

100 years anniversary of the Bata School of Work 1925-2025

Youth Forward

Thomas Bata Foundation's exhibition

Value can be created in a state where people do not rely on what someone gives them but try to take care of themselves. They do not wait for someone to tell them what to do, where to look, what to do, or how to discover their potential. They search, they try, they overcome obstacles. They have the courage to bear their own success and failure.

But where to find such people? Where to educate them? Tomas Bata realised that each new generation carries the legacy of the previous one and it is necessary for the current generation to believe in the strength and determination of the future generation and to pass on only the best of themselves, to teach them to be strong. It is on the basis of this reflection that Tomas Bata founded the Bata School of Work.

The aim of the Bata School of Work, a special school for boys and later for girls aged 14-18, was to educate young people to become self-confident and purposeful individuals. Individuals who know their value and personal responsibility, first of all responsibility to themselves and then to society.

Thomas Bata Foundation's exhibition
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www.nadacetomasebati.cz
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Young Men in uniforms during May Day celebrations (SDA Zlín, Env. No. 1062, Sr. No. 1)

In the early years, the school faced the prejudice that it was only a school providing the Bata company with future qualified shoemakers. However, the public quickly understood that the concept of the school was unique, that it was not just about educating future workers, but about developing the whole personality of young people.

The principle of the Bata Schools of Work was embedded in the environment of boarding school life, factory work and, of course, school education. The basis was to lead young people to independence and responsibility not only for their own finances, but also for their future and position in society.

Thomas Bata Foundation

Authors of the exhibition
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2025

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The Idea of Bata Schools of Work

Factory - School - School dormitory

A student at the Bata School of Work had to work in the factory, live in the school dormitory and attend evening classes. It was not permissible for him to skip any part of it. The concept of education was comprehensive - it offered the students a job that enabled them to secure funds for accommodation, food, clothing, necessary expenses, school fees and compulsory savings. This concept was beneficial not only to the students but also to the Bata company.

Prejudice in the beginnings

In 1925, when Tomas Bata advertised that he was opening a new school with a capacity of two hundred places, a voice was heard in society: "It's not so bad that I should put a boy to learn to be a shoemaker". Although Tomas Bata achieved world success in this field, the prevailing opinion in society is that this is only an individual success, the result of chance and luck, and that it is impossible to repeat it, and certainly not through education in a shoemaking school. Barely eighty students enrolled in the first year of the school.



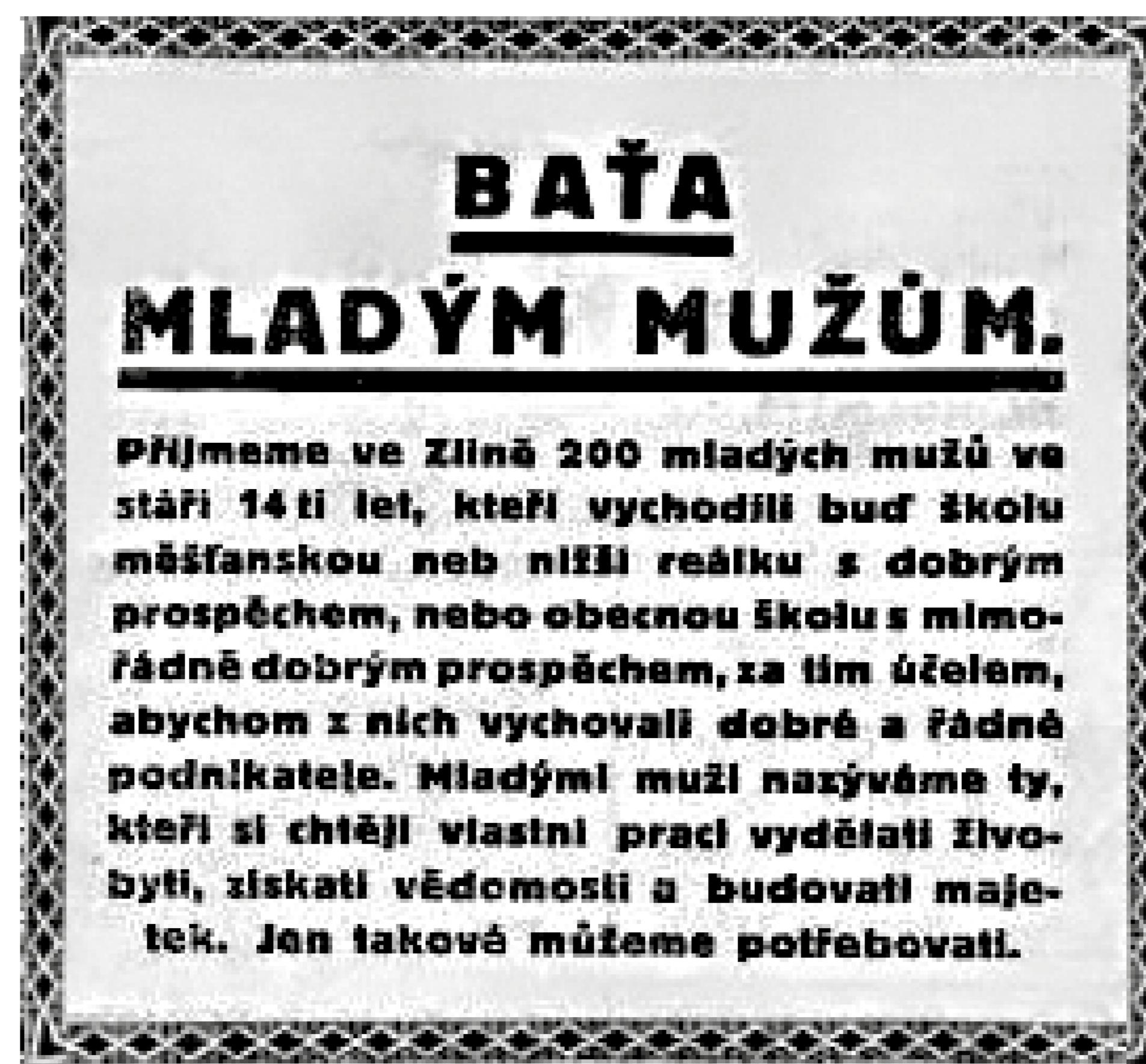
A group of Young Men at the May Day celebrations in 1926 with their teacher Otakar Jánský (SDA Zlín, Env. No. 01050, Sr. No. 2)

Quick turnaround

Over the next three years, the number of applicants increased twenty-fold, and over the next ten years, more than 20,000 applicants applied for the first year. The Bata Schools of Work became a phenomenon - they did not teach young people to sew shoes, but through manual labour they taught them self-esteem, community values, financial independence and life courage.

Nobody said it would be easy

Life at the Bata Schools of Work was not easy. The regime there was very strict and for many even insurmountable. It was said that for three years you were not even allowed to breathe outside the rhythm dictated by the company. Those who made it to graduation, however, saw the experience as the most valuable in their lives, saying that it helped them find their own place in the world.



The first advertisement inviting people to enrol in the Bata School of Work.

"Through discipline to mental freedom".

