

= Agneta Matthes =

Agneta Wilhelmina Johanna van Marken @-@ Matthes ( 4 October 1847 ? 5 October 1909 ) was a Dutch entrepreneur . She and her husband Jacques van Marken were involved in the manufacture of yeast throughout their lives , and were engaged in the cooperative movement , taking care of their workers . Matthes and Van Marken created living quarters for workers in her hometown , Delft in South Holland , named Agnetapark after her . These are considered a model for the cooperative development and construction of garden cities ( self @-@ contained communities ) for workers . Matthes founded and ran a Delft perfume factory , Maison Neuve , to take advantage of a by @-@ product from the yeast factory .

= = Life = =

= = = Family and childhood = = =

Agneta Wilhelmina Johanna Matthes was born on 4 October 1847 in Amsterdam in the Netherlands . Agneta Matthes was the daughter of Jan Willem Frederik Matthes , an insurance agent . She and her sister , Sara Elizabeth Marken @-@ Matthes ( 1849 ? 1902 ) , grew up in upper middle @-@ class circumstances . Matthes was taught privately , and spent 1862 to 1864 in Utrecht in a boarding school . When she returned to Amsterdam , she studied piano and dance , and took art classes and religious instruction . Matthes ' sister Sara Elizabeth , who was affectionately known as Nora , married Zionist politician Arnold Kerdijs ( 1846 ? 1907 ) , the founder of the Free @-@ thinking Democratic League , in 1876 . He was a Member of the House of Representatives of the Netherlands between 1877 and 1901 . Sara Elizabeth and Arnold lived at the Spoorsingel in Delft and had four children . Agneta maintained a close relationship with them , Nora called her first @-@ born daughter after her sister " Agneta " .

= = = Marriage = = =

In 1865 , Agneta met Jacob Cornelis van Marken , known as Jacques , who studied technology and sociology at the Polytechnical School of Delft , a precursor of the Delft University of Technology . During his studies he took a study tour to Austria @-@ Hungary and found a new method of producing yeast , which fascinated him . Later , when he heard a baker in Delft complain about the varying quality and poor availability of yeast in the Netherlands , he recalled the method which he learnt during his tour , and decided to produce industrial baker 's yeast of consistently high quality .

On 7 October 1869 the couple married just before the first yeast factory in the Netherlands , the Nederlandsche Gist & Spiritusfabriek NV , opened . The factory is now part of the multinational chemical company Koninklijke DSM . Jacques von Marten is regarded as one of the Dutch pioneers in the development of industrial food production because of his concept of factory production .

Their marriage was registered in the Delft population register on 10 November 1869 . Their first home was a modest apartment on a canal , but they moved frequently after that . As of 2012 , all of their homes are still standing and all are classified as historic buildings . Their last home , to which they moved on 3 June 1885 , was a villa in Agnetapark , Delft . When Matthes learnt that their marriage would be childless , she decided to dedicate her life to her husband 's business and career , and participated in the establishment and management operation . She accompanied her husband to the factory every day , having her own office . She also continued to have private lessons . In addition to administrative activities , their main interests were personnel policy issues . Matthes and van Marken maintained close contact with the employees of the factory and their families , which appealed to the couple 's sense of community ; they wanted to be part " of a larger whole " . Agneta Matthes shared her husband 's belief in progress , and they both promoted the personal development of their employees .

= = = Husband 's infidelity and children = = =

In 1886 , when Jacques van Marken was in France at a spa , Agneta Matthes found a letter from Mary Eringaard requesting the child support that he owed for their children , which led to Matthes discovering that her husband had begun a relationship with Eringaard in 1871 when she was aged 15 , and that he had four children by her . Matthes solved the financial problems discreetly . She did not tell van Marken that she knew about the affair till three years , but in 1889 , when Eringaard was 36 years old , two of her children died due to tuberculosis .

