

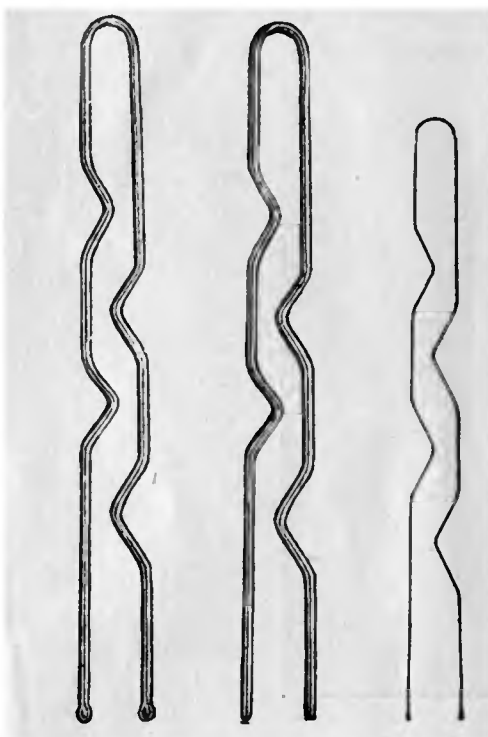


The intelligent visitor to Messrs. W. H. Cole and Company's factory must be impressed with the wholesomeness and cleanliness of the operatives' environment, both without and within the buildings. This phase of the industry has frequently been commented on by London and other buyers, who have from time to time visited the factory, and who had expected, apparently, to find conditions such as prevail among the factory toilers in large cities. A greater contrast, indeed, could scarcely be imagined. The appearance and deportment of the average operative in the Painswick factory is a strong argument in favour of the establishment of industries in the less crowded districts.

The Company endeavour in many ways to conserve the *morale* of the employees. All of the female operatives are dismissed both at noon and at night a few minutes before the men, and during working hours they are assigned to separate quarters.

Messrs. W. H. Cole and Company manufacture all varieties of hair pins, including the so-called "invisible" pin in all shapes. They also manufacture hooks and eyes in large quantities, and safety pins, being the only Company in the district that does so.

Although it would seem to the uninitiated that hair pins and hooks and eyes do not offer much scope for difference in quality, this is far from being the case. This Company have for many years confined themselves to the highest grade, and the excellent finish of their enamelled and electro-plated goods has given them an enviable distinction in the trade. They make a number of exclusive brands of hair pins, including the celebrated "Colbata," "Eloc," "Arrow," "Queen of Hearts," and "Retento" brands.



THE "RETENTO" HAIR PINS.
Manufactured by W. H. Cole & Co., Painswick.

The patented "Retento" brand is quite an innovation in hair pins, combining all the requirements of a perfect pin. As the word "Retento" implies, the shape of the pin is such that it remains fixed in its position. How this merit is obtained may be readily seen from the accompanying engravings. The pin is beautifully finished, and within a few months after its introduction became widely popular.



SAVORY AND SONS, LTD., PAINSWICK.

Extensive Manufacturers of Hair-Pins.

It may not be generally known, and it would scarcely be suspected, that in the village of Painswick, six miles from Gloucester and three miles from Stroud, are manufactured more hair pins than in any other

one place in the world. Three large factories, employing almost as many hundred hands, and equipped with hundreds of automatic machines turning out the product with marvellous rapidity, are in constant operation, daily transforming miles of wire into tons of finely finished pins.

Among these factories is that of Savory and Sons, Ltd., a concern which for the past quarter of a century has held a high place in trade circles. Since the establishment of the business several changes in the personnel of the Company have taken place, the present limited Company being organized nearly a year ago. It is a creditable fact that the entire history of the business has been one of continuous advance.



VIEW OF SAVORY & SONS, LTD., PIN FACTORY,
PAINSWICK.

as shown by the frequent additions to the buildings, the mechanical equipment, and the staff of operatives. Mr. M. O. Phipps, the present Managing Director of the Company, has been identified with the business for the past twenty-four years, during which period he has gained an accurate knowledge of all the varied processes. It is but just to say that under his direction the business has more than maintained its former prestige.

