

OPEN DOORS

FOR

WOMEN WORKERS

REVISED EDITION.

PRICE ONE SHILLING.

Post free.

A reprint of Articles recently published in
WOMEN'S EMPLOYMENT, a Newspaper
published by the **CENTRAL BUREAU**
FOR THE EMPLOYMENT OF WOMEN,
Southampton Street, Holborn, W.C.

331

7020941
CEN

P
PAMPHLET

CITY OF LONDON POLYTECHNIC
FAWCETT COLLECTION

Calcutta House
Old Castle Street
London E1 7NT



CONTENTS

OPEN DOORS
FOR
WOMEN WORKERS

19)
331.7020941
3900 21468✓3

CONTENTS.

	PAGE
Going into Business. I. Mrs. W. E. HEITLAND - -	3
" " II. Miss HENRIETTE JASTROW - -	6
Lady-Doctors. Miss ETHEL M. N. WILLIAMS - -	8
Dispensing and Pharmacy. Miss ALICE WHEELER - -	12
Sanitary Inspectors. Miss EDITH BASS - -	15
The Training of Technical Teachers. Miss ELLA PYCROFT - -	20
The Theory of Domestic Economy Teaching. Miss BIRCH - -	23
Elementary Schools. I. Miss SOULSBY - -	25
" Teaching. II. Miss K. M. FITZ-GERALD - -	32
High School Teaching. Miss L. BROWN - -	34
Children's Nursery Nurses. Mrs. WALTER WARD - -	36
Women Agents for London Properties. Miss J. R. CHITTY - -	40
The Post Office. LEWIN HILL, Esq., C.B. [- -	43
Civil Service. - - - -	47
Physical Culture. Miss T. D. STEMPEL - -	49
Gymnastics. Miss B. E. BEAR - -	51
Gardening. Miss J. SMITH - -	53
Jobbing Gardening. R. R. E. F. - -	56
Poultry-keeping for Profit. R. R. E. F. - -	60
Laundry-work. Miss ETHEL B. JAYNE - -	63
Dressmaking. Miss LILIAN A. WEST - -	69
Cookery. I. Miss JANET GRANT - -	71
" II. Miss MARY FRANCES ORPEN - -	73
Lady Servants. Mrs. COOKE-TAYLOR - -	75
Secretarial Work. Miss CECIL GRADWELL - -	77
House Decoration. Mrs. MASTERS - -	79
Upholstery. Miss A. DEANE - -	81
Photography. I. Miss A. H. BLOOMEFIELD - -	83
" II. Miss KATE PRAGNELL - -	85
A Colonial Training School. Miss G. M. GODDEN - -	88
Printing. Miss EMILY HILL - -	90
Spare Time Employments. Miss CATHERINE WEBB - -	93

GOING INTO BUSINESS.

I.

By MARGARET BATESON (MRS. W. E. HEITLAND).

(By kind permission of the Editor of "Lloyd's Weekly News.")

To go into business may be an interesting thing for a girl to do, or it may be a very dull one. The interest or the dullness depends upon what is meant by "going into business." This phrase means, in the mouths of the majority of those who use it, no real penetration into the problems and the complexities of modern commerce, but a mere patient tarrying upon the threshold of business. "My daughter is in business," says many a mother, hardly quite knowing herself what she means. If we were to inquire further we should probably find that the girl is typing all day in the office of a "business" man, a correspondence which she does not half understand; or is displaying millinery upon her head, the elaborate hairdressing of which has to be her constant study; or, maybe, is making up in an unsavoury little den the books of a butcher or fishmonger. We should come, perhaps, to the conclusion that "being in business" might express almost anything the speaker chose, but that it would not usually imply being very far in.

Let us, however, forget for a moment the interpretations put upon "going into business" by persons who cannot afford to look far beyond the day's necessities, and take for ourselves a somewhat more general view of the subject. By "business" we customarily mean manufacture, wholesale and retail trade, and all employments which can be characterised by the adjective "commercial." Business, thus defined, covers an enormously wide field of activities: and the important point for us is that it offers its chances to women on tolerably even terms with men. A woman, though she may become a successful stockbroker or accountant, cannot, it is true, become a member of the Stock Exchange, or of the Institute of Chartered Accountants, but there are not many similar disabilities, and those that exist are far from being insuperable. There are man-made and trade-made obstacles I do not deny, but the real difficulties—the difficulties with which

we have to reckon—have their origin in the natural circumstances which shape women's lives.

Girls are haunted with a sense of the impermanence of their schemes. It is not worth while, they think—and their parents think the same—to spend much time upon learning a business, when they may marry, and their future husband may remove them from the scene of their industry, and they themselves may never find the knowledge of business they possess of any sort of use. They assume, somewhat illogically, that it is no matter how they spend the years before marriage so long as they can earn enough to pay for their dress and current expenses. They, therefore, often choose an occupation which is a bad preparation for marriage, and not a good introduction to business. As the girls of the manufacturing districts become factory hands, so the girls of the middle class, especially Londoners, become clerks. The London girl is pleased to think that a few guineas spent on learning shorthand and typewriting will enable her to become a clerk, and to occupy her days in a manner which appeals at once to her indolence of mind, and to her aspirations for gentility. She sees herself going daily into the City by omnibus or rail, with the minimum of bodily exertion, and, neatly dressed, taking her place at a desk, where all day she will write letters which, being somebody else's correspondence, require no thought. She will amuse herself watching the people who pass through the office: at lunch time she will exchange a little personal gossip with her friends at an "A.B.C.," and she will return home without the smallest anxiety connected with her employer's business. The very advantages of a clerkship in the eyes of such a girl as I have described are the actual drawbacks to the life from a business point of view. I am far from saying that a girl who has been a clerk has learnt nothing. She has learnt to be orderly, and to answer letters promptly, and to the point. These are acquisitions which have their value, but their possession does not fit a girl to succeed better in one business than in another. The girl with a general office training is simply a useful piece of the office mechanism, useful as the office desk or the typewriting machine is useful, and as easily to be replaced. Many a girl acquiesces tamely in this estimate of her qualifications, and wanders at the mercy of chance from office to office, taking a situation with an accountant at Michaelmas, working for a solicitor at the New Year, moving on to a shipping company at Easter, and, maybe, at Midsummer accepting an engagement with a political society. But, properly, a clerk should be an apprentice to a special business, not merely a human letterwriting and copying machine; and my belief is that girls who would regard a

clerkship in this way, and would choose one with reference to some particular business that interests them, might far more often mount into the upper places by this route than they imagine possible at present.

Women have hitherto shown themselves most successful in those businesses in which they participate with their own hands, as opposed to businesses which want only the directing head, and deal with the production of goods in vast quantity. Thus they are doing well in various departments of cookery and confectionery, in dressmaking, millinery, the sale of embroideries, and personal ornaments, as well as in two very different enterprises, typing and laundry work. To be able to do the work themselves, and to be able to employ chiefly women as their subordinates, are the conditions which have contributed mainly towards success. The number of women who have established any manufactory or shop of important size is small; and the reason, probably, is that it takes the undiverted powers of at least one whole lifetime to build up any big productive or distributive firm. I know, however, of one lady who has established a group of tea shops in a northern city, and such an enterprise as this may not always remain a rarity. The tendency of retail trade appears to be in the direction not only of big, all-comprising stores, but of the establishment throughout the Kingdom of sets of shops under one management. We may observe that the book-distributing, the tea shop, the confectionery, the tobacco, the drug, the grocery, and many other retail businesses, are becoming monopolised by a few enterprising individuals who eventually "turn themselves," as it is called, "into companies." But in this country women, when they are shopkeepers at all, are only very small shopkeepers; and such persons, when they are only small tradeswomen and general dealers, are bound to be defeated by competitors of more force. We must not, however, confound the feeble middle-woman, the retailer of goods which she could not make, with the woman who is head of a business which is of the nature of a profession or handicraft. An artistic house decorator, for instance, or the head of a dressmaking firm, may, estimated by the number of her customers, be in only a small way of business; and yet, if she is a woman who has thoroughly learnt her trade and can always perfect the workmanship of her underlings by the application of her own skill and taste, she will be able to hold her place in any system of trade which is likely to be devised. For though the biggest fortunes of all may be the prizes of those who deal successfully in goods by the mass, yet wealth in an adequate measure compensates those who produce really beautiful and choice things. Finally, in going into business the point is to select a particular occupation, not so

much by reason of its exceptional remunerativeness, as because it more than another is likely to call into play those faculties with which the individual woman happens to be most advantageously endowed.

GOING INTO BUSINESS.

II.

"THE TOP OF THE TREE."

By MISS HENRIETTE JASTROW.

THE term "Business" covers a vast area. Anything which is carried on for the purpose of profit making, from the smallest hairdresser's shop to the smoking furnaces of the great engineering works, is a "business," and even non-profit making concerns, such as the administration of public bodies, charitable institutions and others, should be conducted in a business-like way. In fact, once looking the matter in the face, we find that there is hardly anything which can be successfully carried on without a business-like foundation. It thus appears that all of us, whatever our calling or station in life may be, require some business capacity, and should be equipped with a certain amount of business training, and it will not be too much to assume that many disappointments and failures would be obviated if this were generally realised and acted upon. Nowhere, however, is a thorough business training more indispensable than in any commercial undertaking, where the lack of it is generally marked by disastrous effects. Sometimes people fail in business apparently through no fault of their own, as they were working hard and were possessed of the necessary qualifications for turning out good work. Here the cause of failure often lies in the fact that, although they knew the technical part of their business, they were lacking in knowledge on the commercial side. On the other hand, even smart business people fail if they embark upon an undertaking the technicalities of which they do not master. Again, they may be well up in both the technical part of the business and the ordinary commercial routine, and yet they may fail if they are lacking in foresight, if they are not able to take a broad view of things, and to follow and understand economic and political developments all over the world, so as to make use of opportunities when they present themselves. It will thus be seen that "commercial educa-

tion," if properly understood, should be by no means of a narrow nature.

Let nobody think that by a mere knowledge of double entry book-keeping, commercial correspondence, shorthand and typewriting, office routine, etc., a real commercial education has been attained. This knowledge, necessary as it is for any person employed in business, only constitutes the skeleton on which further acquirements are to be built, and if people without a sufficient general education undergo such a training it becomes not only worthless but even harmful. The specialised training should be based on a thorough all-round education, and the better this is, the more it has trained the mind and broadened the view, the more will the commercial undertaking be profited by it.

Women rarely realise this sufficiently, and that is one of the reasons why so few are seen "at the top of the tree." But yet, there are women who in every way seem to be qualified for carrying on commercial undertakings of a high nature and a wide extension, and who, notwithstanding, have to be satisfied with a less commanding position. Such women are sometimes met as "the second in command" in commercial establishments, as confidential clerks, advisers and general managers of the concern, or, as an employer once termed it to the writer, as "Bismarks." He was not aware how well this term applied to another side of the question. Almost as little as the great statesman would have aspired to become Emperor, the female "Bismark," however competent she may be, ventures to embark on a large undertaking upon her own responsibility and to make the last step on the ladder, *viz.*, to change from an employee into an employer. It is daily done by men, and yet hardly ever by a woman. There are all kinds of hindrances which block the way for her. There are domestic fetters of every description, there is the reluctance to give up a comparatively well paid and secure position, the shirking the increased responsibility, and the lack of self-confidence and enterprise; and in those rare cases where none of these impediments prevail, the lack of capital is generally the stumbling-block. It is difficult for a man who is not possessed of his own means to obtain the necessary financial assistance for a new venture, but it is next to impossible for a woman. Her case up to now is of too rare occurrence; people have not yet had many opportunities to see women in the field of commercial enterprise, and even friends are loath to invest money in what seems to them a novel and daring departure. But although this is no doubt a serious calamity at present there is room for hope that it will be overcome in time. Women have yet to give the proof of their qualification for commercial undertakings of

a wider scope, but there is every reason to believe that they will give this proof in time. The opportunities which the commercial career offers to intelligent, capable and well-educated women is being more and more realised, and the prejudice which for a long time debarred the woman with a higher education from this profession, may be considered as removed.

From a practical experience which extends over twenty years and has been gathered in two countries, the writer does not hesitate to encourage well-qualified women to enter the commercial field, looking upon it, not as a stop-gap until "something turns up," but as a career, and when their opportunity comes they should also exercise a certain amount of commercial enterprise; and their friends, instead of checking the same, should encourage them and endeavour to smooth their way. They should specially encourage them to be enterprising whilst they are young. True, there is the greater experience of a riper age, but, on the other hand, if a new venture is taken up too late, nothing but the dregs of strength and energy is left for something which requires the whole force and spirit. However, it is to be remembered, "you are only as old as you feel," and there are people who, although old in years, always remain young.

LADY-DOCTORS.

PRESENT DAY POSSIBILITIES FOR WOMEN IN THE PROFESSION OF MEDICINE.

By MISS ETHEL M. N. WILLIAMS, M.D. LOND.,
D.P.H. CANTAB.

I AM not a great believer in the theory that a strong natural bent for a particular calling is common amongst ordinary intelligent men and women. Native energy and intelligence might, in most people, rather be compared to an unwrought piece of wood or stone. It has many possibilities, though these of course are limited by the size of the mass and by its natural qualities, such as grain, hardness, durability, etc. Indeed I do not even find it easy to sketch out the kind of person best fitted for a doctor. There are many kinds, any of whom may well fill a niche in the profession, but for all that, there are certain qualities and requirements without which neither man nor woman can hope to be successful in the profession

of medicine. The embryo doctor should have good health, and untiring patience. Yet even this statement must be qualified: the frail and ailing can often accomplish as much as the robust by skilful husbanding of resources, and as for patience—well, it is usually an acquired gift even with the best of us. But there are certain people who, we know, will never acquire it, and they are unfit for the profession.

Again, she must be kindly and observant, with that capacity for thought and judgment, not the commonest of nature's gifts; she must have the power of steady work, for a lazy practitioner of medicine is a contradiction in terms. Then there are two things she should possess in abundance; the faculty of not brooding over responsibility, of being able to dismiss a subject from her thoughts, and the power of reserve—the leaky vessel will never make a successful doctor. The physician must learn reserve with patients' friends, for prognosis is the last and most hardly attained of professional qualifications: it comes to none till after long years of experience, and to many, never. She should cultivate reserve with her patients. A patient will always have more faith in one who gives clear concise rules of life with no unnecessary and unasked for pathological talk. But reserve must not be of the morose type, which implies lack of interest in your patient, nor must it be of the nervous type, which seems to imply an inner sense of ignorance. It must be kindly, cheerful and firm.

Further, the would-be doctor must have a good secondary education. She should have a good knowledge of elementary mathematics, and some small Latin, while French and German will be exceedingly useful. Some Universities, as Durham, demand also some Greek before the M.D. is taken, but this can easily be done later. If she can spare the time and money, a three years University course, in either mathematics or science, will I believe thoroughly repay her in the widening of her mental horizon, and the broadening of her intellectual interests, but this is, of course, not in the least necessary, and would by many excellent judges be considered waste of time. It will delay her start in professional studies till she is twenty-two or twenty-three, and consequently she cannot qualify till twenty-seven or twenty-eight. If, on the other hand, she goes direct from school to a medical school, she may start her student career at eighteen or nineteen—earlier it should not be.

She will now have to choose her qualification, and her Medical School. It will be well to have considered the question of qualification before leaving school, as she can then take her Matriculation or Preliminary Arts examination direct from school, which is much the best time for it. The nature

of this examination depends on whether she elects to take a University Degree, (when she will have to take the Matriculation examination of her selected University) or a licence to practise, such as that of the Society of Apothecaries, when she will have to pass one of the Preliminary Arts examinations recognised by the General Medical Council. Many of the better known public examinations, taken by secondary schools, are accepted for registration as medical students, provided the pass includes certain specified subjects, but the intending student can obtain a list of examination and necessary subjects from the office of the General Medical Council, Oxford Street. The young student with a good general education, good health, and not too narrow means, will be wise in choosing to take a medical degree. She will now have to choose her Medical School, and this choice will be influenced by the qualification on which she has decided. For example, if she has chosen a London degree or qualification, she will probably prefer to study in London, although it is not necessary.

In the United Kingdom there are three schools of medicine for women only. The London School of Medicine for Women, Handel Street, Brunswick Square; the School in Edinburgh; and the Medical Department of Queen Margaret's College, Glasgow; while there are at least ten medical schools in the United Kingdom admitting women to their classes, including the College of Medicine, University of Durham (Newcastle-on-Tyne), University of South Wales, and University of St. Andrews.

Whichever school, or qualification be selected, five years must be spent in study after passing the Preliminary Arts examination, while in the case of the University courses there is also an examination in elementary science which must be taken before proceeding to the medical examinations. Some of the Universities, as Durham, require a certain amount of the students' time to be spent at the medical school attached to the University. In the case of the London University the work can be done at any recognised medical school. The degrees of the University of London are the most difficult to obtain and have the highest standing, but the student who starts without any previous scientific training will have to spend a full year in scientific work, while the Preliminary Arts examination is more difficult than most. The cost of the course must vary with the qualification chosen, and with the amount that the student has been accustomed to spend on living, dress, etc. In the case of the more difficult examinations a certain amount of private coaching will probably be needed, while there is larger chance of failure in an examination, and so of the student's course being extended for six

months or a year. In London £200 would be an ample allowance, but certainly many students have managed on a good deal less, though I doubt if it could be managed for less than £130 without unwise, and undesirable sacrifice of comfort, and even health.

Then what chance has a woman of making a career and earning an independent income when her student course is over? The number of appointments open to women has very much increased. Women hold positions as medical officers in lunatic asylums, and workhouse infirmaries, in hospitals for children and women, and as assistants to other practitioners. The New Hospital for Women in the Euston Road is entirely officered by women. Qualified women now hold several appointments at the Royal Free Hospital. So the difficulty which pressed so heavily on the women in the earlier days of the movement of gaining that most essential post-graduate experience, is now fast vanishing. The positions gained, and incomes earned by women who have set up in private practice vary of course very widely, and it is impossible either to set a limit or to give an average. In London many women are doing very well, and also in the larger provincial towns. In several towns women are on the staffs of local hospitals, but, nevertheless, women who settle in the provinces will still find much prejudice to overcome, and ridicule to live down. A woman settling out of London must not only be well equipped for her professional work; she should have financial resources which will enable her to spend considerably more than her professional earnings for at any rate three or four years. She should take a good house in a good neighbourhood, dress well and mix in all the social life of the place. It is a matter of the first importance to be seen and known. People will not employ a person whom they have never seen, and of whom they know nothing, but a very small amount of acquaintanceship will often turn the scale in her favour. If a woman is prepared to do this, and is competent, she will, I have little doubt, succeed in the long run. Her great difficulty will be the professional isolation. She cannot hope for hospital practice, at any rate, at first, and she may find it difficult to make those professional friendships which are so valuable for the exchange of ideas on professional subjects. For this reason a medical woman will find her happiness, and her medical capacities alike, increased if she is within touch of a fellow practitioner of her own sex.

DISPENSING AND PHARMACY

AS A PROFESSION FOR WOMEN.

By MISS ALICE WHEELER, DISPENSER, CHELSEA HOSPITAL
FOR WOMEN.

AMONGST the many professions open to women at the present day, much has been written in many various women's papers on Dispensing and Pharmacy as suitable and remunerative occupations. The posts open to lady dispensers at hospitals or with medical men have perhaps been rather over-rated, but there is a fair number of them; and there is also a growing tendency to employ women assistants in chemists' shops. In many wholesale houses too, ladies are employed in the superintendence of poison packing, in the preparation of perfumes, and in other ways.

In order to put matters in their true light I shall, in the following comments, place the important value of the qualifications offered to the candidates on their respective merits.

Of late years a considerable misunderstanding has been entertained regarding the value of the qualification of the Society of Apothecaries Assistants' Examination Certificate, and too little attention has been directed to the *only* legal qualification to dispense and sell poisons, which must be obtained from the Pharmaceutical Society of Great Britain.

It cannot be too strongly impressed upon those who think of taking up this work, that the qualification of the Pharmaceutical Society is necessary to the making of a livelihood which will supply some of the comforts of ordinary life.

An erroneous idea is held by many women that the Society of Apothecaries Certificate once obtained, any appointment is open to them, and that the Minor Certificate of the Pharmaceutical Society is only for the ambitious, who find to their dismay that they do not have the slightest chance against those that hold such a qualification. Good appointments in hospitals, medical firms, and the better class of chemists' businesses, are only open to those thus qualified, and their salaries vary from £60 to £100, or more, according to the importance of the post.

The examination of the Apothecaries' Assistant was created by the Apothecaries Act in 1815.

One of the Sections of the Act gives the Society of Apothecaries power to examine assistants to apothecaries in compounding and dispensing medicine, and it is provided that no one shall act as an assistant to any apothecary without the certificate.

The duties of an apothecary are defined in the Act as to make, mix, compound, prepare, give, apply or administer, medicines as directed by any physician.

The Act applies solely to England and Wales.

The Pharmacy Act of 1868, Section 16, directs that nothing herein contained shall extend to or interfere with the business of any legally qualified apothecary.

This exemption in the Pharmacy Act undoubtedly means that any apothecary keeping open shop may continue to sell or dispense poisons through the agency of an assistant holding the assistants' certificate of the Society of Apothecaries.

It seems no more nor less than this, that anyone holding the Apothecaries' Assistants' Certificate ceases to become in law of any account as soon as he or she is employed by any person who is not an apothecary.

Thus, the certificate may be considered to be of no legal value:—

1. In Scotland or Ireland.
2. If the holder is a dispenser to a registered medical practitioner who does not hold the diploma of the Society of Apothecaries. That means, of course, by far the larger proportion of those who are on the medical register.
3. It is of no authority to those who act as assistants to chemists and druggists and pharmaceutical chemists.

