

# Yongqian Dynasty "the internal affairs Office of the Office of the archives" artisan reward and punishment system literature review

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**Abstract.** In the Archives of the Ministry of Internal Affairs, the reward and punishment system for artisans was summarized and a relatively complete basis and measure of the reward and punishment system was extracted. In the management system of the royal family, the reward and punishment system of artisans is discussed with artisans as the research object. The treatment is determined by the quality of the skill and the amount of experience, and the reward and punishment are determined by the quality of the work and whether it is overdue. These are not only in line with the personnel management system, but also to ensure that the artisans can get reasonable remuneration for their imperial craftsmanship. Through sorting out and analyzing the records of the organization and management of artisans in Yongzheng and Qianlong years, this paper sorts out the basis of various systems and rewards and punishments in order to reveal the relationship between the organization and artisan service.

**Keywords:** Office of the Public Works Commissioner; Craftsman; rewards and punishment

## 1. Introduction

In this paper, the palace made by the Office of the work of the records of the Office of the Ministry of the Interior made by the Office of the archives, the Office of the Ministry of the Interior made by the Office of the work of the work of the clear file as a research text. The records of the craftsmen are mostly found in the records of the "work file" and the memorials, and the names of the craftsmen, their workshops, and specific events are recorded in detail. The management of craftsmen in the archives includes the source of craftsmen, selection criteria, management of the release of craftsmen, waist-plate system, reward and punishment system, system of dietary supplementation, and hierarchical management, etc., with emphasis on the reward and punishment system of craftsmen to be discussed in detail.

## 2. Basis for rewarding and penalizing craftsmen

In the records of the Office of the Ministry of the Interior, the records of the entries of rewards and punishments for craftsmen often state the bases on which the rewards and punishments were given. These bases, is the officials, craftsmen can be practiced standards. Rewards and punishments have a basis, can complete the emperor's requirements for excellence and a large number of palace construction business. Among the bases for rewards and punishments, the emperor's will was the most prioritized criterion, under which the following four aspects were emphasized: the craftsmen's high regard for the appearance and aesthetics of their work, the degree of refinement of the craftsmanship and the requirement for continuous improvement, and the craftsmen's attitude and diligence, as well as the judgment of the craftsmen's level of craftsmanship. Usually, rewards and punishments are also based on these criteria.

### 2.1. Rewards and penalties for the fineness of courtly craftsmanship

The users of palace wares were the imperial family, so their styles were often customized with the emperor's preferences and tastes, especially for the Qianlong Emperor, who was always demanding about the production of workmanship. From the records of the "work file" can be seen, the Yongqian



Dynasty, the Ministry of the Interior has strict requirements for the style of the work. In the process of dealing with the production of enamel, lacquer, enamel plates, inlays, etc., it always emphasized the establishment of styles and the meticulousness of patterns, and paid attention to the fineness of craftsmanship and the continuous improvement of technology. Craftsmen had to strictly abide by the standard of "the inner court respectfully made the style" to make the court-made wares, and the emperor would personally implement and monitor this standard. For example, in the Yongzheng three years of enamel work, for the production of Jihong bowl, put forward to do again to make the pattern more detailed requirements. This shows that the Yongzheng emperor had clear requirements for the fineness of the appearance of the objects."A Ji red bowl with a red copper and gold-plating plated stand, presented by Langzhong Haiwang, under the decree: the style is right, and when it's done again, the pattern of the titanium and steel is done in detail,expression marking the end of an imperial order[1]."

The Ministry of the Interior has a continuous requirement to improve the craftsmanship of the artisans, and at the same time requires the artisans to constantly pursue higher quality standards in the production process with regard to the aesthetic requirements and attention to the details of the artifacts. In the Yongzheng four years of records, the Yongzheng emperor on the enamel work and the quality of the lacquer box criticized, and asked the craftsmen in the future production process must be fine into the manufacture."Langzhong Haiwang was ordered to burn the enamel at this time, the work is rough, and the pattern is also very common, after that, you must be fine into the manufacture of, expression marking the end of an imperial order[2]."And for painting outstanding the emperor will put forward praise and reward, in the "Qing Palace Archives" there are some records, such as the court painter Tan Rong had been "flying and chirping food sleeper geese" enameled porcelain snuff bottles and very much the Yongzheng Emperor praised, and got a reward of twenty taels of silver[3].It is because of the Emperor's strict control and continuous improvement of the craftsmen in the Office of Manufacturing Office to make wares, so that the wares all show the stylistic characteristics of "Elegant", "elegant" and "sophisticated", forming the peak of artistic development. The peak of artistic development.

