 78% of whom lived in a single room. There were often more than 10 families in townhouses that were built for one upper class family in the 18th and 19th centuries. Many tenement houses shared one lavatory located in the yard. The overcrowding, dirt, poverty and inadequate sanitation combined with poor food gave Dublin one of the highest infant death rates in Europe.

The Dublin unskilled worker lived on extremely low wages, his family were poorly fed and clothed. Over 20,000 families, nearly 1/4 of the total population of Dublin, lived in one-room tenements. Almost 2/3 of this number, 14,604, had a joint family income of less than 20 shillings per week. Infant mortality rates for the city were higher than those in Moscow and Calcutta during the same years.

JACOB'S TENEMENTS

According to the Thoms Directory, Jacobs & Co. owned several tenement buildings surrounding the factory at 36, 59, 60, 61 Bride Street, 3-8 and 17 Peter Street and 50, 5 and 53 Lower Kevin Street. These rents varied from 1/6 to 4/6 with upwards of 7 and 8 families living in one building.

TENEMENT LIFE IN FIGURES



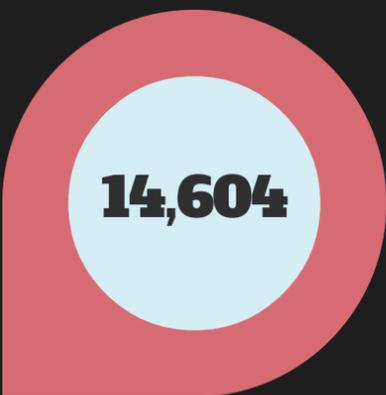
1/3 of the population of Dublin lived in tenements in 1913.



Over 20,000 families lived in one-room tenements.



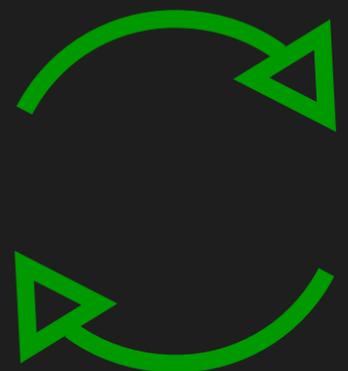
In 1915, Dublin pawnbrokers took in 4 million pledges.



14,604 families had a joint income of less than 20 shillings per week.



The average diet was appalling. Cheap and poor quality foods were all the tenement dwellers could afford.



Poor food quality continued the cycle of rampant disease which often resulted in death.

LEADERS AND PEOPLE OF NOTE IN JACOB'S GARRISON 1916

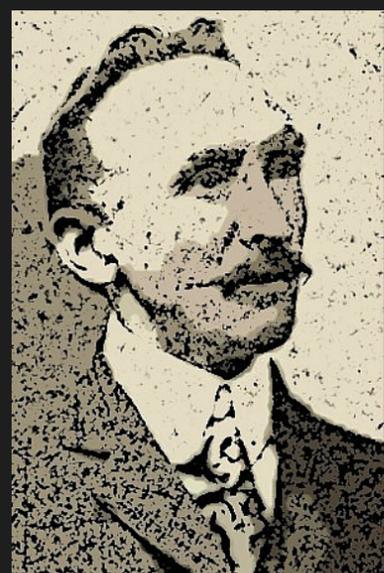
THOMAS MACDONAGH 1ST IN COMMAND



Thomas MacDonagh was born on 1st February 1878 in Cloughjordan, Co. Tipperary, Ireland. Thomas MacDonagh had not always been a believer in the use of physical force but over time this changed, especially after witnessing police violence during the 1913 Dublin Lockout. Thomas MacDonagh was tried and sentenced to death by firing squad, which was carried out at Kilmainham Gaol on 3rd May.

JOHN MACBRIDE 2ND IN COMMAND

John MacBride was born 7th May, 1865 in Westport, Co. Mayo, the youngest of five sons. John MacBride's involvement in the 1916 Rising happened entirely by chance. His court martial took place on 4th May 1916. He was sentenced to death by firing squad and was executed in the early hours of 5th May 1916.