Number of graduates of the Bata School of Work for Young Men:

1928	44
1929	256
1930	417
1931	663
1932	871
1933	1 182
1934	1 957
1935	2 180
1936	2 567
1937	3 190
1938	3 591
1939	3 840
1940	4 280

Speech given by Tomas Bata on the occasion of the school opening

THE WORD MAN MEANS BREADWINNER. A fourteen-year-old boy is starting to earn his living and is therefore a young man. This is not always true of the boys of wealthy parents, for they are not making their own living at fourteen. There are few really wealthy parents in our country. There are more boys who wrongly consider themselves the children of wealthy parents. But hopefully they are few and not worth speaking to.



Some of the first students of BSW, 1927 May Day celebrations (SDA Zlín, Env. No. 04425, Sr. No. 1)

YOU, YOUNG MEN, step out into the world with courage. Don't be upset that your parents can't or won't support you at schools. The whole world is a school, and the best teacher is work, the best helper is poverty. Most of the great men of our time have left the family nest with a bundle as small as that of yours. The greatness of our time is that even the highest positions in the country are available to a poor man. It is up to him, his ability and his perseverance to reach them.



The first May Day celebration of Young Men in 1926 (SDA Zlín, Env. No. 04548, Sr. No. 2)



A group of Young Men relaxing (SDA Zlín, Env. No. 14358, Sr. No. 6)

FOR YOUR EMPLOYMENT choose the free trades, that is, agriculture, commerce, industry. Only in a free trade will a man's life develop fully. Only in these will the strength and talents of men win unconditionally. Let strength of body and spirit be your motto. Seek out the matches! Fear not the blows! Do not weaken your bodies by vices such as drinking, smoking, etc. Vice is the mother of defeat. Virtue and moderation are the way to victory.

I wish you good luck!
Tomas Bata

In 1929, the Bata School of Work was opened also for Young Women.

Bata School of Work for Young Men

On 15 September 1925, the Bata School of Work for Young Men opened for instruction.

Instruction at the Bata School of Work was constantly evolving and changing. At first, only the Shoemaking School was established in 1925 to educate and train future workers of the factory.



A view into the workshop of an engineering school in a factory complex, a group of young apprentices at work, 1934 (SDA Zlín, Env. No. 00967, Sr. No. 1)

Over time, however, the need for professionally educated young workers increased and the structure of the Bata School of Work had to change. Gradually, the name Bata School of Work became the umbrella name for the whole system of educational institutions - it was three educational levels based on the original Bata School of Work.



Ceremonial presentation of apprenticeship certificates, 1937 (SDA Zlín, Env. No. 04484, Sr. No. 3)



Young Men in uniforms during May Day celebrations, 1937 (SDA Zlín, Env. No. 04473, Sr. No. 1)

Vocational schools

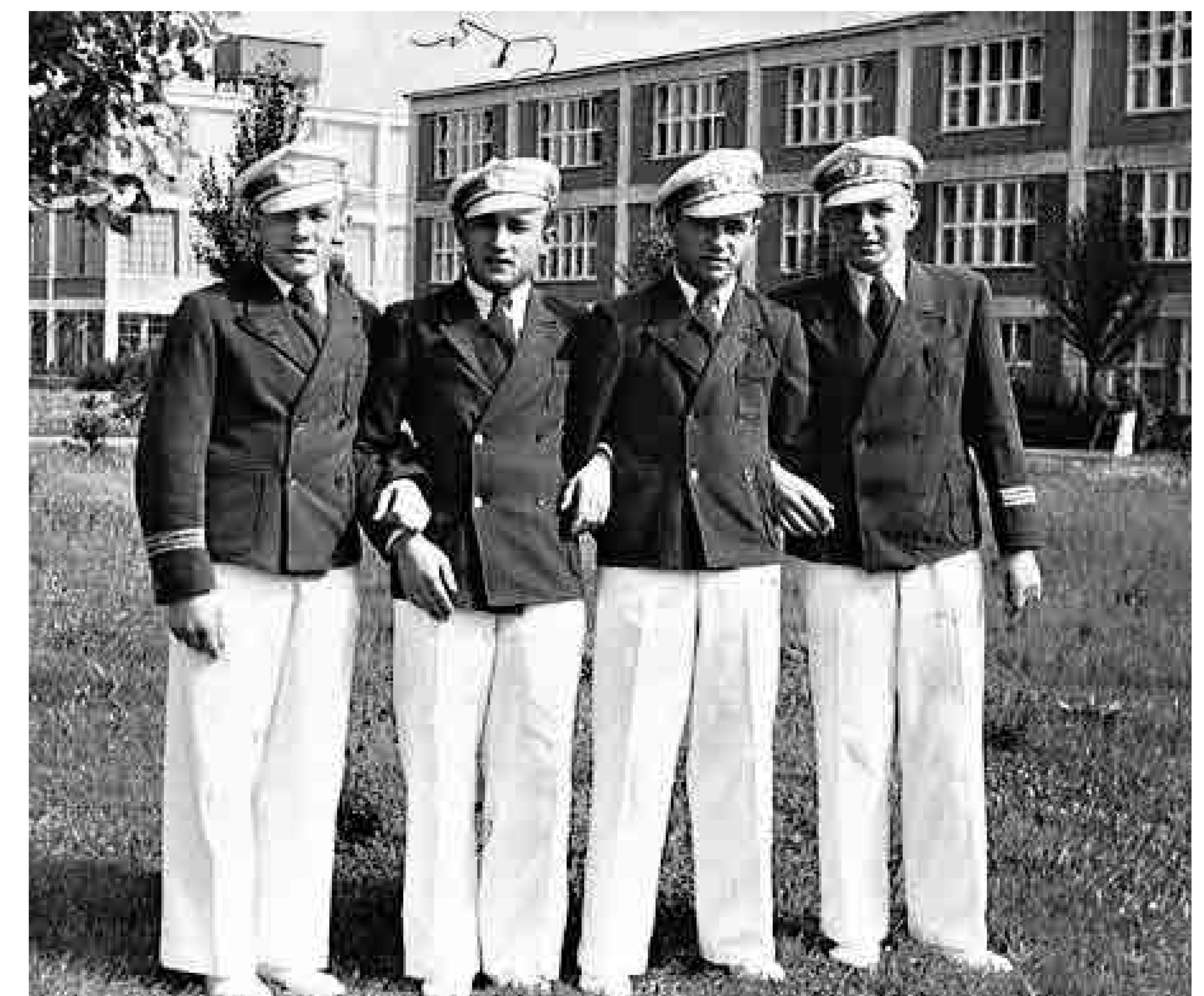
The first stage of education consisted of the so-called Vocational Schools. Over the years, a total of ten types of these schools gradually developed: shoemaking, tannery, chemical, engineering, construction, rubber, knitting, electrical, carpentry and mining. It was always a two-year course combining vocational training, factory work and boarding school life. After two years, some young men completed their studies with a certificate of education and continued to work in the factory or later attended the third year of the Vocational School. The more successful and skilful ones took the opportunity to study at the Master School after two years.



Tomáš Bata with Young Men during May Day celebrations (SDA Zlín, Env. No. 98, Sr. No. 2)

Master School

Only young men who had successfully completed the first two years of the BSW could be admitted to the first year of the Master School and provided they had not been graded worse than "good" in any subject. The Master School was for successful students only. Those students who were not proficient enough in their studies could continue on to the third and then fourth year after two years of the BSW. A maximum of 32 students could be admitted to one class of the Master School. Graduates of the Master School were to hold management positions in the workshops.