## **2.2. Rewards and penalties for the fineness of courtly craftsmanship**

Craftsmen were also judged on the basis of their work hard and diligence. The emperor required craftsmen to work diligently and not to engage in bad behavior such as laziness, dissipation or involvement in fighting. This reflects the strict work attitude requirements of the Interior Ministry, which emphasized diligence and discipline, and only craftsmen who performed well were retained."On the January 14th, Kuda was also a craftsman, and because of his dexterity, he used to order them to make work.subsequently, all of you should do your part and not be negligent[1].""If any of the craftsmen are late, leave early, lazy, cunning, quarrelsome, noisy or loud, or disobedient to the laws of etiquette and should be severely reprimanded, the officer in charge of them should tell the administrator of the city that he is aware of it, and then reprimand them, and should not be allowed to take advantage of his official duties to avoid his personal enmity by reprimanding the craftsmen privately without authorization[1]."This record mentions more content, first of all mentioned that the palace craftsmen come from ordinary craftsmen, because of the skillful craftsmen were appointed to engage in a variety of manufacturing. Subsequently, the behavioral management of the craftsmen and servants put forward strict requirements, such as late and early departure, laziness, noise and other inappropriate behavior will be heavily punished. If the craftsmen behaved inappropriately, they were required to report to the management officials, who would then inform their superiors for further action. This shows that a hierarchical management and punishment mechanism already existed at that time. And the royal family also demanded impartiality from the officials to prevent abuse of power or personal vendettas.

### **2.3. Rewards and penalties for craftsmen's level of workmanship**

The standard of craftsmanship is mainly reflected in the skill level of the craftsmen. The Qing court punished the craftsmen severely, and if the craftsmen's skills were not up to the standard, they would be punished or dismissed directly. In the record of "work file", the Prince Yi's inquiry about the craftsmen's skills and the answer of Langzhong Haiwang can show that if the craftsmen's skills are considered "ordinary", they will be sent back to their original homes. This suggests that in the Ministry of the Interior, there were certain standards and expectations for the skill level of craftsmen, and only those with a certain level of skill were retained in the capital. For those craftsmen with average skills, the emperor would show no mercy. For example, Zhang Qiongfui, a Guangdong craftsman who made self-tuning bells, was asked by the emperor to return to his native Guangdong and not to come back to the capital when he had to take leave to send his uncle's coffin back to his hometown because of his mediocre craftsmanship. As a result, Zhang Qiongfui's future livelihood as well as his social status would be affected to some extent. According to the records, Prince Yi also valued the craftsmanship of the artisans, and when Langzhong Haiwang recommended the artisans to Prince Yi, the first thing Prince Yi looked at was the level of craftsmanship of the artisans, and if the craftsmanship was ordinary, they did not have to be brought back to the capital[4]. For the excellent painter Jinjie was treated differently, when he needed to take leave to go home, the court not only ensured that he was able to go home safely, but also that he would be sent back to the capital by Sun Wencheng's family well after he finished his family matter. "Yuanwailang Haiwang, has received an order from Prince Yi: Jinjie, the painter, went home on leave, and asked the family of Sun Wencheng, the weaver, to send him to his home; once Jinjie's family is finished with his work, he will still ask Sun Wencheng's family to send him to the capital[1]." The eighth year of Yongzheng Dynasty, Nian Xiyao sent into the palace a dozen craftsmen, the Yongzheng Emperor only left a few, will be good craftsmen to choose a few to stay, the usual craftsmen are still sent back to their original home[5]. This practice of Preferential retention not only guaranteed that the craftsmen in the palace were of the highest standard in the country, but also guaranteed the positive development of the organizational mechanism of the Office of the Maker in terms of the management system.

Generally speaking, the criteria for judging the craftsmanship of artisans by the Interior Office of the Yongqian Dynasty mainly included technical level, work attitude and management supervision. Only craftsmen with a certain level of skill, diligence and discipline could be retained in the capital, while craftsmen with bad behavior and improper work attitude would be severely punished and managed.

## **3. Policy of reward and punishment for craftsmen**

The Emperor had a complete management system for rewarding and disciplining the craftsmen of the Manufacturing Office, which was to a certain extent designed to promote the motivation of the craftsmen and to improve their work efficiency, so as to ensure the quality of the work and the time of completion. Craftsmen who performed well would be rewarded by the emperor, including property, land, artifacts, food, promotion, etc. The craftsmen who performed poorly would be punished by the emperor. On the other hand, poorly performing craftsmen would be punished with fines, demotions, boarding, and other penalties. Treatment was determined by skill and experience, which was not only in line with the personnel management system, but most importantly, the craftsmen could get a reasonable remuneration through their skills to make the work to the satisfaction of the emperor[6].