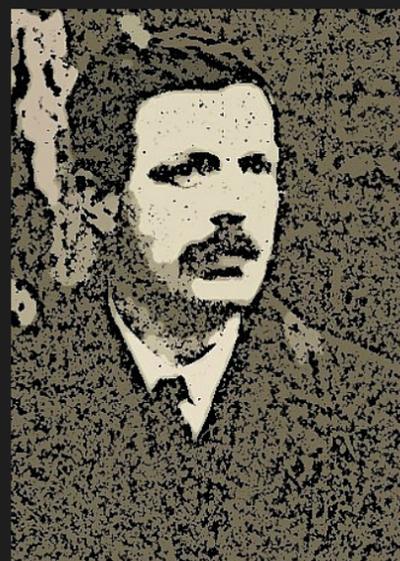
MÁIRE NIC SHIUBHLAIGH



Máire Nic Shiubhlaigh was born Mary Elizabeth Walker on 8th May 1883. She was a founding member of the Irish National Theatre Society in 1903 and was highly involved in the early days of the Abbey Theatre. As a senior member of Cumann na mBan she was heavily involved in the 1916 rebellion and was garrisoned in Jacob's factory during Easter week.

MICHAEL O'HANRAHAN 3RD IN COMMAND

Michael O'Hanrahan was born in New Ross, Co. Wexford, in 1877. Michael was third in command, with Thomas MacDonagh in overall command. After the surrender, Michael O'Hanrahan was court-martialled on 3rd May 1916 at Richmond Barracks in Inchicore and sentenced to death by firing squad. Michael was executed in Kilmainham Gaol on 4th May 1916.



JACOB'S GARRISON

The 2nd Battalion headed by Thomas MacDonagh entered Jacob's Factory at noon on the 24th April and surrendered on Sunday the 30th 1916. The narrative below describes a brief timeline of events in short biographical accounts similar to diaries of that period. The abstracts are taken from personal writings and witness statements of people in Jacob's factory during Easter week.

EASTER MONDAY 24TH APRIL 1916

2nd Battalion at St. Stephen's Green. 150 men at Jacob's. 1pm engaged in fire with British Forces from Portobello. Around 7pm outposts return to factory. Reinforcement of building throughout the night.

TUESDAY 25TH APRIL 1916

Reinforcements sent to College of Surgeons. Snipers shooting at Portobello Bridge and Dublin Castle. Convoys set out. Building barricaded with sacks of flour.

WEDNESDAY 26TH APRIL 1916

Volunteer shot at on Grafton St. Died in the Adelaide. Relief sent to Dev's group in Boland's Mill. Mallin request for food and reinforcements. Cakes and the likes sent to College of Surgeons.

THURSDAY 27TH APRIL 1916

No fighting on the streets. Snipers in the towers kept at it through the night. Some shots from Dublin Castle.

FRIDAY 28TH APRIL 1916

No communication, no activity and spirits low.

SATURDAY 29TH APRIL 1916

British forces in St. Patrick's Park. Lull in guns.

SUNDAY 30TH APRIL 1916

McDonagh surrendered. Snipers still on the job. British troops entered at 6pm.

WORLD WAR I AND JACOB'S FACTORY

CONSCRIPTION VERSUS VOLUNTEERS

Conscription for single men in the United Kingdom came into effect in January 1916. This was not enforced in Ireland because of the political and social upheaval in the country which forestalled any attempt to introduce the measure. The British government decided to shelve Conscription in Ireland until circumstances were more

favourable. Recruiting in Ireland remained sluggish despite the fact that the War was supported by the main political organisation in the country, the Irish Parliamentary Party. By March 1915, only about 2.4 % of the Irish male population had been recruited into the Army.

RECRUITS ENLISTED IN DUBLIN, AUGUST 1914-MARCH 1915



During the period of August 1914 until March 1915, 8,758 men were recruited into the Army. Of these 6,850 were Catholic and 1,908 Protestant. These figures represent around 3% of the total male population eligible to enlist.

JACOB'S RECRUITS, AUGUST 1914-OCTOBER 1918



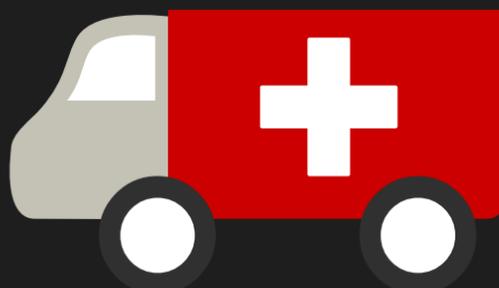
388 men enlisted in the Armed Forces between the period August 1914 – October 1918. 26 were killed and a large number were wounded.