Antonín Kotačka (second from the left) as a Young Man (personal archives)

Higher Master School

The Higher Master School was the third and last educational stage in the educational system of the Bata School of Work. It was really intended only for the best of the best. The training was three years long and ended with a secondary school leaving examination. Graduates of the Higher Master School could hold high-ranking positions in the engineering, construction, operations management and laboratory departments. It was possible to graduate from the Master School in six fields of study. Thus, a student could graduate after seven years of study.

The Bata School of Work was also open to students from abroad. In 1935, over two hundred young men from foreign countries studied in Zlín. Antonín Cekota said in 1935: "At the present time, young men of various nationalities are employed in Zlín: 136 Yugoslavs, 28 French, 35 Germans, 18 Poles, 14 English, 12 Indians, 9 Dutch, 8 Romanians, 6 Swiss, 3 Austrians, 2 Americans, 1 Bulgarian, 1 Italian and 4 Arabs".

Education of Young Men

Boarding school education

The education of young men was aimed not only at developing the knowledge associated with factory work, but also at giving young men the character traits that would make them gentlemen in every respect. These qualities were especially to be developed in young men by boarding-school education. The aim was to make the young men open and direct, quick, decisive and enterprising, persistent and courageous, and able to cooperate and control themselves. All that while honesty playing the essential role.



Procession of Young Men during a sports festival of BSW in front of the SC Bata stadium, 1936 (SDA Zlín, Env. No. 04543, Sr. No. 1)

Means of boarding school education

- A common life, which consisted of living together, working together, studying, playing sports, spending leisure time and eating together.
- The perfect personality of the manager – the perfect gentleman and partner for young men.
- Self-government of individual rooms of young men.
- Positive attitude towards sports and physical education.
- Vocational training at the Bata School of Work for Young Men.
- Regular and hard work in the Bata factory.



Young Men in uniforms, 1930 (SDA Zlín, Env. No. 14355, Sr. No. 4)



Morning cleaning in the Young Men's room, 1943 (SDA Zlín, Env. No. 14361, Sr. No. 16)

The Ten Commandments of a Young Man

A young man had to follow the ten commandments that shaped his relationship to work, school, other young men and society in general.

1. The only thing you will believe in is work.
2. You will not avoid and neglect it.
3. You work thoughtfully.
4. You do not believe in the unchangeability of the known.
5. You are ambitious.
6. You are not wasting your time.
7. You do not spend more than you make.
8. You are helping the competent.
9. You are loyal.
10. You make sure that you leave a trace of the whole person.

Education by self-management

The aim was to educate responsible young people while giving each of them the opportunity to make decisions and act independently. A contemporary document adds that “discipline is the result of regular life and daily habit”.

Education through higher earnings and money management

“Affluence for All”. One of the so-called Bata slogans, which was meant to encourage people to do better work and to realise that everyone can have a good life and live at a certain standard of living according to their efforts and work. The aim of this means of education was to teach young men and young women to earn money and, in particular, to be able to manage this money so that they would be able to live at a decent standard of living while saving money for the future.

Education through hard work

The aim was to encourage a desire to work and the ability to work to their full potential, giving all young people the same opportunity regardless of their parents' social status. The main means of education was a working environment full of work and constant development.

Education through healthy recreation

Education through healthy recreation meant in particular education through sport, cold water hardening, wrestling and healthy measurement of strength. The aim was to teach the young man to tolerate victory as well as defeat. By making full use of time, educators fought against loafing and idleness.

Education through the lifestyle of an industrial man

Education through a correct lifestyle was based on three basic theses:

1. A nutritious diet and hard work condition healthy physical development.
2. A regular daily routine increases performance.
3. Health care and hygiene increases resilience.



Young men on the Labour Square in a festive parade during May Day celebrations, 1937 (SDA Zlín, Env. No. 14659, Sr. No. 32)

Education through competition

Healthy competition was one of the main pillars of the education that was instilled in young men. It was through sports that young men were given the opportunity to discharge energy, compete and wrestle with their equals. Education through competition also had three theses on which it was based, namely:

1. Victories give confidence and optimism.
2. Work, school and sports competitions promote the desire to be first.
3. Leaders and strong individuals show up in competition.

Education by living together

Education by living together was based on the assumption that it was in cohabitation that different characters manifested themselves and the relationship to society crystallized. A student's stay at the boarding school for several years gave the opportunity to get to know each other.

Bata School of Work for Young Women

In 1925, the Bata School of Work for Young Women was established. It was based on the concept of schools for young men and was therefore also divided into work in the factory, living in a boarding school environment and evening school.

The reason for its creation was simple - there was no equally educated young woman to go with the young man. By education, you mean open-mindedness, healthy self-esteem, a firmly rooted values approach to life, character and personal responsibility.



Young Women during sewing lessons, 1934 (SDA Zlín, Env. No. 4590, Sr. No. 2)

You may encounter the opinion that the school was preparing women for the appropriate role of a housewife who can take care of family life and her own appearance. Yes, the students of the BSW were able to do that, but they also had a perfect understanding of economics or financial literacy, were well equipped with language skills and did not lack knowledge of psychology, rhetoric or presentation.



Young Women working in the factory, 1934 (SDA Zlín, Env. No. 1401, Sr. No. 1)



Young Women in uniform during May Day celebrations (SDA Zlín, Env. No. 6057, Sr. No. 7)

The conditions for admission were as demanding as for young men. Girls had to pass psychological tests, physical tests and have adequate medical fitness.

The upbringing of young men was more economic and industrial, so the cultural and social dimension of the family was to be represented by the young woman in the couple. She was to be the bearer of the so-called high culture, which in the 1930s was understood as knowledge and understanding of all the arts, including knowledge of literature, theatre, film, music and works of art.



Sewing classroom for Young Women, 1939 (SDA Zlín, Env. No. 02333, Sr. No. 1)

Classes were held four times a week in seven teaching units, with one teaching unit lasting 40 minutes.

The young woman's uniform, i.e. a fancy outfit, was the first more expensive item that the warden allowed the BSW student to purchase. The uniform went through many changes but mostly consisted of a white dress or a white or navy-blue suit.



May Day celebrations, 1937 (SDA Zlín, Env. No. 4580, Sr. No. 1)

School subjects

In addition to the usual subjects such as mathematics, languages, geography and history, the school also taught young women subjects such as:

- aesthetics
- self-knowledge - how to understand yourself
- relationships and marriage
- social responsibility
- social sensitivity and support for society
- rhetoric and communication
- dining and social behaviour
- fashion and clothing style
- household management
- household accounting
- home aesthetics and many others

Education of Young Women

Young women were brought up to know their own value, to be able to create it and work for it, and not to expect someone else to "give" it to them. A Bata young woman knew how to value herself and this awareness protected her from taking many not-so-good steps in her life.

The clothing of a young woman was always tasteful, the emphasis was on elegance and individuality of style. The advice from 1935 was: "Don't buy many dresses from a ready-made shop, rather have a few tailor-made dresses made that are original. Find your own style".

The 1935 text for young women also emphasizes responsible mate selection: "If you think you are going to marry a prince on a white horse who will make you happy, never marry. Just as you each have your faults, so will your husband. No one can make you happy but yourself. Be happy by your own nature, then the people around you can be happy".