It will thus be seen that the certificate confers no legal qualification.

Its legal bearing is entirely confined to the circumference of the Apothecaries Act, and a holder of it, if employed by any other person than a Licentiate of the Society of Apothecaries is not entitled to sell or dispense poisons.

The assistants' has, by custom, acquired a certain trade value, and many medical practitioners and hospitals accept it as evidence of a degree of qualification.

The mistake made is in assuming that it has legality beyond these limits; in short, it is a local, rather than a general, qualification. It would be well if the Committees of the various Institutions empowered to appoint dispensers understood this more clearly, as, by appointing a person having only this assistants' certificate, they render themselves responsible for the work carried out by the assistant, and very vague ideas seem to be held as to whom the responsibility

rests upon. Added to the above, the assistants' examination may be entered for without any proof of preliminary education or technical training in the Art of Pharmacy or Dispensing, and is an easy examination.

On the other hand, to obtain the Pharmaceutical Society's Certificate is a much more serious matter, as will be seen from the following:—

- (a) Candidates must be registered as apprentices or students of the Society, and in order to obtain this registration it is necessary for him or her to produce evidence that he or she has passed examinations, such as the Senior Oxford or Cambridge Local Examinations, London Matriculation, etc., etc., provided that the following six subjects are included:— English grammar and composition, Latin, French or German, arithmetic, algebra and Euclid.
- (b) Following this, a period of apprenticeship or engagement in the practice of dispensing and prescription reading with a duly qualified chemist or medical practitioner, or in a hospital under the direction of a qualified chemist for three years.
- (c) At the end of this period, and being of the age of twenty-one years, she is eligible to enter for the Minor Examination, which confers the qualification of a chemist or a druggist.
- (d) The Minor Examination of the Pharmaceutical Society is divided into two parts, practical and theoretical, and the subjects taken are botany, practical and theoretical, chemistry, physics, *materia medica*, practical and theoretical pharmacy, dispensing, prescription reading, and a knowledge of the poisons' laws.

On finishing the three years' training it is usual for a candidate to attend a course of instruction at one of the schools of Pharmacy, where she acquires a further advanced knowledge in the various sciences.

These acquirements frequently act as a bar to many who cannot afford such a length of time and the expenses attached to it, but it should be remembered that in all the higher branches of women's work years are spent before the field of labour can be entered fully equipped. During the three years of training it would be well for the candidate to attend classes in the sciences required, which it is possible to do in many towns, as a previous knowledge of the subjects of the examination is a great help in entering on the last period of study.

Relative to the cost of acquiring this most essential qualification, this will vary; chemists usually require a

premium, and the same condition prevails in hospitals. The premium may be from £15 to £40 per annum, whilst books, dispensing and chemical apparatus, college and examination fees, might be reckoned from £80 to £120. In all, dispensers generally estimate their fees, from their apprenticeship until they have obtained the Minor Qualification, to amount to about £200.

I trust that a careful consideration of these plain facts will give women a better and a clearer insight into the great responsibility attached to the post of dispenser; and, will open their eyes to the absolute necessity of obtaining the higher qualifications.

SANITARY INSPECTORS.

By MISS EDITH BASS.

At the beginning of the nineteenth century the father of a family considered he had fulfilled his parental obligations when he had assisted his sons to choose their careers and had enabled them to obtain the necessary training. But at the beginning of the twentieth century the duties of a pater-familias do not stop there. In the middle classes at any rate, the *daughters* have also to be considered, they have to be launched on a career for which they too, require adequate training.

In the choice of a profession there are at least three important points to be taken into consideration:—

- (1) SUITABILITY.
- (2) TRAINING.
- (3) OPENINGS.

The difficulty of the first is very often removed at the outset by the fact that the girl herself feels she has some particular vocation. She loves books and has a passion for imparting information, or she has taste and skill in millinery, or she is clever at cooking. But there are hundreds of girls whose talents do not seem to lie in any particular direction, who do not feel drawn to any recognised beaten path, and yet who know so little of the new careers and professions that have been gradually opening to women the last thirty or forty years, that it does not occur to them to consider the possibility of embarking on one, of becoming, let us say, for instance, a Sanitary Inspector.

Having made the suggestion, however, let us see what are the qualifications for such a post, what training is required, and what are the possible openings.

(1) **SUITABILITY.**—To become a Sanitary Inspector, a woman must have had a good general education and must further possess sufficient mental capacity to enable her to receive instruction in Elementary Physics and Chemistry and in Hygiene, etc., and to pass the required examination. She must be healthy, active, and fond of out-of-door work. There is no great mental strain involved, but her physical capacities are pretty severely taxed, for the work is constant, with regular hours and definite duties. Above all, the would-be inspector should have a quick observation and a full measure of tact and judgment, for she has to deal with human beings, and many a case she has to visit will require womanly sympathy and discrimination. She must be possessed, too, of unflinching good temper, for she will often hear herself abused and must never allow herself the luxury of "answering back." She will have counsels to give, abuses to investigate, remedies to suggest, and the more tactfully this is done, the more valuable will she be to those under whom and for whom she works.

(2) **TRAINING.**—I may say briefly that the training for these posts is neither a lengthy matter nor an expensive one, and for these two reasons it should commend itself to many. The whole course of instruction takes little more than *six months* (if the student is successful in passing the first examination) and costs *twelve guineas*, with a small additional sum for books.

The requisite qualification for London posts is the Certificate of the Sanitary Inspectors' Examination Board; for the provinces the Sanitary Institute Certificate. The examination of the S.I.E.B. consists of two parts, Preliminary and Technical. The Preliminary includes English, Arithmetic and Mensuration, and is written and oral. The Technical is written, oral, and practical, and includes the following subjects:—

- (1) Elementary Physics and Chemistry in relation to Water, Soil, Air and Ventilation.
- (2) Municipal Hygiene, and the duties of Sanitary Inspectors with the laws relating to those duties.
- (3) Elementary Statistical Methods.
- (4) Building Construction so far as it relates to the Sanitary Construction of Premises.

There are in London four centres where the course of training in these subjects may be obtained:—The National Health Society, The Sanitary Institute, King's College, and Bedford College. All necessary information may be obtained

from the Hon. Sec. of the Sanitary Inspectors' Examination Board, 1, Adelaide Buildings, London Bridge, E.C.

I wish in this article to speak especially of the work done by the National Health Society in connection with Sanitary Inspectors, as the Committee of the Society have made admirable arrangements for the training of Lady Sanitary Inspectors, the education of women in sanitary matters having always been the primary object of the Society. The course of training which they undertake to provide for the S.I.E.B. Certificate is absolutely thorough. It consists of between thirty and forty lectures for ladies, held in the Society's premises, 53, Berners Street, W., and is supplemented by practical demonstrations, which include the inspection of sanitary and insanitary houses, offensive trades, disinfecting stations, etc., etc. In addition, it is advisable for students to obtain the Diploma and Teacher's Certificate of the National Health Society. The additional subjects required are, Elementary Anatomy and Physiology, First Aid in Accident and Disease, Nursing and Elocution. A Theoretical and Practical Examination is held, and the Society's Diploma is awarded to the successful candidates. Armed with the Diploma and Teacher's Certificate, the Students are eligible as Lecturers for the County Councils, and, when possible, the National Health Society avails itself of the services of its former students as Lecturers.

The Society naturally, guarantees nothing, but it nevertheless takes a most kindly interest in its students and helps them in every possible way. It keeps a careful lookout for advertisements in the papers and passes them on to those in search of posts. It is interesting to notice that many well-paid public appointments have already been gained by the Society's students, including four Factory Inspectorships under the Home Office, several Sanitary Inspectorships under the Metropolitan Boroughs, and some Lectureships under the County Councils.

(3) **OPENINGS.**—Without being unduly optimistic, it is safe to say that the demand for thoroughly well-qualified women as Sanitary Inspectors is steadily increasing. As Inspectors of Workshops, Factories, Laundries, Restaurants, and all work-places where *women* are employed, it is obvious that women are not only useful, but invaluable, and the Borough Councils are recognising more and more the necessity of employing them. Last year there were thirteen Women Sanitary Inspectors under these Councils, while this year there are nineteen. Women have proved themselves to be so thorough, business-like, and tactful in their rather difficult duties that the Boroughs are only too anxious to avail themselves of their services, and well-qualified women

need have no fear of waiting for employment. A strong testimony in their favour was lately given in the answers to a circular addressed to sixty Medical Officers of Health enquiring what was their opinion with regard to women as Sanitary Inspectors. All the Medical Officers who employed them were unanimous in their favour, while those who did not were all favourable save one, and many who replied have since been the means of getting women appointed to their Borough Councils in this capacity.

By the County Councils, too, women are now employed as Inspectors under the Infant Life Protection and Shop Hours' Act.

The salaries for these posts vary from £80 to £110 per annum rising £10 per annum to a maximum of £150. Applicants must be between twenty-five and forty years of age, but they can begin the training course when they have attained the age of twenty-one.

The Sanitary Inspectors work under the Medical Officer of Health, their hours being from 9 a.m. to 5 p.m. The day's work includes about two hours' attendance at the office for receiving instructions, writing reports, etc., and about five hours visiting, the average number of visits per day being ten to fifteen. Under the new Factory Act which has just come into operation "home-workers" have also to be visited, that is, all the women employed by shops who work at home.

An amusing story is told by the Secretary of the National Health Society in connection with the first Lady Inspector under the Factories and Workshops Act, one of the Society's diplomées. This young lady called to inspect the work-rooms of a large firm employing many women and girls. The proprietor came to receive her and enquired her business. Upon hearing she was the Government Inspector and wished to be shown round, he at first expressed considerable doubt as to her position, but, finally persuaded, he resigned himself in the following words, which let in a flood of light upon the visits of the male inspector: "What! you a Sanitary Inspector? Well, I suppose, then, I shall be obliged to show *you* round. I can't offer you a drink, and I can't offer you half-a-crown!"

It must be noticed, finally, that the work has the advantage of being bounded by definite limits. There is no preparation or correcting to be done in the evenings. When she leaves the office, the inspector is free to live her own life, and if in her working day she can merge her interests and share her sympathies with her less fortunate fellow women, whose lot is spent in ceaseless toil in stuffy crowded rooms, then she may feel that her profession brings her not only the joy of wage-earning independence but enables her to leave the world a little better and a little cleaner than she found it!

I am enabled by the courtesy of a Lady Sanitary Inspector of one of the Metropolitan Boroughs to reproduce her personal impressions of the work.

"I find it most interesting," she says, "and never for a moment regret having taken it up. My ambition was to be a doctor, but since that was impossible, I became a Sanitary Inspector, which seems to me the next best thing. The woman who wants to succeed in this profession does not require to be intellectual, but she must be thoroughly practical, she must have strong lungs and a sound heart, and she must never lose her temper. I have never been in better health than during the last twelve months, due entirely to my regular out-of-door life. After an hour or so at the office, I start off on a round of visits, and in a week I cover many miles and climb many hundreds of stairs. My duties are, to make a register of all work-places, to keep a look-out for new ones as they are opened, and to visit them in turn about once a quarter. I have also to visit Kitchens in Restaurants, houses where infants under one year of age have died, to ascertain the cause of death, and houses from which a case of consumption has been notified, to try and persuade the people to disinfect, since they cannot yet be compelled by law to do so. When I inspect a work-room I have to notice what are the conditions with regard to overcrowding, cleanliness, warmth, ventilation, etc. If the printed regulations supplied to all workshops are not being complied with I send a notice, and then if no notice is taken, I report to my superior officer. A statutory notice follows and then a summons before a magistrate. As a rule, I have very little difficulty except with houses of business conducted by *ladies* who object to being interfered with, and seem to think they are not bound by ordinary regulations. On the whole the people welcome my visits and soon begin to look upon me as a friend and not as an enemy.

"In this, as in any other profession, the personal element counts, and if you have a taste for the work and sympathy with your fellow-woman, you will find the life of a Sanitary Inspector a life that is full of interest, that gives scope for much energy, and that teaches many things about human nature."

THE TRAINING OF TECHNICAL TEACHERS.

By MISS ELLA PYCROFT,

*Organiser of Domes. Econ. Classes, Technical Education
Board L.C.C.*

IN all branches of woman's work, the fact is making itself felt that, without definite and thorough training, it is useless to hope for good and permanent work. But in no profession is such training more absolutely necessary than in teaching the various branches of domestic economy. Teachers of cookery, laundry-work, and housewifery (or "household management") are required to hold diplomas from one of the schools recognised by the Board of Education for training in those subjects. Teachers of dressmaking and needlework have a larger choice of training schools, but without a teacher's certificate or diploma from some well-known school or examining body, their chance of work is almost nil.

As enquiries are constantly made as to the places in which training is given, the cost and the length of the training, and the opportunities of employment offered, it is thought that some information on this subject may be useful to our readers:—

(a) *Cookery*.—Training in cookery is given in over twenty schools recognised for this purpose by the Board of Education. There are three such training schools of cookery in London, and others are scattered in various parts of the country, from Newcastle and the Yorkshire and Liverpool schools to those at Bristol and Trowbridge. A list of these schools can be obtained from the Secretary of the Board of Education, Whitehall, S.W., and it is given in full in the "*Englishwoman's Year Book*." The time of training varies slightly in the different schools, but the minimum is fixed at 840 hours, or twenty hours a week for forty-two weeks—that is to say, at least one school year. Diplomas are awarded on the results of practical and theoretical examinations held at the end of the course. Examinations for cookery diplomas are conducted by the Board of Education itself, and the department issues diplomas on the result of its examinations. But those training schools which prefer to arrange for the exam-

ination of their own students, and to award their own diplomas, are at liberty to do so, and some still continue this practice.

(b) *Laundry-work*.—This subject is taught in nearly all the training schools of cookery referred to above; the training in this subject is also conducted under Government supervision, and the list of training schools recognised by the Board of Education is issued with that of cookery schools. The time of training is, however, shorter; 512 hours, or sixteen hours a week for thirty-two weeks, being the minimum required. The Board of Education does not undertake to examine students for their diplomas in this subject; the final examinations are in all cases arranged for by the schools themselves.

(c) *Housewifery*.—Housewifery is another subject, training in which is now subject to rules of the Board of Education under the title of "Household Management." Teachers of this subject must, under these rules, hold recognised diplomas of cookery and laundry-work and must, in addition, have trained for at least 250 hours in household management at a recognised training school. A list of such schools is issued by the Board of Education with those for cookery and laundry work.

(d) *Needlework and Dressmaking*.—Students are trained in needlework and dressmaking in many schools which train also for cookery and laundry-work, and in some private schools as well. There is no recognition by the Board of Education of any schools training in these subjects; the schools, therefore, must stand entirely on their own merits. But, as a general rule, it may be taken for granted that those schools are likely to produce the best teachers which are recognised by the Board of Education for training in cookery, because in these schools teachers of dressmaking and needlework will be taught on the same lines as those of cookery, that is to say they will be thoroughly trained in giving lessons to classes of children and adults, and in the theory of Education. They will be taught the art of teaching as well as the particular subject in which they are to give instruction. No list of dressmaking schools is published, but it can be easily ascertained by enquiry at the various training schools of cookery whether needlework and dressmaking are also taught there. The time given to these subjects varies much more than that given to cookery and laundry-work. In the National Union of Training Schools for teachers of domestic science (a voluntary association to which many of the training schools belong), the minimum time given for the elementary diplomas in dressmaking and needlework is 425 hours in each subject, and the same amount for advanced diplomas in either branch.

The exact cost of the training in any school can only be ascertained on application to that school, but in the National Union the following are the minimum charges:—

	£	s.	d.	
Cookery	18	18	0	
Laundry-work	9	9	0	
Housewifery	14	0	0	
Housewifery to holders of Cookery and Laundry-work Diplomas	6	6	0	
Needlework (Elementary and Ad- vanced)	6	6	0	each
Dressmaking	6	6	0	

It is greatly to a student's advantage if she is able to train in two or more branches of domestic economy before seeking work. Teachers holding several diplomas have a much larger field open to them than those with one only. In some training schools the various subjects are taught concurrently, in others students finish their course in one subject before beginning another. Opinions are divided as to which is the best course to pursue, but it seems reasonable to consider that variety of occupation should lighten the strain of constant work, and prevent the brains of students from becoming jaded and worn before the end of their time of training.

There is now a very great demand for the services of teachers holding good diplomas; the salaries offered vary from about £60 to £90 per annum for a first engagement. Teachers engaged temporarily are, as a rule, paid at a higher rate. There is, however, no very rapid advance in salary. Head teachers of domestic economy schools for girls usually are paid about £100 a year. Head teachers in training schools, and superintendents, receive salaries varying from £120 to £200 a year, but of course these posts are relatively few in number, and are gained only by experienced teachers.

The posts to be obtained are, as a rule, offered either by County Councils or School Boards, but there is an increasing demand for cookery teachers in secondary schools. From time to time excellent posts are offered in the various Colonies to teachers of domestic economy trained in England.

There is therefore a very great variety in the work offered, and the profession of domestic economy teaching is one which can be conscientiously recommended to girls having good health and a turn for practical work.

THE THEORY OF DOMESTIC ECONOMY TEACHING.

By MISS BIRCH,

Of Whitelands Training College.

THE work of the domestic economy teacher deals with the individual, as such, and with the home. Its effects on those who receive instruction in it should be to make them more womanly, and practical, more economical, and cleanly, and more anxious to do the work included under it by the best methods. The domestic economy teacher can, more than any other, demonstrate the importance of domestic sciences, and elevate the manual labour of caring for the person, house and home, to that high level which it deserves. Housework was not always looked upon as "menial." Not very long ago the highest qualification of a fair lady was that she was learned in household ways. It did not mean that she was lacking in culture, or refinement, or intelligence; but it did mean that her womanly instincts were allowed to develop, as well as her mental powers, and her business capacities, which she has in common with men. Now, as then, the hand of a woman should beautify everything it touches, restoring its order, and caring for it, as only a woman can; and the presence of a woman in a room should carry with it a foregone conclusion—that it is fresher, neater and more healthy because she is there.

The domestic economy teacher shows how it is possible to cook without waste, and without getting things into a hopeless state of mess; she proves how it is possible to black a grate, and clean a range without becoming black as a sweep; she demonstrates at the steamy coppers without making the whole place into an exceedingly uncomfortable vapour bath; she entirely eradicates the notion that housework, no matter of whatever "dirty" kind, is necessarily to be done by a dirty, untidy woman; she teaches that the lack of personal dignity is not manifested in removing dirt, and things unhealthy, and distasteful, and unsightly, but in allowing such things to remain.

The teaching of domestic economy should lead to the raising of the social, and moral conditions of life throughout the country. It is probable that in the near future, the demand for teachers of domestic economy will be greatly increased, and it is to be hoped that the subject will form an essential part of the curriculum of every girls' school, and be so taught as best to suit the needs of the girls attending the different schools. Years ago, when household work was learnt at home, and girls had fewer opportunities of taking physical exercise out-of-doors, they found their physical pleasures in doing things about the house with their mothers. These days are over and times have changed. Whether it is possible to arrest the sweeping alterations which are coming over English homes, is a matter of doubt, but at any rate, the teaching in schools should be fitted to the necessity of the case. It is to be hoped, however, that the wise treatment of housewifery subjects, in the school curriculum, will arouse such interest in the home, that women will find their highest pleasures there.

Those domestic economy teachers who have been trained in excellent training schools are ready to face the battle of life in their profession. They have been taught the best methods of doing things, and have merely now to put into practice what they have learnt.

Those who have had to do the pioneer work in this teaching, and nothing is harder than that, may feel a little behind some of the younger ones, whose course of training has included theory of education, educational methods, psychology, logic, etc. This is probably not really the case. The older ones have been studying psychology in every observation, consciously or unconsciously made and recorded, on the peculiarities shown by school children in their mental, and physical attitude in acquiring knowledge. They have been, and are, "child" students, without ever perhaps, thinking about it as such. If they were to think out the history of "attention," or "memory," or "recollection," from their practical experience, the amount of their own knowledge would probably astonish them. The older teachers also have an invaluable fund of experience to fall back upon. They have learnt much in the past through their mistakes. It is no shame to make a mistake. The shame lies in not rectifying it. Knowledge gained, through mistakes honestly faced, is thorough.

It is very important for all teachers to avoid getting into grooves in their teaching methods. This may be prevented, to some extent, by self-imposed tests of lessons—such as writing out (now and again) notes of a lesson given, say, on the previous day, and criticising the arrangement of

its subject-matter, strengthening its weak points, and correcting its errors. Another test is to write full notes of a lesson at any one particular time before giving it, carefully planning out blackboard diagrams, and then to give the lesson within the time limit allowed for it. It is very important, too, for teachers to take proper leisure for reading and recreation. Women are often extravagant in their devotion of themselves to their work. This means, not only the dulling of their teaching power, but many a nervous breakdown in health and strength.

By exercising method in arranging work, in giving lessons, in taking food, in enjoying well-earned recreation and rest, and generally by taking a proper estimate of the relative values of all these equally necessary things, teachers of whatever subjects, will best fit themselves to carry on the work to which they have been called.

WORK IN ELEMENTARY SCHOOLS.

I. By MISS SOULSBY.

ALL teaching can be regarded from a business, and from a missionary point of view, and elementary teaching has strong claims to our attention on both grounds. Except to the few who are likely to gain the prizes in High School work, it affords the best business opening now existing for women, and it is obviously far and away a more missionary work than teaching the children who "have all the chances."

Let us first consider the business points of advantage which it offers, as compared with high school work.

I. *The training is cheaper.*—A girl would stay at a high school till seventeen or eighteen, and then go to an elementary school for a year, to gain a general knowledge of the life and work. She would then go to a training college for two years; the outside limit of expenses for those two years being £40 (of course, not including dress and holidays). £40 would not go far towards Newnham or Lady Margaret expenses for three years!