### **3.1. Craftsman's Reward**

According to the "work file" in the relevant records, in order to make the manufacturing office can operate smoothly, and fully in accordance with the emperor's wishes to design the output of all kinds of artifacts, so the emperor has a series of strict rewards and penalties for up and down the manufacturing office, etc.. For the good performance of the craftsmen, most of the financial rewards, sometimes according to the situation will also have housing, promotion, clothing and other rewards, which also indirectly stimulate the craftsmen's enthusiasm for the work. Now take the Yongzheng to

the early years of Qianlong framing south craftsman "Li Yi" as an example (Li Yi is Jiangning County, Jiangning Prefecture, a typical south craftsman), his treatment is reflected in a spot[6]. With his excellent craftsmanship skills and diligence, he was recognized and appreciated by Emperor Yongzheng. Li Yi was more outstanding in the field of framing, with certain experience and level. Therefore, in the inconvenient living environment about Li Yi's problem, got the emperor's attention and solution, rewarded Li Yi a six or seven rooms of the official room, thus also reflects the palace on the care and respect for craftsmen. "Chief Eunuch Zhang Qilin said: framer Li Yi live far away, to and from the duty is very inconvenient and other words heard. By decree: Li Yi people honest and diligent, the craft is also good, to Paul De understanding of its family, will be close to the place of official housing to check a, or five or six, or six or seven, to reward him to live[7]". In the 10th year of the Yongzheng reign, Li Yi was rewarded with an eighth grade official position, which was a recognition of his craftsmanship and contribution, and also enhanced his social status and identity. At the same time, the consular service also chose two small Sura to Li Yi as apprentices, which in turn reflects the importance of passing on his skills and cultivating his descendants, as well as a kind of affirmation of his skills. "Palace Supervisor Su Peisheng passes the decree: rewarded Li Yi (filmer) eight official, found that Li Yi is forty-eight years old, the Department of Jiangning County, Jiangning Prefecture, people's nationality[7]". "Palace Supervisor Su Peisheng passes the decree: the selection of small Sura two with Li Yi as an apprentice[7]". "Li Yi was honored for his positive contribution to the legacy and development of the framing industry through promotion to official positions and training of apprentices.

In addition to promotion, reward housing, there are a number of awards. After the Yongzheng six years, the Office of self-refining enamel material more and more successful, the new refining enamel material and new enamel material each of the nine, so this period of enameled porcelain production has reached a new peak of higher artistic achievements. From the manufacturing office archives, the Yongzheng six years south craftsman Zou Wenyu involved in the palace porcelain enamel work, and since the Yongzheng ten years to the Qianlong thirteen years between painting enamel Zou Wenyu many times by the quart, according to records of a total of six times to get the emperor's rewards, which fully reflects the Zou Wenyu in the court painter is very much appreciated by the emperor. "These two people skill is very good, when the police are also diligent and prudent, but , such as the family is poor, the food money is not enough to support the support of the family, etc[7]". "By decree: Hu Hong, Zou Wenyu food money is not enough to support the family's use, you send down the decree with the Hai Wang, should be how to increase the reward money and food, discretionary reward. expression marking the end of an imperial order[7]". "This day, the Minister of the Interior, Haiwang, complies with the decree, and adds one of silver to the monthly food of Hu Hong and Zou Wenyu, who have been receiving it on a monthly basis since June of this year[7]". "Zou Wenyu "Very skilled, when the business is also diligent and prudent" was highly recognized by the court, but because of its poor family, can not afford to support the family's responsibility, in addition to the supply of Zou Wenyu basic money and food, the emperor gave special subsidies to Zou Wenyu's family members are also taken care of. From this we can see that he holds an important position in the heart of the Yongzheng Emperor. Can be seen, the Yongzheng Emperor realized that the solution to the worries of the craftsmen, craftsmen can wholeheartedly for the royal service, the craftsmen's family relations and career in the Office of the Maker is also a certain link. "Naidaijin Haiwang Oracle: Zou Wenyu painted enamel several times the emperor praised good, should comply with the decree: with this manufacturing office treasury silver reward to ten taels[8]". From the record can be reflected in Zou Wenyu enamel paintings have been praised by the emperor several times, and therefore often rewarded with silver. Reflects the court for the excellent artisan skills and appreciation. And the reward must be in the meritorious, is also the way to make the Office of the management standardization.