JACOB'S CONTRIBUTION TO THE WAR EFFORT

Jacobs supplied over 1.2 million biscuits to Army canteens every week and sent care packages to Jacob's staff fighting on the front.



In November 1914, Jacob's Factory loaned a 4-ton Leyland lorry to the Red Cross for use on the front lines. This was a boost to the war effort as vehicles were in short supply.



WORKERS

3,144

WORKERS IN JACOB'S FACTORY

In 1913, Jacob's Factory employed 3,144 people. Workers consisted of men, women and children as young as 13. A basic working week included Saturdays until 1938.

WORKING HOURS

1912

Factory working hours were reduced from 65 to 50 hours per week over a 6 day week.

1917

Hours were reduced from 50 to 47 per week.

1938

Along with the introduction of a 5 day working week, weekly hours were reduced to 45. The average working day was 8 am to 6 pm.

WORKING CONDITIONS FOR CHILDREN

Working conditions for women and children were legislated for separately from men. According to the Employment of Children Act, 1903 'the expression "child" means a person under the age of fourteen years'. The Children Act, 2001 defines child as meaning "a person under the age of 18 years".

9 pm - 6 am

11 yrs 14 yrs

The Factory and Workshop Act 1891 states that no child under the age of eleven years shall be employed in a factory or workshop. This was changed to 14 years of age in 1903.

The 1903 Act states "no child shall be employed between the hours of nine in the evening and six in the morning".

WAGE STRUCTURE IN JACOB'S FACTORY

28s 17d

12s 2d

10s

8s 2d

Older male worker's wages averaged 28s 7d in 1913 with bakehouse men, mostly young men and boys earning 12s 2d. Bakehouse girls, earned 8s 2d while the average older female wage was 10s. Women's wages were not intended to make them independent, but rather to act as supplementary income for their husband's income.

WORKERS DEMOGRAPHIC

3,144

1,059

2,085

Of the 3,144 workers in Jacob's factory only 1,059 were men meaning women made up 66.4% of the workforce.

It is not possible to determine how many children are included in this demographic as anyone over the age of 14 was defined as an adult.

YOUNG MEN

YOUNG MEN IN JACOB'S FACTORY

1,059



YOUNG MEN IN THE WORKFORCE

34%

34% of the workers in Jacob's factory were male, with many beginning work at 13. A typical D.I.T first year student is 18-20 old by that age, most of the male Jacob's Factory workers would already have been working for 5-7 years and contributing to their household income since the age of 13.

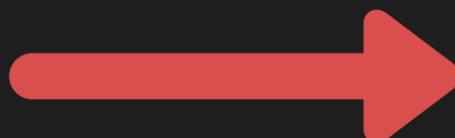
WAGES

12s

2d

28s

7d



Wages for men were on average 30% greater than those of the women working in the bakehouse. This difference grew to 50% for the role of foreman.

DEMOGRAPHICS

Male workers had greater choice in the types of jobs that they could undertake in the factory. Messenger, driver and loading bay workers were offered to men alone. Wages were low for new workers but would increase significantly more than for female workers in the same role.

DEPARTMENT

PAY

Bakehouse Men No.1

28s 7d

Bakehouse Men No.2

12s 2d

Those working with the ovens would start work at 4.30am to enable the ovens to warm up and ensure timely baking of goods for delivery across the city and abroad. The heavier aspects of lifting material and dealing with the ovens was for male workers. A master baker with an assistant (young boy) would oversee the work of all the ovens and the bakehouse staff.

FACTS

*Many boys started work at 13 and 14 years of age and were often let go by 19.

*Boys as young as 16 were often the head of a young household due to the death or long term sickness of a parent, in particular a father.

*Basic wages were low for both young men and women but increases were consistently greater for male workers.

YOUNG WOMEN

YOUNG WOMEN IN JACOB'S FACTORY

2,085



YOUNG WOMEN IN THE WORKFORCE

66%

66% of the workers in Jacob's factory were female. The high proportion of female workers was a result of cheaper wages and the unskilled nature of manual labour in the factory. Wages were lower for women to limit their economical independence and ensure their reliance on a husband's or father's income.