Van Marken and Matthes took care of the three surviving children , Cornelis , Clara , both adolescents , and Anna , a young child . Officially they were foster children , but it was an open secret ( officially secret but widely known ) in Dutch society that van Marken was their father . With the consent of Matthes , van Marken planned to adopt them , but his religious father vetoed the adoption . Jacob Cornelis Eringaard , the eldest illegitimate son of van Marken , later headed the Gist & Spiritusfabriek and pursued the social interests of his father and his wife . The youngest daughter , Anna Erry Eringaard , was married in 1932 to the diplomat and publisher Daniel Johannes von Balluseck ( 1895 ? 1976 ) .

= = Activities and services = =

= = = Legal situation and sources of information = = =

Because legally , married women were required to have the approval of their husbands to do business , Agneta Matthes acted " for and on behalf " of her husband . Also because of this , extensive records of the business ventures and career of Jacques van Marken exist , while only a few sources mention the activities of Matthes . It is unclear , therefore , to what extent Agneta was responsible for ideas . She undoubtedly had operational control of the perfume factory , Maison Neuve . She undertook an empirical analysis of the housing needs of 48 working families , equipped Agnetapark significantly , and was influential at least during the early years in the management of her husband 's other companies , especially in matters of personnel .

= = = Start @-@ ups = = =

Matthes and van Marken , who was called a welfare engineer by his contemporaries , developed a premium wage system for his factory workers of the Nederlandsche Gist & Spiritusfabriek NV ( 1869 ) , under which all employees could receive bonuses of two to 20 percent of their salary in addition to their basic salary " for good work and because of zeal " . The company paid up to ten percent of its profits as a dividend to its employees . In 1880 , the engineer , Gerhard Knuttel , a grandnephew of van Marken , established a " Concerns van het Personeel " ( human resources management ) , the first such institution in the Netherlands . Due to van Marken 's health problems , François Gerard Waller , his nephew , was entrusted with the management of the factory in 1886 .

In 1873 , Agneta Matthes founded her own business , the Delft perfume factory , Maison Neuve , where her husband acted pro forma as owner because of the legal issues . The factory used the ethanol by @-@ product of the yeast production of Gist & Spiritusfabriek .

Agneta concentrated on the perfume factory in the following years , and collaborated with the Delft porcelain manufacturer De Koninklijke Porceleynse Fles , which created perfume bottles for her products . She participated in international exhibitions , where her perfume brand , PMN ( Parfumerie Maison Neuve ) , won several prizes and gained recognition for her company . She won the bronze medal of the 1878 on the Paris World 's Fair . In Australia , her perfumes won first prize at the international perfume fair . She sold the company in 1886 with profit .

In 1883 , the couple became interested in margarine , a young industry in the Netherlands at the time . With private capital and a legacy from Matthes ' mother , they founded the Nederlandsche Oliefabriek NV , and built a factory next to the yeast factory . In 1885 , they took over Delftse Lijm &

Gelatinefabriek NV . Jacques van Marken officially acted as sole manager . To operate a purchasing cooperative in Agnetapark , they founded the Cooperative Winkelvereniging in 1873 . In 1892 they also founded a printing company , which now is owned by the Koninklijke Drukkerij GJ Thieme . In all these companies , Matthes was instrumental in decision making , planning and organisation . The couple pursued the same personnel policy as in the Gist & Spiritusfabriek . In 1878 , they established the first works council of the Netherlands , called , " de Kern " ( the kernel ) . At the height of their success in 1885 , when they employed approximately 1 @, @ 250 employees , their companies were collectively known as , the Delftsche Nijverheid ( Delft Industry ) .

= = Factory journal = =

On 24 June 1882 , the first issue of an internal newspaper of the factory , called , Fabrieksode ( " messenger of the factory " ) , was published . It was the first magazine of that kind in the world . Agneta helped her husband with other publications , such as his 1881 book , La question Ouvrière à la fabrique de Neerlandaise levure et d 'alcool . Essai de solution pratique ( The Labour Problem in the Dutch Yeast and Alcohol Factory . Attempt at a Practical Solution ) , and another in 1894 , L 'Organisation Sociale dans l 'industrie ( The Social System in the Industry ) , which was printed in two editions and translated into English and German . The full extent of Matthes ' participation is not known , but she was certainly in charge of the translations .