Areas of education:

Education for ambition
Education for truthfulness
Education for discipline
Education for civic virtues
Education for secrecy
Education for reliability
Education for discretion
Education for precision
Education for punctuality
Education for mindfulness
Education for gratitude
Education to keep the word
Character of a personality



Young Women working in the factory (SDA Zlín, Env. No. 5840, Sr. No. 8)



Young women in the May Day parade, 1937 (SDA Zlín, Env. No. 14656, Sr. No. 30)

The Ten Commandments of a Young Woman

1. **Reasonable** – can act without the influence of emotions, tries to understand the essence of what is communicated.
2. **Disciplined** – knows how to behave in society, knows her value.
3. **Virtuous** – can keep her word, respects her body and mind. Does not spend time on worthless activities.
4. **Sincere** – her actions are in line with her thoughts. She can act selflessly.
5. **Courageous** – she is not afraid to stand up for her opinion, she knows how to defend her interests. She is not afraid to speak up.
6. **Industrious** – work is her virtue. She never judges any work as undignified. She is not afraid of any work.
7. **Clean** – always takes care of the cleanliness of the body with the utmost attention.
8. **Simple** – she doesn't needlessly act out theatrical performances in everyday life. She can say what she wants and what she doesn't want.
9. **Everybody's friend** – she makes no distinctions between people, she is able to talk to anyone.
10. **Always in a good mood** – she knows how to work with herself to manage her emotions.

Young Women were reminded to choose their partners responsibly, because the personality of the man will affect their lives and the lives of their children in the future. Relationships were a frequent topic of the education, and the Ten Commandments. **How to Recognize a Brave Man** was also part of it:

1. He does not complain and seeks help from himself first.
2. He presents only his own work.
3. He is not proud of his parents' property, he does not boast, he does not need to be the centre of attention in society.
4. He does not blame other people or the world around him for his failure.
5. He is not being rude to you.
6. He is able to earn his own living, he knows how to manage money and has a financial reserve.
7. For at least five years, he took care of himself.
8. He speaks with respect about his family, region, country, work, friends.
9. He is interested in life, knowledge, art - he wants to learn.
10. He takes care of his health, strength of body and soul.



Young Women spent their free time in the boarding school reading room, 1937 (SDA Zlín, Env. No. 04521, Sr. No. 2)

Young Women were also encouraged to be financially independent, i.e. be able to manage their money. They were to be aware that neither their financial situation nor the price of goods defined their worth, but at the same time that poverty will not make them more respectful. The woman was to strive never to be totally financially dependent on the man and was to take an active part in the management of the family economy.



A view into one room in a girls' boarding school, 1939 (SDA Zlín, Env. No. 14492, Sr. No. 12)

Young Men's Admission Requirements

In order to be admitted to the Bata School of Work, it was necessary to pass psychotechnical tests and special Bata entrance exams, which included tests of attention, logical thinking, mathematics, social sciences or reading comprehension. Physical fitness tests were also part of the admission procedure and good health was a condition for admission.



Young Men on the way to the SK Bata stadium on the day of the sports festival of BSW on 11 September 1932
(SDA Zlín, Env. No. 1234, Sr. No. 2)

After being hired by the Bata company, the man was on probation for two months, during which period he worked in the relevant workshop of the factory. During the probationary period, he had an opportunity to learn how demanding factory work was and try his hand at working at the machine. Each young man received a wage for his work during the probationary period.

From the very beginning, Tomas Bata wished for a school that would teach his pupils independence and financial literacy. This idea was linked to the requirement for young people to be completely independent.



Young Men in 1935 (SDA Zlín, Env. No. 14358, Sr. No. 12)

Učební smlouva

uzavřená mezi firmou Baťa a. s. ve Zlíně se strany jedné a panem
narodeným dne v
okr. úřad příslušným do
okr. úřad a zákonitým zástupci
I.
Firma Baťa a. s. ve Zlíně přijímá paná
jako učeného femešla obuvnického.
II.
Doba učení bude trvat dva roky.
Po dobu prvních tří měsíců může být učební poměr zrušen okamžitě jednostranným ústupem každé z obou stran.
III.
Firma Baťa a. s. ve Zlíně bude dbát toho, aby učený si osvojil dostatečné odborné znalosti a vědomosti svého femešla.
Po dobu učení jest povinen učený navštěvovat Baťovu odbornou školu obuvnickou.
IV.
Učený bude patřiti týdenní mzda. Jeji výše se bude řídit podle druhu práce a podmínek oddělení, v nichž bude pracovati.
Učený jest povinen vydleti jako mladý muž v internátě fy. Baťa a. s. ve Zlíně. Předrobuje se proto veškerým podmírkám a rádům stanoveným správou internátu a jeho výchovatelským sborem, jež jsou jak uční tak i jeho zákonitým zástupcům dostatečně známy.
V.
Učený se zavazuje něstí ze svého veškeré poplatky, jež mohou vzniknouti z učebního poměru.
VI.
Pokud není ujezděno mezi stranami nic jiného, platí pro vzájemný poměr ustanovení živ. řádu, pracovního řádu fy. Baťa a. s. ve Zlíně a podmínky správy a výchovatelského sboru internátu.
Ve Zlíně
nata
a. s.
V dne
podpis učeného

Apprenticeship contract of a Young Man (SDA, Zlín)

Contract with the Young Man's parents

If an applicant was admitted to the school, a contract was concluded between his parents and the management of the Bata School of Work on the conditions under which their son would stay at the Bata company. The contract bound the Bata company to take responsibility for the young man throughout his studies at the BSW, his stay at the school dormitories and during his work at the factory, including his leisure time. The responsibility covered the aspects of education, earning and upbringing.



Young Man's card (archives of BSW graduates)

Young man's card

Each young man received a young man's card upon his admission to the Bata School of Work. This card served to prove his identity, entitled him to use the school dormitories, enter the factory premises, attend the school and enter other Bata facilities.

The front of the card featured the motivational Bata slogan "Be the first". The back of the card contained a text addressed to young men directly by Tomas Bata:

„Let strength of mind and body be your motto. Seek out the matches! Don't be afraid of blows! Vice is the mother of defeat! Virtue and moderation lead to victory. The bold rule the world. Become entrepreneurs, inventors.

3. ÚLOHA.

Zde máš vykonat přesně několik písemných rozkazů. Nejprve si každý rozkaz pozorně celý přečti a jen poté vykonej, co příkazuje.

1. Napiš trojku na tuto čáru: _____
2. V čísle 1584 přeškrtni pětku a podtrhní čtyřku.
3. Z těchto čísel: 41, 45 podtrhní číslo vyšší a k druhému připojí tolík, o kolik je menší než číslo, které jsi podtrhnul.
4. Z těchto slov: **Smrk, Flialka, Mrkve** podtrhní slovo, které označuje květinu.
5. Z těchto písmen: **m, č, b, i, v, d**, podtrhní to písmeno, které je ve slově **Kočka**.
6. V těchto dvou slovech: **Hrana, Vrana** přeškrtni písmena, kterými se tyto dvě slova od sebe liší.
7. Podtrhní celý první rozkaz a dvakrát podtrhní tři první slova v šestém rozkazu.

4. ÚLOHA.

Nyní vypočítej několik příkladů. Výsledek napiš opět na čáru. Napiš pouze číslo, nikoliv celou odpověď.