It should be noted that, under the new Code, University examinations can be substituted for the Government examinations, which used to be the only passport to National school work.

The Junior Oxford or Cambridge Local Examination qualifies for Pupil Teachership.

The Cambridge Senior Local (Honours certificate) qualifies for entrance to a training college (though it must be supplemented in needlework and domestic economy, which are not dealt with by the University examiners).

A degree, or its equivalent (combined with the training certificate of Oxford, Cambridge or London), exempts from the Government certificate examination, which follows the training college work. Hence there need be no dislocation of the ordinary work in high schools to suit those who wish to prepare for elementary teaching; and instead of competing with nine thousand candidates for the Queen's Scholarship, the high school girl can, within two years of having passed the Senior Local Examination, make arrangements with the principal of a training college to be received, when she has had her year's practical experience at an elementary school.

This year's experience is not compulsory, but she would profit so much more by college training after she had, by that means, gained some idea of the difficulties as well as the methods of the work, and she would find Principals so much more ready to admit her, after such an apprenticeship, that I would strongly urge her to regard this year as practically a necessity. I grudge her leaving the high school a day before she is eighteen, as it is only during the last year or two of her stay there that she will be awakening to that wider education which will be her best qualification for true success in her future work; but I cannot deny that her great difficulty will be her ignorance of the world in which the children live, and that the pupil-teacher who knows that world—even if she knows little else—will have a vast advantage over the high school girl in discipline and method.

Now, supposing that she has gone through her training, what prospects does she find before her?

II. The second advantage I would emphasise is that *the profession* is—so far—*understocked*, whereas high school teaching is woefully overstocked. Last Christmas there were 100 applications for one high school assistant mistress-ship; there are many posts in voluntary schools with no applicants at all, while even in London Board Schools, which have hitherto been much competed for, "the bottom of the London supply has been reached,"* and country teachers are invited to apply.

III. *Fixity of tenure*.—Every high school mistress finds it difficult to obtain an appointment after she is forty, and she is liable to be thrown out of work at every change of head-mistress, while marriage almost inevitably ends her

* From the *Times'* report of the School Management Committee, December 15th, 1898.

career. The hardship to the individual is often great, yet the welfare of the school must be the foremost consideration, and the newest University ideas, and full vigour of mind, and body are essential for successful high school work.

In elementary schools age is an advantage, for long experience tells more with the children than newer methods; and age is an advantage in dealing with the pupil teachers. Married women are often appointed, and widows are often preferred to others, so that the elementary teacher, when she marries, keeps a trade in her pocket to which she can turn if need be.

IV. *Good salaries*.—I do not speak to the clever specialist with good University honours, who, as an assistant in a high school, may get from £120 to £150, with more congenial work; but I do say that the average girl will do better in elementary work. In a high school she would slowly rise from £90 to £115, and there she would remain: in London Board School work she rises from £80 to £140 as an assistant, and from £140 to £300 as a head mistress.

The country schools, of course, do not pay so well, but it must be remembered that an average girl can well hope to get the headship of such a school, and though this may only mean £80 and a house, it also means that scope for individuality which is part of the "profits" of a headship, and which is for ever denied to the average high school teacher, who cannot hope for one of the few prizes in her profession, though her salary may rise to £120. Besides, she has more demands upon her £120 in the way of lodgings, dress, books and holidays, than the elementary teacher has upon her £80; so that even in a money point of view, the two positions are more equal than appears at first sight.

V. *Pension*.—The elementary teacher is secure of £40 a year even now while the pension scheme is in its infancy, and is certain to have more by-and-bye. How many high school teachers would find the burdens of life considerably lightened if they could be sure of even £40 in their old age?

Before leaving the business part of the matter, I should like to draw attention to the variety of work to which an elementary Training College opens the way.

Besides ordinary national school work in town or country schools, there is work in pupil teacher centres, and in training colleges, both of which I am specially anxious to see taken up by those of wider education—let them teach the teachers rather than the children. As teachers in any single school they would influence a smaller number of children than if they widened, and cultivated, and refined, the minds of those pupil teachers who pass out of school and college to mould thousands, and who are more responsive to wider influences

than the individual village child, who can only have a few years of schooling.

Girls who want to spend only a few years in definite philanthropic work, could hardly spend their time to more advantage than by going through the course of training for elementary teaching. It would bring them into natural touch with many with whom they must, as a rule, stand in artificial relations; in their private work afterwards they could help pupil teachers, as no one can do who has no practical experience of their work. They could be of great use to the schools in their own neighbourhood, and in committees of school management and education.

I have contrasted high schools and elementary schools as regards business matters. Let us consider whether elementary schools can, in any way, hold their own, when we contrast the pleasures and interests of the two lives.

I admit at once that the high school teacher has more intellectual stimulus in her life. Even if she have a low form, and somewhat elementary work, yet her colleagues, and the lectures given at the school will more or less develop her intellectual interests. Some of the children in her class will be keen witted enough to give her intellectual pleasure in coping with them, some of the parents with whom she comes in contact will lend her books and talk them over.

A great many high school teachers would tell you that they never see any cultivated people, that they do not get any of the higher or more intellectual work, and that French exercises, and middle school arithmetic, are as great a drudgery, when you once get familiarised with them, as any elementary work can be, and that corrections and preparations are a greater strain on their vitality than more mechanical work would be.

But it must be faced that the subjects taught by any elementary teacher will starve her intellect, unless she is careful to feed her mind apart from her work. High school work only too often means mental exhaustion, but elementary work may mean mental starvation, unless the teacher has "resources in herself." I entirely deny that this starvation is in any way inevitable. I hear from many girls about their reading after they leave school, and though many of them have leisure and intellectual homes, and every advantage, few of their letters give me more satisfaction than some which I get from elementary teachers, who feel they cannot do their duty by their children unless they aim at Dr. Arnold's ideal for teachers, and keep their minds a running stream instead of a pond. An assistant mistress in a large school, who has weak health, and might therefore feel absolved from doing more than her work, writes to me:—

"I have read Mr. Butler's book on Dante's life, and am now reading the Comedy itself, straight through, as that book suggests; and have got to the sixth canto of the Purgatorio. I hope to finish the whole of it this term; I have Cary's translation and another of my own, in prose. Then I shall hope to begin it again with the help of notes.

"On Sundays I am reading some of Baxter's writings. I hope to get Law's *Serious Call* in a few weeks, as it is referred to in the *Life of Keble* I was reading a few weeks back.

"This summer I read *Romola*, then I read *The Newcomes*, and Mrs. Gaskell's *Mary Barton* and *Ruth*."

Later she writes:—

"My 'Sunday books' are Farrar's *Life of Christ*, and the *Serious Call*. I have nearly finished the latter for the first time and shall at once begin it again. I still go on with Dante, very slowly, for there is so much in every line, and time flies in the evenings. I have brought back to read 'Aurora Leigh,' 'Pauline,' etc. (the earlier monologues), Marcus Aurelius, and Whittier. With these, and my Latin lessons (I am just beginning *Cæsar*), I shall not be dull when the dark days come."

But, besides the world of books to which this friend of mine has the key, what other interest in life can elementary school work offer, to replace the more intellectual atmosphere of the high school?

It seems to me that there are many, and very wholesome ones. I am thinking of the head of a small country school, and her life seems to me much fuller of simple natural interests than that of the high school teacher, who is apt to lead a lonely unnatural life, which conduces to morbid feelings and depressed vitality.

The very fact of being in the country with sweet sights and sounds of birds and flowers, and hedgerows and sunsets, is wholesome influence; then she has also greater possibilities of home life, in the possession of a house where she can have mother or sister living with her, and enjoy that sense of possession, which is the breath of life to nine women out of ten, and which the lodger never knows.

Then there are the parish interests: Girls' Friendly Society, and Temperance, and Church work of all kinds,—these are resented as a burden by those teachers who have never lived in their atmosphere, but to the squire's or clergyman's daughter they are a part of the natural interests of her old life. I was talking to one, the other day, who is thoroughly enjoying her life as assistant in a country school. I asked her if she found that monotony and loneliness in the life, which objectors so often bring up against it. She laughed at the idea, and said she enjoyed many of the same

things as at home, such as doing the altar flowers with the clergyman's wife, who was very kind to her. She found the parents pleasant to deal with, when they were met pleasantly. A woman would come up to school to demand wrathfully why Emily was kept in; but if met with a pleasant smile and a word of interest in Emily, she would subside, with a sort of puzzled feeling that she had not understood what was being done. The young men sometimes at first wanted to walk with her, and she had had to say at once that she did not care for it, but then, as she said, a girl must look after herself in any profession, and it was no harder to make a farmer's son see she did not care for that sort of thing, than anyone else. Of course, you may say it is hard on a girl only to come in contact with young men whom she wants to keep away from her, or with the curate and young squire, whom she must not make friends with, for fear of the scandal which village eyes would see in every chance meeting and which village tongues would tell, with a force and directness of which the girl would have probably no idea!

But what private governess can enjoy men's society without the same necessity of self-repression? She must not make herself too pleasant to the son of the house or his friends, any more than the elementary school-mistress can have pleasant talks with the curate; while the high school teacher, as likely as not, never sees a man at all to speak to, from the first day of term to the last. No! the limitation of only seeing general society in the holidays, is common to the profession, not confined to any one branch of it.

But to return to the interests of the life. As regards intellectual intercourse, the elementary teacher is almost more sure to find someone interested in supplying her with books than is the high school teacher; for it is more of a novelty that she should wish for them, and any kind-hearted family at the rectory or manor would feel for her isolation. But, apart from intellectual talk, it is in the natural wholesome intercourse of daily life, based on daily needs, and sicknesses, and pleasures, that I feel the village school-mistress has the advantage. It is very pleasant to be a family friend in a village, to know all about the son who is at sea, and the daughter who is in service, and the difficulty of managing the boy who is still at home, and the grandmother's aches and pains. There is a wholesome touch of mother earth in being part and parcel of so many joys and sorrows, which does more than mere intellectual stimulus can do to keep a woman's nature sweet and fresh and young; besides which, she learns a deal of human nature from all this, which is far and away the most interesting subject in which to specialise. If she gets through her school duties as drudgery, and spends her thoughts and

time preparing for the tennis party at the big house, she will lose the real possibilities of her life, and get only the husks of society. But then again, this is the same in every work, you must find your pleasure as well as your duty in your work; or else you scamp your duty, and find your pleasure disappointing. The stray bits of pleasure that come accidentally, freshen you up, but if you are hastily getting through your work in order to go to your real life outside it, I am sorry for both your work and you.

And consider what a work it is in which to be engaged. Apart from the fact that you would, as village school-mistress, become a strong local force—which is gratifying to your love of power as well as to your kindness, you would have a directing hand in the making of the next generation of the poor of the great towns. The village school is the only hopeful form of slumming, for there you touch the springs of the child's mind, while he is young, and therefore curable. In your school you can be a strong mediating power in the social strife which is the greatest danger of the future. The village boy will afterwards wander to the cities, and there hear bitter jealousy, and hatred of the upper classes. He will hear it with very different ears, if his earliest recollections were all coloured by a lady's gentle refining influence.

And this influence on the children is the most wholesome form of personal influence.

But in the village school you can safely take the boys and girls into a fairyland of beauty and interest which they would never have entered but for you, and the gate of which will never again wholly close to them. Their lives, and those of their forbears, are full of hard grudging labour, and it will take time to get them to appreciate beautiful things; but be patient, and care very much yourself. When we think of the starved imagination, and the stolid temperament of the average country boy, it is small wonder and small blame to him, that gambling—the one form of interest which appeals to him—should take such inveterate hold. You can neither blame him, nor cure him, till you have given him a chance of wider, truer interests, and wholesome and more sportsmanlike amusements.

Only in this indirect way can you meet the evil, and the town parson would find his work half done, if his lads had been taught by their school-mistress to use their spare time interestingly.

But do not imagine that you will go as a missionary to those in heathen darkness. You will learn quite as much as you will teach, and you will find those already in the work have high ideals, and noble devotion, but you will neces-

sarily bring a width of mind, and a cultivation derived from your surroundings and education, which will give extra force to your personality.

"Let who will make the nation's laws," it is the national school teacher who can infuse the patriotism, the honour, the honesty, the fear of God, which make the nation's life.

ELEMENTARY TEACHING.

II. By MISS K. M. FITZ-GERALD.

AMONG the many careers open to women Elementary Teaching is one of the few which is not overstocked. It opens a wide field of usefulness to gentlewomen, assuring them at the same time of independence, and a claim to a pension. Sir George Kekewich has said that having the certificate of an Elementary Teacher in your pocket means certain bread and butter wherever you like to use it. Good salaries, and a definite standing in the teaching profession, it certainly also offers, besides what has been called a "wholesome" independence. Moreover, it is eminently a work to which the most cultivated and refined woman may devote her powers, feeling that in the hands of the Teachers lies, to a great extent, the moulding of the characters of each succeeding generation.

There is variety enough in Town and Country schools to suit all capabilities and tastes, for while the town with its busy life and keen companionships may have attractions for some, the picture of a home of one's own in the school house of a quiet country village, shared perhaps, by a mother or sister, seems to others an ideal too good to be possible.

It is a career for which a girl fresh from school may begin to train, at once, by preparing for the King's Scholarship at a place like the Hostel, where the course provided gives opportunities in the practising schools for the necessary experience in teaching, besides instruction in all the subjects requisite for the examination.*

Or, if she has already passed one of the examinations recognised by the Board of Education (under Schedule IV.) as a sufficient qualification, and is thus exempt from the King's Scholarship, she would only need a short residence at

* The qualifying examinations are the Oxford and Cambridge Higher Local, the Oxford and Cambridge Senior (with honours), the Oxford and Cambridge Joint Board.

the Hostel for the strengthening of weak subjects, and the teaching experience without which no Training College will admit her. In the latter case the Candidates must take care to ascertain the *exact* subjects required for the Board under these certificates as a qualification for Elementary Teaching.

Having qualified in one of these ways for admission she should go into a Training College for the two years' course, taking the final certificate at the end of it.

Whatever advantages the secondary student may have had in the way of education and cultured surroundings, it is absolutely necessary that she should take her full Elementary training. For one thus efficiently equipped, besides the work in elementary schools, there are posts as Lecturers and Teachers in resident and day Training Colleges and Pupil Teachers' centres: besides good offers from the Colonies, especially South Africa.

And now a word about the Salisbury Hostel, which was started five years ago to help forward this very scheme. It prepares those who have received a *secondary* education, especially the daughters of clergy and professional men, for the career of mistresses in Elementary Schools, by enabling them to pass the King's Scholarship, and provides the shorter course, as already stated, for those who have qualified under University Examinations.

Another Hostel has lately been opened for those working for their Certificate, where the life is more home-like than is possible in a large Residential College, and where there are study-bedrooms which may be secured at a slightly higher charge.

Those of our students who have already gone out from the Hostel are finding their work and *position* a pleasant one. In all professional work there must be more or less monotony and routine, but the human element and the knowledge of the far-reaching influence for good that may be wielded will keep the interest strong.

The Hostel is affiliated to one of the best Training Colleges in the Kingdom, and enjoys many advantages from its position in the beautiful Cathedral City.

The Technical teaching is given by a most efficient and fully qualified teacher (formerly head student at the Salisbury Training College), while the students' work as a whole is under the general direction of Canon Steward, the Principal of the Training College; instruction in Art and Science subjects being obtained at the School of Art.

A copy of the Day School "Code" may be obtained from Messrs. Eyre and Spottiswoode, at a cost of 5½d., and the Lady Superintendent will gladly answer any enquiries for further information on the subject.

HIGH SCHOOL TEACHING.

By MISS LOUISA BROWN

(Formerly Second Mistress in the Nottingham High School for Girls).

I PROPOSE to write a few words about the life of a high school mistress, under the two heads of (1) its advantages; (2) its drawbacks.

And, first, it is intensely interesting. The constant stir and excitement of a large school, the daily contact with young, fresh life, with its hopeful outlook and strong enthusiasms, tend to keep one from crystallising. We are always looking at things through young eyes, and so we tend to keep young ourselves. Even to those who have no great love of teaching there is always this *living* interest. It exists to some extent, of course, in the private school, but not with anything like the same intensity.

Secondly, the life is an independent one, though to some old-fashioned people this may seem rather a drawback than an advantage. In a high school the hours are definite, and when her times of morning teaching, or afternoon supervision are over, the teacher is her own mistress. Not that, as the outside world commonly supposes, she has nothing to do after these hours. Far from it. Often the heaviest part of the day's work is done out of school, and many a mistress works four or five hours, or even longer, in correction of exercises, and preparation of lessons. But she is free to arrange her time as she likes. If she wants to go out in the evening, say to a concert or theatre, she can do her work in the afternoon, and *vice versa*.

Again, to one who is an educator, and not merely a teacher, there are opportunities of influence, and of forming character greater than occur in private schools. And I think one reason for this is that in the latter you cannot in the same way appeal to public spirit, and form an *esprit de corps*, for the girls instinctively feel that you are not disinterested, that it is *your* school, and that in doing anything for it they are doing a personal service to the teacher. In the public school this is not so. You can appeal to the larger public spirit, and thus cultivate the social instinct, the readiness to sacrifice themselves, and their own little interests for the good of the community. Thus our girls' public schools become, as those

for our boys have long been, places of training for future citizens, and it is the privilege of the mistresses to be cultivating this larger life in the women of the future.

Again, the long holidays of the teacher's life give opportunities for travel, for reading, and for social life, and being hardly earned, can be all the more thoroughly enjoyed.

And now for the drawbacks. The work is hard, very hard, too hard. The weary, deadening part of it is the corrections—piles of books to be gone through and marked day after day, so that by the time they are done the mind is too jaded for any freshness, or originality of thought to be brought to bear on the preparation of lessons, and so the teaching suffers. A certain amount of written work is, of course, necessary; but there is a vast amount done that is unnecessary. From my own long experience I say, unhesitatingly, it is bad both for girls and mistresses. If the girls had not so much to write we should not have so many complaints of overwork, and if the mistresses had not to spend so many hours over the soul-destroying work of corrections, we should not hear of so many breakdowns. But they are not free to act as they like in the matter. What is needed is a little more originality among head mistresses, and a determination to alter a state of things which has grown up as a reaction against the excessive memory work of a former period. Owing to all this undue strain it too often happens that young mistresses, who come to their work full of energy and enthusiasm, in a few terms, or years, get to look jaded, and wearied, and lose all their freshness.

Two points claim special attention from anyone who is thinking of taking up the work of a high school mistress. First, salaries are, and have been for years steadily declining. Though the true teacher does not work for the sake of the money, still, she has to live, and (apart from her own personal benefit), the wider and more cultured life she can live, the better for her work and her pupils. Travel, books, pictures, music, all tend to keep her mind fresh and alert, and render her work more vivid and interesting. They are not mere luxuries, but are needed to keep her from mental stagnation. Yet, how can she indulge in any of these tastes on the miserably insufficient salaries given at present? The hope is that when secondary schools come under Government control, the status of the teachers will be raised, as they must necessarily be paid at a higher rate than the teachers in elementary schools.

Insecurity of tenure is the other special point which must be mentioned. We hear a good deal of the question in connection with elementary teachers, but the case is far worse in secondary schools. In some cases, as in the Girls'

Public Day School Company, there is a nominal right of appeal to the Council, but it is of no practical use, as recent events in the Liverpool High School have too clearly shown. Here, again, we may hope for better things when the schools come under Government control.

But I would not let the impression of my closing words be one of discouragement. In spite of drawbacks the work is one of such absorbing interest, its opportunities for good are so numerous, and of such lasting effect, that to the true teacher the joy of it far transcends all other considerations.

A few words about training. So many teachers are turned out every year from the Universities, that it becomes more and more imperative for those who seek good posts to have a University degree or its equivalent. The highest posts almost invariably now go to graduates of Oxford and Cambridge. Therefore, all who can manage to go to one of these Universities should do so. For posts in the junior part of the schools, a training at a training college, and for the infants, a kindergarten training, is necessary. But all should aim at a degree of some sort, for in the future some such qualification will be increasingly necessary, and for those who cannot manage Oxford or Cambridge, there are London, Victoria, etc. It should be borne in mind, also, in seeking work, that it is better in every way for the future career to begin with a low post in a good school, rather than a high post in an inferior one. A good teacher will invariably work her way up, and the experience she has gained in the lower and middle forms will be invaluable to her when she becomes a head mistress; also, in sharing in the work of a really good school she gets experience of the very best kind.

GENTLEWOMEN AS CHILDREN'S NURSERY NURSES.

By MRS. WALTER WARD.

I SHOULD like to write six articles instead of one on this subject, for it could be treated from its economic, social, industrial, hygienic, educational and religious aspects.

For the purposes of this little article I propose to dwell only on the social and industrial aspect of training a superior class of women for Domestic Home Life, and to conclude with only a few remarks on the special characteristics of the Norland Institute.

For, to me, the Norland Institute is not a mere Institution for the Training of Ladies as Nursery Nurses. With all its imperfections it is the outward expression of a series of ideals in connection with Home Life. Although I view with a liberal interest the varied fields of labour that for the past thirty years and more have gradually but steadily been opening to women, I feel that the grand field for the rank and file of women is, has been, and always will be, Home Life.

I don't say necessarily marriage, although comparatively few women, even in the best paid professions, trades, and occupations, refuse a suitable offer of marriage for the sake of their career, and paradoxical though it may appear, it is just these women who, though having little experience of the practical details of the home, most often become ideal housekeepers, because they bring trained and disciplined minds to tackle domestic difficulties. They have ideals, and try to carry them out in Home Life.