WAGES

8s

2d



16s

10d

Wages were low for a young girl entering the workforce. A bakehouse girl earned 8s 2d while a forewoman could earn 16s 10d. These were 30% and 50% respectively less than a man's wage in the same role.

DEMOGRAPHICS

67% of all women earned an average pay of approximately 8s to 10s. Less than 11% of female workers earned the higher wage of 10s 4d and 16s 10d.

67%

DEPARTMENT	NUMBER	PAY
Chocolate Room	61	6s 9d
Packet Room	218	7s 6d
Bakehouse Girls	287	8s 2d
Tin Making	168	10s -
Printing	27	9s 6d
Forewoman	19	16s 10d

The worst paid jobs were the chocolate room at 6s 9d and the packet room at 7s 6d and accounted for 279 workers. Only 386 women were paid the higher wages of 10s or greater. The majority of the female workers would have married and left the company before serving a sufficient number of years to become a forewoman. This was an additional obstruction for female workers in the factory and maintained low wages.

FACTS

*A marriage ban existed in Jacob & Co. at the time which meant that a woman would have to leave work once she was married.

*This was in existence in the Civil Service until the Employment of Married Women Act 1973 removed the ban on the recruitment or employment of married women in the Civil Service, Local Authorities and Health Boards.

D.I.T STUDENT -VS- JACOB'S WORKER

D.I.T STUDENT



JACOB'S WORKER



AVERAGE STARTING AGE



AVERAGE STARTING AGE



YEARS IN EDUCATION



YEARS IN EDUCATION



The average 1st year has spent 14 years so far in education. This figure includes pre-school, primary and secondary level.

The average number of years spent in education was 6 years. Very few attended secondary level education.

WAGES



The average undergraduate student earns €545 per month with a high proportion being spent on leisure and luxury items.

WAGES



A 13 year old worker would have been contributing to a family income with some workers, particularly boys, being the head of a household.

NOTE

*The is considerable difference between the quality of life of a D.I.T student and a young Jacob's worker.

* The introduction of child labour and protection laws has enhanced a child's access to health and education.

*The change in the definition of a child from a person under the age of 14 to under 18 has resulted in extended years in education and the limiting of child labour.

*The average undergraduate student income is taken from figures in the Eurostudent Survey V, 2013. The report is available at www.hea.ie.

LIFE FOR YOUNG CHILDREN IN DUBLIN



Infant mortality rates were high in Dublin in the early part of the twentieth century. In 1910 the infant mortality rate in Dublin was 147.4 infants per 1000 births. By contrast, it was 106 per 1000 in London. Today in Ireland it is 4.2 per 1000. The mortality rate in the Dublin County Borough in 1914 was 155.6 per 1,000 registered births. This increased to 160.3 in 1915 and climbed steadily during WW1. The most common cause of infant deaths was improper feeding causing various gastrointestinal disease

resulting in death. Infant mortality rates for the city were higher than those in Moscow and Calcutta during the same years. In 1914, 4,784 children died between the ages of one and five with 4,724 deaths in 1915. Disease flourished with families living together in tenements with no means to isolate sick children from healthier siblings. Death was so common in childhood that most families did not register with the city administration until after their fifth birthday.

MORTALITY RATES IN DUBLIN

DUBLIN

LONDON

EDINBURGH



In 1914, 156 per 1,000 births resulted in death.

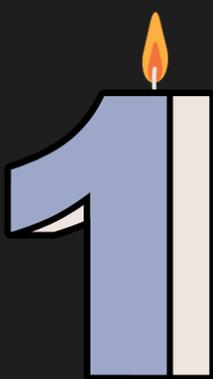


In London the mortality rate was lower than in Dublin.



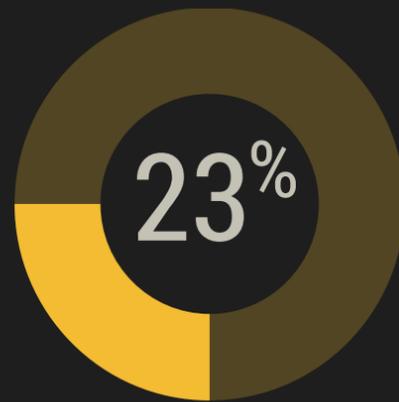
Edinburgh was a densely populated city resulting in a high infant mortality rate.