Review of the "work file", because some craftsmen made by the emperor's favorite work, the Qianlong emperor also often specially named them into the work of the work, to Tong Wu, for

example, the emperor in addition to from time to time to see what he is doing the work, but also asked Tong Wu every year to do a work to be presented."Since the Wanshou Festival, one piece of work will be done for each festival. Draw a sample and show it to the public, then do it again on time[9]."And if Tongwu made a mistake, the Qianlong Emperor only lightly punished. The inner court handed over Venus glass target Western knife eleven, a fork. Passed the order: the knife will be changed to fork. However, according to the Tongwu back: "Flunkey do not know the nature of the stone, the fork handle to get, accidentally blew up six pieces, I have been compensated for the completion of the slave. But because of the outside to find Venus glass is difficult to match the same. It is reasonable to declare according to the facts[10]."And the Minister of the Ministry of Internal Affairs to see the six pieces of compensation and the original delivery of the knife target is not the same, that is due to its carelessness, it is proposed to apply for a three-month salary penalty. As a result, the Qianlong Emperor tolerated "Tong Wu is punished for one month" can be. It can be seen, by the emperor's appreciation of the master craftsman, in its mistakes by tolerance of punishment, is also a special reward.

### **3.2. Craftsman's Punishment**

All of the above rewards are designed to motivate craftsmen to work diligently and produce a good finished product. In order to ensure the quality of the work and the progress of the completion of the work, for slacking, shoddy workmanship, work overdue for the three cases will also produce the corresponding punishment. In the case of serious problems, the emperor would even conduct investigations and hold the relevant officials jointly and severally liable. Liu Shanjiu, Samuha is the contractor of the work, where into the work of the work, should be instructed to craftsmen, to do their best to make sure that the fine can be presented into the present Yi, etc. to play negligence, so that the craftsmen, etc. arbitrarily careless, is very inconsistent, Liu Shanjiu should be punished with a salary of half a year, Samuha punished six months of silver; supervise the work of the leader of the Wendy two black, Zhang San, each of them will be heavily reprimanded with a fifteen boards, the craftsmen, Zhang Xiaoyer, Peng Dazi, Zhou qishi, Li Zhu, each of them will be heavily reprimanded with twenty boards as a critical play negligence to quit the work. Heavy responsibility for 20 boards, as a dangerous play negligent people quit[11]. Liu Shanjiu and Samuha due to negligence failed to guide the craftsmen into doing work with dedication, resulting in sloppy work. According to the above records can be learned, craftsmen in the commitment to the imperial artifacts, such as rough work, the form is not beautiful, will not be able to pass the aesthetic standards of the Qianlong emperor, serious and even will be held jointly and severally liable for the officials, from the contractor to the head of the craftsmen to be made, will be subjected to or salary fines, or the board of punishment and other disciplinary action, never negligence, which not only emphasizes the Qing dynasty interior for the management of the work of the stringent requirements, but also the management of the imperial process Standardized method.

In the case of overdue work, the craftsmen were not exempted from a certain amount of chastisement. The archives of the Manufacturing Office record this:"Since July 10, 22 to do, limited to 60 days to the first ten days of September full limit, on December 29 to do. Submitted into the total of one hundred and eight days over the limit is already delayed, the ministers will be Li Yuan recorded five times. Should be fined five months, once the one-year period expires, a separate summary of the news, this work is still rough, but I feel that Nian play is not very careful, it should be reviewed and discussed, please will be punished Li Yuan three months as a warning[12]."Li Yuan was responsible for the gold plating work that should have started on the tenth day of the seventh month with a deadline of sixty days to complete, but it was overdue by one hundred and eight days, which was a serious delay, and also due to the passive negligence that led to the shoddy quality of the work, he was penalized with several demerits and penalties. At the same time, the system of rewards and punishments for the royal family was also constantly being improved to further strengthen the control in order to better manage

the craftsmen, increase the sense of responsibility of the craftsmen and related officials, and motivate the craftsmen to make exquisite artifacts.

#### 4. Summary

Under this system of clear distinction between reward and punishment, coupled with the hard work of craftsmen, managers of the professional administrative system and a clear division of responsibilities, whether at the technical level or artistic style, are actively led by the emperor and the development of the skills of the ultimate. Make the Yongqian dynasty period of large-scale imperial craft can be effectively carried out, only to be able to produce high-quality, creative new works of excellence.

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