It would take too long* to sum up the causes that have led to the almost universal contempt with which the occupation of Home Making is regarded the moment it is adopted by single women, although they only do for pay, what the married woman does for a home, and those she loves.

If, therefore, respect and kindly courtesy is due to anybody, it is surely most needed by those who merely receive money as the reward for all their loving, self-sacrificing labours. But the fact remains, that most employers of all grades look down on all kinds of menial work, and those who are forced to undertake it generally do the same.

I get over this difficulty by a short cut. I say nothing is menial that tends to the comfort, health and happiness of the race. Look at the splendid example set us on all hands by the hospital nurses; with them nothing is menial, for in spite of "ward maids," they continue to perform all the menial work on which the lives of the patients depend, while the "ward maids" are merely employed for the simple hard manual labour. And here I may say that I do not consider that gentlewomen in the nursery should be expected to carry coals, or scrub floors, for I regard nursery work as educational, and not purely domestic. No doubt that at present many young ladies shirk the manual labour as menial while they give no equivalent, but in time this will right itself.

The dictionary says menial means low, and gives as an example—a domestic! Now a great deal of the work of the world is lowly and humble, even unattractive, monotonous, and distasteful, but low, in the sense in which we employ the

* This is done in a splendid manner in *The National Review* for last June.

word, it is not. The humbler branches of clerical work, such as letter copying, stamping, posting, constitute humble work, but not low work.

Some callings require intellectual power, others physical strength, others a patient power of endurance. The hospital nurse takes charge of the patient's body. The nursery nurse has charge of the body, soul, and intellect.

Is this low work, although it involves much manual labour?

Tolstoy, in Russia, has made a lifelong effort to illustrate the truth that nothing is menial or low, and even Edwin Carpenter, in England, made a blind dash at teaching, by his own example, this same truth.

I have dwelt at this length on the social side of Home Making, because I believe that when the social difficulties attending the adoption by women of this important vocation are finally settled, the economic and industrial side will not require an advocate. In other occupations, such as teaching, sick nursing, and secretarial work, a woman is now classed by what she *is*, not by the kind of work she does. Surely the occupation of Home Making is as honourable, respectable, and useful, as these?

I therefore say that, if we are to class Home Makers into various grades, I should give the Queen's place to the nurse, because of the three-fold nature of her work; and I place her on an absolute social equality with her sister who is a Hospital Nurse, or Girton Lecturer, or Secretary, provided that socially she belongs to the same rank in life as they do, and is in her sphere as capable as they are in theirs. Viewed from its purely industrial standpoint, the occupation of Nursery Nurse compares favourably with other employments.

A nurse who is not worth £20 a year, is not worth calling a nurse, and among the general qualifications for this salary are the following: she should be healthy, clean in her work and person, absolutely honest in word and deed, and possess a certain sense of the responsibilities of her calling, with a general all-round capability, and a desire for self-improvement. This nurse should be worth £20 to £24 a year. With every additional £2 wage employers have a right to look for one or more of the following special qualifications, and nurses should be encouraged to specialise under these headings:—

Dressmaking and sewing; washing; special knowledge of the entire management of infants under three years of age; the care of the feeble minded; a power of adaptability under exceptional and unexpected circumstances; a knowledge of foreign languages, combined with ability to pack for travelling;

or a nurse interested primarily in the mental, moral, and physical care of childhood; one who has studied the art of character building, and taken a delight in it.

Nurses possessing nearly all these qualifications obtain from £36 to £70 a year, "all found," and, of course, experience at every stage should count as a factor in the regulations in the scale of remuneration.

Having set forth some general principles about lady nurses, or as I prefer to call them Nursery Nurses, I would like to say a few words on the special features of the Norland Institute.

It is self-supporting, and from the first the profits have been devoted to a pension fund, and to furthering the interests of the nurses in other ways.

It is primarily a home, and as such is much appreciated by many of the nurses. Every Thursday evening there is a social gathering, when all nurses are cordially welcomed.

The Norland Quarterly is another excellent means of cultivating an *esprit de corps*, supported as it is by contributions from employers, nurses and staff.

I must conclude by finally emphasising the consideration which is always present to my mind, that although changes in the way of carrying on the work of all existing institutions for Nursery Nurses may, and probably must come, if the ideals which started them remain, I am satisfied, for "To labour and to love is the sum of living," and

"She doeth little kindnesses,
Which most leave undone or despise,
For nought that sets one heart at ease
Or giveth happiness or peace
Is low esteemed in her eyes."

July 21st, 1902.

Since the above was written we find that several institutions of a similar character to the Norland Institute have been started:—

1. Sesame House, St. John's Wood.
2. The Princess Helena, at Manchester.
3. A Course at Liverpool.
4. Training at Gloucester and Cheltenham.
5. And one is about to open in Edinburgh.

But we believe that the Norland Institute is the only institution that is entirely self-supporting.

WOMEN AGENTS FOR LONDON PROPERTIES.

By MISS J. R. CHITTY.

(Reproduced by kind permission from "The Pall Mall Gazette.")

OF the scandals, the gross evils, moral and physical, the disease and misery resulting from the overcrowding of the poorer districts of London, and the unsanitary condition of the dwellings, the public has, of recent years, heard much. Closely allied as it is with the question of alien immigration, the whole subject of the housing of the working classes may yet be considered apart, especially in regard to that method of practical amelioration with which this article is particularly concerned.

Leaving on one side the case of aliens, wastrels, the submerged tenth, and even that often respectable, if unfortunate, class who live mainly at Rowton House, and similar admirable institutions, there can be no two opinions as to the squalid discomfort of the so-called "homes" of the working men in London.

Of course many things go to make up the cause of this state of affairs, but the bulk of the responsibility lies with the landlord's, under three counts: fair rent, reasonable repairs, and the control of sub-letting. That is to say, if every property were rented at a fair value, and were kept in proper order, and if no tenant were permitted to sub-let save with the landlord's consent to such sub-tenants, and under such conditions as he might approve, the housing of the poor would be on an entirely different footing to what exists now. It is not suggested that even these drastic reforms would completely meet the evil, and make of slumland an Elysium, but it would be a very large step towards the sensible mitigation of the terrible conditions which prevail at the present time.

Nor are these proposals of a chimerical nature, as might perhaps be imagined: a few of the great landowners of London have put them into practice with admirable results. Since it may be safely taken for granted that the largest property holders of the metropolis, men whose names have

been always coupled with work for the general good, would improve the conditions of their town tenants if they but saw their way to do it, it but remains to explain (not, of course, as a new thing) the remedy which lies to hand.

These large landlords, whose estates run into hundreds of streets, are, in the nature of things, debarred from establishing personal contact with their individual tenants, as they frequently do in the country, where, perhaps, a cottage may be occupied by one generation after another of the same family. A middleman of sorts has to be employed, and to the people, he occupies the place of the landlord, whose rents he collects, and whose will he interprets, according to his own ideas. It follows that the choice of the middleman is of the greatest consequence. Now, for the most part, this agent's work is done through a firm of solicitors or auctioneers, who sends a clerk, or even a lower-grade representative, to receive the rents. A clerk, by reason of his inexperience in the ways of the poor, their needs and struggles, and that fine pride which marks the genuine English working-man, (not the unemployed procession variety) even in his direst straits, is entirely unsuited for work, which requires specialised knowledge of, and keen sympathy with, all these things, no less than acquaintance with elementary sanitation problems, the principles of building, the remedy for defective chimneys, ill-working kitcheners, and such details. Moreover, however well-intentioned and conscientious he may be, a solicitor's or estate agent's clerk is not a person to whom the difficulties, or afflictions of an artisan's life can be readily related; and yet it is just the human touch, the something over and above so many shillings weekly, which constitutes the true relation between landlord and people, the bond of union which makes both sides strive to honestly fulfil their accepted obligations towards the other. And for the most part, even were the clerk the precise man fitted by character and education for his work, he has no direct access to the landlord. A case must pass through two or three hands before, in cold official form, it reaches the principal, even if it is ever suffered to reach him at all. Moreover, the rent collector's work is to get his client's money from the tenants, and to expend as little of it as possible in repairs—that is all; and, if he comes short in these particulars, his immediate employer (not, be it remembered, the landlord) will probably dispense with his services. Thus, it comes about that those with absolute, or delegated authority to act for the good of tenants rarely come into contact with their needs, while those who see what is required are themselves powerless, and either too indifferent, or too fearful to make really strong representations. To this point, the absence of direct human contact between the

authority and need, between landlord and tenant, the scandal of the housing of the poor on some of the big London properties may be traced.

But one or two landlords—notably Lord Northampton—have solved the difficulty by placing the office of stewards in the hands of refined, and educated women of the professional class. These ladies collect the rent weekly, monthly, or quarterly, as the case might be; they have an absolutely free hand with regard to the selection of tenants, accepting only those who can give good references (which are invariably investigated), dismissing any undesirables who may, notwithstanding, creep in. They are authorised never to refuse reasonable repairs, and generally overlook tenants with the exactitude of an official, combined with the consideration and sympathy of their sex. They exert themselves to see that houses and approaches are clean, and are able to suggest many things that it would be difficult for a man to say, even if he understood their need and value. They dispense the landlord's charities in such matters as hospital letters, dispensary tickets, and the like, and generally interest themselves in the well-being of tenants without any excursion into the departments of the parson. The work of the district visitor is, in right hands, most valuable, and those who undertake it are sometimes women of the highest type; but the ladies who act as agents are made to understand, during their period of training, that their concern is the administration of house property, and not the propagation of the Gospel.

And what has been the net result of this reform so far? A stroll through the streets of those estates where women collectors are employed will speak more eloquently than a volume of description, still more a chat with a few of those tenants who have lived under both *régimes*. The houses are in perfect repair, sanitary, and uncrowded, more than a given number of lodgers being forbidden; the smallest *bona fide* complaint receives consideration; the rents, which include taxes, are reasonable, and the air of contentment on the faces of the people is a very striking feature in the eyes of anyone accustomed to go much among the poor in their own homes.

Should the system become general, the same class of women being employed, there can be no doubt that a great step would be taken towards solving the problem of the provision of housing, under decent conditions, the lower artisan class. The co-operation of a few more of the great landlords is all that is required, to make a movement, now many years past the experimental stage, a complete success.

THE POST OFFICE.

By LEWIN HILL, Esq., C.B.

Formerly Senior Assistant Secretary, General Post Office.)

AT the present time the Postmaster General has in his employment a larger number of women than any other single employer.

Out of a total staff of about 183,000 nearly twenty per cent. (38,000 in number) are women. Much of the work of the Post Office of course is done out of doors, and, apart from the large staff employed on the maintenance and extension of the telegraph plant, consists of the delivery, and collection of letters, and parcels, and of the delivery of telegrams, a class of work obviously much better suited to men and boys than to women and girls. Further, much of the indoor work in dealing with the sorting and despatch of mails, besides being largely performed during the night, requires more physical strength than women as a class possess, so that it must be admitted that the claims of women for employment by the State have received large recognition by the Post Office.

Out of about 900 head post offices, about 100 are managed by women.

The most important office entrusted to a woman is Gibraltar, and the next most important is Folkestone, the postmistress of which has a salary of £360 a year. Other postmistresses have salaries of about £200, but the majority are in charge of the smaller offices of about £100 a year.

In the larger towns the Post Office work for women consists almost entirely in telegraphy, and in serving the public at the counter. In the Central Administrative Offices an increasing part of the clerical work (namely, the less important) is performed by women, about 2,000 of whom are thus employed.

In these great clerical offices the women, with some exceptions, are on duty like the men, seven hours on weekdays, but like the men they enjoy a half holiday on Saturdays.

Women who are employed on telegraph and counter duties are on duty for eight hours on weekdays, and it is not possible to give each a weekly half holiday. Unlike the men, women are not usually employed (except when they live in the

Post Office premises) either before 8 a.m. or after 8 p.m., *or on Sundays.* Both men and women are allowed at least half-an-hour out of their attendance for meals, and women are relieved as far as possible from what are termed "split duties." *In other words, they mostly give all their attendance in one spell.*

The words in italics do not apply, it is thought, to the smaller offices.

It will thus be seen that, apart from the clerical duties in the Chief Administrative Offices, the women have less onerous hours for work than the men.

In the matter of holidays men and women are treated alike—the yearly holiday ranging from a fortnight to three weeks or a month according to rank and service.

As regards absence from sickness the two sexes are treated alike. Full pay is given up to a period of six months, and half pay for a second six months. At the expiration of a year pay ceases, and unless there is a reasonable prospect of a restoration to health a person retires on a pension.

Much free medical attendance is given both to men and women in the service.

In the matter of pensions men and women are also treated alike. Up to ten years' service no one is entitled to pension, but a gratuity according to length of service is awarded. After ten years, pension is awarded at the rate of one-sixtieth of the salary for each year of service. Thus a person retiring after twenty years' service gets a pension equal to one-third of his salary, and after thirty years' service, of one-half of his salary, and after forty years' service, of two-thirds of his salary. No one, however long his service, can obtain a higher pension than two-thirds of his salary.

The pay for women is considerably less than the pay for men. In the great Administrative Offices most of the women—apart from girls under 18—enter the service with a salary of £55 a year, and rise by yearly increments to £100 a year, while those who are promoted to the class above the general body rise to £130 a year. The most highly paid woman in these offices, and indeed in the English Post Office Service, are the Superintendent of the Women Clerks in the Central Savings Bank, whose maximum salary is £500, and the Female Medical Officer, who also has a maximum pay of £500.

In London women telegraphists and counter clerks, after serving as a Learner for about a year at 7s. a week, begin at 10s. a week, usually getting 14s. a week at the end of the first year, and rise in about sixteen years by yearly increments to 38s. a week, or £98 a year. In the provinces the maximum pay is less, but varies according to the size of the office.

With the exception of Postmistresses, women have to retire from the service on marriage, but those who give their whole time to the service, after six years' service receive a gratuity at the time varying according to length of service, with the limitation that the gratuity must not exceed one year's salary in amount. The number of women who thus retired on marriage in 1902 was 190, with an average age of 28, and an average service of nine years. It will be seen that these marriages are comparatively rare, for the present number of women entitled to a gratuity on marriage is over 8,000. The causes of the low marriage rate can only be guessed at; but probably the chief is that women, who naturally value highly the certain employment coupled with a pension in view, are loth to throw up their appointments. It is also thought that the service is sought for in the first instance by young women who have no particular desire for marriage. If it be true that, as is often alleged, there is among young men a growing indisposition to marry, this distaste probably is felt by young women too.

Coming now to the question of health, the death rate within the service during 1902 was very low with both sexes, but was lower among the women (*viz.*, 1.1 per 1,000) than among the men (*viz.*, 3.3 per 1,000); on the other hand the average age at death (37) was higher among the men than among the women (31). These disparities are no doubt explained by the fact that, owing to the rapid increase of late years in the number of women employed, the average age of women in the service is lower than that of the men.

There is, as might indeed be expected, a somewhat larger amount of absence from sickness among the women than among the men. During the year 1902 the average number of days of sick absence was per man 6.0 days, per woman 11.7 days. During 1901 the absence was for men 7.6 days, and for women 12.1 days.

The total number of men working in offices having a departmental medical officer in 1902 was about 85,000, and of women about 11,360—thus of the staff under official medical supervision the women form about 11 per cent. It is interesting to observe that of the deaths from cancer fifteen were amongst the men, and one amongst women, and of the three deaths from mental derangement all were men. Of the two cases of suicide both were men. There were twenty-nine cases of retirement, owing to mental derangement, and of these twenty-seven were men and two women.

Admissions to the classes of the service in which women are employed is in the case of all, but the smaller offices, by means of open educational competition. As might be expected, the number of competitors, in proportion to the

situations to be competed for, is as a rule considerably larger than is the case with situations competed for by men.

The age for admission, as regards the Central Administrative Offices where the clerical work is performed, for situations open to girls is from sixteen to eighteen, and for situations open to women from eighteen to twenty. For the situation of sorting clerks, counter clerks and telegraphists the age is from fifteen to eighteen.

The Post Office affords permanent employment and, for women at all events, the work is done within convenient hours, while the daily attendance is decidedly shorter than in private employ. The rooms in which the women work are commodious and healthy. As already explained, full pay during sickness may be given up to six months for all in the establishment, and half pay for a second six months, when there is a reasonable prospect of restoration to health, while a pension follows retirement. It is no wonder that employment in the department for women is eagerly sought.

It may be asked what are the drawbacks, and what the advantages to the department in the employment of women?

The principal drawback is that a larger portion of the work per man (what may be termed the manipulative service) must be performed during the night than if all the work now allotted to women was reserved for men.

It is also the opinion of many in the service that women are less willing than men to undertake responsibility, and require more detailed instructions in the performance of their duties than men. Besides this, it is not thought right to employ women at times of pressure, during long hours, as is done when needful with the men.

As counter clerks must be men over forty, and nearly all women prefer (it is thought) to be served by men rather than women, men are believed by the public to be quicker in their work, and less likely than women to show their preference for the younger men among the public.

The advantages to the department in the employment of women are that they take interest in the performance of certain branches of the work which are uninteresting to men, and so perform the work better. Indeed, the work performed by the women is, as a whole, very well done. Women, too, are quite free from insubordination, and almost entirely free from insobriety, which in the case of men is the most frequent cause of dismissal. Acts of dishonesty, the next most frequent cause of dismissal, are more rare, I think, among the women than among the men.

It is mentioned in the latest report of the Postmaster General that during the year ended 31st March last, the total number of dismissals from the service was 962. Of these

dismissals 816 were men and only about 100 women. Of the women many were got rid of for inefficiency, most of the incapable women being probably sub-postmistresses at the smaller offices.

CIVIL SERVICE.

THE GENERAL POST OFFICE AS A CAREER FOR GIRLS.

YEAR by year it becomes more important to find new fields for women's work, since there is an ever-increasing number of well-educated women and girls who seek remunerative employment. There is, however, a field of work by no means new—indeed one of the first to be thrown open to women—of the advantages of which there is much to be said.

The growing number of appointments made in the various departments of the General Post Office, *i.e.*, the Savings' Bank, the Postal Order Branch, the Clearing House Branch, and the Money Order Office, proves, that the experiment of so employing women, has been a success, and, to my own mind, the certainty of the position of those working under Government makes this a very desirable career.

Other work may be more attractive, but there is hardly any that is more certain and steady, the working hours being moderate, the holidays regular, and the position permanent. There is also the advantage of the pension system; in the case of ill-health, a pension is granted after a term of ten years, and a retiring allowance begins at the age of sixty. There is even a small "marriage portion" for those, who, at the end of six years or more of service, exchange official for matrimonial life.

To those who are thinking of taking up this sphere of work, the following hints may be useful:—

First, as to qualifications. The Medical Examination for entering the Post Office is a somewhat severe one, so that any candidate for a Post Office appointment should have, as a first qualification, good health; and, added to good health, a fair share of *accuracy*, *quickness* and *neatness*. Her chances of passing the entrance examination, and of doing her work satisfactorily after she is appointed, will depend much on these three qualities.

Then, as to the knowledge required. For the Entrance Examination the subjects are not difficult; they are, handwrit-

ing spelling, English composition, arithmetic, geography, English history, and one foreign language (French or German). If the candidate has received a sound elementary education, this will not strike her as a particularly difficult examination; but she must bear in mind that, as it is keenly competitive, a high degree of efficiency in each subject is essential. Sometimes 800 or more candidates compete for 100 appointments.

It is well to understand that there are three grades of appointments, for which the entrance age and qualifications differ.

- I. Women Clerkships, age 18 to 20.
- II. Girl Clerkships, age 16 to 18.
- III. Female Sorterships, age 15 to 18.

Grade I.—Should a candidate be successful in obtaining a *Woman Clerkship*, she will have, at first, a salary of £55 a year, which will be increased at the rate of £2 10s. each year, until it reaches £70; and then, at the rate of £5 each year, till it reaches £100.

Her work will be of a stereotyped and fairly simple character, and the rooms where it is done, large and well ventilated. The hours are from 9.30 to 4.30, with half an hour in the middle of the day for lunch, which is taken on the premises in the refreshment club, where tea is also provided. Saturday is a half holiday, and there is one month's annual leave in addition to the Bank holidays. Promotion to higher posts is attainable in course of time by every clerk who gives satisfaction.

Grade II.—Should a candidate enter as a *Girl Clerk*, her salary will begin at £35, which is increased in the second year to £37 10s., and in the third year to £40. If she is competent she may be promoted to a woman clerkship.

Grade III.—A girl, wishing to enter the Post Office as young as fifteen, can only do so as a *Female Sorter*. For this Grade the Entrance Examination in the subjects before enumerated is simpler, and no foreign language is required. The salary is 12/- a week, for the first year, 13/- for the second, and 14/- for the third. The fourth year the salary will be raised to 15/6, and this will be increased each year by 1/6 a week until it reaches 21/6 a week, which is the maximum. Sorters, however, may, if they wish, between the ages of 18 and 25 go in for the open competitive examinations for Grade I. (women clerks) but as all the preparation for the examination can only be done during their leisure time, it makes the work rather hard, though many girls have done it successfully.

Enough has perhaps been said to indicate the main advantages of this kind of work. Anyone wishing for full particulars as to the examinations can obtain them by

writing to the Secretary, Civil Service Commissioners, Canon Row, Westminster.

Examinations are held at different times of the year, and the number of appointments to be made depends on the vacancies there may be.

PHYSICAL CULTURE.

AS A PROFESSION FOR WOMEN.

By MISS THERESE D. STEMPEL.

“WHAT shall we do with our girls?” That is a question so often asked and considered, and perhaps the following few remarks will help those thinking of adopting the above as a profession.