= = Social welfare = =

= = = Agnetapark = = =

In 1881 the couple began work on a housing quarter for their workers that followed the principles of the garden city movement . With financial support from Matthes ' mother , they purchased a 4 hectares ( 9 @. @ 9 acres ) plot of land for 16 @, @ 000 guilders. in Hof van Delft , then a rural , sparsely populated village well outside the Delft city limits . From 1882 to 1884 , the area was developed in the style of an English landscape garden , crisscrossed by streams , after the plans of landscape architect , Louis Paul Zocher , son of Jan David Zocher . Eugene Cowl , an architect , designed 48 row houses , other buildings , and a villa for Matthes and van Marken . The facility was named Agnetapark , after its founder . The residential park featured individual multi @- @ story apartments with private entrances , private bathrooms , and private garden areas . Matthes and van Marken established a corporation for the development of the settlement , and gave the park to its workers in 1870 as a cooperative , in order to prevent speculation .

To the great astonishment of the founders , the employees were not so happy as expected . The area was remote from urban infrastructure and lacked good transportation facilities . These disadvantages were offset by an improvement of community facilities in three buildings : De Gemeenschap ( the community ) , a large house with a kindergarten and an elementary school , which served as a gathering place and a dining room . Other features included a gymnasium , a billiards club , de Tent ( the tent ) ? a music and event pavilion , and a grocery store , which later also sold clothes . The park had a playground , a bowling alley , a shooting range , and a boathouse with rowing boats for hire . A volunteer fire department , a brass band , and clubs for shooting , bowling , and cycling also were founded .

The employees , however , did not like living so close to their employers . They complained about the distance to the city and the transportation problems , and they criticised the rental rates and the reserves they had to make . After the deaths of Matthes and van Marken , however , the park gradually evolved into a desirable residential area . In 1931 the villa , Rust Roest , which had long been empty , was converted into a school . It was demolished in 1981 . Since 1989 , the park has been listed as Cultural heritage .

= = = Corporate citizenship = = =

In 1871 , van Marken was appointed secretary of the Vereeniging van het Volksonderwijs bevordering dead ( Association for the Advancement of Public Education ) , after which time Agneta Matthes regularly visited charity schools and was involved in the improvement of their situation .

During the winter of 1879 @-@ 1880 , extended periods of extreme cold affected the Netherlands . Permafrost and temperatures down to minus 16 degrees Celsius led to distress among the citizens of Delft . In response , Matthes founded the Vereeniging voor Armenzorg ( Association to care for the poor ) , helping regardless of religious or political beliefs . She prompted her husband to launch a Wintersnood @-@ Commissie , which was led by him , his brother @-@ in @-@ law Arnold Kerdijk , and CEO @-@ to @-@ be Gerard Knuttel .

In 1880 , the couple founded a health insurance scheme for bakers . This insurance was also the first step toward more regulated pensions . Insurance in case of accidents at work was established in 1884 .

= = Criticism = =

Van Marken was regarded as a " social entrepreneur " and a pioneer of his time regarding social issues , however , he was criticised for acting for his workers instead of letting them participate . Although she was not explicitly mentioned , Matthes also drew criticism . In 1906 , the journalist Frank van der Goes published van Marken 's obituary in Het Volk , the organ of the Social Democratic labour movement . Two critical articles were entitled , " Een levensleugen " ( A Delusion of a Life ) and imputed ulterior motives of van Marken 's undoubted social engagements . Van der Goes wrote that by providing care to his workers , van Marken had bribed their loyalty and wanted to exercise social control , while his staff was unduly dependent on him ; for example , they found difficulty changing jobs once they had moved into a house in Agnetapark .

Despite the disappointments regarding Agnetapark , it was an important model for the cooperative development and construction of garden cities for workers . The park is considered the first social housing scheme which cared about providing hygienic living conditions in a green environment for a high quality of life .