1. Kdyby jsi měl jednu korunu, tři dvacetihaléře a jeden pětňák, kolik by to bylo dohromady? Výsledek.....
2. Jan má 5 korun. Matka mu k tomu přidala ještě 2 koruny, ale on hned 3 utratil. Kolik mu ještě zůstalo? Výsledek.....
3. Tři sešity stojí 9 korun. Kolik stojí dva sešity? Výsledek.....
4. Jeden sešit stojí 3 koruny. Kolik stojí 3 sešity? Výsledek.....
5. Otec měl pět dětí a každému dal 1 korunu na čokoládu a dvě koruny na koláč. Kolik peněz jím dal celkem? Výsledek.....
6. Učitelka půjčila jednoho dne žákům knihy. Každému půjčila dvě knihy. V třídě bylo celkem 23 žáků, ale na pět žáků se nedostalo. Kolik měla učitelka knih? Výsledek.....
7. K hospodyně přišlo v pátek dopoledne 5 žebráků a každý od ní dostal dvě buchty. Odpoledne přišli ještě tři žebráci a hospodyně je obdarovala stejně. Kolik buchet toho dne rozdala hospodyně žebrákům? Výsledek.....

Sample entrance test for the Bata School of Work (SDA, Zlín)

Use your time and energy! A day has 86,400 seconds. Overcome the obstacles! Speed is power. Equip yourself to work as best and efficiently as possible. Listen to the counsel of wise men! The wise learn from everyone! Never lose your mind! Have a goal! Spare the words - speak with action! Do the most insignificant thing but do it best in the whole world.

Our own experience is a great wealth, because it is the only thing that gives value to our knowledge. We cannot give this to another, but we must redeem our experience with our own sweat, our own calluses. It is only through experience that we arrive at our own view of things. And only those who look at things with their own eyes have a chance of success.

No one will shake the throne of your work, no matter how big or small, if you do your work in the spirit of service to man, in the spirit of service to the public."

One Day

Life at the Bata School of Work was demanding, the first years were strictly organised, and the students were not allowed to waste a single moment. These years taught a person to perceive time as the highest capital of life, which must be handled with care. One understood the importance of living in the present - time set aside for work was truly devoted to work, leaving room for rest, sport and study.



Young Men, 1938 (SDA Zlín, Env. No. 14358, Sr. No. 2)

Daily regime

The wake-up time was 6:00 a.m. You had to get up immediately after the alarm rang. In the wintertime, the wake-up time was 6:00 a.m., in the summertime even earlier, at 5:50 a.m. This was followed by a warm-up. The wake-up time for young women was 6:00 a.m. all year round.

From 6:15 to 6:30 a.m., the students made their bed. The bed adjustments followed basic parameters - the mattress had to be flipped over to get sufficient airing, the sheet had to be stretched as tight as possible, and the blanket had to be straightened to reach the headboard.

Dressing also had its own rules, clothes had to be simple, tasteful and clean. The young people always had to look presentable, so a torn button or wrinkled clothes were not allowed. Shoes had to be polished and represent the factory worker.

At 6:30 a.m. they departed to the young men's or young women's canteen for breakfast. The canteens were located on the 4th and 5th floors of Obchodní dům.

When the young people were leaving the school dormitories, the wardens checked whether they had clean and neat appearance.

From 7:00 am to 12:00 pm, work was underway in the factory.

Lunch followed at 12:00 a.m., which was always hot and hearty to replenish energy. Good quality food was a guarantee of proper development of a young person. Care was taken to ensure that



Young Men, 1941 (SDA Zlín, Env. No. 14358, Sr. No. 4)

the students ate in a quiet environment and behaved at mealtimes. The remaining time of the lunch break was intended for rest and regeneration of strength. The lunch break lasted until 2:00 p.m.

From 2:00 to 5:00 p.m. they again worked in the factory. A student could only leave the factory if he/she had accomplished the day's work and had cleaned and prepared his/her workplace perfectly for the next day's work.

From 5:00 to 8:00 p.m. there was a time dedicated to hygiene, dinner at Obchodní dům and then teaching at the school. It was desirable that the students should arrive at least five minutes before the classes begin.

At 8:00 p.m., i.e. after school, the students were preparing their shoes and clothing for the next day to properly represent the Bata company. This was followed by personal hygiene. The free time in the evenings could be spent doing sports, reading, or at the clubhouse or in Young Men's and Young Women's Club. The lights-out time was at 9:30 p.m. After this time, it was no longer possible to disturb the night-time peace.

Saturdays and Sundays were days off mostly devoted to sports, personal education and recreation.



Young Men in a festive parade on 1 May 1936 responding to greetings from guests (SDA Zlín, Env. No. 4418, Sr. No. 2)

Weekly routine of a young man

Sunday

Sundays were dedicated to sporting events and recreation. If the young people were not engaged in a sporting activity, or were not on a planned outing, they devoted their Sundays to study. The Study Institute or study rooms were used for studying on weekends from 8:00 to 12:00 a.m. The aim, however, was for the young people to spend their Sundays mostly outdoors in the fresh air. They could also suggest how they wanted to spend their Sundays - they could form groups that went on trips and events of their own, as long as the warden approved and was present, and in the case of young women, their female warden did so.

Monday

Mondays were devoted to meetings. The heads of the individual rooms prepared information and documents for their wardens. The documents were a summary evaluation of the school, work and sports activities of the individual members of the respective group. The documents were discussed at a meeting of the heads and wardens. The Monday meetings also included an evaluation of the Saturday and Sunday programme. During the Monday meeting, individual rooms were also awarded points, and lockers were checked to see if they were clean and tidy according to the rules.

Tuesday

During Tuesday, the group head drew up a chart with points awarded to individual members in the workshops. Everything had to be prepared in one day so as not to bother the department heads on different days.

Wednesday

Wednesday was dedicated to checking the payroll and the requirements that the young people had put in their yearbooks.

Thursday

On Thursday, the wardens prepared a summary report on the savings status of their wards. During Thursday, they also drew up a plan of activities for the weekend.

Friday

Wardens completed statistics on work, results achieved at work and boarding school, including money management skills. These records were entered into the young people's personal files. Every Friday at 8:30 a.m., there was a meeting of the heads of young men and young women with the representative of the personnel department, the head of Obchodní dům, BSW teachers and executives of the Bata company.

Saturday

The heads of the young men and young women had to ensure that the young people had the opportunity to spend time outdoors. At all times, the wardens had to know where each of their wards was and what activity they were pursuing. The heads did not have the weekends off but were compensated for their work on weekends with a day off during the working week.

Importance of Sport

Tomas Bata was a big fan of sports. He saw sport as a unique activity in which a man trains the strength of body and spirit at the same time. For him, it was also a means to learn perseverance, to accept defeat and to reawaken the desire to win, while not forgetting cooperation, collaboration and fair play.

Already after two years of operation of the Bata School of Work, over 600 young men were involved in the sports activities of SC Bata. In 1927, the Young Men were divided into several sport departments:

- football
- handball
- volleyball
- box
- heavy athletics
- light athletics
- winter sports
- chess
- cycling



Young Women doing sports, 1936 (SDA Zlín, Env. No. 4538, Sr. No. 3)



Mladí muži před nohejbalovým zápasem, druhý zleva Milan Veverka, 1940 (soukromý archiv Pavla Veverky)



Young Men doing sports, 1935 (SDA Zlín, Env. No. 14357, Sr. No. 44)

(It is interesting to note that English names of sports, sport departments and competitions were used, and not their Czech equivalents.)

The annual report of SC Bata from 1933 shows that other sport departments were rapidly growing. These included the following:

- table-tennis
- tennis
- moto sports

SC Bata also included clubs such as:

- archery
- basketball
- billiard
- fencing

The Bata company built extensive sports facilities in Zlín, including several gyms, sports complexes, sporting grounds and a swimming pool.