The present day, calls for a very special education, and training for the girl who intends to teach this all-important subject, for she must not only be able to instruct the majority how to acquire and retain grace of movement, as well as healthy bodies, but she must also understand, and qualify herself to undertake cases of children and girls who are physically weak, and require only those exercises suitable to their particular case.

The teacher first and foremost should be a girl of good education, aged from eighteen to twenty-one years, and about the average height, and, most essentially, constitutionally strong. The latter is one of the most important considerations for a mother to consider before she thinks of allowing her to be trained for the profession. She should also have a good speaking voice, and a bright and engaging manner.

The length of training should not be less than two years, and the cost at a residential college is about £150 per annum, or at some of the training centres in London, where *all* subjects connected with Physical Culture are taught, it can be had for about £40 per annum; there is a private institution in London where a thorough and good education can be obtained for £25 for the two years' training, but in this case such subjects as Physiology, Anatomy, Ambulance, etc., are taught at a neighbouring Polytechnic. At the termination of her training a girl nowadays has to obtain her Teacher's Certificate by passing one or two of the recognised examinations which are held in London.

Now comes the all-important question of the chances a

girl has of earning her living. Should she wish to take a post in a school, and it is the most usual, and satisfactory start, the average salary offered is between £40 and £50 per annum, residential, rising annually; for this she must be able to teach all branches of physical work, games, and even swimming, and if she has taken dancing during her training as a second subject, she will find it, though not absolutely necessary, a great advantage in obtaining a post, and which will also add to her salary. Fencing will also prove an important branch, and an additional source to the income. Should it be the intention of anyone to set up in a provincial town for themselves, capital is required. There are undoubtedly a great many towns requiring a well-trained teacher in their midst, but great care should be exercised as to what competition one is likely to meet with.

Lastly, there are visiting engagements to schools, clubs, and private families. These are the most difficult to obtain, and it is necessary that the girl should be living at home, as it must be some time before she is likely to get a connection together. In the meantime there is always work to be got in the Evening Continuation Schools for a certificated teacher.

For visiting lessons, schools pay as a rule 10s. 6d. per lesson, with travelling expenses if out of London. A working girls' club, which is evening work, not so much. For private visiting work it is usual to pay for the course, say twelve lessons, three to four guineas.*

Those wishing for further information, or advice as to training, etc., can see Miss Stempel on any Monday or Thursday afternoon at The Gymnasium, 75, Albany Street, Regent's Park, London, N.W.

* In writing the above every care has been taken not to *over-estimate* the earnings and salaries given. Of course, there are exceptional cases where women of experience can and do establish very successful classes, and thereby make a much larger income; but this article is written with a view to help the average girl thinking of earning her living in this profession.

GYMNASTICS

AS A PROFESSION FOR WOMEN.

By MISS BEATRICE E. BEAR, M.B.C.P.E., M.G.T.I.,

Examiner to the British Coll. of Physical Education.

FOR the girl who is fond of exercise, the profession of gymnastic teacher offers a welcome escape from the many sedentary occupations of women. Among the advantages it has over most other professions are the following:—

1. The work is full of variety and interest.
2. The life is extremely healthy.
3. The work is better paid.

The word "gymnastics" covers a wide area as will be seen by the following enumeration of the subjects to be studied by the prospective teacher:—

Drill, mass exercises, with or without light hand apparatus, such as Indian clubs, dumb-bells, wands, etc.

Gymnastics proper, or exercises on fixed apparatus such as ladders, bars, vaulting horse, etc.

Outdoor games, swimming.

Fencing.

Voice production.

Remedial exercises for curing physical defects, such as curvature of the spine, round back, flat chest, etc.

Theoretical work, including physiology, hygiene, first aid, theory of physical education.

It is obvious that with all these sides to the profession the work cannot be called monotonous, neither can it be accused of cultivating the physical side to the exclusion of the mental, and in this connection it might be well to dispel a rather common notion, that this is a profession for the stupid girl, who is not thought clever enough for other forms of teaching. This profession needs, perhaps more than any other, a good education, a quick intelligence, and great self-reliance, in addition to the special physical qualities required. To touch now on this last qualification, the chief, I might say the *only*, requisite is a sound constitution, this of course must be certified by a medical man. Great muscular strength is not necessary, this can be gradually cultivated

during the training. No special build of body is essential, although of course the girl of somewhat slight build of from 5ft. 5in. to 5ft. 7in. in height, is perhaps the best suited for the work.

With regard to the ages for training, the pupil should not be younger than seventeen, nor more than twenty-seven as a general rule, though there might, of course, be special circumstances in individual cases to alter this.

Given a sound constitution the life will be found to be a most healthy one, indeed I find that all students improve greatly in general health during their training.

To turn now to the question of remuneration, it is undoubtedly at present one of the best paid of women's professions.

There are three ways in which a girl may start work after the completion of her training:—

1. She may take a post as gymnastic teacher in a school. Salaries vary much, but she should make from £120 to £150 a year or its equivalent, as, in addition to the fixed salary, she should obtain capitation fees on all remedial work, and on fencing pupils.
2. She may practise as a visiting teacher in schools, with a good connection, and her time fairly occupied, an income of £200 or more can be earned this way.
3. She may establish her own gymnasium, for this some capital is required, and in a town or district where the teacher is known, and has a prospect of support, this is one of the pleasantest, and most lucrative ways of turning the training to account, especially if combined with some visiting teaching. Incomes from £250 to £350 can be earned this way.

I will now give more details of the training. It can be done in two years, although, if there has been no previous training, a three years' course is often advisable. For a two years' course £100 should be allowed. This would include the examination fees and outfit, but is exclusive of the cost of living.

The two chief systems of gymnastics now in general use in England, are the "German," and the "Swedish," both have their strong adherents. Some training schools teach exclusively one or the other, and others train in both systems. The student who knows both has, of course, the greater advantage in obtaining work.

There are several examining bodies who grant certificates, the chief being the British College of Physical Education, and the Gymnastic Teachers' Institute. Those obtaining the membership of the first are entitled to the letters M.B.C.P.E., and of the second to the letters M.G.T.I.

A great deal more might be said on the interest of the profession. There is great happiness to the teacher in the knowledge that she is helping towards the improvement of the physique of the race, and adding to its health and power. Much of the pleasure in teaching lies also in the fact that the pupils, one and all, enter with zest and enjoyment into the work, so that the classes are a delight to both pupil and mistress.

It is hoped that this short account of the work may help those who are wishing to become gymnastic teachers.

GARDENING.

AS WOMAN'S WORK.

By MISS J. SMITH.

To the girl of to-day, just leaving school, and called upon to decide her special work in life, several doors stand open—one of these doors is "Gardening."

At the first glance no work sounds more congenial to the country-loving soul than gardening. Our associations with the garden in our young days are chiefly connected with summer holidays;—borders filled with flowers which we picked, or trimmed in our more industrious moments; fruit beds where we wandered at our sweet will, regardless of the protestations of the unfortunate gardener, who was anxious for his reputation with housekeeper and cook. We, who have become gardeners now, find our sympathies have changed sides since those days. Probably we had our own plot, which we tilled and watered, with vigour and pride; so that the idea of really becoming a professional, and excelling in our work, has a very rosy prospect.

But to garden through all seasons of the year, to work in bad weather, and walk about seeing all is well in pouring rain, or heavy snow, to hoe and water in the heat of the sun, to rise at six o'clock in summer, and by daylight in winter—this is the cost to be counted, before fixing to become a gardener, unless we would court absolute failure.

The summer is not the most important time in the garden; it is only the reaping time. Through wind, and rain, and frost, we must work eight months out of the twelve; we must delve down to our subsoil, and look to our drainage, and bring in our manures; this calls for hardiness, skill and perseverance.

A definite training is essential; and it is best, if possible, not to enter upon College training too young. To go to such a College as Swanley, with little or no knowledge of practical gardening, and in most cases under twenty years of age, means a certain waste, both of money and time, because the student does not know how to make the most of her opportunities.

Before entering for the College course, it would be well, if possible, to decide what particular line of gardening we intend to pursue. There are several, but some are more definitely suited to women than others.

The cultured woman surely should have a higher aim than to compete with the ordinary working man, who takes charge of a garden, and does odd jobs about the house for £1 a week. If this is the limit of her capacity, and the height of her ambition, let her put aside gardening as her vocation; the work will be too heavy, the payment too low, the chance of advancement too uncertain, the competition too keen. Let the woman gardener *specialise*. There is a choice before her.

1. *Training* in all simple cottage gardening, and elementary botany, in order to teach in country schools, where practical work is now taking its place in the education of children.

2. The more scientific side of gardening: hybridisation, experimental work, and horticulture in its more delicate branches. This would be specially suitable, and possibly posts might be obtained by qualified women in the largest horticultural firms, or in the national gardens.

3. If there is sufficient capital—fruit and flower cultivation in an independent business.

4. Gardening in Institutions for women. This is surely essentially a woman's place; but it needs special training, and a definite capacity for the work. If women students will fit themselves for this, there must be a growing demand for them. We hear of reformatories, lunatic asylums, and homes for epileptics, all advocating fresh air for their inmates; there should be some occupation out of doors interesting, and useful; and to overlook women, a woman is required—an educated, capable woman. There seem to be very few, who are fitting themselves for this particular branch of gardening; and yet, even from a pecuniary point of view, some might be induced to consider it. The competition for such posts in these Homes is not yet too keen to keep salaries low, and a well-qualified woman ought to command a good salary from Government Institutions.

5. The laying out of public grounds, and private estates, is also work quite suited to women. With natural ability and

proper training, a woman should be capable of carrying out this part of the work.

Recreation grounds, and public parks are being laid out in all our large towns, and County Councils should be willing to pay a woman, the same as a man, if her work is of equal value.

Thus, assuming that the would-be student has decided to fit herself for one of these special branches, what is the best training?

We should advocate a College course. But first, if she has absolutely no knowledge of the ordinary routine, it would be a great help to take a year in a garden, simply to work with a working man, to find out the simple methods of sowing, planting, tending, cleaning—the necessity and value of rubbish heaps, manure heaps, and refuse heaps.

All this will open her eyes for the work at College. She will know where to look for improvements by more scientific methods; she will be able to apply the theoretic teaching more easily to the common garden.

It sounds most interesting and useful to hear in the chemistry lecture, how one chemical acts on another, and how certain plant foods are ready for use by the union of certain elements and compounds; but, if you can at once apply this in your mind to your loam and manure and lime, and remember the failure of your potatoes and cabbage last year, and apply the remedy by the knowledge gained now, the teaching will be of much greater practical value.

The working man began as a garden boy; he swept the leaves and turned the manure, and added the lime because he was told to do so, and to-day he does it still, because he knows it produces the desired result; but he knows nothing of the processes at work in the soil. The woman cannot begin as a garden boy, and work by rule of thumb; so she must turn to science, and have a reason first for all she does, or she will be hopelessly helpless, when she has to direct others.

The College course is usually two to three years, and this full time is needed. Nature is slow and precise; to-day's work must be done to-day, if not there is failure, and failure that cannot be remedied; we must wait a year for the season to return, and try again. A great deal of help can be gained from books; but our own practical experience is after all the best teacher. With regard to theoretic work, at College, it should have its fair share of time, but not more. Botany, chemistry, physics, are the chief subjects; and it is of infinite advantage to have a good knowledge of all the elements of these sciences before attending the lectures. If there is no ground to work upon, it is almost hopeless to work up enough while at College to

reach the standard for application to the garden ; and so again the real advantage of the course is lost.

After the College training, the best move is to do practical work in a subordinate post, in the special branch the student has decided to follow, and so on to advancement, and posts of responsibility. It is of no use sending the girl who has no brains to become a gardener. Brains are needed—physical strength—organising power, orderliness and perseverance;—the ability to make others work, as well as the capacity for working yourself.

As before said, it is useless for a woman to compete with the working gardener, she cannot live on the wages he earns, nor has she the physical strength needed for his work ; she must aim to be a head, either of her own estates, or the responsible head of someone else's. It is only in the skilled, and more highly paid branches that it is of any use for a woman to attempt to earn her living as a gardener.

JOBGING GARDENING AND ITS POSSIBILITIES.

A SUGGESTION FOR THE TRAINED LADY GARDENER.

By R. R. E. F.

TEN years' experience of living in the suburbs of a large town has shown me the need of a class of intelligent jobbing gardeners. The average man, who undertakes this work, knows little or nothing of gardening, his one idea is to tidy, with the general result that any but the most ordinary plants are tidied into the rubbish heap.

This is, I gather, a universal experience, the owner of the garden is helpless, and he must content himself with a more or less bare but tidy garden, with the orthodox wall-flower, geranium and calceolaria, at stated seasons, unless he can supply the necessary intelligent labour himself, and dispense with the ignorant jobbing man.

Why should not the trained lady gardener become the intelligent jobbing gardener, for which there is such a demand ? The capacity of a woman for gardening has been proved, by the continued increase in the demand for those who have taken it up as a profession, and had a thorough training. It may be argued that a woman can only do the lighter part of

the work, and not the necessary mowing and digging, and that a whole day's gardening, especially in bad weather, would be too severe a strain.

This criticism might apply in the case of a lady taking a post as single-handed gardener. I think there is little doubt that for such posts women are not fitted. The mowing of large tennis lawns, the digging and manuring of large pieces of ground, and the many duties such as window and gutter cleaning, etc., required from a single-handed gardener, would be too heavy labour for a woman. Jobbing gardening is usually confined to small gardens, where the lawns are small, which any woman can mow, and where the digging does not necessitate long and continuous heavy labour.

There are various ways of employing jobbing gardeners, either by the hour, the day, or by contract for a year. It is through contracting, I think, that the chances of development will come, and the jobbing gardener must supply not only the labour, but the stock, *she must be a nursery gardener as well.* Herein lies the chance of making the business really profitable. It is to this development we would urge the trained lady gardener with *business capacity* to turn her attention.

Of those women who have had the special training, some have started nursery gardens, others have taken posts as gardeners, where they have some special department handed over to them, and a few have tried jobbing gardening. I have not yet heard of the lady who has started a business such as I suggest, which would be both profitable and interesting. That there is a distinct opening for such a business I have no doubt. I have myself, as an amateur, been constantly consulted as to laying out, and stocking small gardens to the best advantage. There are many people who admire an effect when they see it, but cannot imagine it, and do not know how to produce it when they do see it. To these the experienced gardener is invaluable, and time and money and trouble are all saved ; the owner of the garden has the satisfaction of seeing realised, what hitherto had been an impossibility, the small garden kept tidy and bright with flowers without a large expenditure of money and temper.

The amateur, who has the necessary time and skill, of course, does not need the advice, his garden will always be an object of admiration, and probably envy to his less fortunate neighbours, whose own efforts are futile, and who in vain call in the local postman or cabman, as the case may be, who in want of work, has elected to become a jobbing gardener.

Before enlarging on my suggestions, I should like to say a word about the lady jobbing gardener as she already exists. As far as I can judge, from information given me, a woman cannot earn a living in that capacity alone. To work all day,

and every day, in all weathers, would obviously be a great strain to the average woman, even were the work procurable in all seasons, which it is not. The man who takes up this occupation does do, and can do, all sorts of other work in the season when gardens do not need tending. Their kind of odd jobs are impossible to a woman, she must not, therefore, if she is to earn her living, rest content with working by the day or hour, she must have variety of work in connection with the business, and possibilities of profitable development, which do not offer themselves to the untrained labouring man. I know of a lady jobbing gardener who has been quite successful in her work, as far as it goes, but she does not attempt to do more than help to keep herself by gardening half-a-day at a time, and five days only in the week.

The trained lady gardener must have a wider scope for her capacities, and she must also have a chance of larger profits than can be made in private employment. To obtain these I would suggest that two or three or more ladies should combine to take, in some suitable neighbourhood, a piece of ground where the necessary stock can be grown, and should undertake for fixed sums per annum, to make the small gardens a joy to their owners, as well as to every passer by.

The jobbing gardener who undertakes for £5, £8 or £10 a year, or more to do this, must obviously be able to produce a better effect for the money if she herself rears the plants, and procures the bulbs in large quantities from the cheapest source. Each individual owner of a garden may not, and generally does not, think it worth while to send to Holland for bulbs, and certainly cannot rear seedling plants. The result is that the local florist makes immense profits, and perhaps one dozen instead of one hundred bulbs are put in the garden, and there is no brilliant display of bloom.

I will quote, in illustration, a few prices. Daffodils which I procure at 12s. 6d. per 1,000 are quoted in local catalogues at 22s. 6d.; Spanish iris can be got for 5s. per 1,000, instead of 15s. 6d.; grape hyacinths and scillas all in the same proportion. The enterprising, and intelligent gardener naturally finds out how to produce, at a minimum cost, the maximum effect.

I have seen, in a large town, a small patch of garden brilliant with daffodils, carpeted with blue scillas and grape hyacinths, with tulips and forget-me-nots to follow in succession. This effect was produced for a few shillings, and was the envy of all the uninitiated, who imagined that such an effect could only be produced by the expenditure of pounds instead of shillings.

Many years' personal experience of gardening has taught me that numbers of delightful, and unusual plants can be

reared at a very small cost, and that a garden can be kept gay at most seasons of the year.

Under the proposed system, the owner of the garden will agree to pay a fixed annual sum, and may or may not express his own special likes and dislikes as to flowers, but he will not trouble when, or how, to procure or rear the stock.

When daffodils were in bloom in his neighbour's garden he was wont to say "Why have not I daffodils," forgetting that every effect in a garden must be prepared for months beforehand.

For this forethought the inexperienced man is willing to pay, if he can trust to his money being intelligently, and honestly expended.

In this kind of business there would be scope for different qualifications. The good business head would be needed, as well as good muscles. Many a lady who has not the physical strength to do much actual hard labour can exercise her skill in studying the conditions of the neighbourhood as to soil, aspects, climate, etc., inspect the gardens, draw up estimates to suit the varying purses, and tastes of the community, keep the accounts, order the bulbs, collect the seeds, and prick out the seedlings, etc.

I consider it imperative that at the head of such a business there should be a thoroughly trained gardener, with good business capacity; but associated with her, might be a staff of more or less trained women. It would even be possible to take pupils to train, and this would be an additional source of profit.

My contention is that there are many women with business capacity, and the necessary training who would make a success of such a business; there are also many who have the necessary muscular power, and would work well under direction.

Why should not such an ideal little business community be started in many a suburb of a large town?

A large amount of capital would not be required, and the risks would not be great, as a neighbourhood could be well canvassed before settling.

The work need not necessarily be confined to undertaking gardens by contract, the head of the business can become a consulting gardener. When the new inhabitant arrives, and is totally ignorant of the gardening possibilities of the neighbourhood, instead of making many costly experiments he can, if he chooses, consult the expert, who will, for a certain fee, advise the laying out of the small, bare plot which is such a familiar sight in all our vast suburbs.

Last, but not least, I would suggest that other industries should be added to that of rearing plants. Why not coax the

barn-door fowl to lay the always necessary egg at times when eggs are dear, and the fowl which is not coaxed prefers to be idle? The trained lady gardener from Swanley is, I gather, qualified to look after poultry as well as bees. There should therefore be no difficulty in undertaking the supply of eggs, and honey, to the customers with whom there is already direct communication. Having kept poultry for ten years, I have no hesitation in saying, that with proper management, they can be made a source of income.

Of poultry-keeping on a large scale, and as a sole means of living, I cannot speak, but practical experience has shown that it can be combined most successfully with other occupations. The secret of success is to have eggs laid every day in the year, and so secure the high prices customers are willing to pay at times when most poultry keepers are without eggs.

How to secure eggs, laid every day in the year, must be the subject of another article, but probably the trained lady gardener has already solved that problem. In conclusion, I would suggest, that I can see no reason why the lady jobbing gardener should not be the provider of the ever-welcome new-laid egg, honey, tomatoes and cut flowers, as well as the fairy who waves a wand over the desolate patches of suburban gardens, and turns them into bright spots to gladden the eyes of every owner, and passer-by.

POULTRY-KEEPING FOR PROFIT.

By R. R. E. F.

IN my article on Jobbing Gardening I said I would, at a future date, enlarge on the keeping of poultry, as an additional source of profit to the lady who has a jobbing, and nursery garden business.

Let me say at once that I do not undertake to speak of poultry-keeping on a large scale, and as a sole means of living; of this I have no experience, but ten years of practical working has convinced me that poultry-keeping on a small scale, can be made a sure source of income.

A woman who has to earn her living, and elects to do so by out-door work, cannot afford to lose any chance of profit, however small. £20 a year is not much, but if that can be added to other income without any great outlay of capital or expenditure of time, surely no good business woman will fail to find out how that profit is to be obtained.

It will probably be helpful and encouraging to anyone who contemplates poultry-keeping, to hear of the writer's experience.

Ten years ago, I came to live in the suburbs of a large town, in a house with a garden, but no field.

I found established on the ground between forty and fifty fowls, for which I paid 2s. a head. This was early in *September*; note the month. I knew nothing whatever of poultry-keeping at that time, but I had visions of a constant supply of new-laid eggs for the first time in my life. I had no visions of possible large bills for corn and meal. I thought that poultry picked up a living!

Kind friends soon warned me that my new-laid egg would be a costly luxury, and that I should find the truth of the saying, "It does not pay to keep poultry." I was ignorant, and could not contradict this statement, I could only reply, "I mean to try to make hens pay."

September, October, November, December passed; the new-laid egg was a very rare occurrence. In vain the nests were daily searched; the longed-for egg was conspicuous by its absence. On the other hand bills for corn were growing apace. I began to think the prophets were right—poultry-keeping was an expensive amusement. I determined, however, during that winter to master the subject from books as far as possible, and then put my knowledge into practice, and watch the result the second autumn and winter. Strict accounts were kept from the beginning, no vague statements as to profit and expenditure were to be tolerated. A daily register was kept of the eggs laid, the number of stock, and amount expended on food, etc. Having a ten years' record to look back on, I can speak with entire confidence when I affirm that hens can be made to pay, and that eggs can be had newly laid every day in the year.