YOUNG CHILDREN IN DUBLIN



Infants in Ireland who required care had two sources of relief either through the Poor Law or voluntary organisations.

The majority of infants in the care of the workhouses died before their 1st birthday.



Did you know?
23% of children born in Dublin at the start of the twentieth century died before their 1st birthday.

WELFARE OF JACOB'S STAFF

Jacob & Co. established a welfare department in the early part of the 20th century but other schemes had been in place from the 1880s.

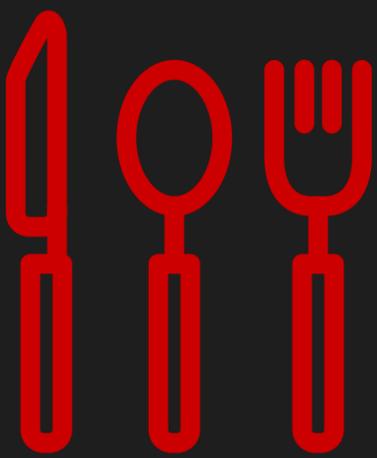
FACTORY MILK SCHEME

In 1888 a factory milk scheme was introduced for staff. Clean milk was often scarce in Dublin which resulted in poor quality milk with high levels of bacteria. Free milk was of great nutritional and physical sustenance for Jacobs staff.



STAFF CANTEEN

A staff canteen followed the milk scheme with a coffee bar being established soon after. Around 750 workers dined in the canteen every day. Workers sat on long benches with tables which faced front in a regimented style. A meat dinner was available for 2d.



FACTORY DOCTOR

George P. Cope, the first factory doctor, was appointed in 1894. Access to a doctor or dispensary by workers was a luxury outside of the factory. Until then, few workers could afford to access a doctor or dispensary.



SUMMER HOLIDAYS

The factory closed down for the first two weeks in August for annual holidays.



WELFARE DEPARTMENT

A welfare department was set up in 1906 which also involved a savings scheme. This was to discourage the use of money lenders by workers.



FACTORY DENTIST

A factory Dentist was in place by 1907.



SOCIAL LIFE & AMENITIES IN JACOB & CO.

RECREATION HALL



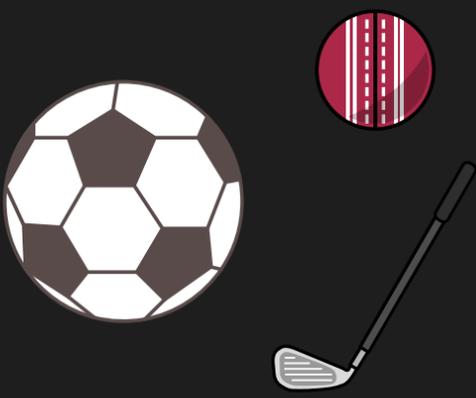
A recreation hall was situated in the Molyneux Chapel in Bride Street. This was used for group activities and competitions.

SWIMMING POOL



Jacobs installed a swimming pool in the Bishop Street premises which was a unique amenity at that time.

PLAYING GROUNDS



Athletic grounds, located in Crumlin, were used for football, cricket and pitch and putt.

PIANO ROOM & CHOIR



The first Jacob's choir was founded in 1909 and a piano was also located in the dining hall for a sing-song.



LIBRARY

A library was situated near to the factory for the benefit of the workers.

EXHIBITION CONTRIBUTORS & RESOURCES



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Ó Maitiú, Séamus (2001) *W & R Jacob: Celebrating 150 Years of Irish Biscuit Making*, The Woodfield Press, Co. Cork.

ONLINE

Workers & Rebels: Jacob's Factory 1913-16



Workers & Rebels: Jacob's Factory 1913–1916

available at: www.jacobs1916.com

An online exhibition curated by D.I.T staff as part of the 1916 Commemorations of Events

LIBRARY & ARCHIVES

Bureau of Military History Witness Statements, 1913–1921
available at www.bureauofmilitaryhistory.ie

Jacob's Biscuit Factory Archive (Valeo Foods) in Dublin City
Public Libraries & Archive. Pearse Street.

National Library of Ireland, Kildare Street, Dublin 2.

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