Start of the Young Men's Sports Sunday Run, 16 April 1939 (SDA Zlín, Env. No. 04499, Sr. No. 3)

Athlete's Ten Commandments

A true sportsman:

1. does not brag,
2. does not give up,
3. does not make excuses when he/she misses,
4. is cheerful when he/she loses,
5. is quiet when he/she wins,
6. plays fair,
7. plays as best he/she can,
8. enjoys the pleasure of the uncertainty of the game,
9. tries to succeed time and time again,
10. the game or sport brings him/her more joy than the result.

Myslil jste na sebe?
Jak zvýšíte svůj výkon?
Jak vyzkoušíte své vůdcovské schopnosti?
Sport je příležitost pro Vás!

TOMÁŠ BATA ŘÍKAL:

Sport je pohyb - pohyb je život - sport je život.

Přijďte mezi nás!

S.K. BATA MÁ TYTO ODBORY:

Football	zápasы на стадиону SK Baťa, тренинги denně od 17:45 hodin
Házená mužů a žen	zápasы на хоккее в школе
Odbíjená	zápasы на хоккее в школе, тренинги на стадиону
Lehká atletika	занятия и тренинги на стадиону, утром и вечером
Rohování Těžká atletika	тренинги в телочицнѣ Ill. ohlapeckého internátu, večer
Tennis	дворцы на стадиону
Stolní tenis	cvičení в телочицнѣ V. internátu
Hockey lední pozemní	хоккей на стадиону
Cyklistika	клубовна в Bartošově ulici č. 17.
Šach	в отеле Victoria III. etáž, клубовна 317.
Lukostříleba	стельницы на хоккее SK. Letná
Plavectví	купальнице у здания Baťa, a. s.
Kulečník	херна отеля Victoria
Košíková	телефицина Hlavni školy
Šerm	телефицина школы на Dílech

Myslivecký kroužek — zimní sporty

Sports activities offered by the Bata company (SDA Zlín)



Young Women during warm-up exercises, 1936 (SDA Zlín, Env. No. 4461, Sr. No. 1)

Emil Zátopek

The most famous athlete who was also a student at the Bata School of Work was Emil Zátopek, a four-time Olympic champion.

Life at the Boarding School

Values of education and life at the boarding school

The ambition of the boarding school was to become the second home for young men and later young women. Boarding school education was not only about a healthy social environment but focused also on building the students' values so that they would become honest, hard-working, successful and happy people.



Girls' dormitories as seen from the school grounds, 1936 (SDA Zlín, Env. No. 4404, Sr. No. 2)

Cleaning and order

Room cleaning took place every morning before going to work. Each young man was responsible for his own bed, which was always to be sparkling clean. The bed had to be made in a prescribed manner and all personal belongings and clothes neatly folded and tidied.



A group of Young Men with their teacher Calaba in the boarding school reading room, 1930 (SDA Zlín, Env. No. 4428, Sr. No. 2)



Study room of Young Men at the boarding school, 1939 (SDA Zlín, Env. No. 2326, Sr. No. 2)



A look into the bathroom in the dormitory of graduates of BSW, 1938 (SDA Zlín, Env. No. 2338, Sr. No. 1)

Relationship to society

It was expected that the young man, as a representative of the BSW and an employee of the Bata company, would always be polite and mannered, and would under all circumstances behave as a gentleman before women. The young men had to choose the company in which they spent their leisure time very carefully so that the company would not cause them any harm. They were not allowed to be members of political parties or clubs.



Pioneers Square as seen from the girls' dormitories, 1935 (SDA Zlín, Env. No. 5251, Sr. No. 1)



Marie Mičková (on the left), head of the Young Women's dormitory pictured with the teachers, 1939 (SDA Zlín, Env. No. 14309, Sr. No. 3)

Relationship with other roommates and wardens

It is noteworthy that during all the interviews with the school graduates, not one of them answered in the affirmative to the question whether they had encountered bullying during their life at the boarding school. They had never encountered anything like that, not even a hint. The graduates were convinced that none of the students would have dared to do so, not only because they would have been immediately expelled, but especially because they simply had no reason to do so. They were all equal, they were all each other's friends, and they all helped each other. Also, respect for wardens, managers at work and teachers went without saying and there was no such thing as being rude or sneer at one's superiors.



Boarding school bedroom, 1943 (SDA Zlín, Env. No. 014361, Sr. No. 2)

Relationship to things

Young men and young women had learned to take responsibility for all the things they used. These were both borrowed things and things they owned. This relationship was cultivated since they arrived at the boarding school. This was mainly due to the fact that they were responsible for the things they borrowed. If they damaged a thing in any way, they had to compensate the damage.