Writing at this moment, November 12th, the daily search for eggs tells a different tale to that of ten years ago. I have now about the same number of hens I had then, that is between forty and fifty, but instead of November producing no eggs at all, I have already, during these first twelve days had 106 eggs, and during October, 213, and September, 268, making a total of 587 in less than two and a half months, as against a total of 265 in the corresponding four months ten years ago. Herein lies the source of profit; my eggs now fetch 2d. each, and if you can secure plenty of eggs at the time they fetch high prices, the average price of your egg is obviously raised. If you only have eggs when everyone else has them, you could not keep poultry for profit.

As a rule, I do not send eggs by post or rail. Personal delivery to customers in the neighbourhood is much more

certain and profitable, and in a suburb of a large town there are always plenty of customers at hand.

All my appliances are home-made. We have no grass runs, only small wired-in gravel runs, and small wooden houses and shelters. I have never kept more than between forty and fifty head of poultry, but on that scale a profit of about £20 a year can be made. The average price I obtain for my eggs is 1½d. I never charge more than 2d., never less than 1d. I can always find a ready market for any number of eggs in the winter at 2d. each. Regular customers take the eggs all the year round, 2s. or 3s. worth per week, and they receive more or less for the 1s. according to the time of year. Of course, I do not depend entirely on eggs for profit. I rear about sixty chickens every year, of which the cockerels are fattened for table, and as I never keep my hens more than two years, the old hens, when they are killed, will always fetch 2s. a head. What has been done, can be done again. Here there are no specially favourable conditions, but observation and experience have shown what can be done, and I am anxious, and willing to encourage others to make a similar success.

It is not possible in this short article to give particulars as to methods, but I propose writing a small manual, with simple instructions for the use of those who want to keep poultry, on a small scale, in ordinary surroundings. I am encouraged to do this, because I have not yet found, in a simple cheap form, the necessary information.

"How to get Eggs Laid *Every Day* in the Year," will be the title of the manual, and I hope thereby to be the means of encouraging many ladies to start poultry-keeping, and successfully combine it with other out-door pursuits, either for pleasure or profit.

LAUNDRY-WORK.*

By MISS ETHEL B. JAYNE

(*Beaumont Steam Laundry, Leyton, E.*)

I HAVE been asked to tell you something about laundry-work, and its suitability to educated women. As perhaps some of you know, I have been managing laundries for the last four years or more, and am at present managing a large laundry in Essex, so that what I am giving you to-day are ideas gathered from my own personal experience. Before touching on the details of laundry-work and management, I should like to make a few remarks on women workers generally, based upon observations of pupils who have come to me for training. In my own mind I divide women workers into two classes—

- (1) Those who want *something to do*.
- (2) Those who mean to earn their own living.

The first class are not sure what to take up, but think laundry-work sounds nice and would like to try it, having possibly already tried half-a-dozen other things, and given them up.

Laundry-work is not suitable for those who are merely anxious to find some occupation. The hours are too long, the absolute exclusion from society life, and home ties, which the constant application essential to the success of the business entails, makes life a burden to them, and they soon give it up.

Laundry-work is no mere pastime, it is the grimest hard work and worry from 8 o'clock on Monday morning, until often 8 o'clock on Saturday night.

But for those who are really in earnest, whose object is to earn their own living, and are solely dependent on their own resources, it is a lucrative, and most interesting employment. An empty pocket conduces to self-reliance, and self-reliance is one of the best aids to success in business of any kind.

I consider myself very fortunate in having been compelled by circumstances to earn my own living from the age of 22. The chief difficulty with women is that they so often remain

* A Paper read at the Annual Meeting of the Central Bureau for the Employment of Women, June 13th, 1901.

at home until thirty years of age or more, and then are compelled to turn out, and find themselves employment.

Without a thorough training, or previous experience in business life, what chance have they of success?

If parents, who are not able to settle enough permanently upon their daughters, when they come of age, to enable them to live independently, would only insist upon their learning some trade or profession suited to their capacities, this great difficulty of finding suitable employment for middle-aged women anxious to work, but with no qualifications would be done away with.

I am confident that there is any amount of work of all kinds open to women, but the crying need is systematic training. I am sure some of you are thinking—Oh! yes, we know all about that, but thought laundry management could be learnt in three months!

Yes! a smart pupil can learn most of the practical part of the work in three months, but unless she is endowed at the start with considerable aptitude for business, and has inborn organisation and tact, failure, as a manageress, is very probable. The longer her probationary experience in a subordinate capacity, the greater the certainty of success.

In speaking of laundry-work for educated women, I am confining myself principally to laundry management. There are plenty of suitable subordinate posts as heads of departments for which educated women are fitted, but personally I do not honestly consider it is worth their while to take up laundry-work unless they aspire to, and are capable of eventual management, or to having a laundry of their own.

The first steps of any work are of course the hardest, and the first year or two of a manageress's life are usually her most worrying. She has very little confidence in herself, and consequently does not command it in other people, hence a general badgering, if I may use the term, on all sides. Workers scent a young hand, and try to take liberties; owners or directors feel uneasy as to the capability of their manageress to make the concern pay, and worry her with trifling complaints, and impracticable suggestions. The work goes wrong, customers complain, or remove their linen, and the unfortunate manageress begins to wonder why she ever took up laundry-work. But each difficulty, as she overcomes it, leaves her stronger and surer of herself, until one day she awakes to the fact that she can, and is managing a laundry successfully. Each year then finds her load lightened, and in all probability her post more lucrative.

The less ambitious manageresses settle down, get their respective laundries into thorough working order, with well-trained heads of departments to supervise, and so leave

themselves as little work, and worry as possible. The ambitious ones perhaps go further afield, seek larger laundries, greater responsibility, and higher salaries, and very probably end in owning a laundry of their own.

Once a manageress has made herself a reputation for the successful running of a laundry, she need never be out of employment, but what every pupil will not recognise is how necessary that reputation is, or how hard the struggle must be at first to gain it. I have heard pupils say "well if that woman can manage a laundry I am sure I can," but they do not grasp the fact that she has probably risen from the ranks, and worked her way up through practical experience, and that no advantages of education, or position, will outweigh in an employer's mind, previous experience and success.

I hope you will not think me discouraging, but I am anxious to impress upon those who are thinking of taking up laundry-work, that it is no royal road to fortune. They must be prepared for difficulties and worry, and plenty of solid hard work, but there is strong encouragement, in the fact, that there is a good living wage to be earned during the struggle. The work is very interesting, and far from monotonous, and when a manageress, like Kipling's ship, has "found herself," she need never fear to lack a billet.

And now you will want me to tell you something about one's life in a laundry. I am often amused by my customers, and others asking me "what a manageress does in a laundry; I suppose you don't have any washing or ironing to do?" Some of you will have been over a large steam laundry perhaps, and may have an idea of the systems, and organisation in vogue, but many, I feel sure, fail to grasp how the worker in a laundry of to-day is merely a small cog of a very large wheel, she does not take any one piece of linen, go on with it and finish it, as in the times of the old-fashioned laundress, she merely takes it from a fellow worker, who has put a touch to it, puts her own touch on it, and passes it on to another, and thus the article travels from hand to hand until it reaches the finisher. In the case of a shirt, for instance, it might, and often does, pass through eighteen different persons' hands from the time it enters the laundry, until it is ready to be taken home. Any faulty treatment on the part of one of those eighteen workers will affect the final result. The manageress's duty is not to walk round merely, and superintend the performance of each individual, her duty is to organise and arrange the work, and workers, so that the best possible result is obtained at the least possible cost. In a small laundry she will often be required to personally instruct a new hand in the use of a machine. In a larger laundry she will probably be able to afford competent fore-

women who will take much of the details of the work off her shoulders. A small laundry requires a thoroughly practical working manageress, capable of taking a hand in any department. The manageress of a large laundry *must be a good organiser* as well. In many of the larger laundries you will find a manager or secretary who attends to all the out-door work, general organising and finance, and a manageress who looks after all the details of the work inside the laundry. I need hardly say that the greater the responsibility that rests on the manageress's shoulders, the higher the rate of salary.

And now I want to tell you something about the employees a laundry manageress has to deal with. There is a very common, and almost universal idea that laundry workers are a particularly low class, and very troublesome to deal with. In certain districts, and under certain conditions of management, you may perhaps find a rough lot of workers, and hear evil reports of their conduct. The fault, I believe, does not lie with the workers, but entirely through want of tact in dealing with them. My own opinion is that the majority of them are vastly superior to the usual run of factory hands, and in some departments, such as the packing and sorting, where a certain amount of mental work is required, you will find them equal to, and in many cases superior, to the better class of shop assistants. In engaging workers, I am never particular as to references, beyond the fact of their being thoroughly competent to undertake the work for which I require them, and yet, I can assure you, that during the whole of the time that I have managed laundries, I have never had an insolent word from any worker, I have never heard a low expression or oath from man or woman in my employ, and their loyal service, and conscientious devotion has always been a great support and help to me. The only trouble I ever have with my workers is through petty jealousies, and disputes amongst themselves, and here something of Solomon's judicial capacity is necessary, as it most frequently occurs between two particularly capable women, neither of whom you want to lose. They never resent stern treatment, as long as you are perfectly fair and just, and the manageress with whom they can take a liberty wins neither their love nor respect.

The chief difficulty, as regards workers lies in the scarcity of really first-class hands. To be a best ironer for instance, requires years of practice. Out of every twenty ironers employed in a laundry, you will usually only find one or two who are really artists at their work. Some people have a notion that any woman can wash and iron, and that she only wants looking after to make her do it in first-class style. It is as rational an idea as that any woman can cook! Apart

from the training necessary to produce expert work, there must be certain individual characteristics, such as patience, perseverance, and love of the work for its own sake, before a really high standard is attained. In examining ironers' work, I can always trace the individual characteristics of the worker, and I find it interesting in training the youngsters to watch progress, and to try to cultivate in them the necessary qualities. The cry all over England is for expert workers, and if these could be found in sufficient numbers, I am inclined to think owners and manageresses would welcome shorter hours. The actual ironing is, I fear, too physically hard work for those delicately brought up, and amongst a considerable section of the working class there is a strong prejudice against laundry-work as being an inferior employment; I am hopeful, however, that the *tone* of laundries is gradually improving, since they have been run on a larger scale, under better conditions of sanitation, and a more educated class of manageress, and when this prejudice has been swept away, and the popular superstition that linen should only be changed on one particular day in the week has died down, making it possible for all departments to commence, and finish the weeks work together, the daily hours could be shortened, and under these conditions the labour difficulty may vanish, and with it a laundry manageress's chief anxiety.

The usual working hours in a laundry are from 8 to 8 Mondays, Tuesdays and Wednesdays, unless very busy, 8 to 9 or even 10 Thursdays and Fridays, Saturday from 8 a.m. until the work is finished, varying from dinner time during the slack season to 6 or 7 in the busy summer. An hour for dinner, and half-an-hour for tea is allowed off. Heads of departments have sometimes special privileges of an hour or so off one evening, or a whole Monday occasionally. All departments in a laundry do not commence their week's work together. The sorting of the soiled linen commences before the washing, the washing must be some stages advanced before any ironing can be done, and so on; but the departments which commence the first on Monday will finish the first on Saturday, and *vice versa*. The maximum working hours allowed by the Factory Act are sixty per week, with an additional allowance for overtime of two hours per day for thirty days only in a year, but the total number of hours with overtime in one week must not exceed sixty-six. To an outsider the hours sound long, but to those inside the laundry, who know the week's work must be got through, and each journey or district of work finished, packed and delivered at a stated time, the interest is so keen that the hours fly by all too quickly. Some pupils find the long standing a little

trying at first, but I have never known a pupil give the work up through ill health, and one or two who had previously tried to train as nurses told me they found laundry work less tiring. The health of the workers in a laundry is usually very good. As regards the scale of wages, ironers are usually paid by piece, and earn from 12s. to 25s. per week for four-and-a-half to five days' work. The rest of the staff are paid weekly wages, in some cases with bonus or commission added. An assistant Manageress, or a Forewoman of ironing room who is responsible for the booking and examining of the work sometimes earns 30s. to 35s. per week, and heads of departments such as calendering, packing, etc., 25s. to 30s. The scale of wages depends to a great extent upon the size of the laundry, and the class of work done, so that, whereas in a small one not requiring so much system and organisation, you may find the head packer, for instance, drawing only 15s. or 18s. per week, the head packer of a large laundry may draw 30s. or even more. This applies, of course, to all salaries, and as there are plenty of openings in every kind of laundry the rate of remuneration she can command will depend chiefly upon the competency of the individual. Manageresses' salaries vary from £2 a week to £4 or even £5, usually with commission on profits added.

Some of you may be interested in the question of ladies starting laundries of their own, and may like a few suggestions on that point. My first advice is, do not start a laundry for yourself until you have bought your own experience, managing one for someone else! It is not quite so easy as it looks! It is possible for an expert, who thoroughly understands the business, and how to purchase, and lay out her plant economically, to start a medium-sized steam laundry on £1,000 capital, but she would have to rent a building to do it on this figure. No one who is not an expert should attempt it on less than £2,000. A small shirt and collar business in a populous district could be started on considerably less, as the plant required would be much smaller, and the returns quicker. This is a very profitable class of trade for a smart woman of business, but the status is not quite so good. A nicely fitted hand laundry could be started with a capital of £500, but the difficulty in obtaining a sufficiency of skilled hand labour limits the prospects of success, unless one is prepared to work on a very small scale, and do a great deal of the manual work oneself.

DRESSMAKING.

By MISS LILIAN A. WEST.

HAVING been for some few years in business as a dressmaker, I have come to the conclusion, that if ladies wish to become really first-rate practical dressmakers, they must begin in the same way that the ordinary workgirl does—that is to say, they must go into the workroom, and learn the way to do everything, from making a waistband to trimming an elaborate bodice, and these things are not learnt in a day.

I do not believe that any work can be really successfully carried out unless it is thoroughly understood, therefore, if we are to look upon dressmaking as a *profession* for women, it must have the time given to it that a profession requires, before it can rank as such.

Many ladies have asked me to take them into my workrooms, and I have occasionally done so, but found that they had started too late to be ever really what I call first-rate workers, and once one is past one's first youth, it is very trying to have to be taught the proper way to sew on hooks and eyes, and one rarely comes across a *successful* practical dressmaker, without finding out that she started early in life from the beginning.

I feel sure, however, that if a girl of sixteen shows a talent for work, and a wish to get on, that there is a splendid opening for her if she is placed under the direction of a good fitter, who, finding the girl intelligent, will be only too glad to get her on to be a help to her, for there is not too much intelligence displayed in an ordinary workroom, and one often wonders how people can have so little observation, when one notices the mistakes that occur in trimming a bodice.

Of course, a girl at first earns nothing, but after six months, she will be worth money, and in a year's time should earn 10/- a week. After that a great deal depends on herself, how she carries out the instructions she receives; if she becomes a real help to the fitter, she will work her on to be her second hand, and her salary then will be from 30/- to £2 a week, and should she, in course of time, become a fitter, and have taste as well, any salary may be obtained by her, £5 a week being quite an ordinary wage for a competent fitter,

and many in big houses get a great deal more, therefore, I have no hesitation in advising a girl to go in for the work thoroughly from the start, but should she find that she had not the eye, and taste required to become a fitter, she should give it up, as it would be a poor prospect to be always a bodice hand.

Now, looking at the profession from the point of view of the head of the establishment, who does no practical work, but directs and designs, I feel sure that she also should go through the workroom to a limited extent, otherwise, she would not be able to direct her assistants, and they, knowing she had no real knowledge of her work, would be slack in theirs, and she would never know how much work should be turned out per week, or if the work was properly done.

Perhaps, I may be allowed to give my reasons for this. Some few years ago I found it necessary to work, and I went into a regular workroom, like any ordinary girl, and worked there for eighteen months. I started with the idea of doing the fitting myself, but very soon realised I was too old to think of it, and that a fitter was born, not made. I therefore made up my mind to see as much of the practical work as possible, so as to be able to hold my own opinions, should I ever have a difference with my fitters, and I have found my little knowledge most useful on many occasions, as they soon find out if you know what you are talking about, and respect you accordingly.

My advice, then, to those who only wish to manage an establishment, is to go for eighteen months, or two years into the workroom, and learn how it should be made to pay.

Then get some clever man to teach you a good system of stock-keeping, this, in a big business, is most important, and from the first, I should advise a qualified book-keeper being employed, perhaps at first only to come for a few hours a week, until you would find it necessary to keep a permanent stock and book-keeper combined. I have found, by bitter experience, that not understanding stock or book-keeping is a sure way of losing your money when first starting in business, and both these are quite easily learnt by any fairly intelligent woman, and are *all-important*.

If any lady thinks that, because she is able to make her own dresses at home, she will be able to make them for other people, let her pause, and consider that home dressmaking is a very different thing to professional, and that, to make the game worth the candle, she must give time, and real hard work to acquiring the art of *dressing* people — not merely clothing them.

COOKERY.

I. By MISS JANET GRANT

(*The National Training School of Cookery*).

As an opening for women's energy one is naturally inclined to consider cookery pre-eminently suitable.

The outcry among men of the women's invasion into their ranks, and the consequent lowering of wages, falls baseless here.

That the woman's kingdom should be the home, has always been the most cherished of masculine convictions, and in the home, what so productive of comfort and repose as a thorough knowledge of good cooking? To know how to produce a dainty dish, with but little time and material, so that the veriest scraps are utilised.

A girl may be an expert typist, with fluent knowledge of French and German. This doubtless will command its price. It is, however, quite possible to go through life innocent of the intricacies of typing or shorthand, and knowing not a word of any other language than one's own; yet, to everyone there comes a time when a knowledge of cooking would be an untold boon.

It may occur during that depressing interlude, between the departure of one servant, and the advent of another, when one is dependent on the sadly futile efforts of the daily help; when tough, tasteless meat, and underdone vegetables despoil all appetite. A good knowledge of cookery will often stand a woman in better stead than the most brilliant of accomplishments.

The ofttime quoted "Feed the Brute," is merely psychology in popular phrasing.

So much for the social aspect of our subject, now to consider its market value.

A girl, who wishes to take up cookery pure and simple as a profession, should train as a "*Cordon Bleu*" student.

The time of training is forty weeks, and the fee forty pounds. The student's knowledge is tested by a practical examination, and *viva voce* questions on the principles of cookery. If eighty per cent. of marks are obtained, she wins the coveted Blue Ribbon and Silver Badge. No theory is required for this training.

The happy possessor of the "*Cordon Bleu*," is qualified to accept a post as Lady Housekeeper or Lady Cook.

The remuneration ranges from forty to a hundred pounds, with board and residence, etc., separate rooms being usually provided.

The acute stage of the present-day servant difficulty ensures every consideration for the "*Cordon Bleu*," who undertakes to shield her employer from the harassing cares, and petty worries of domestic matters.

Moreover, it is frequently found that the salary of a "*Cordon Bleu*" is more than repaid by the increase of comfort, and the lessened expenditure on tradesmen's bills.

The trained eye is accurate, and knows to a nicety, how much material to order, and how "*left overs*" from lunch can, with a little thought, be transformed into enticing *entrées* for dinner.

Owners of large City establishments are glad to secure the services of a qualified Lady Housekeeper. In many such cases, only daily attendance is required, the salary being £100 per annum.

So far, we have considered cookery, pure and simple, as a means of livelihood. Now to look at it from the point of view of a Cookery Teacher.

At once, let it be stated, that the girl with only one diploma is very decidedly handicapped in the quest for employment as Technical Teacher. Some succeed, it is true, but only by exceptional merit, and the prospects of advancement are practically nil.

The linked scheme, as set forth in the Code, or three courses of instruction, Cookery, Laundrywork and Housewifery, are now taught concurrently under the large School Boards, consequently, Educational Authorities have a right to demand these qualifications from their teachers.

Also, since a teacher is concerned in training mind, she must know something of the development of faculty, the best ways of presenting knowledge, so that it shall be real and lasting, therefore she must pass in Theory and Method of Teaching. She must study Physiology to understand the connection between mind and body, Hygiene for the laws of health, the necessity for Ventilation and the best physical conditions for successful teaching, therefore certificates in both these sciences are required.

The girl who makes up her mind to obtain the necessary qualifications, and take up the profession of Technical Teacher, has a bright career before her. Three Diplomas, and two Science Certificates may be secured well within two years.

Thus equipped, the young teacher may enter the service

of the London School Board at a salary of £70, with a steady annual increase of three pounds until £112 is reached.

Before that period, however, a much more lucrative post may accrue. Assistant Superintendents under the same Board, commence at £150 per annum, rising to £200, while the position of Head Superintendent begins at £300.

As vacancies occur a bright capable girl has, through time and merit, every chance of promotion.

Under County Educational Authorities, although there are not the same opportunities for promotion, the initial salary is higher, usually beginning at £80 per annum.

Enough has been said to prove, that either as "*Cordon Bleu*," or Technical Teacher, the profession of Cookery compares very favourably with other openings for women. The work is interesting, and healthful, and to one whose heart is in it, success may be assured.

COOKERY.

II. By MISS MARY FRANCES ORPEN.

IN these busy days of women workers, where in so many fields of labour the workers are greatly in excess of the places to be filled, there appears to me, to be no profession more favourable to steady employment, than the profession of Cookery.

The growing demand for lady-cooks, which at present seems to be greater than the supply, is largely due to the domestic difficulties arising from the great servant problem, and partly to the evergrowing popularity of life in Flatland.

