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 department of the average operative in the Paisley 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 finest finish of their enameled 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 "Collata", "Eloc", "Arrow", "Queen of Hearts", and "Retento" brands.

The patent "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 illustrations. This factory is efficiently and scientifically managed, and the entire business is under the personal supervision of Mr. W. O. Phipps, the present Managing Director of the Company, who has been identified with the business for the past twenty 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 Paisley 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 the traveler 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: near all 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, colouring, etching, and similar cleanly work. The buildings are heated with steam, lighted with gas, and are provided with lifts.

It may be observed in passing that the factory operated by Messrs. Savory and Sons, Ltd., is thoroughly modern, while it possesses several peculiar features which distinguishes it from other factories. 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, 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 ensure on the shortest notice, and at any order for any thicknesses or weights, or can fulfill any order which deviates from the standard gauge.

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 labels 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 dwelling house. The Company also make their own japanned 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, then cast and annealed into the shape of a wire, and the wire is then cut into small lengths and sharpened at one end. This completes the making of the pin. It is then jaunpinned from the japanning-room to the warehouse where it is stored in a large warehouse. When the order is filled, the japanned pins are packed and shipped. The making of the pin is a highly skilled art, which requires a great deal of knowledge and experience.

The Company have a depot in London, and they have representatives in the chief cities of the country.

The manufacture of pins, hair pins, 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 far from three thousand of these firms, and the manufacture of manufacture, though, owing to their comparatively crude mechanical equipment, their combined output probably did not exceed that of a single factory. The development of industry brought by improved machinery and methods the trade once controlled by the metal-working industries, and it is only recently that the local enterprise has revived this industry in Gloucester.

Pin Making.

Extent and Condition of the Industry in Gloucestershire.

The manufacture of pins, hair pins, hooks and eyes is a very important industry, and 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 far from three thousand of these firms, and the manufacture of manufacture, though, owing to their comparatively crude mechanical equipment, their combined output probably did not exceed that of a single factory. The development of industry brought by improved machinery and methods the trade once controlled by the metal-working industries, and it is only recently that the local enterprise has revived this industry in Gloucester.

The 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.