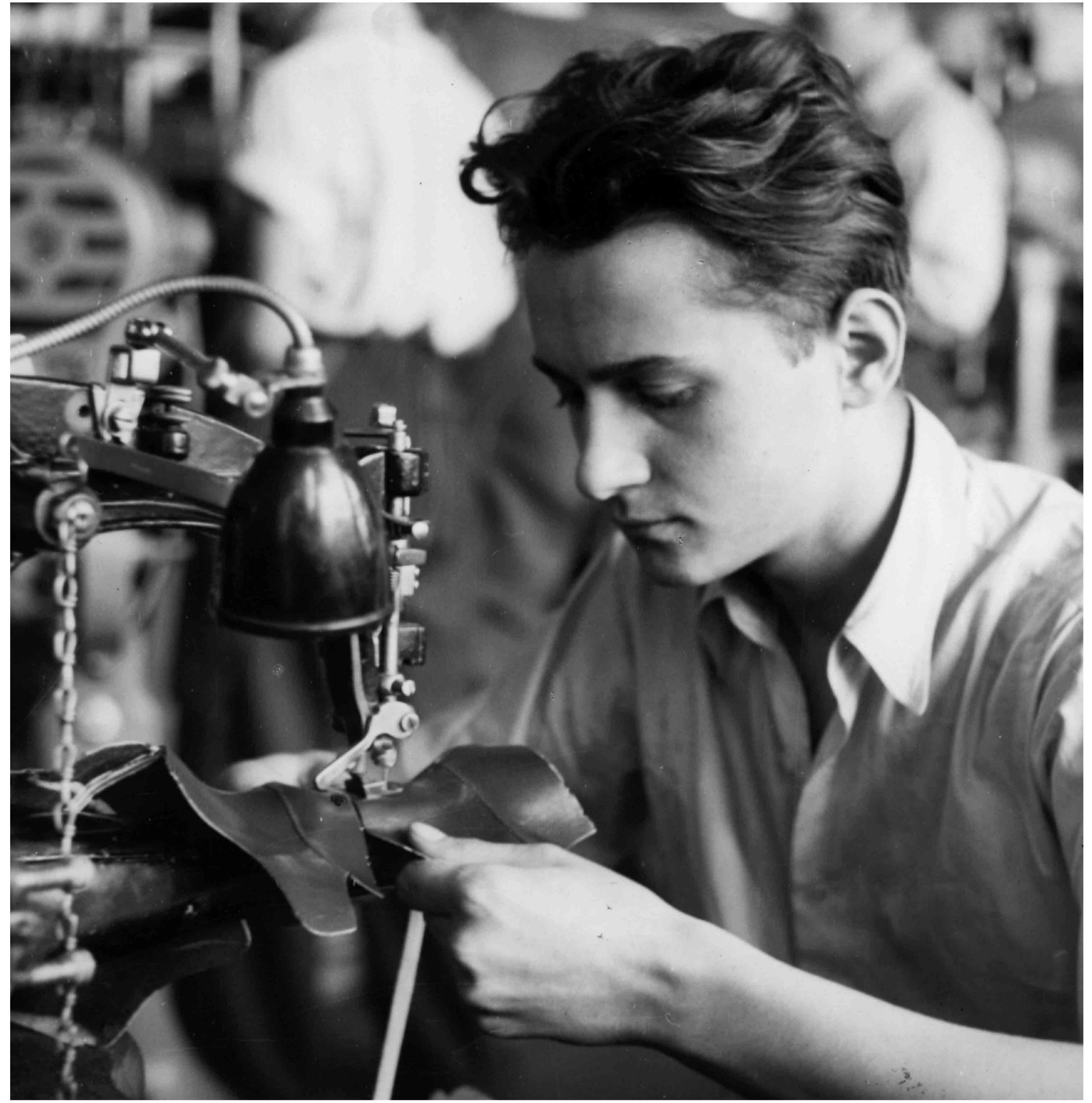


Hromadné foto mladých mužů na pokoji internátu, ve spodní řadě vlevo Milan Veverka, vpravo Milouš Jakeš, 1940 (soukromý archiv Pavla Veverky)

Work in the Factory

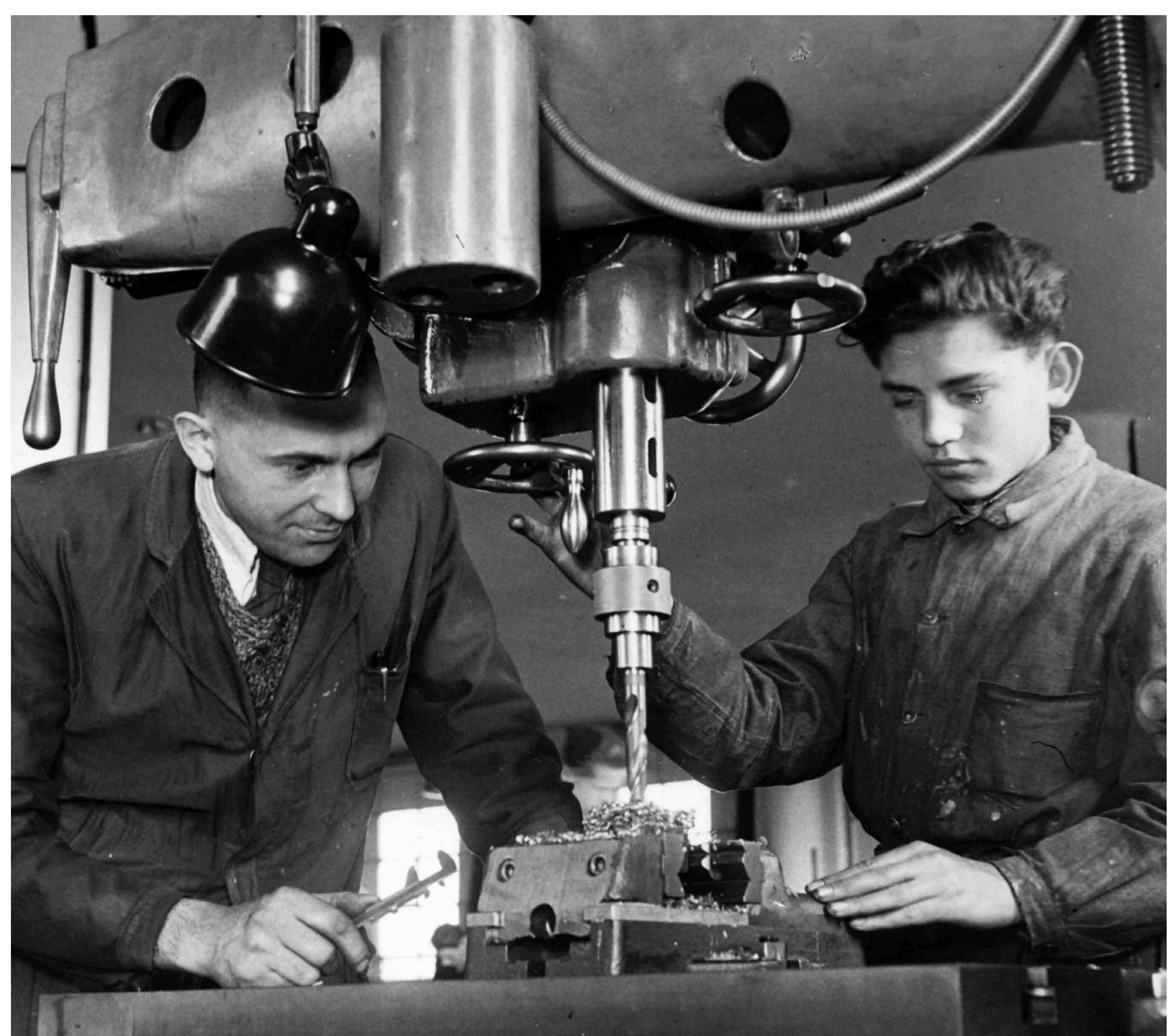
"Small production can be managed with small people. Big production can only be managed by big people. People who are big in character, will and knowledge. These we lack, and we may have to wait for them to grow out of the young men we are raising here".

Tomas Bata



A Young Man learns to sew in a shoemaker's workshop, 1941 (SDA Zlín, Env. No. 15179, Sr. No. 56)

Working in the factory was an integral part of the Bata School of Work. Young men started working in the workshops immediately after starting their studies. For working in the factory, a young man received a wage, which was paid into his personal account, from which the costs of accommodation, food, school fees, clothing and entertainment were subsequently deducted.



Apprentice drilling at the engineering school for Young Men, 1940 (SDA Zlín, Env. No. 15322, Sr. No. 18)



Workshop for young men – engineering apprentice, 1940
(SDA Zlín, Env. No. 15310, Sr. No. 26)

An evaluation from the workshop was an important indicator of how the young man was doing at the Bata company. This evaluation played an important part in the overall evaluation conducted by the Bata School of Work. The scoring was done by the workshop manager, who rated behaviour, work performance, quality of work, understanding and responsibility on a pre-printed record sheet.



Young Men and Women from the Bata School of Work learn their trade in hosiery factory, 1941 (SDA Zlín, Env. No. 15274, Sr. No. 38)



A young man cutting shoe uppers in the shoe upper handling department, 1934
(SDA Zlín, Env. No. 1375, Sr. No. 1)

The workshop evaluation was carried out on a scale from 1 to 5 and corresponded to the grading scale used in the Bata School of Work. This evaluation was based on the previous scoring, which was on a scale of 1 to 10, with a score of 1 representing the worst possible result and a score of 10 representing the best possible result.



Young Men in the hosiery factory, 1941 (SDA Zlín, Env. No. 15281, Sr. No. 18)

For example, behaviour towards senior colleagues was evaluated - whether the behaviour was direct and honest - and if the young man was strong-willed. Verbal assessment of behaviour was: commendable, satisfactory, lawful, less lawful and unlawful. Cleanliness was evaluated according to the young man's appearance, whether he did a clean job and whether he kept the workshop clean.