I do not propose to touch upon cookery as a profession for teachers, in which good salaries are to be earned, after a somewhat long and expensive training at one of the recognised training schools, and with which other domestic subjects such as hygiene, dressmaking, laundry-work, must be taken to ensure success, but rather to say something about *cookery* itself, as an employment for educated women.

The Lady-Cook:—One of the greatest difficulties which the housewife has to face to-day—unless she be very fortunate—is that of finding, or replacing her servants, and especially the cook. This seems to point to a good field for the lady-cook, and may ultimately, to a certain extent, prove a solution to the vexed problem. There are difficulties in the way, and many are the tales told of dismal failures on the part of those who have tried. But in cases where the

mistress is willing to reorganise her household, and when she is fortunate enough to meet with the right woman, the plan generally answers well, and works to the mutual comfort of all concerned.

The lady-cook, who thoroughly knows her business, can always command a good salary, especially if she is endowed with managing and organising ability.

Such openings are to be found in large households—where she often takes control of the other servants—in good boarding houses, in institutions, and in public schools, and colleges.

Salaries vary from £45 to £100 per annum, and in some cases, part board for the long holidays is allowed.

In the case of schools and colleges she is usually required to take full charge of the kitchen-maids, and also charge of the stores.

Then there are the smaller households, in which the salaries vary from £20 to £35 a year, but in which the number of servants is small: consequently the question of work, other than the actual cooking, arises.

It stands to reason, that the first class cook, who, in houses where much entertaining is done, is able to send up good dinners, can reasonably demand the services of a kitchen-maid for her rough work, but in cases where the cooking required is very plain and limited in quantity, it is natural that the cook's time should be filled up by work which is ostensibly hers, namely washing up and cleaning.

Unfortunately there are many ladies who call themselves cooks, and who have no training, nor special aptitude for the work—their only experience being that they have “done a little cooking at home,” and who further require, as a rule, a post where there is not much cookery wanted, “no late dinners,” and above all “no menial work.” It is this last class who bring the lady-cook into such disrepute.

Then there is the lady “*Cordon bleu*,” who goes to undertake dinners at houses where the ordinary cook is not quite capable of managing a dinner party. They can earn from 10s. 6d. to £2 2s. per dinner according to their experience, and connection, and the extent of the dinner.

There is also work for those who visit country houses, and shooting boxes, either to teach the cook, or to take charge of the kitchens during the stay of house parties. This latter branch of work is sometimes very arduous, often very pleasant, and generally well paid, but to make it profitable a certain amount of good steady connection has to be worked up, which takes time: it is not of course so suitable for those who wish for a permanent home.

Finally, there are good openings for ladies who have a

little capital, and some business capacity to start luncheon, and tea rooms, or small restaurants in the vicinity of flats, which are now springing up in every direction. The accommodation for servants in these flats is always very scanty. The people who live in them are often men and women who follow their professions by daytime, and it is a boon to them to have at hand some such place, where proper meals can be obtained at fixed times, or from whence they can have their meals, or special dishes sent in.

Some of these small restaurants have been started in London in connection with blocks of flats, and are doing well. There are openings for many more.

LADY SERVANTS.

AN EXPERIENCE.

By MRS. COOKE-TAYLOR.

[By kind permission of Messrs. TILLOTSON & SON, Publishers.]

THE following is a brief description of a *menage* which is worked by Dames of the Household.

Four young ladies, none of them over twenty-five years of age, keep my friend's home. That they are all educated ladies is manifest at first glance, without the subsequent information that they are the daughters of professional men, one of them an officer in the army on active service.

The young lady-cook is fully certificated, and daily sends up a dinner of which the menu would not shame Prince's Restaurant. If it is not an easy thing to vary a bill of fare daily in an hotel, how much more difficult it becomes when soup, and fish, and entrées, have to be served all through the week to the same people, and yet monotony avoided. For my friend never changes the style of her dinner. That is, I think, the great triumph of her system. Quantity is diminished to accord with the two or three people who sit down to table, but the number of *plats*, or their elaboration, never. So that when a dinner party is given, as is constantly the case, the routine remains unchanged, only the proportion in the dishes is increased. In the same way the table is laid each day with every detail of decoration attended to: table-centre, flowers, menu-cards, etc., so that the table-maid may be equally at ease in her service when her employers are alone, or when the room is full of guests. The lady who fulfils this function in my friend's house was previously governess in a private family, but she much prefers the variety and liberty

in her present occupation to the strain of teaching. And I don't wonder at it, for these Dames of the Household (they all belong to the Guild) have privileges that it would nevertheless be well worth any lady's while to concede who is sufficiently happily placed to do so, in order to be surrounded by cultured women, and her household goods and dainty belongings kept beautiful by their refined care.

As I have before said, I do not think, as far as the movement has gone, that any but comparatively rich people's households are organised for the employment of lady servants, though on this subject there may be two opinions. But £30 a year is quite an average wage, and a private sitting-room is indispensable.

Naturally, where ladies are concerned, labour-saving apparatus and protective devices are of importance. For the former purpose my friend has met with a capital invention, called the "Do-all." It is merely an oval-shaped tub in zinc divided across the centre, holding on one side a perforated basin, the other side being left free to contain hot water; a good substantial mop completes the "Do-all." The mop is first saturated in the hot water, and then worked round and well pressed into the perforated basin to extract the moisture. It is then fit to clean carpets, floors, anything, by simply working over them. A little ammonia or Sanitas may be added to the water if occasion requires, and the result is achieved without much effort or stooping, and with very little expenditure of time. I can conceive a lady living alone in a flat, keeping it herself in perfect sweetness and cleanliness with a "Do-all." Gloves of different thicknesses are supplied for all kinds of work, and a perfectly admirable kind of cuff over-all, in plaited straw, was shown to me for slipping over the hand to preserve the dress cuffs and sleeve ends. Indeed, every new invention for the saving of labour is at once purchased by the mistress of this house for the "dames," and there is not a moment of the day that the kitchen is not in a condition for the reception of visitors. The range is fitted into its place with blue and white tiles, and over the mantel is painted a quotation from Tusser, a famous agricultural writer of the seventeenth century:

*"Good broth and good keeping do much now and then,
Good diet, with wisdom, best comforteth men."*

Standing at each side of the fireplace are real openwork iron pillars, large at the bottom, tapering to the top, with every possible tinged copper and aluminium saucepan, and other kitchen utensil hung therefrom. All down one side of the kitchen is a long low table, fitted with drawers and small cupboards to contain the necessary utensils for cooking, each

having its own place. Small brass ventilators are put into each cupboard and store-room; all instructions as to the care of stove-pipes, etc., are neatly framed, and hung near the object to which they refer. In the cupboard are large jars with the name of the contents in very plain letters. The whole is arranged to make labour as light as possible, and to lend interest, and daintiness to the art of cooking. The ventilation is so good that the ladies suffer neither in health nor fatigue. The floor is covered with cool matting.

The lady servants wear paper caps to cover their hair during sweeping operations—jaunty little affairs that look like a miller's cap in a comic opera. The question of cap and apron (where lady servants are concerned) has always to be settled with each several employer; but those of whom I speak, belonging as they do to the Guild of Dames of the Household, make no difficulty on this score, but wear the pretty cap and apron edged with the blue ribbon of their Order. These four young ladies dine and live together, not joining the family on any occasion; but when only one lady servant is kept another arrangement generally prevails, and probably in dealing with a movement showing such novel elements, each individual household will have its own idiosyncrasies.

Enquiries should be addressed to Miss NIXON, Guild of Dames of the Household, Mona, Cheltenham.

SECRETARIAL WORK.

By MISS CECIL GRADWELL.

THERE is much that is hopeful and encouraging in the prospects of employment in clerical work which have, within the last few years, opened themselves out to educated women, and I have no hesitation in stating that such openings are certainly increasing in number, in variety and in scope.

One can hardly venture to assert positive reasons why many positions, formerly held sacred to male workers, are now open to women, but it may, I think, be assumed that for private secretaryships an educated gentlewoman, who has seen something of the world, and who can speak one or two foreign languages, is often found to be more generally useful, more adaptable, more tactful, and possibly more industrious, than the young man, perhaps fresh from college, who would otherwise, or in other times, have been selected for the post.

With regard to Societies, I have often been told that a woman secretary is preferred, as being likely to identify herself more thoroughly with its aims, and to throw herself into them with greater enthusiasm than the average man, who seeks the post only as the best means that offer for earning a living.

When we come to the more important business posts to which I have just alluded, it is not uncommon to hear it admitted that a woman, if equally competent, is the more satisfactory employée, in that she is often more dependable and is not open to the temptations which beset young men. While as less responsible members of the ordinary staff of a business office, it is usually allowed of women clerks that they work harder, with greater interest in their work than the youths, whose minds are still full of football and cricket, whose places they now so often fill.

These may perhaps be taken as the prevailing views on the subject, but I think something may be said for the fact that of late years a class of women have offered themselves for these employments, who, in addition to their acquired technical knowledge and skill, possess advantages of education and of manner, allied with traditions of honour and rectitude of conduct, which are their own recommendation when the time comes for seeking employment.

They are replacing the Board School girl, with her many limitations, and her sometimes unprepossessing manner, who was first in the field, and they are gradually gaining entrance to responsible posts which would ever have remained closed to the former class of applicant.

I am strongly of opinion that the Present is women's opportunity, and that it rests with them to seize it with both hands, and to justify such preference as is shown for their services. But it cannot be too frequently reiterated that the day of the amateur, and of the untrained worker is over, and that far more is expected of women secretaries and clerks now, than when some few positions were first—one may say experimentally, and with a half-amused tolerance—thrown open to them. It behoves them to think, and to think seriously, of how they can best attain proficiency and increase the commercial value of their services. Obviously the first step is to provide themselves with the most thorough training within their reach, and that which offers the greatest scope for the development of their faculties, and time or money should not be grudged in the attainment of this end. A knowledge, however good, of shorthand and typewriting is *not* a sufficient stock in trade. If women want to make themselves really of value to their employers, if they wish ultimately to reach to positions of responsibility, and last, but not least,

if it is their desire to obtain not mere pocket money but a living wage, their training must be of far wider scope, and a thorough insight should be obtained into business matters generally, and subsequently reduced to practice either by apprenticeship, or by a period of probation when the actual training of the school or class room has come to an end. And when the stage of paid employment is finally reached, they should still go on learning, adding day by day something to their store of knowledge, as they are likewise adding to their experience. By these means, and these only, can women hope for the gradual promotion which brings with it adequate remuneration.

In conclusion, I think we should try to look at the matter from a common-sense point of view. No one pretends that clerical employment leads to fortune under any circumstances, but it appears at the moment to offer a favourable opening for educated women, and one in which the "earning" point can be reached with a smaller expenditure of both time and money than in most other forms of occupation to which they could turn in the hope of earning their living.

HOUSE DECORATION

AS A BUSINESS FOR WOMEN.

By MRS. MASTERS.

IN writing this article on House Decoration regarded as a business for women, I must point out that while, of course, I take it for granted that no one would think of embarking upon it who had not a certain amount of good taste, yet it is essentially "Business" that is required rather than "Art," and that therefore business qualifications, developed by training, are necessary. Even in a small business, there are many departments requiring organisation, and management, and it is unreasonable to expect that anyone could carry business details in her head, and have all wall-papers, materials, etc., at her finger tips, unless she had gained practical experience, and lived in an atmosphere of business for some time. There are the relations with the wholesale firms to be considered, and one must know the texture, and market price of the materials stocked, and be sure they are of the latest designs, and also the length of pieces, and samples, and the rate at which they are sold. A knowledge of book-keeping

is certainly desirable, and it is necessary to know how to write estimates, and make out bills, in a business-like way, and to evolve a clear and suitable method of booking various patterns of stuffs, wall-papers, etc., and of numbering the same. If the knack of mental arithmetic can be acquired, it is a distinct advantage, as it is often necessary to give an estimate on the spur of the moment for papering a room, or supplying, and making loose covers, or lined curtains. Accuracy of measurement is important; even in a small job, there would perhaps be a question of measuring for papers, carpets, curtains, coverings, cornice poles, blinds, linoleums, and fenders.

Some skill in drawing and sketching is of assistance, and an ability to make correct architectural drawings as applied to plans of rooms, etc., is more than desirable. I think I have said enough to show how necessary is a good training under, if possible, a woman who is already doing well in the trade. This will give a grip of the business impossible to acquire in any other way. For the woman, who starts with the idea of becoming an assistant or manageress to someone else, I hope the above notes will give some idea of the work in question. To anyone contemplating starting a business of her own there are, of course, more aspects of the case. Capital is essential, but much can be done with a small capital, with careful management. Having received her training, the question will arise where she shall start her business. Personally, if I had to begin with a small capital, and had no connection, I would start in a good provincial town. The rent and expenses generally would be lower than in London, the capital required would be less, and the competition not nearly so keen. I should certainly advise a shop in preference to an upper part, although the rent would be more, because much custom can be obtained from an attractive window. While the legitimate business was growing, it would be well to become agent for, and to sell on commission, various goods, such as electric light fittings, lamp shades, tiles, etc., and if the space in the showroom permitted, small and attractive pieces of decorative furniture, good china, and so on.

It would be a question entirely dependent upon individual capacity, and inclination whether it would be desirable not only to sell wall-papers, carpets, curtains, covers and all such things, and to give advice to customers, but also to undertake the actual decoration of houses. This would mean the employment of a good foreman, and workmen to carry out the painting, and papering, and any plumbing, and carpentering that might be required. In London, a good plan for beginners, is to employ a reliable firm, who will contract to do the work,

and allow the usual trade discount, but in a country town this would not perhaps be found quite satisfactory. These difficulties, however, a woman of good administrative capacity would no doubt overcome. I think it would be a mistake for anyone to start in London without a good connection, or an ample capital, as the competition is already severe, and it is difficult to become known.

In conclusion, any capable woman properly trained should experience very little difficulty in obtaining fairly well-paid employment should she not have the money, or inclination to start for herself, and I believe it is one of the businesses of the future for women. Given the qualifications enumerated, combined with good health, enthusiasm, and a real liking for hard work, it is certainly an interesting, and in many ways a delightful method of earning a living, and for ambitious women it has the advantage of offering them possibilities of obtaining for themselves a sound business, capable of almost any expansion.

UPHOLSTERY

AS AN EMPLOYMENT FOR WOMEN.

By MISS A. DEANE.

ONE looks around nowadays, and sees women employed in nearly every business and profession, some and alas! the greater number, I fear, overcrowded with eager aspirants for work, others offering fair chances of success, and again, others so unremunerative, and laborious that it is a wonder that there are applicants for the vacant posts in them; of the first and last it is not my intention to write about, as I consider that Upholstery as a "means of employment for women" should be placed in the second section.

To ensure success, the woman who enters on this branch of labour must equip herself with the necessary qualifications, and not take it up in a haphazard way, with the idea that all is so simple and straightforward that training is unnecessary; this method might have answered in days gone by, but now that the appearance of one's home secures almost as much attention as one's personal appearance,—and in some instances more so,—it simply means failure and disappointment.

Whilst writing this article I am thinking of two classes of women anxious for success—the girls just entering the battlefield of labour, who can make their own selection as to

special work, and the middle-aged, who were educated in days when specialising for certain careers was not, as it now is, a recognised thing to do, and who now, that perhaps reduced circumstances necessitate their seeking employment, find the age limit a barrier against many an occupation, which they would like to enter upon. Well! especially to the latter Upholstery opens a door, but if those who wish to enter, want also to REMAIN, they must make the necessary preparations.

First and foremost, a woman must be a neat and careful seamstress, as needlework enters largely into this branch of business. She must, at the same time, work with her brains as well as her fingers, for if intelligence is not brought to bear upon the subject many awkward predicaments will arise.

Loose covers form one of the principal items of an upholsteress' work; these appear to be very simple things to make, but appearances are often deceptive, as in this instance, and unless great care is taken in fitting and fixing the various parts together the result will be hopeless—but, let me add, as a set off against this warning, that chair covers are in constant requisition, and the work pays well.

An artistic sense is necessary: this is obvious when one considers how often a worker is called upon to exercise her own taste, and make suggestions as to the effects of colour-blending, and decorative schemes; she should also be able to utilise odds and ends, which to the uninitiated, seem too trifling for notice but which can often be brought into use with decidedly good effect.

Carpets and felting require constant renovation; perhaps to many this task seems very uninviting, well! I suppose it is not fancy work, but it has to be done, and must be taken in the day's work.

A general knowledge of drapery is an important item, for though an upholsteress might not be expected to undertake very elaborate draperies, she would be expected to be capable of arranging mantel hangings, cosy corners, and such-like things.

Then she must be able to wield the hammer, and various tools, and re-seat simple chairs, fix tight covers on them, and button them down, etc.

These are some of the requirements necessary for this class of work; plainly speaking, an upholsteress should be a good all-round worker, expert and neat with her fingers, quick with her brain, artistic enough to perceive pleasing effects, and handy with hammer and nail-lifter; possessed of these gifts she is prepared to enter the arena of competition, and contest for the many opportunities that upholstery offers to women.

Of course, it takes some little time to form a connection,

but when once a worker has secured a small clientèle, to whom she has given proof that she performs her part in a satisfactory manner, she will soon find her connection increasing through recommendation, as there is a constant demand for upholsteresses, especially in the Spring and Autumn.

As to the question of payment—I advise women to stand out for a fair wage; men are well paid in this department, and if women are capable of the same work they ought to receive adequate remuneration, if only, as a united body, they would set a fair valuation on their services, and refuse underpayment, they would not be expected, and asked to work on the cheap, as is so often the case now.

A final word as to training; this need not offer any difficulty: a girl can either take private lessons, or she can join one of the many Institutes or Polytechnics which now include upholstery in their curriculum; if time is an object, she should adopt the former course, as class lessons are naturally slow, taking place as they do usually once a week, but it is the more expensive way of training. However, everyone must, or should be the best judge of her circumstances, and the conditions under which she must act, so advice in this respect would be superfluous.

PHOTOGRAPHY.

I. By MISS A. H. BLOOMFIELD

(Secretary, Liverpool Employment Bureau).

A CONSIDERABLE number of young women and girls are employed by the various photographic firms in Liverpool, but they are very seldom engaged in photography proper, *i.e.*, either as operators or developers. I am, indeed, told that no women are employed as operators in Liverpool, and in only one establishment did I hear of a female pupil having been taken for these processes. She was already a good photographer, who wished to go into business for herself, and only came into the studio for four months to see professional work, and to learn retouching. There are, however, four women carrying on business for themselves in Liverpool as photographers.

The ordinary employées may be divided into three classes, as follows:—

1. The first class consists of those, who take what is considered the complete course of training, including mounting, printing, retouching, and reception room duties, and who, at the end of their training, if successful, obtain posts as reception room assistants. This branch of work is usually the best paid, the salaries ranging from 25s. to 35s. a week as a rule, and in some cases higher. It seems to be generally liked on account of the variety, and the easy and pleasant nature of the work, and the comparative shortness of the hours. From 9.30 to 6, and a short day on Saturday, are the usual hours in the better class of shops. In the smaller establishments, the reception room assistants sometimes do retouching, colouring, etc., as well as the business part of the work, but not in the larger ones. There are said to be comparatively few who are successful in the reception room, as it requires business ability, as well as pleasant appearance and manners, and tact with customers. Girls generally enter upon their training for such posts at from sixteen to eighteen years of age, and the training lasts for two years, as a rule, with a premium of from £20 to £30 paid down at the beginning. There is usually no formal apprenticeship, but I heard of one case in which an indenture had been signed.

2. The next class consists of those who take the full training in the various processes of printing, spotting, etc., and retouching, but not in reception room duties. At the end of their training, they become retouchers, and if kept on the permanent staff of a firm, obtain salaries which rise to 25s. or sometimes 30s. a week. More often the work is given out to be done at home at piece-work rates, and then the amount earned depends upon the rapidity of the worker, and her success in obtaining orders. 1s. for a cabinet photograph is now the usual rate, though it used to be higher. Artistic taste and training are great advantages for this work, and I am told that many of the girls who apply to learn photographic processes have had some training in Schools of Art, or attend such schools whilst passing through their apprenticeship. The period of training for a retoucher also lasts, as a rule, for two years, but the premium is generally considerably less than it is when reception room duties are taught. In one firm I found it was £10, and in another no premium was asked for, but the girls worked for six months without payment, and then began to receive a small weekly salary, which gradually rose from 2s. to 8s. a week during the two years of training. In another case no premium was paid, but the girls worked for two years without salary. The usual age for entering upon this training is fifteen or sixteen, and I was told, that when the girls came to it older they did not settle down so well, as they disliked the mechanical part of the work, and being

ordered about by younger girls. Another firm, however, had no objection to older girls, but would not take them below sixteen years of age. A fairly well-to-do class of girls seem to be attracted into this work by its pleasant character, the scope it affords for artistic taste, and the fact that it can be carried on at home. In the case of one very large firm, I found that all the retouching was done by men, the reason given being that they were more reliable than girls, and in another case it was said that the work of the girls was often deficient in seriousness and perseverance. They seemed to have taken up the work more as a passing whim, or to keep them out of mischief, than as a settled occupation. Retouching is rather trying to the eyes, and I was told that no one whose sight is at all weak should think of taking it up. Drawing on enlarged photographs, and colouring photographs are also sometimes done by women, and generally at home. These branches require artistic knowledge and skill.

3. The third class of workers are those who are engaged in the mechanical processes of spotting, mounting and trimming, and in some cases printing, but who never go on to retouching. These are generally girls of a lower social class, and they begin the work younger. They earn wages of from 6s. to 12s. a week as a rule, and never rise above 15s. a week at the outside.

PHOTOGRAPHY.

II. MISS KATE PRAGNELL.

(By kind permission of the "Daily News.")