Like the other Painswick factories, Messrs. Savory and Sons', Ltd. factory is an old cloth mill, adapted to its present purpose. The main building, a solid stone structure, 135 ft. by 72 ft. in dimensions, faces a small valley, watered by a little stream, the Frome. The waters of this stream, which are largely fed by unfailing springs rising in the hills but a few miles away, are gathered into an ample reservoir in front of the factory, and supply a large part of the required power. The accompanying engraving gives a faint idea of the exceedingly picturesque surroundings of the factory. Indeed, the entire environment, which would be a surprise to those accustomed to the smoke and grime usually inseparable from the metal-working industries, could scarcely be improved if they were designed by a Ruskin. The wooded hills and green fields to be seen from every window in the premises, and the unpolluted air, are advantages which but few factory toilers have, particularly in the larger industrial centres. It should be added that in the actual mechanical processes in the factory but very little of the work is of a disagreeable nature, nearly all of the machines, of which there are scores, being automatic, and requiring but little attention, and the female labour is restricted entirely to sorting the finished hair-pins, counting, weighing, wrapping and labelling, and similar cleanly work. The buildings are heated with steam, lighted with gas, and are provided with lifts.

In all respects the factory operated by Messrs. Savory and Sons, Ltd., is thoroughly modern, while it possesses several peculiar features which deserve special mention. The Company make it a point not only to manufacture the hair-pins, but to do on the premises all the work in any way connected with the industry. Among other departments is one for wire-drawing, this being one of the few factories in

England, and the only hair pin factory in Gloucestershire, having a department for this work. By maintaining the department the Company can, on the shortest notice, meet any order for any thicknesses or weight, or can fulfill an order which deviates from the standard gauges.

Another feature which illustrates the unusual completeness of the factory is a complete printing plant. Modern presses, complete founts of type, and an electrotyping apparatus, are in daily use, printing the millions of labels used for the large and small packets of hair pins. The paper ware-room is filled with a stock which would do credit to a city printing house. The Company also make their own japan and cardboard boxes and packing cases.

The making of a single hair pin is by no means the simple process one might infer from its exceedingly small cost. The wire is first drawn, when drawing is necessary; it is then placed in an automatic machine, which cuts off exactly the proper length and shapes the pin at the rate of 60 to 80 a minute. It is then japanned, and from the japanning-room it passes to the ware-room, where tons are stored at a time, and thence to the packing room, where the pins are counted, wrapped and labelled. In the meantime the printer, the case maker, the mechanic who is constantly repairing old machines and inventing and constructing new ones, the japan maker, the office staff, and the draymen, are all indirectly contributing to the making of the pin. It is doubtful if any other manufactured article selling at the same price requires so elaborate a mechanical equipment, the co-operation of so many hands, or the exercise of greater vigilance and care on the part of the head of the industry.

Messrs. Savory and Sons, Ltd., manufacture every desirable shape and size of hair pins. Their work has gained the reputation of being of the highest quality. Special attention is given to japanning, to ensure the smooth and even finish so much prized by the user. It should be added that the unpleasant features of work in the japanning room have been eliminated as nearly as possible, the room being ventilated by fans.

The Company have a London depot, and have agents in nearly all the large centres in the kingdom. They manufacture for the wholesale trade only, their product eventually finding its way into almost every quarter of the globe.

Pin Making.

Extent and Condition of the Industry in
Gloucestershire.

The manufacture of pins, hair pins, and hooks and eyes furnishes a sort of epitome of the changes that have taken place in all the metal-working industries during the past half-century. At one time there were in Gloucester alone not fewer than nine factories devoted to this branch of manufacture, though, owing to their comparatively crude mechanical equipment, their combined output probably did not exceed that of a single factory to-day. In the re-adjustment of industry brought by improved machinery and methods the trade once controlled by these factories was diverted to other localities, and it is only recently that local enterprise has revived this industry in Gloucester.

At other places in the County are now six large and excellently equipped factories, turning out dozens of tons of pins, hair pins, safety-pins, and hooks and eyes each week. The product eventually finds its way to the remotest parts of the world.