Jan Klátil, an instructor at a shoemaking school, explaining the work process to Young Men, 1939
(SDA Zlín, Env. No. 3840, Sr. No. 01)

Understanding was also an interesting area of evaluation. It was evaluated on a scale ranging from quick and thorough, through easy, slow, difficult to uncomprehending. It was evaluated according to the answers to the questions. Remembers? Can he use the knowledge? Can he concentrate? Does he make use of opportunities? The evaluation from the workshop also included a statement from the supervisor who mentored the young man as to what position he would recommend him for.



A group of Young Women, 1934 (SDA Zlín, Env. No. 4468, Sr. No. 1)

Financial Literacy

Earn – Spend wisely – Save

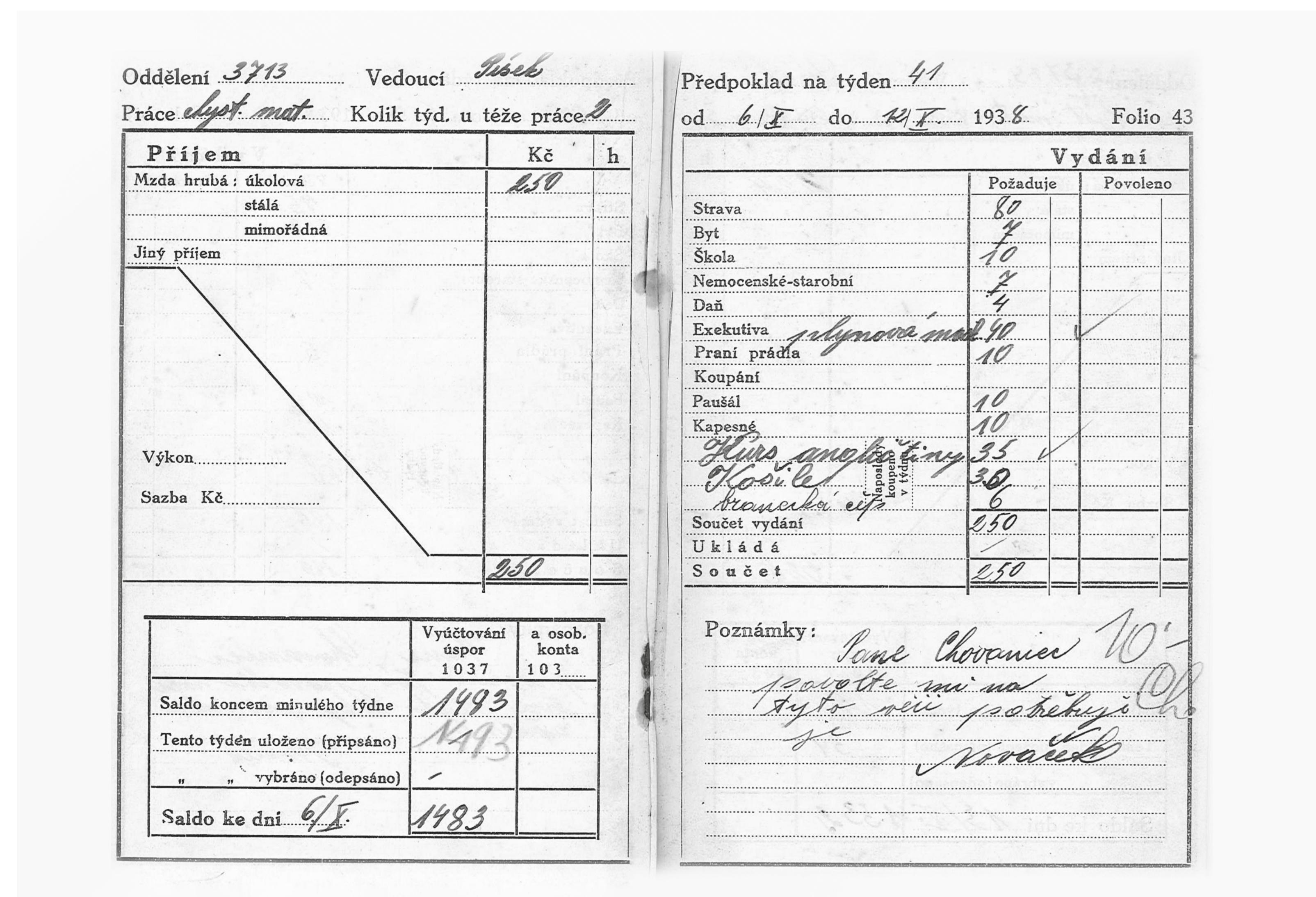
The rule that a student must be able to manage his/her earnings was applied in the Bata Schools of Work. Each student kept a yearbook in which records were kept not only of his/her weekly wages, but also of deductions for insurance, accommodation, school fees, meals, the purchase of daily necessities, travel, allowances to parents and pocket money. This yearbook was checked weekly by the warden. When a student had a surplus from his/her wages, he/she deposited it in his/her personal account; the company provided a 10% interest rate. The warden's consent was required to withdraw any money from the account. After two years, controls were only random; most young men and women could already manage their money.



A group of Young Man from Poland, 1932 (SDA Zlín, Env. No. 4423, Sr. No. 1)

Yearbook of the young man and young woman

Everyone had their own yearbook. The yearbook was an A6 sized book, mostly in black, hard leatherette covers with pre-printed tables and columns. The young people recorded their income, savings and expenses in the boxes. It was an accurate record of the young man's or young woman's financial management. The first two double pages of the yearbook were devoted to recording the first and second half of the year. One could only buy what the warden approved and signed. Most young people learned to manage their own money well during their second or third year of study.



The Yearbook of a Young Man, 1938 (private archives)



A group of young Indian students of the BSW, 1933 (SDA Zlín, Env. No. 4427, Sr. No. 1)



A group of young Egyptian students of BSW, 1933 (SDA Zlín, Env. No. 4449, Sr. No. 2)

Weekly accounting

Weekly accounting was one of the main weekly activities that closely linked boarding school life and factory work. The workshop manager was responsible for ensuring that the young person was properly remunerated and received a fair wage. The wardens then helped to manage the wages well and efficiently. In the first and partly in the second year, the warden helped with the proper money management; in the third or even the second year, the young people managed the wages themselves because they were already financially literate. Financial literacy training was carried out through teaching at the BSW and also through the weekly accounting.



The Yearbook of a Young Man, 1938 (private archives)

Savings of young men and young women

In 1937, a young man in his 20s had an average of CZK 100,000 in his account and a young woman saved around CZK 50,000. In 2011, a recalculation was carried out, which showed that at the current strength of the Czech crown, the amounts would correspond to CZK 2,500,000 for a young man and CZK 1,250,000 for a young woman.



Young Man in a uniform (archives of Svatopluk Jabůrek)

Bata School of Work Graduates' Club

On 3 June 1933, 1,200 graduates of the Bata School of Work met in Zlín. On Sunday, 4 June 1933, they paid tribute to the memory of Tomas Bata at the Forest Cemetery, and in the afternoon, the constituent meeting of the Bata School of Work Graduates' Club was held. Thomas Bata junior was elected the first chairman of the club. The club's activities included social events, various debates, sporting events, professional lectures, trips, parties and events - all of which served to maintain friendly contacts. The BSWG Club also published its own magazine called *Zpravodaj* (Newsletter).



A group of South Slavic Young Men taking part in the May Day parade, 1933 (SDA Zlín, Env. No. 4520, Sr. No. 2)