A LADY—Miss Kate Pragnell—is (writes a representative of *The Daily News*) responsible for a recent development in the art of photography; and so I visited her studio in Brompton Square, bent on learning something about it. The name of her new process is "chiaroni."

"It has only come as a result of years of hard study and investigation, together with much experimenting," explained the woman photographer, "but now that it has arrived I am sure it is going to remain."

"Can you tell me something about it?"

"Well, in the 'chiaroni' process there is absolutely no working up of the print, and in place of the black blotch representing shadow in the ordinary photograph we are able to arrive at a clear definition of the objects thrown into shade,

the shades themselves in this new method being deep and rich and transparent, instead of opaque, as is ordinarily the case. Then we are able to get atmospheric perspective, and to vary the keys of our pictures. Each sitter in the artistic photograph requires to be taken in her own separate key, and in the discovery of that particular key much of our work lies.

"All the artists who have seen my 'chiaroni' discovery assert that it will establish itself, for there is nothing else like it in existence. An arrangement of blinds and lighting is responsible for much of the secret. Presently, too, I shall be able to get distant figures into my pictures when requisite. I may tell you that Sarah Bernhardt, who had come across some specimens of my work in this direction, particularly requested me to take her by my process. She was more than appreciative of the results, and begged me to exploit my discovery in Paris, for in France, she said, the people are more appreciative in matters artistic than here in England. She went so far as to say that my success would be absolutely assured if I took her advice."

"And do you intend to?"

"Possibly. But of course I have a large clientele here, who are gradually getting to hear about 'chiaroni,' and certainly it seems to appeal to them, so that I am justified in remaining here, even supposing I open a branch in Paris."

"I believe you have theories on the subject of photography, Miss Pragnell?"

"Only so far as the 'touching up' process is concerned, and people who want 'faked' pictures of themselves know better than to come to me. I consider it is nothing less than libellous to touch up the presentment of a good-looking woman, while if you eliminate the bad features of those less fortunate you produce something absolutely false. Besides, there is good reason to believe that the public is growing tired of the mere 'pretty picture'; the demand is for something more natural and more life-like."

Miss Pragnell, who is a painter, took up the study of photography as an auxiliary to her art some eight or ten years ago. Her efforts in this new direction met with so much encouragement that she daringly took a studio in Sloane Street, determined, in days when women photographers were rare, to create a new opening for herself. Her success was remarkable—she told me—for she managed in her first year to clear very heavy expenses, besides paying for her own maintenance. Since that time she has continued to prosper, for people have come to recognise the merits of the honestly flattering portrait.

"Do you think there is a career for girls in photography?" I asked.

"Certainly, there ought to be a fine future for them, though not perhaps in London. Women ought to be able to do well in the provinces, but they would have to act cautiously, and not give out work they could do themselves. Some of them have very quaint notions. A girl came to me only the other day and wanted to learn my business. 'I should like so much to be your pupil,' she explained, 'because you have such a nice studio, and, you know, I couldn't possibly work for a photographer who kept a shop!' I had to inform her she was not the kind of person I wanted, and, moreover, that she was precisely the type who would not succeed at photography, since she approached it in quite the wrong spirit. I am sorry to say," continued Miss Pragnell, "it is my firm conviction that the majority of women would not make a success in portraiture. Like every other business, it requires a whole-hearted energy and devotion in order to succeed. The fact is that with most girls there seems to be something which prevents them giving their entire mind to their work. One cardinal mistake they make: they endeavour to earn a pound or two weekly instead of creating a future for themselves. They live too much in the immediate present. To succeed a woman must learn self-reliance and a true independence of spirit. Both these qualities the majority lack."

"How would the aspirant set to work?"

"A year of training is absolutely necessary, but unfortunately there is no place at present where the intending woman photographer can obtain that training. Some years ago, at the International Congress of Women Workers, I threw out a suggestion for a training college, but it seems never to have been adopted. Perhaps some day I may make up my mind to fill the void, but I can say nothing definite on the subject at present."

"After her probation it is well to try to establish a business, and not to buy one; but of course some capital—say £300 or £400—is necessary. And there will be living expenses meanwhile. But, as I said before, the woman photographer must not turn up her nose at anything, and if a shop pays, why, she should have it, and not hanker after a false gentility. I don't think"—in reply to another query—"that women photographers are increasing much in London. They come and go spasmodically."

A COLONIAL TRAINING SCHOOL FOR WOMEN.

By MISS G. M. GODDEN.

THE present openings for women in Canada and the prospects of future openings in South Africa are well known. Our object in this article is not to comment on the scope for congenial and remunerative work offered to capable women in these great colonies, but to describe briefly a new training scheme where great advantages in training for *out-door* pursuits are combined with the domestic economy courses familiar to our readers. We refer to the recently formed Colonial Branch of the Horticultural College, at Swanley, Kent. Here three essentials to success are offered to students:—

(1) *A Training Ground*, consisting of a separate "Colonial" house and garden, where colonial work and ways are learnt in practice; and of *forty-three acres* of the College gardens, fruit plantations, glass-houses, farm buildings, dairy, apiary, poultry runs, etc.

(2) *A Staff of Expert Teachers*, including a highly qualified dairy instructor; a bee-keeping expert; a King's College lecturer in South African native languages; a member of the Sanitary Institute and well-known lecturer for hygiene and sanitation; and the skilled staff of the College in horticulture. And last, but by no means least, the constant supervision and teaching for cooking, bread-making, fruit-bottling and jam-making, laundry, sewing, etc., etc., of a lady housekeeper, who has had long personal experience of colonial life.

(3) The assistance of the following *Advisory Council*, whose names are sufficient guarantee of special knowledge and influence:—Viscountess Falmouth; Mrs. Fawcett, LL.D.; the Hon. T. E. Fuller (Agent-General for the Cape); Sir Walter Peace, K.C.M.G. (Agent-General for Natal); the Hon. Mrs. Lyttelton-Gell (Chair, Rhodesian Committee, South African Colonisation Society); Lady Knox; Mrs. W. Wybergh (Transvaal Women's Immigration Department); the Hon. H. B. Lefroy (Agent-General for West Australia); the Hon. Alfred Dobson (Agent-General for Tasmania); the Hon. C. A. Duff Miller (Agent-General for New Brunswick). The Executive Committee consists of the Hon. Sir John Cockburn, K.C.M.G.; Mrs. John Hopkinson (Chair,

also Chair of the Agriculture Committee South African Colonisation Society); Miss Wilkinson (Principal of the Horticultural College); and Miss M. Kekewich.

Such, in outline, was the equipment with which the new training scheme started in the Spring of 1903. What were the immediate results? By September following funds from generous donors (including £100 from the Clothworkers' Company), had been received, enabling the Committee to allot four scholarships to candidates whose means did not extend to payment of full College fees; and from the constant letters of inquiry it is clear that twenty such scholarships could be applied did funds permit,—we commend this fact to all interested in relieving the pressure on the over-stocked professions and occupations for women in England. By September also the new venture was already in a position to move into a larger house more suited to the needs of the students. Further, at the end of this six months' initial work the Committee could report the training of a short-course student, who after her three months' work had the choice of posts in Canada and South Africa, and who sailed for Rhodesia in September; of another short-course student who sailed under excellent auspices for Canada in October; of three sisters trained in poultry and dairy work) joining a brother on a ranche in Canada; of two students in preparation for married life in South Africa; and of three one-year (Diploma) students who hope to take up independent careers in remunerative work in South Africa in dairy, poultry and gardening work.

Let us see how the training of these students is likely to work out. A woman wishes to try her future in one of our Colonies, or to join a husband, or brother, already working there. If she finds herself planted on some up-country station, with the usual knowledge of an average girl of the upper-middle classes—what are her chances of making a successful living or a prosperous home? Life—with no baker, butcher, greengrocer, dairy-shop; no chemist or nursing institution; no doctor handy; no plumber or builder; not even the general village "shop"—means constant need of preparatory teaching and *practice*. Let her go for a year if possible (*i.e.*, the *Higher Certificate Course*), or if that is impossible, for some of the *Short Courses*, at Swanley. She learns something of the management of a garden; she learns to milk, to make butter and cheese; to keep the house healthy within and without on simple sanitary principles; to render "first aid," and to apply some elements of nursing; to cook with the simplest appliances; to wash clothes in cold water; to make household furniture out of packing-cases and biscuit tins; to harness and to drive; to make simple clothes; to preserve fruit and get honey.

We need hardly point out the special advantages to an intending colonist, not dependent on a brother or future husband, of starting her colonial life with the help indicated by the names of the above Committee and Council; and for background to her year or less of training she has the fine acres, the gardens, orchards, and farm-yard, of the old Kentish Manor-house, which some ten years ago were converted into the Swanley Horticultural College.* We commend this opportunity to all women desiring to equip themselves for out-door life in the colonies.†

PRINTING.

By EMILY HILL.

MISS WEEDE holds a position of no small importance and responsibility as secretary and manager of the Women's Printing Society, which is the only undertaking of the kind not only in London, but in Great Britain. For twenty-four out of the twenty-eight years of the Society's existence, Miss Weede has been connected with it, first in the capacity of proof-reader and then, as she became more and more acquainted with the method of business and the technicalities of the trade, as deputy to the late Mrs. Paterson. Now, as indeed she has been for the last seventeen years, Miss Weede is the sole responsible head of the large establishment which eleven years ago moved from Great College Street, Westminster, to Whitcomb Street.

A visit of inspection is very interesting. The thirty girls and women have two spacious, well-ventilated, and well-lighted composing rooms on the second and third floors. In one they are setting up types for books, magazines and reports, in the other they are doing what is called "jobbing work," that is, setting up circulars, programmes, cards, note-headings, bill-heads and all kinds of printing requiring what is called "display." And these women compositors can do, and do well, what some people say ninety-nine out of a hundred compositors cannot—set up a good title-page. In a quiet corner of the top room the lady readers have their "closet," as the readers' room is termed. A lift conveys the type when it is set up and "locked up" in formes down to

* For Syllabus and all information, apply to the Resident Sec., Miss Kekewich, Horticultural College, Swanley, Kent.

† For information as to openings in S. Africa, apply to the Secretary, S. Africa Colonisation Society, 47, Victoria Street, London, S.W.

the machines to be worked off. What are called "first" proofs the girls pull themselves on a little galley press, and when I went over the establishment I saw the youngest apprentice, a bright child of 14, pulling a little proof of the names she had been setting up in her "stick" for practice. In a very short time a quick girl picks out the letters, for the boxes are not arranged alphabetically, but so placed that the letters most in use, such as the vowels, and g h s t m r, come more immediately together and in the centre of the case—and most learners find this quite interesting. If they have an eye for appearance they soon try to space well, taking care to put more space between very long than short words, and most, of course, after a full stop.

The machines are in the basement, and are propelled by gas, and managed by men and boys. Everything looks so complete, so well planned, and business-like, only so phenomenally clean compared to most printing offices—that it requires some reflection to realise what difficulties have had for many years to be contended with, and what a large amount of hope and patience had at the outset to be taken in stock.

The first start in 1874 was in a very small way in Castle Street, Holborn. There were seven learners, two instructors, and several women workers. More apprentices applied than could be taken on for want of room. Still those who were there were fully employed, and they turned out during that first year work to the value of £570. But it was impossible to do it at a profit, as the capital was very small, and did not enable the society to buy any machinery. Not even a card or a circular could be worked off on the premises. Next year better, but not altogether satisfactory, offices were taken at 21B, Great College Street, Westminster; and the following year a company was formed for carrying on the society. When machinery was acquired and the plant generally improved, business increased, but for a long time there was no margin for dividends.

Now all the financial anxieties are ended, and the directors have been able for some years not only to declare a dividend to the shareholders, but a bonus of 10 per cent. on their wages to the workers.

The Great College Street premises were destroyed by fire in 1893, and the move from there to 66, Whitcomb Street, Coventry Street, has proved in every way beneficial. Ever since 1886, the year of Mrs. Paterson's lamented death, Miss Weede has had the sole management.

Her thoroughly practical knowledge of the art, for she is a printer's daughter, and has been through the whole *modus operandi*—can set up rapidly, "make up" and "impose"—her excellent business capacity, her tact in managing the men

and women placed under her supervision, her invariable readiness to meet the wishes of customers, and the high degree of excellence in the work turned out which she, no less than the directors, insists upon, have been a main cause in the prosperity of the Society.

"What do you think of printing as an occupation for women with regard to health?" I asked Miss Weede.

"All our girls are very healthy," was the reply. "They come at 9 a.m., have an hour for dinner, which they may bring with them or go out to; they have a quarter of an hour for tea, which must be taken in the house, and they leave at 6.30. We avoid night work. Many of our girls have been with us for years, some longer than I have."

"What is the average rate of wage?" was the next query.

Twenty-four shillings a week, but there are two forewomen who earn 34s. a week. I have known a good piece hand, when there is a run of work, earn 35s. a week.

In reply to my inquiry about the prospect of employment for women who were well trained—for the Society can, of course, only take a limited number—Miss Weede said:

"There are very few ever out of employment; we prefer to keep on our old hands; and do, when we want additional ones we generally apply to the Society for Promoting the Employment of Women. Girls are apprenticed to us for three years; the premium is £5, but they begin with a small weekly wage."

I had been struck with the neat and nice appearance of the compositors, and asked Miss Weede if they did not come from rather a higher class than men similarly engaged, and she considered they did. The Society often received applications from printers to apprentice their daughters, a fact which seemed to show that there was no scarcity of work for good female hands.

SPARE TIME EMPLOYMENTS.

HOW THE UNWARY ARE DUPED.

By MISS CATHERINE WEBB.

(By kind permission of the Editor of "The Daily News.")

IN the advertisement columns of a recent issue of *The Daily News* appeared the following announcement:—

Evening, or Spare Time Employment anywhere, offered to any person who can write.—For particulars send addressed envelope to ———

It is not likely to appear again, but its accidental admission has induced a correspondent to follow up advertisements offering "spare time employment," with interesting results. An enormous proportion of those who answer these advertisements are those "poor gentledom" whose uncomplaining struggle for existence is, perhaps, the bitterest tragedy of our modern industrial problem. To such, the fact that an offer of "easy remunerative employment" is constantly to be found in respectable, and presumably, responsible papers, lulls to sleep any vague suspicions they may entertain. It does not seem inopportune, therefore, to give publicity to the results of a personal investigation, undertaken in no spirit of idle curiosity, of some of the many enticing advertisements whose offers of employment seem to cover a "catch" of some kind—to use no harsher term.

FOUND AT THE FREE LIBRARY.

A visit to the Free Library provided a whole sheaf of alluring encouragements to earn sums varying from 7s. 6d. to £1 per day, "without interference with present occupation." The most familiar type is that quoted above, which offers employment "anywhere" to "anyone who can write." No definite promise of either maximum or minimum earnings is given in that advertisement, but in the columns of *The Sheffield Daily Telegraph*, *The Scotsman*, and *The Leeds and Yorkshire Mercury*, which happened to hang upon adjoining stands in the library, the same firm offers a sum of £2 weekly. These advertisements appear, in fact, with such wide divergencies in the estimated earnings promised, that upon comparison the

conviction is forced upon one that such promises are carefully regulated to the presumable standard of wage-earning capacity most flattering to the readers of the several journals. 7s. 6d. to 22s. 6d. weekly, modestly offered to the readers of the *Christian Commonwealth*, and the *Church Family Newspaper*, becomes 30s. per week when offered to the clientèle of *The Daily Graphic*, while £3 weekly, and the princely sum of £1 daily, is not too much to offer the readers of the big provincial dailies. It may be noted that the former of these last two differs slightly from the others, inasmuch as the employment, by which this quite respectable weekly wage is to be earned, is specified as "addressing envelopes." It may also be noted that the person who can write must do so "legibly," in order to earn £1 a day. Another advertiser stated that 10s. might be "easily earned at home by either sex," and that "no selling or canvassing" was involved. In another type of advertisement, ladies are invited to tint photographs, or to do art needlework, and specious requests are made for literary work of all kinds. All "highly remunerative" occupations.

So much for the advertisements themselves, one feature of which is common to all—namely, that in order to open connections with the advertisers, "an addressed envelope must be sent for particulars."

A POOR GENTLEWOMAN'S VENTURE.

The writer determined to incur this initial expenditure in each case, and in order to give the advertisers quite a fair trial, the co-operation of a "poor gentlewoman" friend was enlisted, in the uncertain hope that some, at least, of the work offered might prove useful to her. The "anyone who can write" class was attacked first. The immediate result of our "addressed envelope" was to bring from each advertiser a curiously uniform reply, although the speculative envelopes were sent to addresses as far apart as Cornwall, Middlesex, and Surrey. After due acknowledgment of receipt of our request for employment the printed letter goes on: "A specimen, necessary for the employment is of 1s. value, for which we require a deposit of 1s., which amount we return to you with first week's salary." The shillings and 1d. stamps being despatched, the replies become more distressingly monotonous still. In each case the sample proved to be a pocket contrivance, containing at one end a rubber stamp, and at the other an impossible pen and pencil. The employment consists in hawking this stamp, and obtaining orders for it—or for a series of similar "novelties." In one case, for every 14s. or 10s. sales the salary (?) to be deducted by the employee is 7s. 6d. or 5s. respectively. In another, the appli-

cant learns that a salary of 6s. 6d. per day can be obtained by orders of 13s. per day, and receives intricate minor instructions concerning postage, bonus, etc., and one major precept concerning the absolute necessity of sending "cash with order." Another variation does not require that the said stamp should be hawked, but a series of coupons must be filled up and distributed. These coupons entitle the holder to receive "free" (?) a fountain pen of graduated value upon purchase of parcels of novelties of equally graduated value. "A salary of 2s. will be sent to you for each coupon that you write your name and address on, and give away, provided the lady or gentleman who accepts it fulfils the conditions which are printed upon it, in order to obtain one of our stylographic pens free of charge." This being interpreted means that some poor, long-suffering friend must be persuaded into purchasing eight shillings worth of rubber-stamps, penholders, sovereign purses, etc., with a stylographic pen thrown in, in order that one may receive a "salary" of 2s.

CUTTING STENCILS.

The modest "ten shillings easily earned by either sex," when applied for, brought a reply that the work consisted of "cutting stencils as used by decorators out of paper with an ordinary penknife." "The remuneration is good," says the circular letter, "and a fair trade price is paid. . . . We do not ask you to pay for materials; these we supply you with, neither do we want you to sell the stencils when cut, as we take them back and pay you for cutting same; but we require you to send us a postal order for 1s., and four stamps to cover the cost of advertising, postages, packing, etc., and for two specimens of work for you to cut, with full instructions. We guarantee to pass the pattern sent for payment, or point out the faults, that you may see exactly where you have failed, and how to avoid failure in the future. The amount sent us will be allowed to all persons who do the work satisfactorily." Who could resist sending the 1s. 4d. so blandly asked for? In reply came two strips of thin, whity-brown cardboard, on which is a stencilled pattern, together with a paper of "Rules and Instructions," from which it appears that one cannot set to work at once, but that "to improve your cutting with a little practice, half-a-dozen stencils will be sent upon receipt of P.O. for 1s. 6d. and two penny stamps deposit." Just what degree of perfection will meet with the satisfaction of the firm it will, therefore, take a further 1s. 8d. to discover. The 1s. 6d. already expended leaves us with not even a gimcrack novelty by way of return.

A TASK FOR RAPHAEL.

Our experience with the second class of advertisements was equally productive of disappointment. My friend, who has artistic talents, discovered some little while ago an advertisement offering remuneration for "tinting photographs." Sending the inevitable 1s. 6d. for outfit, a photograph printed in blue, a small box of cheap and nasty colours, and a horrible coarse, handleless brush arrived, with instructions that the photograph must be tinted therewith, and submitted "on approval." As might have been anticipated, her work was "not quite up to our standard," but might be improved upon by further expenditure upon materials; but, as she put it, Raphael himself could scarcely have attained satisfactory results from such unsatisfactory tools. It is doubtful whether it was meant that she should succeed. The perennial literary advertisement trick is, perhaps, the most specious of all. A "Publishing Firm" will offer to consider MSS. sent to Box So-and-so, at the offices of the paper in which the advertisement appears. Or the advertisement asks for some specified form of literary production. Sometimes the advertiser requires a fee; sometimes he merely swallows all the MSS. sent to him, and is heard of no more. A plausible gentleman, with an office in London, extracted from a struggling authoress of my acquaintance a fee of 10s. 6d. for the purpose of making copies of a little tale of hers for the American Press. Another required a specimen of already existing work as a "proof of competency," before employment. With wary caution a printed specimen was submitted, which was duly returned, with a word of approval, and an article taken from a Nonconformist journal—a sketch of some famous preacher—which the applicant for employment was required to paraphrase and return. This being done, the MSS. apparently vanished into space, for upon a visit of inquiry being made to the address mentioned in the advertisement, the advertiser's name was unknown! Again, a budding composer advertised for "Lyrics." A little poem on "Daffodils" was sent to him. After a weary wait, a gentlemanly young man called on my friend to explain, that out of hundreds of lyrics through which he had waded, hers was the only one good for anything. He asked permission to set it to music, and promised to pay a small sum—with many apologies for the smallness. A few days later came—not the small sum—but a tortured love song of Elizabethan or Stuart period. That is to say, a phrase here and there was given with dashes in between. These gaps were to be filled up with suitable words. This curious piece of literary patchwork being done, it joined the Daffodil lyric—in oblivion.

Such are some of the many forms of trickery practised by this class of advertiser. The world is quite properly unsympathetic towards the foolish folks whose lack of common-sense renders them easy prey to this class of tricksters, even if the victims cared to make an outcry; and so this petty extraction of shillings and stamps from the pockets of the needy goes on unchecked.

1891

PAMPHLET